

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063
(E-mail: aiieahyd@gmail.com)

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8th March, 2016

To

All the Zonal/Divisional/State/Regional Units

Dear Comrades,

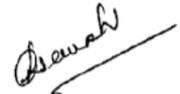
Re: Transfer and Mobility Policy

We understand that LIC Management is taking the draft transfer and mobility policy to the LIC Board for approval. AIIEA addressed a letter to the Chairman, LIC justifying our organizational position on this issue. The letter written to Chairman is reproduced below.

In the above background we call upon employees to hold lunch hour demonstrations before all offices on **15th March, 2016** against this unilateral action of the management.

With greetings,

Comradely yours



General Secretary.

5th March, 2016

The Chairman
LIC of India,
Mumbai

Dear Sir,

Transfer and Mobility Policy

We would like to invite your kind attention to our letter dated 12th June 2014 on the above subject. We had given sound reasons as to why we are opposed to the proposed transfer and mobility policy for the Class III employees. The employees registered their protest against this proposal with a two hour strike on 23rd February 2015. Subsequently we had addressed a letter dated 4th January 2016 to the Executive Director (P) registering our strong protest in the manner the draft and mobility policy was leaked first and then sent to us for our suggestions. There was a clear attempt through this exercise to approach the individual employees for their opinion bypassing the trade unions. We had pointed out that this is very unhealthy for industrial relations.

Through our communications we had pointed out that the very premise of this policy is based on suspicion over the honesty and integrity of the employees. This is clear when the management invokes vigilance angle to the whole process. We are proud that the work culture in LIC is based on utmost honesty and integrity. This fact was also recognized in the parliamentary debate on LIC Act Amendment Bill where Members of Parliament cutting across party lines complimented LIC for being an institution which is corruption free. We had also pointed out to the huge shortage of staff in all offices of the Corporation creating problems for the increasing servicing needs of the policyholders. It is unfortunate that a premier public sector financial institution does not have a formula to determine the staff strength to meet the increasing expectations of the huge clientele.

We had argued with facts and figures that there is no mobility in the Class III cadre is a myth deliberately built up and indeed mobility takes place through promotional postings and transfers.

Instead of addressing these issues and going in for recruitment, we understand that you are taking the draft transfer and mobility policy to the LIC Board for approval without even a formal discussion with the trade unions. This is unacceptable to us. We would like to make it clear that any unilateral implementation of the transfer and mobility policy will be resisted and opposed. Such unilateralism will destroy the existing transfer policies in divisions crafted after painful and prolonged discussions.

We, therefore, request you to withdraw the proposed transfer and mobility policy in the interest of industrial peace and harmony. Let us concentrate all our energies on meeting the massive challenges confronting the institution. However, if unilateralism is chosen over the process of discussions, industrial peace and harmony is bound to become a casualty, the responsibility of which will squarely rest on you.

Thanking you,

Yours faithfully,
Sd--
General Secretary.