



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. -4, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)

Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 015

Dated 3.2.2024

To

Chairman-cum-Managing Director
Eastern Coalfields Limited
Sanctoria (W. Bengal)

Sub: Timely Disbursement of Executive Benefits at Eastern Coalfields Limited

Dear Sir,

Your kind attention is requested to be drawn to the pressing issues of executives posted at ECL, who are facing challenges in accessing various benefits outlined in the company's rules and guidelines, particularly concerning House Building Advance (HBA) and House Rent Allowance (HRA), among others.

Of paramount concern is the prolonged delay in processing House Building Advance applications, as outlined in the latest CIL House Building Advance (HBA) Rules Office Memorandum No: CIL/CSA (PC)/HBA/2828 dated 08.05.2018. Despite the stipulated processing **timeframe of 30 days**, ECL has regrettably withheld approval for all HBA applications. This delay not only undermines employee morale but also contradicts the commitment to employee welfare upheld by other subsidiaries of CIL.

The protracted delay in HBA disbursement has had a demoralizing impact on our junior executives, many of whom aspire to provide their families with decent living conditions. It is imperative to recognize that timely disbursement of HBA benefits not only alleviates financial burdens for these executives but also fosters a mutually beneficial relationship between ECL and its dedicated workforce. House Building Advance is akin to a type of loan that the employee repays with interest, by which, ECL is also benefitted.

Streamlining the benefits disbursement process will not only uplift employee spirits but also contribute positively to ECL's overall success and reputation. By prioritizing the well-being of our executives, ECL can significantly enhance employee morale and reaffirm its commitment to fostering a supportive work environment.

Your intervention is solicited to expedite the approval and disbursement of executive benefits, particularly the HBA scheme, in strict adherence to company regulations.

Yours sincerely,

(P. K. SINGH RATHOR)
Principal General Secretary, AIACE

CC

The Chairman, CIL, Kolkata
Director (P & IR), CIL, Kolkata
Director (P & IR), ECL, Sanctoria