



## ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

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AIACE/CENTRAL/2019/50

Dated - 16 /3 /2019

To

The Chairman-cum-Managing Director  
Bharat Coking Coal Limited,  
Koylabhawan, P.O. BCCL Township  
Dhanbad-826005

Sub:- Non-payment of Dues and Harassment of Sri Jagadish Sah, EIS No. 90203118, Retd. Dy Manager (Mining), BCCL since past 4 years

Dear Sir,

One of our Advisory members, Sri Jagadish Sah, EIS No. 90203118, last working as Dy. Manager (Mining), BCCL superannuated on 31<sup>st</sup> December 2014 after which he duly handed over his company provided accommodation and completed all the requisite paper formalities by 2<sup>nd</sup> January 2015.

It is to state with great dismay that, even after lapse of more than 4 years, his settlement towards Leave Encashment has not been done and he is made to run from pillar to post in search of financial justice.

An office order vide reference no. BCCL/MRS/2015/332 dt. 27/29.10.2015 issued by Personnel Manager, Mines Rescue Services, Dhansar, BCCL, Dhanbad has declared that Sri Sah has to his credit the following leaves:-

- i. Earned Leave- 132 days
- ii. HPL- 183 days.

Accordingly the order has advised payment of Leave Encashment for the above period.

To our utter surprise, after almost 15 months of issue of above office order, vide letter no. 341 dated 18<sup>th</sup> January 2017, a corrigendum has been issued by the same office which gives a contradictory statement of leaves. As per this corrigendum, the office claims that,

- A. Sri Sah was having 117 days, and not 132 days, of Earned leave which has been fully encashed to him and nothing is due on this account, and
- B. Sri Sah has accumulated HPL of 173 days, and not 183 days, out of which he has been paid leave encashment of 124 days and only 49 days of HPL are left to be paid towards encashment. Even if this statement is true, may we be enlightened with the reasons why the balance 49 days of HPL encashment has not been released so far?

We do not know, which of these two orders are legitimately correct and what is the proof for payment of leave encashment. The discrepancies in Leave records need thorough examination and proper audit so that Sri Sah is not victimised for no fault of his own. Proper error rectification and an earnest sincere effort is required for early settlement of encashment dues of Sri Sah.

We hope that appropriate actions will be instructed from your end for early settlement of this case.

Regards,



P K SINGH RATHOR  
Principal General Secretary

CC

Chairman/DP/DF, Coal India Ltd

DP/DF, BCCL, Dhanabd