



ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Standing Committee (General Insurance)

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To all the State/Regional units:
Dear Comrades,

Wage Revision reaching its finality

Further to the joint meeting with GIPSA on 29.10.2015, the delegation of AIIEA comprising of Coms. K. Venu Gopal, V. Ramesh, J.Gurumurthy, K.V.V.S.N.Raju, Gautam Maitra, G.Anand, M.T.Suseelan and Reena Mishra participated in the individual discussions held at Hyderabad today, 04.11.2015, to give our response to the proposals made on 29th October on wage revision.

The management was represented by Shri A.K.Singhal, Advisor, GIPSA, Shri K.Govindarajan, CE, GIPSA, Shri P.Nayak, GM(P), New India, Shri Balwant Singh, GM(P), Oriental, Shri G.C.Gaylong, GM(P), GIC RE, Shri Natarajan, DGM(P), National and Shri G.Yesudasu, DGM(P), United India, besides GIPSA officials.

AIIEA expressed satisfaction over the overall direction of the proposals and demanded improvements to reach a satisfactory settlement at the earliest.

1. We explained the rationale behind our demand for introduction of **running scale** in the cadres of Assistant and Sr. Assistant. The management responded saying that cost does not permit to consider the same now. On our further representation for granting of **one more stagnation increment** in these cadres and reducing the span of stagnation increments in the cadre of Senior Assistant from the present 3 years to 2 years, the management agreed to look into the same. Also we wanted removal of anomaly in fixation on promotion from stagnation stage to stagnation stage.
2. The delegation demanded increase in the ceiling at the maximum level for both **HRA and CCA**. The management agreed to consider the same in coordination with LIC.
3. The delegation demanded for sanction of **Two Graduation increments** to Assistants irrespective of date of passing the graduation. There were detailed submissions on the justification of the demand. The Management took the plea of enormous cost on this score, but assured to examine.
4. The delegation requested for uniform effective date for **all benefits** and also improvements in all allowances including Lumpsum medical. On this also, the management agreed to examine.
5. We also demanded improvements in **LTS** and introduction of facility of encashment. The management agreed to take up this independent of wage revision. In the meantime they have agreed to advise companies to follow uniform implementation of LTS rules.
6. We wanted that entire quantum of **FPA** should be taken for all terminal benefits as is being followed in LIC. The management agreed to check position and examine.
7. On our insistence for introduction of the facility of **Meals Coupon**, the management agreed to examine the same independent of wage revision later.
8. On improvements in **leave facilities**, the management agreed to consider our demands on increase in accumulation of EL to 300 days, introduction of paternity leave, child care leave and special leave for women. On our demand for reduction in

the minimum of 6 days for availing EL, management though did not agree, assured to clear the confusion with some companies in the grant of the minimum 6 days EL.

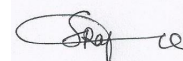
9. **Loans and Advances:** The management agreed to take up with governing board for introduction of education loan. Also agreed to remove the cap of 80% reimbursement on two wheeler loans. We also wanted improvements in other loans and advances.
10. **PLIS:** On our demand for restoration of original PLLI with improvements, the management responded saying that they would consider extending the existing PLIS to all by apportioning 50% of the eligible quantum to all based on industry performance and remaining 50% on the basis of existing parameters. This requires to be pursued further.
11. We wanted improvements in minimum pension, family pension, 100% DA neutralization to pre 01.08.1997 retirees and medical allowance to all the pensioners. The management agreed to consider increasing the minimum pension and family pension after the wage notification. On DA neutralization, the management was positive but wanted us to wait for outcome of the court case. They agreed to consider medical allowance to pre 1986 retirees/spouse.
12. **One More Option for Pension:** The delegation of AIIEA welcomed the commitment given by Chairman, GIPSA and Advisor, GIPSA on 29th October, 2015 that they would continue to pursue with the government the issue of 'one more option for Pension'. The delegation requested the GIPSA to pursue this issue with the government vigorously.
13. **NPS:** The management agreed to take up with government for expediting the pending notification for shifting of effective date from 01.01.2004 to 01.04.2010. They also confirmed that whatever contributions collected under NPS would be paid with rate of interest as applicable to PF accumulations.
14. On the demand for other benefits such as newspaper allowance, etc., the management has agreed to take up separately later.

The AIIEA requested the management to consider the issues raised and initiate speedy steps for early notification to enable the fruits of wage revision flow to the employees at the earliest. The management agreed to take up this on top priority and indicated that the governing board of GIPSA convened specifically for this purpose on **9th November, 2015** would finalise their recommendations and submit to the government immediately thereafter.

Comrades, we have achieved a splendid wage revision in the most difficult economic and political environment. The AIIEA was able to build a total unity of the insurance employees by forming a Joint Front of all unions belonging to all classes of employees. This unity and the determination shown by the employees to struggle to secure the legitimate demands created a break-through despite the hostility of the present political regime. We are sure every individual employee and officer would have calculated the benefits that would flow to him/her due to this wage revision. This has been a phenomenal achievement. The need now is to further consolidate the AIIEA to defend the gains that we have made and work for further improvements that we deserve. We congratulate all the employees and officers for solidly backing the decisions of the Joint Front and achieving what seemed an impossible wage revision.

With greetings,

Comradely yours,



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

Secretary