

**EAST CENTRAL ZONE INSURANCE EMPLOYEES'
ASSOCIATION**

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

Circular No. : 10/2013

Date: 21.11.2013

To, All Members

Dear Comrade,

Re: ECZIEA Delegation meets the Executive Director (Personnel)

The Executive Director (Personnel) of LIC, Sri M.R.Kumar, was in Patna in an official visit. A delegation of ECZIEA consisting of Com. Om Prakash, Vice President; Com. Shreekant Mishra, General Secretary; Com. Virchand Singh, Joint Secretary and Com. Akhilesh Dubey, Assistant Secretary met the ED (Personnel) and submitted a memorandum on the issues to be considered at the Central Office level. The ED (Personnel) agreed to place the issues at the appropriate level.

We reproduce below the memorandum submitted to the ED (Personnel).

With Greetings,

Comradely Yours

Shreekant Mishra

General Secretary

The Executive Director (Personnel)
L.I.C. of India
Central Office
Mumbai
Camp: Patna

Date: 21.11.2013

Dear Sir,

Re: Issues for the consideration of Central Office

We welcome you to Patna, the city that has been witness to all the vicissitudes of Indian civilization. The formation of the East Central Zone of LIC and its coming of age among the comity of zones has been a glorious chapter in the onward march of the Life Insurance Corporation of India. As a responsible unit of the All India Insurance Employees' Association (AIIEA), we have been contributing our mite to the growth and progress of the East Central Zone of LIC. We place herein below some issues for your consideration.

1. Cyclone Advance to Employees of Odisha:

A severe cyclone, followed by torrential rains, has ravaged coastal Odisha. Life has been thrown completely out of gear. Our employees and officers have also suffered a lot. Our Branch offices were also no exception. The LIC should come to the rescue of the employees and help them overcome the jolt of the crisis. We would request you to

kindly take steps to sanction cyclone advance to the employees of Odisha by suitably increasing the quantum of the Advance.

2. One more Option to Join the Pension Scheme of 1995:

There are quite a few employees and officers who have not joined the Pension Scheme of 1995. We appreciate the fact that LIC management recognizes the importance of Pension as a social security. We would request you to take steps for seriously pursuing the matter with the Government of India.

3. Wage Revision:

LIC has performed extremely well in a sluggish economic situation. In an overall economic situation where financial savings as a percentage of domestic savings are fast declining, LIC's performance has been quite praiseworthy. Apart from the Finance Minister, this has been appreciated by international fora like the WEF and the IMF. The productivity of the employees has increased manifold. The demand for 40% wage hike is therefore eminently justified. It has been more than a year since the Charter of Demands were placed by the AIIEA. But no negotiations have started as yet. We request that meaningful negotiations should start to settle the wage issue.

4. Recruitment to Class III Cadre:

There is an acute shortage of Class III employees in almost all the offices. With increasing business volumes and dwindling employee strength, work pressures have mounted like anything. Soaring customer expectations have also been adding to the pressures in the work place. The scarcity of Assistants particularly, is nowhere more visible than in the East Central Zonal office itself. It has become imperative on our part to recruit employees to the cadre of Assistants and simultaneously see to it that there is no exodus from LIC.

5. Recognition to AIIEA:

Recognition to the majority trade union is the cornerstone of industrial democracy. Unfortunately however, LIC is a rare organization which has not recognized the majority trade union of the Class III and IV employees. We therefore demand that LIC considers this basic democratic demand of the employees and accord Recognition to the majority trade union. This apart, the LIC should also ensure Workers' participation in the Management by placing a representative of the majority trade union in the Board of LIC.

Thanking You,

Yours faithfully

Sd/-
General Secretary
