
EAST CENTRAL ZONE INSURANCE EMPLOYEES' ASSOCIATION

Jeevan Deep Buildings (1st Floor), Exhibition Road, Patna-800001

Circular No.01/2010

Date: 23.02.2010

To,
All members,

Dear Comrade,

Re: **Resist this attack on our trade union and democratic rights**

Ever since the formation of our zonal association, the ECZIEA has issued numerous circulars on the blatant attack by the management on our trade union and democratic rights. Issues pertaining to Bhagalpur, Jamshedpur and Bhubaneswar divisions where our leadership has been implicated on false and flimsy charges are all too familiar to be repeated here. We were rather forced by the intransigent attitude of the zonal management to wage a bitter struggle on such vital issues as compassionate appointment and posting of class III and IV employees in the zonal office. Things went to such a pass that even our beloved organization AIIEA had to give a call for demonstrations at the all India level on 5 December 2008. Thanks to the tremendous response and relentless struggle of our comrades within the zone and outside, we achieved success in abundant measure. But the intransigence, stubbornness and obduracy of the management continues to harden with each passing day with the result that class III and IV employees, particularly those belonging to AIIEA and those in the leadership, are being singled out for harsh treatment in the name of discipline.

You are aware that a policy holder created ruckus inside the premises of CAB, Bhubaneswar in February 2008. He even went to the extent of using abusive and unparliamentary language against the employees. But, rather than taking action against this gentleman, the management has now issued show cause notices to the President and Secretary of the base unit on 20.02.2010 (after conducting a sham of an enquiry) proposing reduction in Basic Pay by five stages! What a novel way of rewarding the employees for upholding the cause of the corporation! Comrades of Bhubaneswar Division Life Insurance Employees' Association organised a massive demonstration all over the division on 22.02.2010 against this blatant act of injustice and submitted a memorandum to the Sr. Divisional Manager demanding unconditional withdrawal of the show cause notices.

The divisional management of Jamshedpur had issued letters and charge sheets to seven leaders of the divisional association including the General Secretary and a woman Vice President. Now, two of their office bearers have been punished with four increment cuts after conducting a sham of an enquiry. The enquiry proceedings are going on in respect of all others. It needs no great deal of imagination to know as to what would be the fate of this enquiry. The management seems bent upon punishing our leadership. Some of our comrades in Ranchi have been unjustly

and arbitrarily punished with increment cuts for having drawn an advance which was duly sanctioned by the competent authority!

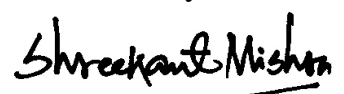
The developments in Bhagalpur have taken a peculiar turn. When Com. Manoranjan Singh, President of Bhagalpur divisional unit went in appeal against the punishment imposed by the divisional management, the zonal management set aside the punishment and ordered a *de novo* enquiry. As things turned out, the fresh enquiry was conducted as per rules and on completion of the said enquiry the Presenting Officer gave a report that none of the charges against the CSE was established. It has now come to our notice that since the fresh enquiry gave a clean chit to Com. Manoranjan Singh, the Presenting Officer himself has been changed ostensibly because he failed to discharge his duties effectively! This is a peculiar case of “Heads I Win Tails You Lose”. The game plan of the management needs no elaboration. We have reasons to believe that the role of the zonal management in all these instances has been quite negative.

You are aware that the zonal management was in no mood to give class III employees in zonal office. Due to sustained struggle of the organization, 15 Assistant vacancies were declared in the latest recruitment round. The management was in no mood to consider transfers. We forced them to concede ground. The management took the plea that due to inadequate number of candidates, only 5 Assistants would be posted for the time being and the remaining 10 would be absorbed at the time of movement of contingencies. Even though much time has elapsed and we have taken up the matter innumerable number of times, the management has only been adopting a dilly-dallying tactics.

It is unfortunate that rather than trying to settle the issues amicably through dialogue and discussion, the zonal management has been pressurizing the divisions to act tough on our leadership on the specious plea of enforcing discipline. The stony silence of the management in enforcing discipline elsewhere, like in Muzaffarpur division where our employees are being attacked and assaulted and where justice is still to be given, speaks volumes about the double standard in the matter of Discipline. The organization cannot and should not tolerate this attack on our hard earned trade union and democratic rights. This has to be resisted and resisted with all ferocity. The working committee of the ECZIEA which met at Patna on 12-13 December 2009 discussed and deliberated upon the high handedness of the management and resolved to fight it through proper organizational actions and authorized the head quarter secretariat to chalk out appropriate strategies to meet this situation depending on the evolving situation. We call upon our units and comrades to be in a state of absolute readiness to jump unto bitter struggle in the days to come.

With Revolutionary Greetings,

Comradely Yours



General Secretary