

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

All the Zonal/Divisional/State/Regional Units

Dear Comrades,

**DISCUSSION ON EMPLOYEES' ISSUES AT CENTRAL OFFICE**

A delegation of AIIEA consisting of Comrades V. Ramesh, General Secretary and HI Bhatt, Joint Secretary met Ms. Usha Sangwan, Managing Director, LIC on 31<sup>st</sup> May, 2016 at Central Office, Mumbai and discussed the following issues:

**ONE MORE OPTION FOR PENSION:** The delegation pointed out that this issue is pending resolution for a very long time. We explained the rationale of our demand and pointed out that it is not difficult for LIC to concede this demand considering its financial strength. We also pointed out that in the just concluded financial year; LIC has recorded a very impressive performance. Therefore, the government has to be approached in the background of this good performance and LIC must impress for the immediate solution to this issue. The M.D responded by saying that LIC has been seriously pursuing this issue and assured us of continued efforts in this direction.

**Five Day Week:** The delegation expressed disappointment over the delay in implementing the commitment of a Five Day Working week made while formalizing the wage revision and requested for its early implementation. The M.D informed that the proposal on this issue was sent to the government long back and they are making all efforts for an early notification

**Diamond Jubilee Year of LIC:** The AIIEA reiterated the outstanding role LIC has played in the national economy and the contribution of the workforce in creating a world class financial institution. We said that in the discussions with the Chairman on 20<sup>th</sup> February 2016, AIIEA had suggested a suitable incentive in celebrating of the Diamond Jubilee which will be seen by the workforce as recognition of their contribution. We had suggested for a special increment and a suitable reward to the retired employees. The M.D appreciated our reasoning. This issue has to be further pursued with the management.

The AIIEA delegation also met Shri. Sharad Shrivastava, Executive Director (Personnel), Ms. T.S Hindoyar, Chief (Personnel), Sri M.C. Chaturvedi, Secretary (ER) and discussed the issues for an early solution.

**LEAVE BENEFITS:** AIIEA informed that In spite of agreement during the wage revision on accumulation of PL to 270 days and Paternity leave, till now no circular is issued by the management. Responding to the issues they said this issue is pending clearance from the government and efforts are on to secure early clearance.

**EXGRATIA IN LIEU OF BONUS:** The delegation pointed out that this issue is pending for last eight months and LIC is yet to issue payment instructions of exgratia to eligible employees for 2014-15. Management responded saying that they are awaiting clearance from the government in this regard and will continue to make effort for an early clearance.

**REGULAR PART TIME EMPLOYEES:** We have pointed out to the officials that the upgradation of remaining RPT was agreed by the management long back and we assured that this issue will be taken to LIC Board for its approval. But despite passage of over two years, the issue remains unresolved. We demanded immediate solution to this issue. In response to this the management assured to take up this issue sincerely. Also responding to the issue of restoring FPA to RPTs who were drawing it earlier, they said this issue will be addressed at the earliest.

**HOUSING LOAN:** While requesting for early release of conversion of housing loan programme we suggested for a Group Insurance Policy covering housing loan. The management assured to look into this matter positively.

**MEDICLAIM SCHEME:** The delegation reiterated the demand for giving one more option to join the scheme to those employees/retired employees who are not covered under the scheme. We pointed out that a number of retired employees opted out of the scheme unable to bear the cost when the scheme was not subsidised. With the extension of mediclaim subsidy to the retired employees, natural justice demands that those retired employees who are not members of the scheme be given an option to join the scheme. This was agreed in the discussions with AIIEA held on 20<sup>th</sup> February 2016. It was also pointed out that another opportunity should be given to the employees/Retired employees to include their parents/parents-in-law in the scheme. The officials responded by saying that this will be taken up with the insurer for solution.

**CGIT & Recruitment:** AIIEA also demanded the solution to the issue of CGIT and the need for recruitment at the earliest in Assistant/Sub-Staff cadres as all the offices of the corporation is understaffed.

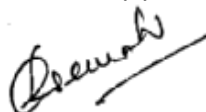
The delegation also discussed the issues like improvements in LTC, Improvements in GTIS/GSLI scheme, Income Tax concession for Education Advance, Increase of quantum of amount in Vehicle Advance and removal of restrictions for availing it, clarification on MBA qualification, removal of jurisdiction restrictions for Preventive Health Check-up, Enhancement of Special Area Allowance to Shimla Division etc., Increase in Actuarial Allowance, New Sports Policy restricting the age of participants, and pending issue of Ex-servicemen fixation etc. The management assured to look into the issues for the solution.

On our enquiry of the settlement of payments to the deceased employees' family who are covered under the National Pension Scheme and issuing statement of account to the employees showing their contribution towards the scheme, the management replied that this scheme is with our P&GS and all efforts will be made for issuance of statement at the earliest by addressing some administrative difficulties.

Comrades, AIIEA will continue to follow up the above issues with the management for logical solutions.

With greetings,

Comradely yours,

  
General Secretary.