

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

**Cir.No.6/2010**

**24<sup>th</sup> February 2010**

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

Dear Comrades,

**Struggle for wage revision reaches a crucial stage**

The struggle to secure a good wage revision has reached a crucial stage. We are confronted with a hostile attitude of the government encouraged by the external developments and lack of sufficient effort on the part of the management to assert their right. In such a situation only the collective action of the entire work force can break the deadlock and help us move forward.

A meeting of the unions in LIC took place at Mumbai on February 15, 2010. The meeting was unanimous that there cannot be any relaxation of the struggle and its intensification now has become very necessary. The wage revision in LIC must relate to its performance and paying capacity. In fact today both the operating expenses and expenses on wage in LIC are the lowest in the industry. This is a very strong factor working in our favour for a good wage revision. The demand for 40% wage increase is based on this aspect. The LIC and the government are not in a position to easily turn down our demand for linking the wage to premium income as is the practice worldwide. Hence, they are trying to speak in terms of uniformity of wages in the financial sector and the government is trying to force upon us the parameters decided in another industry. In the circumstances, our demand must be for a good wage revision on the basis of the tremendous strength of our institution.

Considering the situation, the joint meeting decided to further intensify the agitation and a programme of action as follows was drawn:

- 1) Mass Dharna at all Divisional Centres on 6<sup>th</sup> March 2010 (after office-hours). (Centralised Dharna at New Delhi in front of Jeevan Bharathi, Parliament Street)
- 2) Signature Campaign among the employees and officers between 8<sup>th</sup> March 2010 and 12<sup>th</sup> March 2010. Submission of signed Memorandum to the officers-in-charge on the 12<sup>th</sup> March 2010. (Text of Memorandum being sent to the units)
- 3) Withdrawal of extra cooperation from 15<sup>th</sup> March 2010 to the date of financial closing– Close of cash hours as per timings, no late sitting and no work on Sundays and holidays
- 4) 31<sup>st</sup> March 2010 - ONE DAY STRIKE

It was decided by the unions to meet again on 13<sup>th</sup> March 2010 at Mumbai for further consultations. We request all our units to see that the programmes of action are implemented with total success across the country in coordination with the other unions.

The joint meeting also decided to appeal to the Federation of Class I Officers' Associations to join the common programme as chalked out and strengthen the movement for realization of an early and deserving wage revision. On 18<sup>th</sup> February AIIEA wrote to the Class I Federation to join the joint struggle giving the details of the decisions of the meeting at Mumbai.

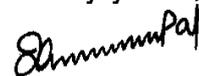
The LIC Class I Federation has since come out with a programme of action including a day's strike synchronizing with one day strike action on the 31<sup>st</sup> March 2010.

In General Insurance sector, the GIPSA management offered 17.5% wage hike in the discussions on 22<sup>nd</sup> December 2009 and stated that this offer was based on a growth rate of 8.5% in premium income. Unions in general sector in one voice demanded an improved offer to form the basis for fruitful further negotiations. The Public Sector General Insurance industry witnessed a growth rate of 11.37% in premium up to January 2010 which is expected to grow further.

But, the GIPSA addressed a letter to the unions on 5<sup>th</sup> February 2010 that the demand of the unions for a higher offer was not found feasible and sought consent of the unions for the offer of 17.5%. This naturally provoked the employees and officers. The unions successfully observed a programme of action including demonstrations, badge wearing, submission of memorandum to the officers-in-charge and the latest action of Dharna on 23rd February 2010. The unions are in the process of finalizing further intensified joint struggle.

Thus today across the whole public sector insurance industry, the employees and officers with one voice are in serious struggle to achieve their genuine demand for a good and early wage revision. This struggle shall succeed.

Comradely yours,



General Secretary.

**22<sup>ND</sup> CONFERENCE OF AIIEA AT NEW DELHI**

**SIRI FORT AUDITORIUM** in New Delhi has been booked by our NZIEA comrades for the venue of the 22<sup>nd</sup> Conference of AIIEA. The dates of Conference would be **20<sup>th</sup> to 24<sup>th</sup> November 2010.**