

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

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To
All the Zonal/Divisional/Regional/State Units,

Dear Comrades,

AIIEA Submits Charter of Demands to both LIC and GIPSA managements

AIIEA submitted the Charter of Demands for revision of wages and improvements in other service conditions to the managements of both GIPSA and LIC on 2nd August 2017. A delegation of AIIEA consisting of Comrades Amanulla Khan, President; V.Ramesh, General Secretary; K.V.V.S.N. Raju, Vice President and Sanjay Jha, Secretary (Standing Committee), General Insurance submitted the Charter of Demands to the Chairman GIPSA and CMD of New India Assurance Co Ltd., Sri G. Sreenivasan at Mumbai on 2nd August 2017. The delegation of AIIEA demanded a wage revision of 40% effective from 01 August 2017 and substantial improvements in the amenities and non-monetary benefits for the employees. The Chairman GIPSA appreciated the rationale behind AIIEA's demand for 40% wage revision and sought AIIEA's help in successfully meeting the challenges before public sector general insurance industry.

In the afternoon, the AIIEA delegation consisting of Comrades Amanulla Khan, V. Ramesh, H.I.Bhatt (Joint Secretary, AIIEA), Shreekant Mishra (Joint Secretary, AIIEA) and V.S. Nalwade (Vice President, AIIEA) met the Chairman, LIC and submitted the Charter of Demands for LIC. Along with Sri V.K.Sharma, Chairman LIC, Sri Hemant Bhargava, Managing Director; Sri Sharad Srivastava, ED (Personnel); Chief (Personnel) and other officials of personnel department were present in the meeting. The AIIEA delegation placed a demand for 40% wage rise effective from 01 August 2017 with hundred percent merger of the D.A. as on that date and appropriate loading on this to frame the new scales of pay. The delegation made it absolutely clear that wage revision in LIC should be based on the strength and paying capacity of the institution and it should commensurate with the hopes and aspirations of the employees. The AIIEA delegation demanded that there should be substantial increase in all allowances payable to the employees and due attention be given to improvement of retiral benefits.

While explaining the rationale behind our demand for a 40% wage hike, the AIIEA delegation emphasised on the need to bring about certain improvements in the LIC Pension Scheme 1995. The delegation demanded that 100% D.A. neutralisation be given to all pensioners and family pensioners irrespective of the date of retirement, family pension should be increased on the basis of improvements in Central Government and RBI, that pension should be revised upwards with every wage revision. The demand for one more option to join the 1995 Pension Scheme was also reiterated. The delegation pointed out to the Chairman that this issue is pending for a very long time and need to be vigorously pursued on the strength of a very strong financial performance by the Corporation.

The AIIEA informed the Chairman that the Charter contains some non-monetary demands. These demands can be met without waiting for the completion of the process of wage negotiations. The delegation referred to the long pending demand for improvement in the Promotion Policy. Our demand for elimination of subjective factors, interview and openness of the Confidential Reports were reiterated. We demanded reduction in the eligibility years for promotion to the post of Record Clerk. It was also pointed out that some

provisions of the Staff Regulations had become quite archaic and out of sync with the present-day realities. The delegation therefore demanded that there was a need to revisit some provisions of the Staff Regulations and these had to be recast in the line of the changes made to the Service Rules of central government employees. The AIIEA also raised the issue of Industrial Democracy and pointed out that denial of the basic democratic right of recognition to the majority union was unacceptable in a public sector organisation like LIC.

Responding on behalf of the management, the Chairman appreciated AIIEA's justification of the demand for a forty per cent wage rise and noted the positive contribution of the employees in furtherance of LIC's interests in a competitive scenario. He said that the decline in number of policies being experienced in recent years was a cause of anxiety and had to be arrested. He sought AIIEA's co-operation in taking this message forward and sensitising the employees on the role and significance of number of policies.

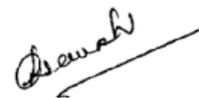
The AIIEA took this opportunity to reiterate the demand that all that had been committed by the management during the last round of wage negotiations but had not yet materialised till now should be redeemed without further delay. Particular emphasis was given to the issue of 5 Day Week and One more option for Pension. The issues pertaining to residual Part Time employees, CGIT, Ex-gratia in lieu of Bonus were also discussed. The management assured to pursue these issues with the government without any let up.

The submission of the Charter before the LIC management was preceded by a massive employees' meeting in front of Yogakshema building of Central Office. Hundreds of employees of Mumbai centre and offices adjacent to Mumbai attended the meeting. Remarkably, a large number of employees from Thane and places as far as Nashik, Pune, Satara, and other centres had come to participate in the Gate Meeting. Com. H.I.Bhatt, Joint Secretary AIIEA and General Secretary WZIEA conducted the proceedings and Com. Amanulla Khan, Com. V.Ramesh and Com. Shreekant Mishra addressed the gathering.

Comrades, with the submission of the Charter to the managements of LIC and GIPSA, one phase of the struggle is over. This phase of the struggle that is, framing of the Charter of Demands was a relatively easier phase. The real struggle will start now. Neither the strength of our arguments nor the performance of public sector insurance industry alone is sufficient to fetch us a wage revision in the manner we have framed our demands. In a class divided society like ours, the rulers will constantly try to belittle our performances and downplay our contributions to deny us a legitimate share in what is legitimately due to us. Our struggle for Charter of Demands has to contend with the government policies on labour and wages, which unfortunately remain very hostile. The Working Committee of AIIEA at Surat made a critical analysis of the political and economic situation to conclude that despite the genuineness of our demands, it would require a long and protracted battle to win them over. Therefore, insurance employees have to remain prepared for such a struggle to secure their just demands.

With Greetings,

Comradely Yours,



General Secretary.