

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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13th July, 2022

To
All the Zonal /Divisional /State /Regional Units

Dear Comrade,

Re: AIIEA Delegation Meets LIC Management

(A) Discussion with Executive Director (Personnel) and officials of Personnel Department:

A delegation of AIIEA consisting of Com. V. Ramesh, President; Com. Shreekant Mishra, General Secretary and Com. H. I. Bhatt, Joint Secretary met the LIC management on 12th of July 2022. In the morning session, the delegation had an extensive discussion with Sri R. K. Dubey, Executive Director (Personnel) in the presence of other officials of Personnel department. The following issues came up for discussion in the meeting.

Inordinate delay in the Notification of Board Approved Family Pension: The AIIEA delegation expressed its serious unhappiness over the inordinate delay in notification of the LIC Board approved improvements in the family pension. The delegation pointed out that many employees/ retired employees have passed away in the last two years leaving their families in dire financial distress. The delay in notification of LIC Board's recommended improvements in the family pension is therefore unfair. The delegation demanded that LIC should expeditiously take up the issue with the Ministry for early resolution of the issue. The management assured to follow up the issue with all seriousness.

Inordinate delay in giving One more Option to some leftover Ex-Servicemen Employees to join the 1995 Pension Scheme: The delegation also expressed its unhappiness over the inordinate delay in giving One more Option to some leftover Ex-Servicemen Employees to join the 1995 Pension Scheme. The management responded by saying that the issue is being repeatedly followed up with the government and all the clarifications sought by the Ministry have been sent. The AIIEA shall continue its efforts to see that the issue is resolved at the earliest.

Fixation of Pay of Ex-Servicemen Employees re-employed in LIC on or after 01.01.2006: The AIIEA delegation raised the issue of unjust and arbitrary fixation of pay of Ex-servicemen employees re-employed in LIC on or after 01.01.2006. Our delegation pointed out that this had not only caused huge reduction in salary of such employees, but it is also resulting into recovery of huge amounts of money from these employees for absolutely no fault of theirs. We demanded that the management should take up the issue with the government afresh for a favourable resolution of the issue. The management appreciated our concern and assured to take up the issue afresh for resolution of this matter. The AIIEA shall continue its efforts to give relief to the affected Ex-Servicemen employees.

Restoration of the Increments postponed due to participation in the two-day strike action on 28-29 March 2022: The delegation of AIIEA demanded immediate restoration of the increments postponed for participation in 28-29 March 2022 strike.

Arbitrary Withdrawal of ACLs: The AIIEA delegation expressed its strong disapproval of the arbitrary manner in which ACLs were withdrawn through an erroneous interpretation of Government Notifications. The delegation drew the attention of the management to AIIEA's letters dated 18.11.2021, 16.12.2021 and 22.05.2022 on the issue and demanded that immediate remedial measures should be taken to rectify the anomalies.

Treatment of Intervening Holidays during the period of Casual Leave: The delegation of AIIEA reiterated its strong objection to the practice of treating intervening holidays between two periods of casual leave as Leaves rather than as holidays. Pointing out that a large number of analogous institutions have done away with this practice, the delegation demanded that there was a need to have a re-look at the issue. The LIC management responded positively to this and said that the issue is under their active consideration.

Ex-Gratia in lieu of Bonus for the Years 2018-19, 2019-20, 2020-21 and 2021-22: The AIIEA delegation was critical of the inordinate delay in getting sanctions from the government on the question of Ex-Gratia in lieu of Bonus for the aforementioned years. The management responded that they have already taken up the issue afresh with the government and were hopeful of an early resolution of the long pending issue.

Conveyance Allowance for Physically Challenged (Divyaang) Employees: Our delegation took strong exception to the fact that the conveyance allowance for physically challenged employees has not been revised upwards for over a decade. Pointing out that the issue cannot brook any further delay, we demanded early resolution of the issue. The management informed that this issue has already been broached with the government and they would follow it up further.

Transfer Cases of Newly Recruited Assistants: The AIIEA delegation expressed its unhappiness that Assistants recruited in the year 2020 were not being given transfer to their desired places in cases of acute need also. While appreciating that this was a part of the Recruitment Notification itself, the delegation reasoned that this should not be mechanically implemented especially on Marriage Grounds and Medical Grounds. The management appreciated our concern and has asked some time to examine the issue in greater detail. The AIIEA shall continue to pursue this issue.

Recruitment in Class III & IV Cadres: The AIIEA expressed its satisfaction that the Recruitment process which had got stuck up in Tamil Nadu because of some court cases was finally heading towards a resolution. However, in spite of the recruitment in 2020 and the movement of contingency panels in two rounds, there are still some left over vacancies out of the total declared vacancies of 8000 because of various reasons. The delegation of AIIEA demanded that the management should immediately start the process of recruitment against these vacancies so that it benefits the institution and the society at large.

The delegation drew the attention of the management to a settled principle of law that one temporary employee should not be replaced by another temporary employee. It was pointed out that there were flagrant violations of this principle in LIC and many offices were trying to push outsourcing of Class IV jobs. Our delegation conveyed its firm opposition to this move and said that Recruitment to Class IV cadre was the only solution to take care of Class IV jobs. This issue has to be followed up further.

Reimbursement of the Cost of Furniture/ Mobile Handset: The AIIEA delegation reiterated our demand for reimbursement of the cost of mobile handset and furniture. This issue needs to be pursued still further.

Recognition to AIIEA: The AIIEA delegation was critical that LIC management was not taking up the issue of Recognition to AIIEA despite our reasoned arguments over several rounds of discussions.

All these issues apart, the AIIEA delegation also took up some issues pertaining to CGIT, disciplinary matters and issues of particular relevance to some zones. The developments relating to these issues will be communicated to the respective zones.

(B) AIIEA Delegation Meets the Managing Director:

A delegation of AIIEA consisting of Com. Shreekant Mishra and Com. H.I. Bhatt met Sri B.C. Pattnaik, Managing Director of LIC in the evening. Our delegation took up the issue of the inordinate delay in notification of the Board recommended improvements in family pension and requested the MD for his personal intervention so that the issue was resolved without any further loss of time. The MD was positive in his response and assured to pursue the issue. The discussion with the MD covered a wide range of issues including the possibilities and challenges before the LIC in the emerging situation.

The AIIEA shall continue to follow up the issues cited above and inform the units accordingly.

With Greetings,

Comradely Yours



General Secretary