



ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Standing Committee (General Insurance)

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To all the State/Regional units:

Dear Comrades,

- Wage talks at Mumbai on 29th October
- Deadlock broken
- GIPSA offers pay scales and allowances similar to LIC.
- AIIEA welcomes the offer & demands improvements.

The negotiations on wage revision commenced as scheduled today (29th October) with a joint session of all check off qualified unions. The Management was represented by Shri G.Srinivasan, Chairman, GIPSA & CMD, New India, Dr.A.K.Saxena, CMD, Oriental, Shri Milind Kharat, CMD, United India, Shri M.Vasantha Krishna, Director & GM, National, Shri K.Sanath Kumar, Acting CMD, GIC-Re, Shri A.K.Singhal, Advisor, GIPSA, Shri K.Govindarajan, CE, GIPSA, General Managers (Pers) of all the companies and GIC-Re besides other officials of GIPSA.

AIIEA was represented in the joint session by Com. J.Gurumurthy, Vice President, Com. K.V.V.S.N.Raju, Secretary, Standing Committee.

After the formal welcome address by Chief Executive, GIPSA, the Chairman, GIPSA addressed the joint session. He congratulated the employees for their contribution to the excellent performance of the four GIPSA member companies for the past four years continuously. He said that the management has been conscious of the aspirations of employees and the management has done their best to secure a decent and dignified package on wage revision. He said that the management is offering the best possible wage revision in the most difficult circumstances and wanted the unions to appreciate. Then he requested the Advisor, GIPSA to present the offers to the unions.

Shri A.K.Singhal, Advisor, made a power point presentation of the details of the management's offer on scales of pay and other benefits. The offers on pay scales etc. are broadly at par with what were offered in LIC (Details of the offers are circulated separately). Then the unions were asked to give their preliminary reaction to the offers.

OPENING the initial reaction of Unions, Com J.Gurumurthy, Vice President, first responded on behalf of AIIEA.

- AIIEA welcomed the offer and demanded improvements in allowances and other benefits.
- Demanded restoration of Graduation increments in Assistant cadre to retain talent and arrest attrition.

- Wanted food coupon facility, increase in loans & advances and introduction of Education Advance & 4wheeler advance.
- Conveyed disappointment over non-clearance of Pension option and pressed for continued efforts to get Pension option.
- Demanded Improvements in existing pension scheme -- increase in minimum pension, family pension, 100% DA for pre-1997 retirees & domiciliary medical benefits.
- Highlighted the need to tackle the problem of stagnation -- introduction of running scale.
- Increase in EL accumulation, introduction of Paternity Leave, Special leave for women employees and Child Care leave.
- Improvements in LTC & facility of encashment.
- PLLI: Demanded restoration of the earlier gazette notified PLLI and recast the same to make it objective so that it is paid to all based on overall performance of companies.
- Organisational Agenda should be delinked and wage revision should be independent of conditionalities.

We wanted the management to arrange for exclusive discussions with full team of unions on these and other related issues so as to ensure early finalisation of the Wage revision.

Shri Singhal while responding to the preliminary observations of the unions said that the unions would be called for individual unionwise discussions at Hyderabad from 4th to 6th November, 2015. Accordingly, AIEA has been invited for the discussions on 4th November from 10 am to 11.30 am when we will be making a detailed representation on improvements sought for.

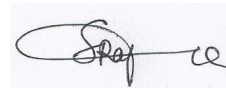
The CMDs of the companies and GIC Re briefly intervened to express their happiness on the constructive suggestions given by unions. Thereafter, Shri G.Srinivasan, Chairman, GIPSA concluded the discussions saying that the management has noted down all the points raised by the unions and assured due consideration.

On the demand for one more option for pension, both the Chairman and Advisor, GIPSA shared the concern of the management on lack of headway. They assured that their commitment on this issue remains unabated and all serious efforts from their level would continue.

The Secretariat of Standing Committee (General Insurance), AIEA, will meet at Hyderabad on 3rd November, 2015 prior to the individual discussions with GIPSA on the following day.

With greetings,

Comradely yours,



(K.V.V.S.N.RAJU)
Secretary