

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**  
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To  
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

**AIIEA Delegation meets CO Officials through Online mode on 7.7.2021**

A delegation of AIIEA consisting of Coms V. Ramesh, President; Shreekanth Mishra, General Secretary, H.I. Bhatt, Joint Secretary and B.S. Ravi, Treasurer met the officials of P&IR Department, Central Office through Online mode to discuss certain important issues concerning the employees. The CO officials who participated in the meeting were Shri R. K. Dubey, ED(Personnel); Ms. Pratibha Singh, Chief (Personnel) and Mrs. Lakshmi Kulas, Secretary (Personnel) and some other officials.

At the outset, the AIIEA delegation thanked the LIC management for their efforts in achieving a wonderful wage revision to LIC Officers and employees. While appreciating the management for their all-out efforts to clinch the wage revision, we raised certain other issues which are pending for quite a long time. The details are given hereunder:

**1. Covid Lockdown – treatment of absence during 1<sup>st</sup> phase of Lockdown –**

The AIIEA pointed out that in spite of continual follow-up with the CO Officials, the solution to this issue has not seen the light yet. We impressed upon the management, the seriousness of the issue which adversely affected the employees, especially the new recruits and those who were on the verge of their superannuation. Our delegation pointed out that this had adversely affected the employees both financially and in terms of leaves. The delegation pointed out that when a large number of public sector institutions and central government departments have taken a lenient view of the absence because of the enormity of the pandemic, LIC should not be seen to be lagging behind. After an elaborate discussion, ED (P) informed that the issue would be examined afresh.

**2. Recruitment –**

- a) The AIIEA delegation demanded that the stalled recruitment process should be resumed in South Zone immediately. The hitherto legal litigations have now been cleared in Kerala, it does not warrant any delay to proceed for recruitment in this State. The management assured to take up the matter with the zonal management.
- b) **Operating the empanelled list** – We emphasized the need for immediate operation of empanelled list. The management informed that due to Covid

pandemic, certain safety issues like biometric attendance, posting them in safer places, etc., were impediments to operate the panel. They assured that before the expiry of the validity period, the panels would be moved. AllEA demanded that the panel should be operated at the earliest keeping in view the huge vacancies in many offices. Moreover, there is considerable improvement in the pandemic situation now so that the movement of the empanelled list can take place without any hitch.

c) **CGIT** – AllEA demanded that a final solution to this long pending issue should be given at the earliest without prolonging the litigations. ED (P) informed that they were doing their best to conclude this issue.

3. **Instructions for Payment of Pension** – We requested the management to issue instructions for payment of revised pension at the earliest to the employees who retired on or after 1.8.2017 and before wage revision instructions in April 2021. We also drew the attention of the management to the possibility of revised gross pension (before commutation value) being less than the pre-revised pension for those employees who retired from August 2017 to October 2017. We suggested that care should be taken to avoid this anomaly while issuing the Pension payment instructions. ED (P) assured that this aspect would be taken care of.
4. **“GTIS in lieu of Commutation of Pension”** –We emphasized the need to substantially enhance the insurance coverage under this scheme since there had been increase in Basic pay after the recent wage revision. Unless the insurance coverage is enhanced to meet the possible shortage of insurance coverage over commutation value, the very purpose of this scheme would be defeated. ED(P) appreciated our view point and assured to look into this aspect at the earliest.
5. **Family Pension enhancement** – We brought to the attention of ED(P) that despite a time lapse of more than two years since the LIC Board approved the enhancement of family pension to 30%, the clearance of the government has not been received yet. We demanded that an expeditious action is expected in this regard. ED (P) informed that they were in constant follow-up with the ministry and assured to follow up the issue further.
6. **Restoration of Increment** postponed due to participation in strike on 26.11.20 & 18.3.21. ED (P) responded that the matter is yet to be finalized.
7. **One more option to join Mediclaim scheme** AllEA delegation demanded for one more option to join the Mediclaim scheme to employees / retired employees and their dependents. Management was apprehensive of costs involved if the option was allowed. The delegation explained that due to huge rise in the medical costs, the need for another option is essential in the present day scenario. ED(P) replied that the matter would be brought to the notice of higher authorities.

Apart from the above issues, the delegation discussed the following issues also:

- a) Extending coverage of Insurance under Group Insurance Scheme-2004 to those who opted for VRS also as the denial of this benefit is not only unjust but also discriminatory.
- b) Introducing the facility of encashment of LTC – due to Covid pandemic a new situation has emerged where travelling on pleasure trips has created hesitation in the minds of the employees.
- c) Enhancement of PL accumulation to 300 days with encashment facility up to 270 days on superannuation.
- d) Reimbursement of expenses for purchasing Mobile phone to the employees
- e) Reimbursement of expenses for purchase of Furniture to Class-III & IV employees;
- f) Substantial Enhancement of Festival Advance
- g) Grant of Special leave to women employees suffering from serious gynecological issues and problems related to menopause
- h) Immediate Recruitment to Class-IV cadre
- i) Resolving the fixation issues of Ex-servicemen & one more option to them to join the Pension Scheme, 1995
- j) Up-dation of Pension
- k) Rectification of fixation anomaly on promotion from RC to Assistant cadre – at 5<sup>th</sup>, 14<sup>th</sup> & 15<sup>th</sup> stage
- l) To allow stagnation to stagnation stage fixation on promotion
- m) Recognition of AIIEA
- n) Issuing regularly, the statement of account to employees covered under NPS and also to enhance the Corporation contribution to 14% of the Pay
- o) Automatic entry to Mediclaim scheme of dependents once the income criterion ineligibility ceases.
- p) Enhancement of Quantum of Housing Loan and reduction in interest rate on Cadre Loan.
- q) The AIIEA delegation discussed with the management the issue of submission of property returns. Our delegation explained AIIEA's well-founded concerns on the issue and requested the management to come out with clarifications.

The meeting lasted for more than two hours and was held in a cordial atmosphere. ED (P) and other officials promised to extend their cooperation in resolving the employees' issues including those stated above. The Officials sought cooperation from AIIEA in further strengthening our mighty organization, LIC. The AIIEA delegation informed that for AIIEA, protection of LIC is an ideological commitment and therefore all our activities are directed towards strengthening of LIC.

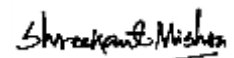
AIIEA will continue to follow-up the issues related to employees and would make every effort to arrive at a satisfactory solution. We are also taking up specific issues pertaining to some zones and will inform the concerned zones in due course.

**AIIEA Secretariat Meets on 8.7.2021:**

A meeting of the AIIEA Secretariat took place through Online Mode on 8.7.21 to discuss issues like the pending wage revision of PSGI employees, the proposed privatization of United India Insurance Company, campaign to be undertaken opposing the IPO of LIC and further course of action needed to achieve the above referred demands of the employees. The Secretariat decided that on the issue of IPO in LIC a continuous campaign should be undertaken at all levels. In General Sector, the Secretariat analyzed the twin challenges of privatization and wage revision. The meeting was unanimous in its understanding that wage revision in PSGI companies cannot brook any further delay and called upon the employees to launch struggles on this issue. The meeting authorized the Standing Committee (General Insurance) to plan the contours of struggle in consultation with Joint Front in PSGI Cos., and called upon the employees to prepare for struggle in a big way under the banner of AIIEA.

With greetings,

Comradely yours,



General Secretary.