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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.02/2010**

**Date: 08.03.2010**

To,  
All members,

Dear Comrade,

Re: Provocative acts of Bhubaneswar Divisional Management

We had informed our units about the provocative acts of the divisional management of Bhubaneswar in our earlier circular. When the comrades of Bhubaneswar decided not to work after office hours as a mark of their protest over the unjust and illegal decision of the management to punish our leadership, the management is now intimidating the employees with further charge sheets and suspensions. The arrogance of the management can be gauged from the fact that one platoon of police was called by them to intimidate the employees on the day of the DHARNA on 6 March 2010. When the employees are on a peaceful agitation, and that too there is an all India programme of Dharna on wage revision issue, the decision of the management to call police was highly provocative and smacks of their anti employee attitude. This needs to be condemned in no uncertain terms.

We have addressed a letter to the Zonal Manager condemning this atrocious attitude of Bhubaneswar divisional management. The letter is reproduced here in below.

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The Zonal Manager  
L.I.C. of India  
East Central Zonal Office  
Jeevan Deep Buildings  
Exhibition Road  
PATNA- 800001

Date: 08.03.2010

Dear Sir,

Re: Provocative Acts of Bhubaneswar Divisional Management

The employees in Bhubaneswar division are on a peaceful agitation on the issue of unjust, unfair and illegal show cause notices issued to two functionaries of the union. The policy holder, who created a ruckus inside the office premises, defaced the attendance register and threatened the employees using obscene language, went scot free. But leadership of the divisional unit has been issued show cause notices as to why five increments will not be cut.

As a mark of their protest over this, the employees are on a peaceful agitation and they have decided not to work after office hours. Any lay man would agree that the decision not to work after office hours is well within the ambit of trade union rights and the law of the land. But the divisional management of Bhubaneswar is intimidating the employees and threatening them by holding out threats of further suspensions and charge sheets. Furthermore, the employees were to hold a Dharna programme on 6 March 2010 after close of office hours as a part of an all India programme. But the management had requisitioned one platoon of police with a view to terrorise the employees and disrupt the proceedings. This is unacceptable to us and we condemn this highly provocative act of the divisional management.

We would request you to advise the divisional management of Bhubaneswar to refrain from such intimidating and provocative acts and settle the issues through dialogue and discussion, failing which we shall be forced to spread the movement to the entire zone.

Thanking You,

Yours faithfully

Sd/-  
General Secretary


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We would request our divisional units to send the following Fax to the Sr. Divisional Manager of Bhubaneswar Division condemning their high handed behavior (Fax No. 0674-2303498).

**“Employees of ..... Division unequivocally condemn the decision of the Bhubaneswar divisional management to call police on 6 March 2010 to disrupt the peaceful Dharna programme of the employees. This action smacks of the anti employee attitude of the divisional management. We demand an early and negotiated solution to the IR problem in Bhubaneswar, failing which the responsibility shall squarely lie with the divisional management for the industrial unrest that may arise throughout the zone.”**

Our units are requested to bring these developments to the notice of all our members.

With Greetings,

Comradely Yours  
  
General Secretary