

# ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

LIC BUILDING SECRETARIAT ROAD HYDERABAD 500063

Cir. No.23/2010

10<sup>th</sup> December 2010

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

Dear Comrades,

## **Discussions with Chairman and other Officials of LIC**

The Diamond Jubilee 22<sup>nd</sup> Conference of AIIEA had identified issues that need to be followed up with LIC for an early solution. Com Amanulla Khan, President and Com K.Venu Gopal, General Secretary met Shri T.S.Vijayan, Chairman, LIC on December 8, 2010 at Central Office, Mumbai and handed over the following resolutions of the Conference relating to the LIC.

1. On recruitment in LIC and demanding absorption of temporary employees
2. On solution to the problems of Part Time employees
3. On improvements in promotion policy
4. On improvements in Pension Scheme 1995 and demanding one more option to join the Pension Scheme 1995
5. On issues relating to Housing Loans from LIC HFL
6. Demanding recognition to AIIEA.

AIIEA informed the Chairman that the fruits of the improvements in Housing Loan including the subsidy are yet to flow to the employees. The Chairman was also apprised of the difficulties employees face in securing loans from the LIC HFL. We demanded that the situation needs to be corrected immediately so that the full benefits of the improvements are made available to the employees.

The AIIEA informed the Chairman of the urgent need to offer one more option to join the Pension Scheme 1995. We explained in detail the rationale behind this demand. The Chairman said he would take up this issue with the government.

The issue of Recognition of AIIEA was also discussed. We made it clear that the denial of recognition violates the ILO Conventions and the concept of industrial democracy. We said that when the government had gone through the process of according recognition to Unions in the general insurance industry, it cannot take up a different position in LIC. We demanded immediate initiation of the process for recognition.

## **Discussion with the Executive Director (Personnel):**

The delegation of AIIEA comprising of Coms. Amanulla Khan, K.Venu Gopal, V.Ramesh, Jt.Secretary and H.I.Bhat Jt.Secretary met the Executive Director (P) and Chief (Personnel) and discussed the following issues.

1. Stipulation that 15 days PL should be availed for PL encashment to be withdrawn:  
The Officials informed that they are working on this issue.
2. Pay fixation of ex-servicemen in view of additional components introduced as a part of PAY in the sixth pay commission:  
The Officials informed that the matter was already referred to the government and that they are following up.

3. Instructions for updation of Pension consequent to the wage revision:  
Officials informed that the circular is getting ready and would be issued soon.
4. Increasing the Special allowance for physically handicapped employees:  
Officials agreed to finalise the instructions for the same.
5. Increase in the stipend payable to the Apprentices consequent on the revision in the pay scales:  
Officials agreed for review of the existing instructions
6. Absorption of temporary employees who were on the recruitment panels but were not absorbed in 2007 due to certain problems in the divisions:  
Officials informed that they would attend to the issue.

AIIEA delegation also had a detailed discussion on the issue of absorption of temporary employees and also on the issue relating to upgradation of RPT employees as full time employees and suggested possible solutions for the two issues.

AIIEA delegation also discussed the issues relating to restoration of increment postponed due to the strike action on 7<sup>th</sup> September 2010, improvement in LTC and encashment, improvements in the promotion policy and other issues.

The delegation also discussed a number of issues relating to the individual employees. The details will be informed to the concerned Zonal organisations.

#### **Discussions with Managing Director:**

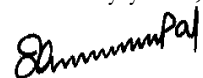
The AIIEA also met Shri A.K.Dasgupta, M.D and while handing over the copies of the resolutions, informed him about the decisions of the Conference. Apart from the issues represented to the Chairman, we took up the following issues with the M.D.

1. Removal of the condition of 15 days PL while encashing the PL.
2. Stagnation stage to be treated as a stage for fixation on promotion.
3. Recruitment and absorption of the temporary employees working for long durations and the issue of upgradation of RPT employees.
4. Allowing meals coupon on the day of walk out strike on 20<sup>th</sup> October 2010.

The response of the Chairman, M.D and E.D on the issues represented was positive. The AIIEA will continue to pursue these issues.

With greetings,

Comradely yours,



General Secretary.