

**EAST CENTRAL ZONE INSURANCE EMPLOYEES'
ASSOCIATION**

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

Circular No. : 04/2012

Date: 06.07.2012

To, All Members

Dear Comrade,

**Re: Suggestions from the Working Committee of ECZIEA to the
Charter Sub Committee of AIIEA**

The Draft Charter of demands prepared by the Charter Sub Committee of AIIEA was widely circulated amongst our members all over the zone. The Working Committee of ECZIEA which met at Bhubaneswar considered the proposals in the draft charter in great detail. Representatives of almost all divisional units participated in the discussion and placed their suggestions before the Working Committee of ECZIEA. After careful consideration of the issues involved, the ECZIEA has sent some suggestions to be incorporated in the Charter of Demands. Needless to add, these will be finalized on the basis of the collective wisdom of the Working Committee of the AIIEA which is meeting at Mysore from 15-17 July 2012.

We place herein below the letter addressed to the Convener of the Charter Sub Committee of AIIEA.

With Greetings,

Comradely Yours



General Secretary

Com. V. Ramesh
Jt. Secretary, A.I.I.E.A./
Convener, Charter Sub Committee
Hyderabad

Date: 03.07.2012

Dear Comrade,

Re: Suggestions for incorporation in the Draft Charter of Demands

The Working Committee of the ECZIEA met at Bhubaneswar on the 25th of June 2012. The most important agenda of the meeting was to consider various proposals of the Draft Charter of Demands and suggest any further improvements that could possibly be included. There was absolute unanimity on the proposal of the Charter Sub Committee that we should place a demand for 40% wage rise across the board. The meeting felt that the demand was in keeping with the growth and productivity of the LIC in very trying circumstances.

The Working Committee of ECZIEA requests you to kindly incorporate the following suggestions in the Draft Charter of Demands.

1. Scale of Pay: Revised Basic Pay should be formulated with 100% neutralization of D.A. as at 01 August 2012 and then 40% weightage be demanded as revision element. This can help prevent the large scale exodus of newly recruited Assistants from LIC.

2. Running Scale: The Draft Charter has already included Running Scale. Our units feel that the demand needs to be taken up seriously so that the benefit reaches all sections.
3. Stagnation Increments should be paid to Assistants and HGAs at uniform intervals. The present practice of six stagnation increments to HGAs at an interval of three years is discriminatory in nature. Practically, no HGA would ever be able to get six stagnation increments in his/her life time if the span is not reduced to two years, as in the case of Assistants.
4. Special emphasis be given to the restoration of benefits and privileges available to Cashiers. This includes fitment on promotion. (Other aspects have already been taken care by the Draft Charter).
5. Paradeep Port Allowance should be at least 5% of the Basic Pay, like in Public Sector Banks.
6. Keonjhar and Barbil under Cuttack Division have a dubious distinction of being the most Malaria prone areas in the whole of Asia. Employees of LIC in both these Branches fall ill with unflinching regularity. We should demand introduction of some anti malaria allowance for employees of these Branches.
7. Two Wheeler Advance should be given to all confirmed employees; five year clause to go.
8. Reimbursement of Petrol Bills/ Cost of news papers/ tea should be introduced.
9. Employees are very happy over the fact that the Draft Charter has demanded introduction of a scheme of Educational Advance. But given the prohibitively expensive nature of education these days, we should demand reimbursement of school fees of two children up to class XII.
10. We should demand a scheme of Personal Consumer Loan on the lines of the scheme available in banks.
11. There are not enough SODEXO outlets in mofussil centres; wherever there are some outlets, the servicing is not up to mark and they usually charge extra commissions from the employees. This needs to be taken up with the management either along with the Charter or separately as the organization deems fit.
12. AIIEA is very right in demanding improvement in the LTC scheme and subsequently encashment of the LTC scheme. There is a serious anomaly in LTC to Andaman & Nicobar Islands. While the shipping authorities charge full ticket for children aged 5-12 years, our LTC scheme permits only half ticket to children of this age group when they have to travel by ship. Large number of employees from the states of Bihar, Jharkhand and Odisha go to Andaman & Nicobar Islands by ship. This anomaly may therefore be taken up.
13. We should demand introduction of a medical scheme for health check up once a year.

With Greetings,

Comradely Yours

Sd/-
General Secretary
