

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**

**Cir.No.27/2009**

**18<sup>th</sup> December 2009**

**To all the Zonal/Divisional/State/Regional Units:**

Dear Comrades,

**Discussions on wage revision in LIC**

Discussions on wage revision in LIC were held on 16<sup>th</sup> December 2009 as scheduled in the Central Office. Chairman, the three Managing Directors, Executive Director (Personnel) and other officials of the Personnel Department were present in the joint session. Com. Amanulla Khan, Com. K. Venu Gopal and Com. V. Ramesh represented the AIIEA.

Chairman, LIC, initiated the discussion and informed the joint session that certain employee related issues were resolved in the recent past. He noted the improvements in the housing loan which were approved by the board of LIC, and informed that the Legal Department of the Central Office is in the process of issuing the instructions.

He then went on to add that the unions/associations may give their suggestions to the ED(P) and other officials in the individual sessions on the modalities of apportionment of the 17.5% wage hike into various components, thus indicating that the wage revision offer remains at 17.5% and nothing more is to be offered. The unions reacted very sharply to the comments of the Chairman.

Speaking on behalf of AIIEA, the General Secretary said that the inability of the LIC management to improve upon the earlier offer is not only disappointing but also provocative. This stand of LIC was not acceptable and there would be severe unrest among the employees unless the management comes out with an improved offer immediately after consultations among the officials. He also said that AIIEA demands a good wage revision not in relation to the wage revisions in other industries but on the basis of the performance and capability of LIC. It was informed in no uncertain terms that unless the management comes out with fresh improved offers, the industry is bound to find itself in a serious unrest. It was pointed out that the management cannot take shelter under the plea of restraints put by the government as it was their primary responsibility to reassert and convince the need of a good wage revision. It was informed on behalf of AIIEA that there was no merit in continuing the individual discussions in the circumstances and therefore, AIIEA was boycotting the same.

The other unions/associations also reacted on similar lines and many of them immediately conveyed their decision to boycott the individual sessions.

Immediately, thereafter, a massive lunch hour demonstration was held before the Yogakshema, which was never witnessed in the past. Employees and officers from far and near converged on the Yogakshema and there were more than 1200 employees and officers who came to listen to the collective voice. Com. R. Gunasagar, President, Federation of LIC Class I Officers' Associations, Com. R. Jayaprakash, Secretary General, NFIFWI, Com. K. Venu Gopal, General Secretary, AIIEA and leaders of all unions (except AILICEF) addressed the meeting. The clear message was that the officers and employees are going to confront the management and the government with a joint action till a good wage revision in LIC was clinched.

## **Joint meeting of the unions**

In the same evening a joint meeting of the unions/associations was held at 8.30 p.m in the stay place of Federation of Class I Officers' Associations. Coms. Amanulla Khan, K.Venu Gopal (AIIEA), R. Jayaprakash (NFIFWI), S.N. Jaokar (All India Life), Atul Deshpande (NOIW), Ganesh Kamath (NOINO), Sanjay Gawas (Class IV), V.K. Sharma (INTUC), Prakash Sanas (BVKS) and R. Gunasagar and Mahesh Kaushik (Class I Federation) were present. AILICEF representatives did not attend the meeting despite repeated appeals.

After detailed discussion, the joint meeting came to a conclusion that there should be a collective protest against this non-chalant attitude of the management and the bureaucratic handling of the government. A one hour walk out strike on 22<sup>nd</sup> December 2009 preceding lunch was decided as an immediate protest action followed by certain conventional programmes to culminate in a ONE DAY STRIKE ON 21<sup>ST</sup> JANUARY 2010 (initially it was decided as 20<sup>th</sup> January 2010 but when it came to light that 20<sup>th</sup> January is holiday in two zones – East and East Central Zones, the date was decided as 21<sup>st</sup> January 2010.)

The joint declaration was prepared and was to be signed on the next day morning. Representatives of all the unions/associations including the Class I Federation gathered in the Central Office to sign the joint declaration. Unfortunately, the Class I federation decided not to sign the common appeal due to their organizational position vis-à-vis the NOINO. It has now come to our notice that the Class I Federation has since issued a circular. We do not wish to go into the aspects of the circular but we are happy that they too decided on the one hour strike preceding lunch on 22<sup>nd</sup> December 2009 and also advised their units to coordinate with Class II and Class III & IV employees' unions wherever there are common actions. We do hope that they would synchronise their action with the other programmes decided jointly. As we write this circular, it has come to our notice that the AILICEF has also given a call for a one hour walk out preceding lunch on 22<sup>nd</sup> December 2009.

Thus, all the employees and officers would be on strike for one hour on 22<sup>nd</sup> December 2009 sending a strong signal to the management and through them to the government that the genuine aspirations of officers and employees should not be ignored.

We request all our units to prepare for the joint actions with all seriousness and pave the way for a good wage revision which the LIC employees and officers deserve.

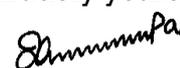
## **AIIEA meets Chairman and the Managing Director**

The President and General Secretary of AIIEA met the Chairman Shri T.S. Vijayan and the Managing Director Shri A.K.Dasgupta and urged upon them to immediately convey our sentiments to the government and convene negotiations with improved offers without much delay.

## **Meeting with Chief (Legal):**

We had an occasion to meet the Chief (Legal) during our visit to Central Office and discussed with him about the suggestions we sent to him on the issue of improvements in housing loan, like extending the benefit to the earlier loanees including the second loans and also the aspect of liaison with LICHL through the Divisional Offices. Chief (Legal) was very positive in his response and said that our suggestions are being taken into consideration. He assured that the instructions would be released soon.

Comradely yours,



General Secretary.