

Date: June 10, 2015

JOINT APPEAL BY UNIONS/ASSOCIATIONS

To All Officers and Employees of LIC

Dear Comrades/Friends,

RE: WAGE REVISION ETC. - PROGRAM OF AGITATION

You are aware that the Unions representing all classes of employees had met at Bangalore on 14th May 2015. This meeting reviewed the developments relating to wage revision and another option for pension. The Meeting took serious note that despite the passage of enormous time since the wage revision fell due on 1.8.2012 very little progress has been made in reaching a satisfactory and amicable settlement. The Meeting noted that the demands of the employees and officers for a good wage revision and another pension option were totally justified in the background of the progress registered by LIC since the last wage revision and the increased productivity of the work-force. During this period, the employees also set very high servicing standards and unbeatable claim settlement record. The Meeting demanded serious negotiations on wage revision and early settlement without allowing the external factors to influence the course of negotiations. Expressing the unhappiness of the employees over the inordinate delay, a joint letter was addressed to the Chairman, LIC on 14th May, 2015 demanding immediate resumption of wage negotiations and a resolution to the long pending demand of another option for pension. It is unfortunate that despite the collective protest, the LIC is yet to take positive steps in this direction.

The Joint Meeting was also unanimous in its understanding that the delay in reaching a satisfactory wage settlement and another option for pension is unacceptable. It had also decided to mobilise all sections of the employees and officers in struggle to force an end to this situation. The meeting had unanimously decided that if no progress is made within a reasonable time, a strong protest should be lodged through conventional programs culminating in a one day strike in the first half of July 2015.

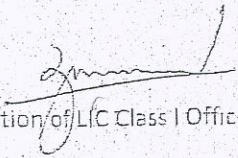
In tune with this unanimous understanding, a program of action has been chalked out as follows:

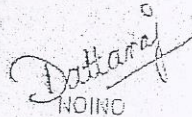
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| 17th and 24th June 2015 | | Lunch hour demonstrations before all offices. |
| 1st July, 2015 | | Badge Wearing and Lunch hour demonstrations |
| 7th July, 2015 | | Lunch hour demonstrations |
| 8th July, 2015 | | ONE DAY STRIKE |

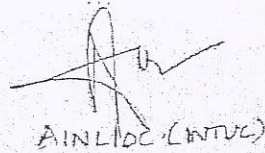
This program has been decided after waiting patiently for a long time. Therefore, this struggle has been thrust upon the workforce due to the attitude of the government and the management in not settling their genuine demands. The demand for a good wage revision reflecting the prosperity of the Corporation and the aspirations of the work force is totally justified. This demand along with another option for pension has to be secured now through struggle. We, therefore, request all officers and employees to make the above program of action a massive success with the confidence that our collective struggle will surely help us achieve a good wage revision and another pension option.

With greetings,

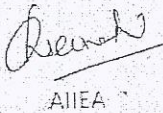
Yours Sincerely

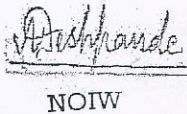

Federation of LIC Class I Officers' Association

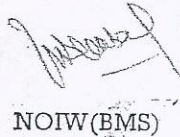

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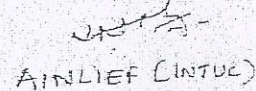

AINLIC (INTUC)

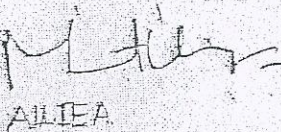

NFIFWI


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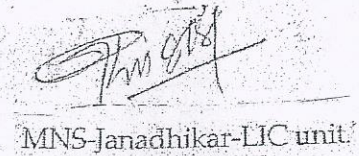

NOIW


NOIW(BMS)


AINLIEF (INTUC)


AIIEA


BVKS


MNS-Janadhikar-LIC unit

NOTE: NFIFWI WILL JOIN ALL THE DEMONSTRATION PROGRAMMES. THEY WILL TAKE A DECISION ON ONE DAY STRIKE ACTION ONLY AFTER 14th JUNE, 2015.