

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDINGS SECRETARIAT ROAD HYDERABAD 500 063
(E-mail: aiieahyd@gmail.com)

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To
All the Zonal /Divisional /State /Regional Units

Dear Comrade,

AIIEA DELEGATION MEETS ED (PERSONNEL) on 10.10.2023

A delegation of AIIEA consisting of Com. H.I. Bhatt, Joint Secretary and Com. B.S. Ravi, Treasurer met ED (Personnel) and other officials of Central Office at Mumbai on 10.10.2023 to discuss certain issues concerning employees. The gist of the discussions is given hereunder:

Enhancement of Management's contribution to DCPS from 10% to 14%: The delegation of AIIEA demanded the enhancement of Management's contribution to DCPS from 10% to 14% without prejudice to our main demand of abolition of NPS and coverage of all employees under the 1995 Pension Scheme. The management informed that the matter was taken up with the Government and they were confident of getting clearance, at the earliest.

Coverage of 1995 Pension Scheme to certain category of employees: The delegation once again raised the demand for one time option to join 1995 pension scheme, to those employees recruited on or after 1.4.2010, against vacancies notified prior to this date. The delegation drew the attention of the management to Central Government Notification No. 57/05/2021-P&PW(8) dated 3.3.2023, wherein, government employees who joined after 1.1.2004 but had applied for a post or vacancy which was notified prior to the date of notification of NPS (22.12.2003) were allowed to opt Old Pension Scheme. Our delegation reiterated that this benefit be extended to similarly placed LIC employees also. The LIC Management informed that the provisions of Government Notification would not automatically apply to LIC. However, they agreed to examine the issue.

The delegation also once again raised the issue of extending the option to join the 1995 pension scheme to Ex-servicemen and others, who did not join 1995 pension scheme previously by choosing the reverse option of PF scheme.

DA neutralization: The delegation brought to the notice of management, the latest developments in analogous institutions wherein 100% DA neutralization was accepted and demanded that similar benefit be extended to LIC Pensioners also. The management informed that LIC was not in a position to take a call on the issue since the matter was sub-judice. The delegation insisted that LIC should seriously take up the matter with the Government and try for out-of-court settlement. The management agreed to explore the issue.

Reimbursement of amenities to Class-3 & 4 employees: The delegation of AIIEA enquired about the status of the demand of AIIEA for providing amenities such as – reimbursement of Mobile Handset, Tea/Coffee expenses, Furniture, introducing the facility of LTC encashment, etc. The delegation reminded the management about the Note which was submitted long back justifying the demand. During the course of discussions, the management released a circular allowing the benefit of reimbursement of cost of mobile handset for an amount of Rs.10, 000 & Rs.8, 000 for all class -3 & 4 employees respectively. We reiterated that other demands of the organisation like reimbursement of furniture expenses and tea/ coffee should also be considered in right earnest.

Improvements in Group Medclaim Scheme: The delegation of AIIEA raised certain issues pertaining to Medclaim scheme. The delegation pointed out that in the recent circular issued by CO on 1.9.2023, granting One Time Option to join Group Medclaim Scheme, coverage was not extended to dependent parents and option of including independent children. Employees who left the Corporation on VRS were also not allowed to opt to join the scheme. The delegation expressed its discontent about transferring the burden of GST on Medclaim premium to employees which was earlier borne by LIC. The delegation once again reiterated its demand of allowing automatic entry into Medclaim scheme of dependents of the employee who had to quit the scheme due to crossing the income limit as prescribed under dependency clause, once the income limit falls within the allowed limits.

The delegation submitted a list of diseases to be incorporated in the High Cost Treatment. It was also suggested that for retired employees a preventive health checkup scheme be introduced in the Medclaim scheme.

The management responded that a separate scheme was being planned for dependent parents for cost reasons and it also promised to consider coverage of independent children. There was also positive response on the issue of automatic entry of dependent parents who exited on income criterion. The management was positive on the issue of inclusion of some diseases in the High Cost Treatment Scheme as submitted by the AIIEA. Regarding the preventive health checkup to retirees, the management assured to take up the matter with the insurer.

Enhancement of Ex-gratia Relief to Pre-1986 Retirees and their surviving spouses: The AIIEA delegation drew attention of the management about its earlier demand of enhancing the financial help to the Pre-1986 retirees and their surviving spouses. The delegation explained in detail about the justification of the demand on all counts viz- the present inflation, low cost burden on LIC since the number of such beneficiaries being very less, the services rendered by the super seniors in the formative years of the LIC etc. ED (P) agreed with the submissions of the delegation and responded positively. He assured to examine the issue with all seriousness.

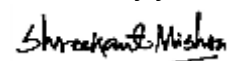
Apart from the above issues the delegation raised the other issues – Fixation of Pay on promotion from stagnation to stagnation stage; doing away with submission of doctor's certificate when an employee avails leave on sick grounds for 3 days or less; inclusion of some more critical illnesses related to pulmonary and liver disorders for consideration under Special Sick Leave; liberalization of time period for choosing Restricted Holiday (which at present has to be opted one year in advance); to improve the quality of training sessions; exclusive training sessions for employees on the verge of retirement to be arranged uniformly across all the offices of LIC with particular focus on the safe investments of retiral benefits, tax issues, etc., and also on health matters.

Finally, the delegation emphasized the need for early commencement of wage revision process. ED(P) assured to take up the matter with the Government. The delegation also made it amply clear that there should be no unilateralism on matters relating to technological upgradation and new initiatives being planned. The delegation reiterated its demand of a structured dialogue on all issues affecting the institution and the employees. The delegation suggested that the long pending CGIT issue should be resolved without further delay.

The AIIEA shall continue to follow-up the pending issues with all seriousness.

With Greetings,

Comradely yours,



General Secretary.