

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

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To

All the Divisional/Regional/State Units,

Dear Comrades,

**DISCUSSIONS WITH LIC**

Com. H.I. Bhatt, Joint Secretary, AIIEA was at Central Office, Mumbai to participate in the PF Trust Meeting on 28<sup>th</sup> September, 2016. During this visit Com. HI Bhatt met Sri V.K. Sharma, Chairman-In-Charge and Sri Sharad Srivastava, Executive Director (Personnel) to discuss some of the pending issues of the employees.

The AIIEA pointed out to the Chairman-In-Charge that the issue of **Pension Option** has remained unresolved for over years now and there is lot of unhappiness and unrest among the employees on this issue. The AIIEA appreciates that LIC has recommended to the Government to give a final option to join the 1995 Pension scheme to those who did not opt earlier, but it also expects aggressive follow up of this recommendation. The Chairman-In-Charge said LIC is following up with the government and these efforts will be continued.

In the discussions with Sri Sharad Shrivastava ED (P) and Sri M.C. Chaturvedi, Secretary (ER), the AIIEA raised the following issues:

**Five Day Week:** The AIIEA expressed unhappiness that the offer of Five Day Week made during the wage revision is still not honoured. ED (P) informed that LIC has sent the draft notification and waiting for the clearance from the Finance Ministry. He assured to follow up the issue with ministry for an early solution.

Apart from the above, the other agreed issues like **270 days PL accumulation and Paternity leave** still remain unimplemented. The AIIEA strongly criticized the non-implementation of these commitments. The payment of Ex-gratia in lieu of Bonus to the small number of eligible employees for the year 2014-15 is still pending clearance from the Ministry. The ED (P) said LIC is making all efforts to get the clearance from the government for early notifications on these issues.

The AIIEA pointed out that the commitment of up-gradation of the residual **Regular Part Time** employees is still pending and this needs to be resolved early. The ED (P) informed that this issue is being considered positively and efforts are on to resolve it early.

Similarly replying to the demand for increase in **Vehicle Advance**, he replied that the solution to this will also be given at the earliest.

It was also brought to the notice by AIEA that employees covered under National Pension Scheme (NPS) are not aware about the total savings against their account despite the amount deducted from their salaries and equal contribution of the LIC. Neither a statement nor a PAN is given to these employees whereas in all other institutions such statements are given to the employees. Similarly in the unfortunate death of the employee covered under the scheme no settlement is made till date. Responding to this issue, ED (P) stated that the scheme is decided to be operated by P &GS Dept and all the departments concerned like OS, Accounts, and P&GS are coordinating on the subject and a solution will be given soon.

The AIEA also raised the issue of recruitment to the Class III and IV cadres. It was pointed out that there is acute shortage of staff in almost all the branch offices and this is creating problems in efficiently servicing the policyholders. The AIEA pointed out that LIC cannot delay recruitment citing certain legal problems. Agreeing on the need for recruitment, the ED (P) said that LIC is trying to resolve CGIT issue and the process of recruitment will be taken up as early as possible. The AIEA said that issue of CGIT and recruitment has to be separated and LIC should go for immediate recruitment in places where it is possible without the violation of CGIT issue.

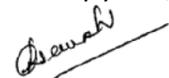
The AIEA once again deplored **the unilateral Sports Policy** decided by the LIC and requested the management to review the same in consultation with AIEA on the lines suggested through our letter to the Managing Director.

The AIEA expressed pride and happiness that **LIC is observing its Diamond Jubilee**. We pointed out that LIC today is the finest financial institution in the country. In making LIC a world class organization, the workforce has put its sweat and toil. Therefore, when Diamond Jubilee is being celebrated, the contribution of the work force has to be recognized and suitably rewarded. The ED (P) informed that the issue is being discussed with the government.

Comrades, AIEA shall continue to follow-up the above issues relentlessly for a satisfactory solution.

With warm greetings,

Comradely yours,



General Secretary.