

September 30, 2015

TO

ALL OFFICERS AND EMPLOYEES OF LIC

Dear Comrades/Friends,

THE JOINT FRONT DECIDES

- **ONE DAY STRIKE ON 14TH OCTOBER 2015**
- **TWO DAY STRIKE ON 19TH AND 20TH NOVEMBER 2015**
- **AND FURTHER INTENSIFIED ACTIONS IF NECESSARY**

The Joint Front of Unions in LIC met at Pune on 29.9.15 as scheduled. The meeting was called to review the struggle for wage revision and another pension option and chalk out further programs of action to achieve these two demands. The meeting noted with satisfaction that the programs of the Joint Front decided in the last meeting on 19th August 2015 at Mumbai have been successfully implemented by the employees and officers. The employees and officers enthusiastically signed the petition requesting the Finance Minister to intervene and settle the wage revision in LIC on the basis of the strength of LIC as also keeping in view the aspirations of the workforce. The Finance Minister was informed that despite a difficult economic situation, LIC performed well and continues to dominate the market and makes available scarce resources to the nation building activity. The employees reminded the Finance Minister of his comments that LIC is a fine public sector institution as also his remarks to the 46th Indian Labour Conference that if an industry does well, the benefits should also flow to the workforce. The signature Petitions have been sent to the Finance Minister on 23rd September 2015.

The Joint Meeting noted that the strike that had been decided for 8th July 2015 was deferred on the request of LIC management on the basis of assurance that the demands of the employees are being seriously discussed with the government. Unfortunately even after nearly 3 months of our positive response, there do not seem to be any progress and it is uncertain as to when negotiations will be called and demands settled. The meeting noted that despite the efforts by LIC management, the rigid stand of the government cannot be broken without a struggle. This is absolutely unfair and is a mockery of both collective bargaining and industrial democracy. This is not acceptable to the unions in LIC. The Pension in LIC is fully funded and is also sustainable. Therefore, imposing conditions to restrict the pay scales is absolutely unjust. Similarly, the stand of the government on another pension option is also unfair and unjust.

The Joint Front, therefore, decided that wage revision cannot be delayed any longer. The dead-lock on this issue has to be broken and that can be done only through intensified forms of action. It was unanimously decided to observe a One Day strike on 14th October