

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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To

All the Zonal /Divisional /State /Regional Units

Dear Comrade,

Re: AIIEA Leadership meets LIC Chairperson

Com. V. Ramesh, President and Com. Shreekant Mishra, General Secretary, AIIEA met Sri Siddhartha Mohanty, Chairperson LIC on 12th January 2024 at Central Office and discussed some important issues relating to the employees and the institution. Sri R.K. Dubey, Executive Director (Personnel) was also present during the discussions.

Wage Revision: The AIIEA leadership conveyed the unhappiness of the employees over the inordinate delay in commencement of negotiations for wage revision. Terming the success of the One Hour Walk Out Strike action on 10th January 2024 as a reflection of the deep-seated anguish of the employees, the AIIEA leadership demanded that wage revision cannot brook any further delay. The Chairperson was requested to personally intervene in the matter so that wage revision concludes early to the satisfaction of the employees without forcing them into further struggles. It was pointed out that while negotiations in analogous institutions like public sector banks were going on apace and reaching towards finality, there could be no plausible reason for the delay in LIC. The leadership said that LIC has maintained its pre-eminent position in the insurance industry despite a stiff competition from the private sector only due to the unwavering commitment of the employees. The delegation demanded that this commitment of the workforce should be duly reciprocated by the management in terms of a good and early wage revision. While appreciating our concerns on the issue, the Chairperson lauded the role of the employees to the process of strengthening of LIC in the public sector and assured that LIC would seriously pursue the issue with the government for early resolution of the same.

Enhancement of management's contribution to NPS: The delegation also expressed its unhappiness over the long delay in the notification related to increasing management's contribution to DCPS beneficiaries from 10 to 14 percent, as is applicable to central government employees and those of public sector banks. It was pointed out that the delay was causing avoidable pecuniary loss to the DCPS beneficiaries who have now been shifted to the institutional architecture of the NPS. The management informed that the issue was being sincerely followed up with the government and they assured to take it up afresh with all seriousness.

Recruitment: The delegation demanded that recruitment to Class III & IV cadres should be taken up immediately. Arguing that Class III employees were the first point of interface with the customers in the offices, the leadership pointed out that it was always ideal to have an agile and young workforce manning the offices, especially in the changed environment. The delegation explained that LIC was in an unenviable situation where a progressively declining workforce, especially in Class III & IV cadres, had to render servicing to an increasing volume of business with each passing year. It was also pointed out that in the fiercely competitive insurance market LIC had to increase its footprints in hitherto unreached areas, particularly in newly developing urban agglomerations in bigger cities. Explaining that the effort to keep LIC future-ready can only be realized by having adequate manpower, the delegation demanded that LIC should immediately go ahead with filling up the more than 2600 Class III vacancies existing from the last recruitment round. The Chairperson appreciated our understanding on the issue and assured to

consider our demand in right earnest. He assured that a call would certainly be taken once the ongoing reorientation of work processes was completed. The delegation demanded recruitment to Class IV cadre also by giving a onetime solution to the problem of temporary employees who have been working since long. The management sought some more time to examine the issue.

Mediclaim Issue: The leadership of AIIEA reiterated the unhappiness of the organization on the issue of transfer of GST burden on Mediclaim premium to the employees and pensioners. The Chairperson and ED(Personnel) appreciated our concerns on the issue but explained that owing to certain technical problems the new system had to be introduced perforce. On our insistence, they agreed to re-examine the issue. Our delegation demanded that there was a need to substantially increase the Basic Floater Sum Insured in view of rising medical inflation in the country. The management assured to look into the demand. The delegation also reiterated our earlier demand of extending Mediclaim coverage to certain categories of beneficiaries like dependent parents and independent children and reminded the management about their earlier assurance of framing a separate scheme for dependent parents to ward-off the possibility of premium escalation. The management explained that there were some hiccups because of insistence of the insurer relating to the 'group size' and assured to sort it out soon.

Ex-gratia relief to pre-1986 retirees: The leadership of AIIEA expressed unhappiness over the paltry increase in the in the ex-gratia relief to pre-1986 retirees and their surviving spouses. The delegation reiterated our demand of substantial enhancement of the same without any delay. The management appreciated our concerns and agreed to re-look into the issue.

Need of constructive dialogue: The AIIEA delegation suggested that LIC should harness the goodwill and support of all sections of the workforce to successfully meet the present-day challenges. Underlining the need for regular structured dialogue with the stakeholders in the post IPO period, our delegation expressed its unhappiness over some attempts to bulldoze changes in LIC without taking the employees into confidence. The Chairperson responded positively to this issue and said that LIC's spectacular journey over the years has been possible because of its dedicated and committed workforce. He assured that LIC will continuously engage in dialogue and discussion to thrash out whatever minor irritants are there and march ahead by leveraging the synergies of all stake holders.

Discussion with ED(Personnel): The discussion with the Chairperson in the forenoon session was followed by a discussion with the Executive Director (Personnel) and his team of officials, including Sri Sandeep Kumar, Chief (Personnel), in the afternoon session. Apart from broader issues like Recognition to AIIEA, issues relating to re-fixation of pay of ex-servicemen employees, doing away with the practice of insisting on medical certificate for sick leaves of 2-3 days duration, the need to upgrade the quality of training sessions etc. were discussed at length. The Chief Personnel made a brief presentation on the HRMS initiatives being undertaken by LIC and how LIC was contemplating to leverage technology for better utilization of manpower in the emerging situation. Assuring that at no point will the employees be inconvenienced; the management described the entire effort of LIC as people-centric and employee-friendly. The management sought the co-operation of AIIEA in ensuring a smooth implementation of the initiatives. The leadership demanded that these issues needed to be discussed further for more clarity.

Issues pertaining to some individual zones were also discussed and these will be communicated to them in due course. AIIEA shall continue to pursue all the issues till their logical conclusion.

We wish all employees and their family members a very Happy Lohri, Bhogi, Makar Sankranti, Bihu, Pongal, Uttarayan and Makara Villaku.

With Greetings,

Comradely Yours

Shreekanth Mishra

General Secretary