

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDINGS SECRETARIAT ROAD HYDERABAD 500 004
(E-mail: aiieahyd@gmail.com)

Cir. No. 16/2026

May 28, 2026

To,
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

AIIEA DELEGATION MEETS LIC MANAGEMENT

A delegation of AIIEA consisting of Com. D.R. Mahapatra, President; Com. Shreekanth Mishra, General Secretary; Com. T.V.N.S. Ravindranath, Joint Secretary and Com. B. S. Ravi, Treasurer met the LIC management at central office on 27th May 2026. The management was represented by Sri R.C. Chander, Managing Director; Smt. Latha Madampath, ED(Personnel) and Sri Rajeeb Biswas, Chief (Personnel). The meeting covered a large number of issues relating to the institution and the employees. We give below a brief description of some of the important issues represented and the response of the management.

Recruitment: The delegation of AIIEA expressed its serious unhappiness over the inordinate delay on the part of the management on the issue of recruitment. The delegation pointed out that the repeated assurances of the management to start recruitment early have not borne fruit till now; even datelines given by the management to start recruitment are not being honoured and the process is being delayed on frivolous and often flimsy grounds. The delegation observed that this has led to a severe erosion in the credibility of the management and the process of discussion itself. The delegation drew attention of the management to the acute staff shortage in various offices of LIC and the tremendous workload that employees have to contend with on a daily basis. It was made clear to the management that the commitment of the employees to defending LIC in the public sector by discharging their duties even under grueling working conditions should not be construed as their weakness. The delegation reminded the management that employees have already gone on two one-day strikes recently on this issue and their patience should not be put to test any further. Our delegation demanded that recruitment should start immediately without any further delay and it should take place on a continual basis rather than taking place as a one-off phenomenon. The delegation also reiterated AIIEA's earlier demand for a special recruitment drive for Srinagar valley. Drawing attention of the management to the consistent judicial trend across multiple High Courts to uphold the rights of temporary employees for absorption on a permanent basis, our delegation reiterated AIIEA's demand for a fair, comprehensive and transparent scheme for the absorption of all eligible temporary class IV employees.

The management responded by saying that the process of recruitment has been delayed despite their best intentions due to some unforeseen exigencies. Appreciating AIIEA's role in helping LIC navigate challenging situations and ensuring its continued market dominance despite stiff competition, the management requested some more time on the issue. The management was non-committal on the issue of absorption of temporary class IV employees citing some long pending legal issues and its likely financial burden on LIC.

Residual Issues of last Wage Revision: The AIIEA delegation reiterated its demand for a meaningful resolution of some of the residual issues of the last wage revision which was railroaded at the instance of the government. The main issues pertained to reduction in the span of stagnation increments in HGA cadre from the existing 3 to 2 years, enhancement of stagnation increments in Assistants cadre by three more increments and fixation of pay from stagnation-to-stagnation stage on promotion. We submitted a fresh set of notes to substantiate our arguments on these issues. While pointing out that it may be difficult to reopen the issues at present, the management nevertheless sought more time to explore the issues represented.

Ex-Servicemen Employees' Salary Re-fixation issue: The AIIEA delegation was critical that no solution was being given to the genuine issues of ex-servicemen employees' re-fixation problem by taking shelter behind pending legal cases. The delegation pointed out that employees were forced to seek legal remedy because of the unfair and unjust implementation of the rules by LIC. Drawing attention of the management to AIIEA's letter dated 07.06.2024 on the issue, the delegation demanded that a solution be provided on the basis of suggestions made in this letter. The management sought time to examine the issue afresh.

Extending Benefit of 1995 Pension Scheme to those who joined LIC on or after 01.04.2010 on the basis of notifications issued prior to that date: The AIIEA delegation reminded the management of its earlier representations on the issue of extending the benefit of the 1995 pension scheme to those employees who were appointed in the corporation after 01.04.2010 but had applied for recruitment for vacancies notified prior to this date or were empaneled prior to this date. The delegation expressed its serious disappointment over the double-standard of the government in denying this benefit to similarly situated LIC employees while extending this benefit to the applicable central government employees vide DOPT OM No.57/04/2019-P&PW(B), dated 17.02.2020. We demanded that the management take up the issue with the government afresh.

Enhancement of Ex-Gratia Relief being given to Pre-1986 Retirees and their surviving spouses: The delegation was critical that there was an unconscionable delay in revisiting the issue of substantial enhancement of Ex-Gratia Relief being given to Pre-1986 Retirees and their surviving spouses. The delegation observed that this was particularly annoying in view of the fact that every time the issue is raised, the management agrees in principle that the amount being paid currently is a pittance and needs enhancement. The management assured to look into this issue with an open mind.

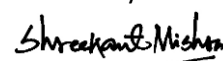
Restoration of Increments postponed due to Strike Participation on 9th July 2025 and 12th February 2026: The delegation drew the attention of the management to AIIEA's several letters demanding restoration of the increments postponed due to participation in strikes on 9th July 2025 and 12th February 2026. The management responded by saying that they would look into this.

Other issues: The delegation raised a number of other important issues like introduction of LTC encashment facility, amenities like Tea/coffee/furniture reimbursements for class III & IV employees, improvements in leaves benefits, resolution to some of the long pending problems of temporary Assistants absorbed on a permanent basis in Kerala Divisions as per directions of the Hon'ble Supreme Court of India etc. The delegation also took exception to the growing unilateralism of the management especially on issues like changing business model and growing adoption of technology. The delegation submitted separate notes to the management on some long pending issues like MBA allowance of employees belonging to Satna Division in Central Zone and sought resolution of these issues.

Comrades, AIIEA remains unwaveringly committed to pursuing all pending issues to their logical resolution and shall leave no stone unturned in ensuring that every employee is able to live a life of dignity and self-respect. What the moment demands, above all else, is absolute unity among employees around the core values of our organization, coupled with an unwavering readiness to rise in struggle whenever the realization of our rightful demands so requires. The prevailing situation in the country — deeply and disturbingly antithetical to the interests of the working class, the self-reliant character of our economy, the vitality of the public sector and the well-being of the people at large — makes it not merely desirable but imperative that we cement our unity with greater resolve than ever before. Let there be no doubt: this unity we shall forge, and with it, we shall march forward with confidence and determination.

With Greetings,

Comradely Yours



General Secretary