

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

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2<sup>nd</sup> August, 2018

To

All the Zonal/Divisional/Regional/State Units,

Dear Comrades,

Re: Pending issues of the employees

The secretariat of AIEEA met at Bengaluru on 22<sup>nd</sup> and 23<sup>rd</sup> of July, 2018 and decided to write a letter to the Chairman, LIC and GIPSA to resolve important pending issues of the employees at the earliest. As per the decision of the meeting, AIEEA has written a letter to the Chairman, LIC today and the same is reproduced for your information.

With greetings,

Comradely yours,



General Secretary.

2<sup>nd</sup> August, 2018.

Chairman,  
LIC of India,  
Central Office,  
Mumbai.

Dear Sir,

**Pending issues of LIC employees**

**One Final Option for Pension:** You are aware that for the last eight years we have been demanding that those employees who were eligible to join the LIC Employees' Pension Scheme 1995 but could not opt to join for some reasons should be given one final option to join the scheme. We have also pointed in all our discussions with the management at every level that this final option should be offered to the employees in the background of improvements which were brought under the scheme since it was introduced. The successive Chairmen of LIC and other top officials agreed with the genuineness of the demand and assured us that the matter would be taken up with the government. We also had raised this issue with you in all our meetings. You also assured us that this demand will be taken up with the government.

We, therefore, once again request you to take up the issue of one final option for pension to the eligible employees with the government without further loss of time.

**Recruitment:** You are aware that the last open market recruitment in Class III and IV cadres in LIC was at least 15 years ago. The growth of the corporation during this period was manifold both in terms of premium income and no. of policies. This outstanding performance has advanced the LIC as market leader after the sector was opened up in late 1990s. In this competitive environment despite the severe shortage of staff, the employees also matched this growth by giving the best service to the policy holders. However, ever increasing policyholders' aspirations for further better service, LIC cannot expect to accomplish this performance year after year in the background of severe shortage of Class III & IV cadres. Therefore, we request you to start the process of recruitment immediately to meet the requirement of adequate staff in all the offices and to serve the increasing expectations of the policyholders.

We also would like to reiterate that 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. We may also would like to inform you that the LIC management assured AIIEA that the process of recruitment will be taken up as early as possible.

**Wage Revision:** As a responsible trade union, AIIEA is committed to the progress and prosperity of the Corporation and it is willing to discuss issues related to this at any time.

However, AIIEA is disappointed that despite the submission of the Charter of demands of the employees to you on 2nd August, 2017, there is absolutely no effort from LIC to address this important issue and begin the process of negotiations to pave way for the satisfactory settlement of an upward wage revision. Needless to add that the wage revision is due to the employees with effect from 1<sup>st</sup> August, 2017 and the employees are aggrieved with the nonchalant attitude of the Corporation in this regard. AIIEA understands that there is no justification for such a delay in commencement of wage discussion. We have already pointed out at the time of submitting the charter that in the backdrop of severe competition from the private companies, the unmatched performance of LIC should reflect into a good wage settlement to the employees. The AIIEA made it clear in unequivocal terms that the wage revision should be independent to the external environs and LIC must meet the aspirations of the employees.

Therefore, we request you to address all the above demands of the employees for early and satisfactory solutions.

Thanking you,

Yours faithfully,  
Sd/-  
(V.Ramesh)  
General Secretary.