

---

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

**Circular No11/2008**

**Date: 04.12.2008**

To,

All members,

Dear Comrade,

**Re: Decisions of the ECZIEA Working Committee meeting (2)**  
**Developments relating to the zone/Organisation**

The Working Committee of the ECZIEA held at Patna on 27-28 November 2008 made a detailed discussion on the issues relating to our zone and observed that the zonal management has been taking up a blatantly anti employee and anti organizational position on very many issues. The following problems encountered by some of our divisional units were discussed threadbare and the meeting took a firm resolve to meet the challenges head on.

**Bhagalpur Developments :**

The Divisional association of Bhagalpur had been pursuing for a long time some pending issues related to the employees. A mass delegation led by Com. Manoranjan Singh, President met the Sr. Divisional Manager on 6<sup>th</sup> August 2007 for settlement of the issues. There were some heated exchanges with the management because of the indifferent and callous attitude of the management. To the utter surprise of all, the management put Com. Manoranjan Singh under suspension on 8<sup>th</sup> August 2007. Following his suspension, the employees went on a flash strike on the next day i.e. 9<sup>th</sup> August 2007. Subsequently, the suspension was revoked on 25<sup>th</sup> August 2007, but a charge sheet was issued to him accusing him of misbehaviour. Reply to the charge sheet was submitted in September 2008.

Now, on top of all this anti-employee behaviour, the management has now served a show cause notice on Com. Manoranjan Singh, President of Bhagalpur Divisional Association proposing the penalty of dismissal. Responding immediately to the call of ECZIEA, employees all over the Zone went on demonstrations during lunch recess on 1<sup>st</sup> December 2008 demanding rescinding of all the false, fabricated and concocted charges against Com. Manoranjan Singh and the Divisional units of ECZIEA sent protest telegrams/fax to the Sr. DM Bhagalpur, the Zonal Manager and the Chairman. (Now AIEEA has called upon its units all over India to hold demonstrations during lunch recess on 5<sup>th</sup> December 2008 against the anti employee and anti union attitude of the management.)

**Bhubaneswar Issue:**

A policyholder created ruckus inside the premises of CAB, Bhubaneswar in February 2008. This gentleman not only used unparliamentarily language against the employees but also went to the extent of defacing the attendance register by marking a big cross all over it to give vent to his ire. In the melee that ensued, there were some heated exchanges between the employees and the policyholder. Strangely enough, rather than containing the policyholder, the then Cuttack Divisional management suspended the President and Secretary of the Branch unit. Subsequently after the intervention of the organisation, the suspensions were withdrawn. At present, the disciplinary proceedings are going on. All sorts of false and fabricated charges have been leveled against them.

This apart, another unsavoury incident has taken place in the newly formed Bhubaneswar division where an ADM of the P&GS unit named Sri Nihar Ranjan Tripathy misbehaved with a lady employee. The working committee unequivocally condemned the uncivilized behaviour , use of highly objectionable words, display of body language aimed at outraging the modesty of a lady employee by Sri Tripathy and decided to demand of the zonal management to initiate proper enquiry and punish the guilty. (A Resolution in this respect has already been addressed to the Zonal Manager).

**Jamshedpur Issue:**

A delegation of Insurance Employees' Association Jamshedpur Division (IEAJD) met the Branch Manager of Jamshedpur Branch I in the month of October 2008 to discuss an issue relating to one daily wage employee. When the discussion was going on, all of a sudden some police personnel came to the Branch Manager's chamber and asked the Branch Manager whether these were the people who were creating nuisance in the Branch. The Branch Manager was visibly embarrassed and requested the police personnel to come later on. Taking strong exception to the sudden intervention of the police, our delegation wanted to know as to who had called the police. The Branch Manager denied his involvement. Subsequently, a delegation of IEAJD leadership met the SDM and lodged their strong protest over police intervention in our internal affairs. They also submitted a memorandum to the SDM to register their protest. Here again, the Divisional management has issued letters and charge sheets to seven leaders of the Divisional Association including the General Secretary and a woman Vice-President. The working committee, while condemning the anti trade union attitude of the management, assured all out support and co-operation to IEAJD in their struggle.

**Posting of class-III and IV employees in Zonal Office:**

The Zonal management initially took the position that class-III or IV employees would not be posted in Zonal Office because they did not have any sanction from Central Office. After several rounds of discussions backed by the struggle of the ECZIEA, 15 Assistant vacancies were notified in the recruitment notification. While the management had all along been

assuring that adequate HGA vacancies would be declared for Zonal Office and that the ECZIEA would be taken into confidence, they have now suddenly declared only 5 HGA vacancies for the Zonal Office. (There are no HGAs posted so far in the Zonal Office). We fail to understand as to how only 5 HGAs were needed for the Zonal Office at a time when around 90 class-I officers have already been posted. As per the decisions of the working committee, a letter has already been addressed to the Zonal Manager demanding adequate HGA vacancies for the zonal office.

#### **Reconsideration of turned down compassionate appointment cases:**

Compassionate appointments, which were referred to the Zonal Office during 2007, were turned down as a matter of routine. ECZIEA went on a programme of agitation demanding compassionate appointments in the Zone. Subsequently it was called off on the positive assurances of the management that the turned down compassionate appointment cases would be re-opened with a positive frame of mind. To the utter dismay of all of us, not a single case has been re-opened till now. The management is simply buying time under one pretext or other. The callous attitude of the management came in for sharp criticism in the working committee meeting.

These issues apart, the working committee discussed issues relating to individual employees of various divisions and decided to take up those cases at the appropriate forum. The meeting gave a clarion call to:

1. Hold at least two conventions against FDI hike in each division
2. Form at least two PFI units in each division before March 2009, and activate the existing ones.
3. Take help of the PFI units in mobilizing public opinion in our favour
4. Submit Trade Union Returns well in time
5. Organise the organization at all levels.

All units are requested to implement the decisions of the working committee meeting in letter and spirit.

With Revolutionary Greetings,

Comradely Yours



General Secretary