

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

Cir.No.13 / 2016

26th May, 2016

To
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

Pending Issues & Sports Policy

AIIEA has addressed a letter to Executive Director (Personnel) requesting him to give solution to the pending issues in LIC. A letter was also addressed to Smt. Usha Sangwan, Managing Director requesting her to review the Sports Policy recently introduced by LIC.

We append herein below both letters for your information.

With greetings,

Comradely yours,



General Secretary.

June 24, 2016

The Executive Director (P)
LIC of India, Central Office,
Mumbai

Dear Sir,

Issues pending for implementation

We have been making regular representations in the last few months on the issues agreed during wage settlement but are yet to be implemented. These issues are:

1. Five Day Week
2. Accumulation of PL to 270 days and introduction of 15 days paternity leave

We are informed that the government is yet to issue notifications on the above two issues. The agreement on wage revision and on the above two issues were reached on 16th / 17th October, 2015. The notification on wage revision was issued on 14th January, 2016. We regret that these two issues continue to remain pending now for close to six months. We, therefore, urge upon you to ensure its implementation without further loss of time.

EX-Gratia in lieu of Bonus

The ex-gratia in lieu of Bonus to the eligible employees for the year 2014-15 is yet to be paid. Very few employees in the lower scales of pay receive this ex-gratia. Normally this payment is made during the festive season in October every year. There is an inordinate delay in releasing the payment for the last financial year. We are again informed that the issue is pending with the government. We demand that efforts must be made to release the payment without further delay.

Up gradation of RPT employees

When the LIC framed a scheme to upgrade the RPT employees as suggested by AIIEA, a small number of similarly placed employees were left out of the process. The AIIEA has been representing that there is no justification in denying the benefit of upgradation to these employees. We are happy that LIC agreed with our argument and assured us that these left out employees will be duly upgraded. However, despite the passage of over two years, the issue continues to remain pending. The issue needs immediate resolution.

The instructions for restoration of FPA to RPT employees are yet to be issued.

Issues agreed to be considered

During the course of discussions on wage revision, it was represented on behalf of AIIEA that LIC must bring improvements in LTC Scheme. The AIIEA had also raised issues relating to women specific health problems and demanded special leave. It was promised to consider these issues. No development is seen on these issues.

It is unfortunate that there is inordinate delay in implementing issues that were agreed upon and taking decisions on issues that were agreed to be considered. This avoidable delay is creating unrest among the employees. We, therefore, urge upon you to take immediate steps to implement all the agreed issues and take favourable decisions on issues agreed to be considered at the earliest.

Thanking you,

Sd/-
General Secretary.

=====

June 24, 2016

Smt. Usha Sangwan,
Managing Director,
LIC of India, Central Office,
Mumbai

Madam,

Sports Policy

The LIC has brought about unilateral changes in the Sports Policy adversely affecting the sports persons and Sports and Recreation activities in the institution. When we raised objection to this unilateralism, it was justified on the ground that this is the common policy of all the public sector institutions. On enquiries, we found that it is not true and each public sector has its own sports promotion policy.

We also came to know that there is arbitrary imposition on LIC Sports and Recreation Clubs on issues relating to their structures and management. The entire aim appears to take control over the Sports Clubs by the management. This is undemocratic. The Sports Clubs have their own bye-laws according to which they function. The decision of LIC is a clear infringement on the rights of the General Body of the Sports and Recreation Clubs and their bye-laws.

LIC is a premier financial institution in this country. Promotion of sports is not just an activity to propagate healthy life styles but also to promote Brand LIC. Therefore, we condemn these unilateral actions and demand a total review of the Sports Policy. We will appreciate an early discussion with the AIIEA on this issue.

Thanking you,

Sd/-
General Secretary