

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

LIC BUILDING SECRETARIAT ROAD HYDERABAD 500063

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15th February 2014

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

Dear Comrades,

Information sharing session with LIC - Individual discussions by AIIEA

The individual discussions of AIIEA with the LIC Central Office officials were held on 14th February 2014 for two hours from 6.00 PM onwards.

AIIEA delegation consisted of Com. V. Ramesh, General Secretary, Com. HI Bhatt, Joint Secretary and Com. K. Venu Gopal, Vice President. Management team consisted of Shri M.R. Kumar, ED (P), Shri Mendiratta, Chief (P) and Smt. Aruna Seth, Secretary (Personnel) and other officials.

On the issue of wage revision AIIEA delegation explained in detail the rationale behind the demand for 40% wage hike. AIIEA pointed out about the paying capacity of the LIC in terms of the premium income of LIC and the productivity of the employees which has increased considerably since the last wage revision. It also pointed out the high per-employee servicing of policies in LIC in comparison with the employees of private sector life insurance companies whose compensation levels are comparatively higher. Further AIIEA pointed out about the atmosphere around us in terms of wages being paid in the Central Government and other sectors. AIIEA said that it is in this background the LIC employees deserve a good wage revision. Hence they are naturally looking forward to an early offer on the basis of which proper wage discussions could be held. ED (P) and other officials noted our arguments and responded that they would call for next discussions as soon as possible with a proper offer.

On the issue of one more option for Pension, AIIEA reiterated its argument that one more option to join the Pension scheme 1995 should be provided independent of the wage revision. To this the officials emphatically replied that they would be taking up this issue with the government very soon in continuation of their earlier efforts.

AIIEA once again made it clear that mobility is not acceptable and quoted the shortage of very many offices including the metro centres where the number of Assistants is very minimal. AIIEA demanded that recruitment is the only solution for this problem and not mobility. Similarly staffing the mini offices also requires immediate recruitment. AIIEA demanded that recruitment should be taken up immediately while resolving the issue relating to the temporary employees which is under litigation at the Supreme Court. ED (P) responded that they have finalized the basis for the recruitment and would be going ahead after resolving the issue in the Supreme Court.

AIIEA stated its position that bio-metric attendance would be redundant since the process of electronic registration of attendance is already in existence. Bringing in an alternative mechanism may create mis-trust rather than increasing the good will among the employees.

During the discussions the officials informed that the improvements in the mediclaim scheme are on the cards including a floater scheme and would be implemented soon. They also informed that the restriction of "two times" will be removed for availing reimbursement under high-cost treatment for the listed diseases.

AIIEA demanded absorption of the remaining RPTs into full time employment. The officials agreed to consider this demand. (We request all the divisional units to send the details of such RPTs through the Zonal Units to AIIEA so that the issue can be pursued further.)

AIIEA delegation pointed out that recognition of a trade union is a part of industrial democracy where the employees can choose their representatives. But this is denied in LIC while recognition of unions in one or other form is taking place in the other financial institutions. AIIEA shall continue to pursue this issue further. (Meanwhile, our units are requested to earnestly take up the task given by the AIIEA conference in the form of memorandum to be submitted to the officers-in-charge on the 12th March 2014 seeking recognition to AIIEA).

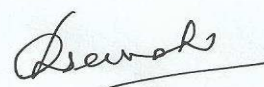
The issue relating to housing loans was also discussed by the delegation. ED (P) sought a note on this issue which will be sent very soon.

The other issues relating to promotional vacancies, fixation of ex-servicemen, fixation at stagnation stage, protection of salary on promotion, and other individual issues relating to the units were discussed.

Thus the individual discussion could be utilized to emphatically place before the management the demands of AIIEA on major issues like wage revision, one more option for pension, recruitment and the stand on issues like mobility etc.

Comrades, the cogent arguments based on facts can establish our demand. But to realize the demand, struggle will be necessary. AIIEA, hence, appeals to all the employees to be in preparedness for such a struggle.

Comradely yours,



General Secretary.