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

Circular No.03/2008

Date: 04.02.2008

To,

All members,

Dear Comrade,

Re: Decisions of the ECZIEA Working Committee Meeting

As scheduled, the Working Committee of the East Central Zone Insurance Employees' Association (ECZIEA) met at Patna on 27-28, January 2008 with Com. Shraavan Kumar, President, on the chair. Apart from representatives of all the eight divisional units of the ECZIEA, the meeting was graced by the inspiring presence of Com. K.Venugopal, General Secretary AIIEA and Com. V.Ramesh, Joint Secretary AIIEA.

The meeting commenced by paying its respectful homage to the memory of late Benazir Bhutto, former Prime Minister of Pakistan and President of the Pakistan Peoples' Party, Com. Dinesh Burman, former Secretary of CPI(M) Tripura state committee and other eminent leaders of the trade union and democratic movement who had laid down their lives in the cause of the toiling people. A minute's silence was observed in memory of all of them.

Com. Shreekanth Mishra, General Secretary, initiated the discussion and briefly narrated the decisions and deliberations of the 21st AIIEA conference held at Kanpur from 08-12 December 2007 and called upon the divisional leadership to chalk out concrete programmes of action to implement the conference decisions throughout the zone. In view of the emphatic call of the AIIEA conference to broad base our movement by forming People for India forums and activating these forums wherever already formed, he called upon the working committee members to form at least one PFI forum in each Division before end March 2008. Coming down heavily on the zonal management for their anti-employee, anti-organisational attitude especially on the question of class III & IV posting in the zonal office and appointments on compassionate grounds, Com. Mishra observed that a no-holds-barred struggle against the zonal management was the need of the hour.

Intervening in the discussion, Com. V.Ramesh, Joint Secretary AIIEA spoke eloquently about the decisions and deliberations of the 21st AIIEA conference at Kanpur and explained in detail as to why the conference was hailed as the "Conference of Confidence". Recapitulating AIIEA's glorious struggles against insurance privatization spanning nearly two decades, he narrated as to how we could successfully fight the ill conceived recommendations of the infamous Booz Allen Hamilton Committee and were on the verge of ensuring recruitment in class III & IV cadres. He called upon the members to have the correct political understanding in order to come out successful in all future struggles. Com. Ramesh assured his unequivocal and unconditional support to the ECZIEA in all its future struggles.

The Working Committee had the unique privilege of listening to the incisive and in depth analysis of Com. K.Venugopal, General Secretary, AIIEA. In his inspiring and

illuminating address, Com. Venugopal explained at great length the discussion with the LIC management held at Mumbai on the 25th of January 2008 during the information sharing session. He said that recruitment to class III & IV cadres, which were in the pipeline, would not have been possible but for the relentless struggle of the AIIEA. Elaborating on the theme of the 21st AIIEA Conference-“Local struggles with All India vision”- he exuded confidence that the ECZIEA would leave no stone unturned to carry forward the call of the conference to further our struggle for protection of public sector insurance and go for a sustained campaign against FDI hike in insurance, to mobilise public opinion on the issue of merger of public sector general insurance companies, to prepare ourselves for realizing a good charter and to forge broader unity amongst the toiling masses for realizing our ultimate goal of social change. Responding to the debate on the question of the anti employee attitude of the East Central zonal management, Com. Venugopal averred that LIC does not belong to any particular class of employees; it belongs to one and all associated with the institution and the responsibility of AIIEA units to protect the industry’s interests does not preclude their responsibility to protect employees’ interests.

Representatives of all the eight divisional units participated in a lively and interesting discussion. There was absolute unanimity on all the issues placed before the working committee. It would be a truism to say that the first working committee meeting was overshadowed by the anti employee and anti organizational attitude of the zonal management. The meeting deplored the unjustified decision of the East Central zonal management in denying posting of class III & IV employees in the zonal office even after eight months of the functioning of the zonal office and in turning down the compassionate appointment requests on flimsy and untenable grounds by taking recourse to subterfuges and falsehoods. The meeting called upon all the employees of East Central zone to go for massive, sustained and all out protest actions against the unjust, arbitrary, anti employee, anti union attitude of the zonal management and wanted to caution the management not to take the co-operation of the employees for granted. The meeting unanimously adopted a Resolution against the attitude of the zonal management and immediately sent copies of the same to the Zonal Manager, the Managing Director (Personnel) and the Chairman of LIC. While unanimously deciding on the following programmes of action, the working committee authorized the Secretariat of ECZIEA to intensify the agitational programmes in future if the situation so warrants. The Working committee meeting was followed by a massively attended General Body meeting in the evening of 28th January 2008. In spite of biting cold, a large number of comrades including lady comrades attended the meeting.

We call upon all our units to go for sustained campaign amongst the members and implement the decisions of the working committee in letter and spirit. Let’s plunge into action.

With Revolutionary Greetings,

Comradely Yours

Shreekantha Mishra
General Secretary

PROGRAMMES OF ACTION

1. 8th February 2008 – Demonstration all over the zone in front of all offices (including in the Branch centers) during lunch recess
2. 16th February 2008 – Two hours Dharna after office hours in front of all offices (including in the Branch centers). Telegram should be sent to the Chairman and the MD (Personnel). Address for Telegram: BIMAKENDRA, MUMBAI- 400021. Text of telegram is given below:

“LIC EMPLOYEES WORKING IN..... BRANCH/ DIVISIONAL OFFICE CONDEMN THE ANTI EMPLOYEE, ANTI UNION ATTITUDE OF THE EAST CENTRAL ZONAL MANAGEMENT, ESPECIALLY ON THE ISSUE OF POSTING OF CLASS III & IV EMPLOYEES IN THE ZONAL OFFICE AND TURNING DOWN OF REQUESTS FOR APPOINTMENT ON COMPASSIONATE GROUND. URGE IMMEDIATE RESOLUTION OF PENDING ISSUES THROUGH BIPARTITE DISCUSSION WITH THE ECZIEA.”

PRESIDENT OF THE MEETING

3. 22nd February 2008 – Demonstration all over the zone in front of all offices (including in the Branch centers) during lunch recess

4. From 25th February 2008 – Withdrawal of extra co-operation

- ALL UNITS ARE REQUESTED TO GO FOR MASSIVE POSTERING. HAND WRITTEN POSTERS SHOULD BE EXTENSIVELY USED. POSTERS SHOULD BE AGAINST THE ZONAL MANAGEMENT AND NOT AGAINST ANY INDIVIDUAL.
- Divisional units are requested to meet the Sr./Divisional Managers in a delegation and apprise them of the circumstances under which we are going for the above programmes of action. This should be done as soon as possible.

ON TO STRUGGLE...FOR A BETTER FUTURE.....

(Text of the Resolution adopted in the Working Committee meeting and sent to the zonal Manager, MD Personnel and Chairman is given overleaf.)

RESOLUTION

The meeting of the Working Committee of the East central Zone Insurance Employees' Association (ECZIEA) held at Patna on 27th and 28th January 2008 expresses its profound concern and serious resentment over the blatantly anti-employee and undemocratic attitude and actions of East Central Zonal Management, as have been amply manifested through their several decisions on very many vital matters affecting the employees and the office as well.

The meeting notes that while the ECZIEA, which commands membership of 85% class III & IV employees of the East Central Zone, is extending all sorts of help and co-operation to enable the newly formed zone to scale new heights of success in its debut year, the zonal management's arbitrary, unjust and irrational actions are nothing but aimed at squandering away this golden opportunity for reasons best known to them.

The meeting deplores the unjustified decision of the East Central Zonal Management in denying posting of class III & IV employees in the zonal office even after eight months of the functioning of the zonal office and in turning down the compassionate appointment requests on flimsy and untenable grounds violating LIC's Recruitment Rules 1993 and all canons of justice and fair play, even backtracking from their own commitments given to the organization, time and again. What is most deplorable and unacceptable is the zonal management's recalcitrant defence of their anti-employee actions by taking recourse to subterfuges and falsehoods.

All these anti-employee actions of the zonal management are creating deep and wide spread resentment among the employees, which is aggravating day-by-day only due to the obstinacy of the zonal management and their refusal to see reason.

This meeting, therefore, is compelled to call upon all the employees of the East Central Zone to successfully implement the following programmes of action enlisting support of all classes of employees, class I & II Officers, Agents and Policy holders so that the zonal management shed their anti-employee and anti-union attitude, rescind their unjust orders and decisions and sort out the problems through bipartite discussion with the ECZIEA. The meeting while cautioning the management not to take the co-operation of the employees for granted, calls upon the members to be ever ready to further intensify the agitation if the situation so warrants.

PROGRAMMES

1. 8TH February 2008 – Demonstration all over the zone in front of all offices
2. 16th February 2008 – Two hours Dharna after office hours (Telegram to Chairman and MD(P)
3. 22nd February 2008 – Demonstration
4. From 25th February – Withdrawal of extra co-operation

Sd/-
President of the Meeting