

# ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

LIC BUILDING SECRETARIAT ROAD HYDERABAD 500063

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

Dear Comrades,

## **Discussions with the Chairman, LIC**

Coms. Amanulla Khan, President, K. Venu Gopal, General Secretary and V.Ramesh, Joint Secretary, AIIEA met Shri S.K.Roy, Chairman LIC on November 2, 2013 at Central Office, Mumbai. The delegation discussed the issues relating to Pension Option, Wage Revision, Upgradation of RPT employees, Recruitment and Recognition of AIIEA. The known positions of AIIEA on these issues were informed to the Chairman and AIIEA demanded progress on them. The Chairman informed the delegation that the issue of Pension Option is being vigorously pursued with the government. He said that the government has approved the decision of the LIC Board to upgrade the Regular Part-Time Employees. The Chairman said that on the issues of wage revision and recruitment, he will have discussions with the department and take appropriate steps. On the issue of recognition he suggested that we have further discussions with the Executive Director (P).

As a follow up, the delegation met Shri Sushobhan Sarker, Managing Director and thereafter Shri M.R.Kumar, Executive Director (P) and Shri Mendiratta Chief (Personnel). The delegation informed them that the issue of final option on pension is pending for a very long time and therefore needs early solution. The AIIEA was informed that this issue is already taken up with the government and LIC is making all efforts to secure a solution.

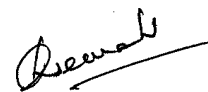
We drew their attention to the fact that the Charter of Demands was submitted on August 2, 2012 and discussions are yet to commence on this very important issue. We pointed out that LIC has done extremely well even in the most difficult situation for Indian economy. This has been possible due to the commitment and devotion of the employees. The institution has to face many challenges both due to competitive environment and the regulatory changes and these challenges can be met successfully by harnessing the goodwill of the employees. The delegation pointed out that the demand for 40 percent wage increase is totally justified and LIC should take early steps to start the process of discussions. The delegation was assured that the issue of wage revision will also be taken up with the government.

The AIIEA expressed its appreciation for the efforts to secure approval of the government to upgrade the RPT employees. The delegation requested for issuance of administrative instructions to implement the scheme to ensure that the benefits flow to the RPT employees early. The ED (P) agreed with the delegation and assured that all efforts would be made to implement the scheme expeditiously.

The delegation stressed the need for recruitment in both Class III and IV categories. The acute shortage of staff in many places is creating difficulties in meeting the servicing needs of the policyholders. The AIIEA suggested that LIC should consider giving solution to around 300 temporary employees working across the country in the scale of Assistant for the last 15 years or more. These employees were recruited through the employment exchanges and the issue is under adjudication in Karnataka High Court and some other Courts. The ED (P) said that this issue has to be considered taking into view all legal implications. He agreed that there is an urgent need for recruitment and said that LIC is seized of the matter. The AIIEA pointed out the need for immediate recruitment of Sub-Staff in the Northern Zone where there are no permanent substaff in many of the divisions and suggested urgent steps in this direction. The delegation also invited the attention of the officials to the issue of temporary employees of Asansol and Bardhaman divisions where the test is yet to be conducted.

The delegation made it clear that Recognition of a Trade Union on the basis of its representative character is fundamental to industrial democracy. We expressed disappointment that despite innumerable representations on this issue, no steps are taken to initiate the process of recognition. The AIIEA pointed out that in the entire financial sector; it is only in LIC that the trade union is not recognized. This is a clear violation of the ILO conventions to which India is a party and violative of industrial democracy. The AIIEA pointed out that even in General Insurance industry, unions are recognized on the basis of their representative character and further added that AIIEA is prepared to accept any method chosen to determine the support of employees to accord recognition. This issue along with the other pending issues needs to be further followed.

With greetings,



for General Secretary.