



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)

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Ref No. **AIACE/CENTRAL/2023 / 083**

Dated 25.9.2023

To
The CMD
Eastern Coalfields Ltd.
Sanctoria, Asansol

Sub:- Request for Timely Disbursement of Executive Benefits, Including House Building Advance, in ECL

Dear Sir,

Your unwavering commitment to the betterment of Eastern Coalfields Limited is highly appreciated by one and all. Addressing our below concerns will add a feather in your cap.

It is to draw your attention towards a matter of concern that has been impacting the well-being and financial stability of our esteemed executives at ECL. We at AIACE believe that addressing these issues will serve as a testament to your unwavering commitment to the welfare of our officers at ECL.

It has come to our attention that executives at ECL have been encountering persistent challenges in availing various benefits entitled to them under the company's rules and guidelines. Specifically, we wish to shed light on issues pertaining to House Building Advance (HBA) and House Rent Allowance (HRA), among others. It has also come to our notice that many of the executives at ECL HQ are seeking the mercy of the Court to avail the rightful HRA benefit of executives, while ECL HQ is sanctioning HRA for all the non-executives. This disparity in treatment is a matter of grave concern.

Of particular concern is the House Building Advance scheme, which is comprehensively outlined in the latest CIL House Building Advance (HBA) Rules Office Memorandum No: CIL/C5A (PC)/HBA/2828 dated 08.05.2018, a copy of which is enclosed for your reference. Regrettably, ECL has, in numerous instances, not approved any HBA applications in recent times, and all applications have been held in abeyance for periods exceeding 6 months. This prolonged delay far surpasses the stipulated processing timeframe of 30 days, as specified in the scheme. It is worth noting that all other subsidiaries within the company have been diligently approving House Building Advance requests, which not only contributes to the well-being of their employees but also significantly bolsters employee morale.

This delay in processing HBA applications has had a disheartening effect on our junior executives, many of whom are striving to provide their families with suitable living conditions. It is imperative to recognize that the CIL HBA benefits not only offer financial relief to these executives but also establish a mutually advantageous arrangement owing to the favorable repayment structure and interest rates, benefiting both ECL and its dedicated employees.

By expeditiously sanctioning HBA applications in adherence to company regulations, ECL can profoundly enhance the morale of its workforce and uphold the company's pledge to the well-being of its employees. AIACE kindly implores your intervention to ensure that executives receive their House Building Advance benefits in a timely manner.

Furthermore, we appeal to your sense of fairness and equity in addressing the broader issue of executives encountering impediments in accessing various benefits. The streamlining of the benefits disbursement process will not only uplift the spirits of our dedicated workforce but will also contribute substantially to the overall success of ECL.

AIACE earnestly hopes that you will take our request into consideration and take affirmative measures to expedite the approval and disbursement of executive benefits. Your prompt action in this regard will undoubtedly strengthen the bond between the company and its employees, ultimately benefiting both parties.

We will be grateful for your attention to this matter and eagerly await a favorable response.

Yours Sincerely,



(P.K.SINGH RATHOR)
Principal General Secretary
All India Association of Coal Executives (AIACE)

CC

1. Chairman, CIL, Kolkata
2. D(P), CIL, Kolkata
3. D(P), ECL, Sanctoria