

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDING SECRETARIAT ROAD HYDERABAD

Cir.No.18/2014

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To all the Zonal/Divisional/State/Regional Units:

Dear Comrades,

We reproduce hereunder AIIEA's letter addressed to Chairman, LIC of India. The contents are self-explanatory.

Comradely yours,



General Secretary.

December 3, 2014

The Chairman,
LIC of India,
Mumbai.

Dear Sir,

WAGE REVISION AND OTHER IMPORTANT ISSUES

We are extremely disappointed and disturbed over the delay in dealing with important issues relating to the employees. Some of these issues have been pending for solution for a long time. This inaction and delay is giving rise to massive discontentment among the employees. We may point out that if early steps are not taken for resolution of these issues, it may lead to serious industrial unrest. We give below some of the issues that require your serious attention.

WAGE REVISION

The last round of wage discussions was held on August 27, 2014. The AIIEA and all other unions made it clear that the offer of 10.5% wage increase was not acceptable to the employees and LIC must convene serious and continuous discussions with an offer that can form the basis of negotiations and lead to a settlement. More than three months have passed since then. Unfortunately there are no indications as to when the next round of negotiations will be held. The demand for a good wage revision is totally justified on the basis of increased productivity, profitability and growth of the organization. We do not want to burden you with all these details since you are aware of the same.

Already 28 months have passed since the wage revision fell due on August 1, 2012. The employees were waiting patiently hoping that the enormous contributions they made to the growth and prosperity of the institution will be recognized and this will lead to a satisfactory upward wage revision. But the patience is now running thin and further delay in finding a solution will force us to take to the path of agitation.

PENSION OPTION

A final pension option is a residual demand from the last wage revision. We have held a number of discussions on the need to give a final option to employees and officers to join the 1995 Pension scheme. Even in the last round of discussion on August 27, 2014, we were assured that the matter was being seriously pursued with the government. We are yet to see progress on this issue. We have pointed out to you that the percentage of employees and officers who are outside the pension scheme 1995 is small and the LIC can offer another option for them to join the scheme. A solution to this issue has become very urgent.

PLLI

A decision on PLLI for the financial year 2013-14 is still pending. The performance of LIC for the financial year 2013-14 was extremely good viewed in the background of a dismal performance of the Indian economy. An early decision on this issue has to be taken.

RECRUITMENT

It is agreed that there is an immediate need for recruitment in Class III and IV cadres. The acute shortage of staff in almost all branch offices is adversely impacting the servicing of the policyholders. In many divisions there is not even a single permanent sub-staff. Despite this, it is a matter of pride that our productivity and per capita servicing of policies is the best in the industry. Needless to say this is due to the sheer commitment of the employees to the institution. We were assured that the process of recruitment would begin but we are yet to see any progress on this issue. The issue of recruitment requires your serious attention.

RESIDUARY RPT EMPLOYEES

We have pointed out that a small number of regular part time employees could not be upgraded due to some reasons. We had also suggested that steps should be taken to upgrade these employees too in the interest of equity and justice. We are happy that our suggestion was accepted and we were assured of an early solution. Unfortunately the issue remains unresolved despite the passage of considerable time.

The industry today is facing multiple challenges. These challenges can be met successfully only with the support and cooperation of the work force. The delay in finding solutions to the justified demands are frustrating and demotivating the workforce. You will agree with us that this situation is not healthy for the industry. Therefore, we urge upon you to take immediate steps to convene negotiations on wage revision and other issues to prevent serious industrial unrest.

Thanking you,

Yours faithfully,
Sd/-
V.RAMESH
General Secretary