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**EAST CENTRAL ZONE INSURANCE EMPLOYEES' ASSOCIATION**  
**Jeevan Deep Buildings (1<sup>st</sup> Floor), Exhibition Road, Patna-800001**

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**Circular No.02/2008**

**Date: 11.01.2008**

To,

All members

Dear Comrade,

Re: First Salvo Fired- Massive Demonstration before  
Zonal Office, Patna against the anti-employee attitude  
of the zonal management  
HATS OFF PATNA COMRADES

As we are all aware, the East Central zone of LIC symbolizes the collective hope and aspirations of all classes of employees and officers since it has come up in an environment completely hostile to public sector insurance and that too because of the employees' uncompromising struggle against all machinations to defame and destabilize LIC. Members of AIIEA naturally feel reasonably proud over the fact that it was possible for LIC to open a new zonal office at Patna because of their no-holds-barred campaign against the ill conceived insurance reforms in general and the recommendations of the Booz Allen Hamilton Committee in particular. It should be the natural course for any management worth its name, at this moment of glory, to harness the tremendous enthusiasm and zeal of the employees and direct the same towards strengthening the industry and fighting competition. Unfortunately however, the management of the East Central Zone is behaving in such a manner as if the zone (particularly the zonal office) were its fiefdom! Rather than being appreciative of the role played by the employees and their organization AIIEA in a fiercely competitive environment, the management is behaving like regional satraps. This unsavoury attitude of the management has been amply demonstrated in more than one occasion.

It would be pertinent to point out here that the organization has been demanding posting of class III & IV employees in the zonal office right from day one. Even before the formation of the ECZIEA, the "preparatory committee" under the leadership of President and General Secretary of EZIEA met the zonal management on 09 July 2007 and submitted a detailed memorandum demanding, *inter alia*, adequate cadre strength of class III &

IV for the zonal office. Every time the issue was pointed out before the management, the common refrain of the management has been that it would be taken up at the time of the forthcoming promotional round. The promotional round is already on, but the management is in no mood to consider posting of class III & IV employees in the zonal office on the specious plea that “the zonal office is yet to stabilize”.

On the question of compassionate appointments also, the bureaucratic attitude of the management has come into sharp focus. Ever since the opening of the East Central zone and particularly after the formation of the ECZIEA we have been repeatedly representing the pending compassionate appointment cases before the zonal management. Apart from demanding settlement of all pending cases, we have also been demanding that the authority to give appointments on compassionate grounds be decentralized to Sr./Divisional Managers as per LIC’s compassionate appointment rules 1993. The zonal management had all along been assuring ECZIEA to favourably dispose the pending cases and thereafter restore the power to the Sr./Divisional Managers. When a seven-member delegation of ECZIEA met the RM(P&IR) on 04 December 2007, it was categorically assured that six cases of compassionate appointment have been “cleared” and letters in this regard would be sent soon to the respective divisional offices. When the letters came to the divisional offices, we learnt with profound shock that five of the promised six “cleared” cases had been turned down by the management. The management now takes shelter behind verbal jugglery and says that “cleared” does not mean, “favourably disposed”! Apart from being a serious breach of faith, the decisions of denial violate the spirit of LIC’s compassionate appointment Rules and is antithetical to the Supreme Court Rulings on the matter of compassionate appointments.

The decision of the management on the above two issues smacks of its anti-employee, anti-organisational character. Mutual trust and respect to commitments are the bedrock of healthy industrial relations in any industry. If the management goes on renegeing on its commitments and takes shelter behind verbal jugglery to cover up its mischieves, how can we maintain healthy industrial relations howsoever much we may want?

This blatantly anti-employee attitude of the management has been protested strongly in a massively attended demonstration at Patna in front of the zonal office on 27 December 2007. Around 250 employees of Patna centre attended the demonstration programme and gave vent to their ire. Addressing the massive gathering, Com. Shравan Kumar, President ECZIEA and Com. Mithilesh Kumar Singh, Vice President ECZIEA came down heavily on the anti employee, anti-organisational attitude of the zonal

management and warned that the ECZIEA would be forced to take recourse to agitational path if the management does not change course. In a letter addressed to the Zonal Manager, with a copy to the Executive Director (Personnel), the ECZIEA has formally lodged its strong protests over the attitude of the management. (The letter is reproduced below).

Comrades, it is from the struggle of AIIEA that the ECZIEA has taken birth and it is with struggle that the ECZIEA is going to take shape. The Working Committee of ECZIEA is meeting at Patna on 27 and 28 January 2008. The meeting will devise ways and means for carrying forward the struggle against the anti employee attitude of the zonal management, apart from giving its pointed attention to the larger issues.

Let's remain prepared to plunge into action.

With Revolutionary Greetings,

Comradely Yours

General Secretary

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(Text of the letter addressed to the Zonal Manager on 07 January 2008)

The Zonal Manager  
LIC of India  
East Central Zonal Office  
Jeevan Deep Buildings  
Exhibition Road  
PATNA- 800001

Date: 07.01.2008

Dear Sir,

Re: Compassionate Appointment

The ECZO's decision to turn down the compassionate appointment applications of Sri Snehil Raj, Ms. Shilpa Srivastava and Sri Nanad Kumar of Patna Division and Sri Ashis Kumar Sahoo and Smt. Rina Kahali of Cuttack Division has come as a rude shock to us. While no reason for such a decision has been adduced in the case of Sri Snehil Raj, Ms. Shilpa Srivastava and Smt Rina Kahali, the reasons cited for turning down the requests of Sri Ashis Kumar Sahoo and Sri Nand Kumar are not at all tenable. We are constrained to observe that in all the above cases of denial, the spirit of the LIC's Compassionate Appointment Rules has been

maintained more in its breach than in its observance. Apart from being violative of all canons of natural justice, these decisions are also repugnant to the Supreme Court's clear ruling in the matter of compassionate appointments.

To set the record straight, it needs to be mentioned here that the RM (P&IR) had categorically assured our seven-member delegation on December 04, 2007 that these cases had in fact been 'cleared' and letters would be sent soon to the respective Divisional Offices! What is most shocking is that the decisions of denial came close on the heels of the categorical assurances of the RM (P&IR). This is nothing but a serious breach of trust and is totally unacceptable to us. We, therefore, lodge our strong protest against such unjust and bureaucratic attitude of the management on a matter on which depends the life and living of families of those dying in harness and the morale of those working beyond office hours for the Corporation caring little for their health and leisure.

We are indeed constrained to observe that the zonal management probably construes our commitment for the industry as our weakness. We would like to put it with all humility that our commitment to protect the industry does not preclude our commitment to protect employees' interests. We, therefore, demand of you to immediately rescind these unfortunate decisions, sanction the pending cases of compassionate appointment and restore the authority of Sr./DMs on the matter as per LIC's rules. Let's not turn a winning moment into a lost promise.

Thanking You,

Yours faithfully  
Sd/-  
General Secretary

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