

JOINT FORUM OF UNIONS & ASSOCIATIONS OF OFFICERS & EMPLOYEES OF PSGI COMPANIES

JF/2016/04

Date: 06.07.2016

Minutes of Joint Forum Meeting dated 05.07.2016 at Delhi.

A meeting of Joint Forum was held on 05.07.2016.

The meeting was attended by Office Bearers / Representatives of NIAOA, NICOA, UIIOA, OICOA, GIOAIA, AIGIFWA, GIEAIA, AIIEA, GIEC and NFGIE. Mr Girish Khurana, Convener, thanked the representatives of associations / unions for participating in the meeting. The house was informed about the proceedings of the last meeting of Joint Forum meeting held at Delhi on 17.06.2016 and the need to carry forward the activities of Joint Forum for achieving various pending demands and issues of common interest to the officers and employees of PSGI Cos; the most important of all being another option for pension.

The house requested Com N P Upadhyay to chair the meeting. A threadbare discussion took place on the status of various issues concerning the Officers and Employees as also about the PS General Insurance Industry. The following issues were identified and agreed to as a common Agenda for the Joint Forum :

1. Another Option for Pension / Improvement in Family Pension. .

All the representatives of Officers & Employees present in the meeting expressed concern for the delay being caused in providing another option for pension despite specific assurances by the CMDs of GIPSA member Companies from time to time. There appears to be a complete turnaround from the assurances given during the final round of wage discussion. The lackadaisical attitude of GIPSA & the member Companies is condemnable.

2. Biometric Attendance

The house discussed the unilateral go ahead from the Mgt's in implementation of the Biometric attendance in the member Companies contrary to the assurances during Wage Revision Talks for discussing this point of Mgt Agenda separately and linking it to consider alongwith the demand for providing Food Coupons etc as prevailing in LIC. It was decided that unilateral implementation of a very important issue like biometric attendance would be opposed.

3. Disinvestments / Listing of Companies

The House discussed the financial contributions made by the PSGI Cos in payment of Dividends and Taxes to the Government of India ever since their coming into existence without ever taking a rupee from the Government. The role played by PSGI Cos in execution of various Govt Schemes and in subsidizing micro products for rural and social sector has also been undermined by the Government. The Govt Agenda of Disinvestment is aimed at destruction of these financially sound Companies and derogatory to the working conditions of Officers & Employees in the long run. The House agreed that disinvesting PSGI Cos would be against social interest and has to be resisted under every circumstance.

4. Migration of Officers & Employees from NPS to 1995 Pension Scheme.

It was agreed to demand that the Officers & Employees of PSGI Cos recruited after 01.04.2010 should also be covered under the Main Pension Scheme which is more economical and beneficial.

All the possible ways to achieve these common demands were deliberated in detail with valuable inputs from the participants of the meeting. The house felt that as responsible Office Bearers of Associations & Unions in PSGI Cos, all of us believe in the process of dialogue to resolve the issues amicably but the inordinate delay in addressing the issues by Company / GIPSA Mgt, reflects non seriousness on their part. In such a situation, there is an urgent need to resort to IR action. Also the affiliates of Joint Forum must escalate their liasoning with the Parliamentarians and Bureaucrats in the MoF for garnering support to our cause. After evaluation all the options available, the Joint Forum decided to embark upon the following course of action to high light and achieve the aforesaid demands :

1. Submission of Memorandum to the CMDs / GIPSA / Ministry of Finance by the Officers & Employees individually & collectively. Memorandum also to be submitted by all the Associations / Unions affiliated to Joint Forum. Confed and Joint Forum shall also write to the CMDs / GIPSA and MoF. This exercise to be completed by 18th July 2016.
2. Lunch Hour Demonstrations at HO / RO & Other Centers of PSGI Cos on 27.07.2016 and 10.08.2016.
3. Half day *Dharana* at HO / RO Centers on 19.08.2016 (10.00 AM to 01.30 PM)
4. One day strike on 02.09.2016

Representatives of Confed raised their concern on the issuance of Circulars by GIOAIA (INTUC) the contents of which were contrary to the discussions held in the previous meeting at Delhi 17.06.2016 resulting into misrepresentation of facts. The house unanimously agreed that the affiliated Associations / Unions must maintain trust in the common agenda & carry forward the decisions of Joint Forum. The house requested all concerned to ensure that their circulars must be in line with the minutes of Joint Forum meetings as issued by the Convener.

The house also discussed the Check off exercise and implications of Court case by Confed Affiliates relating to Check-off amendments 2.2 & 2.3. Confed representatives assured to resolve this issue urgently after discussing the same with Chairman / CE GIPSA.

The house after detailed deliberations adopted the following resolutions to be submitted to the Department of Financial Services :

- Early posting of CMDs in Oriental & United India for effective management of the Companies.
- Unethical competition & undercutting of rates by the GIPSA Member Companies causing huge losses particularly in GMCs which is also resulting into subsidizing the Health Insurance Covers for the Corporate Sector at the cost of the individual Policyholders.

In order to strengthen the working of Joint Forum and increase the promptness of communications the house authorized the Convener, in consultation with General Secretaries of affiliated Associations / Unions, for all the necessary communications and liasoning with CMDs / GIPSA / MoF, Associations / Unions in LIC & other

financial institutions and other concerned wherever required.

In the evening a delegation of Joint Forum led by Mr GirishKhurana, Convener, met Dr. N Srinivasa Rao, Joint Secretary and Mr S K Mohanty, Under Secretary, in the Department of Financial Services, Ministry of Finance, New Delhi. The delegation requested their intervention in the following matters :

- Another Option for Pension.
- Opposition to Disinvestment / Listing of Companies.
- Early appointment of CMDs in Oriental & United India.
- Implementation of DoPT Guidelines in deployment of Women Officers & Employees.
- Unethical competition and discounts by PSGI Cos causing huge losses to member Companies and resulting into subsidizing health insurance of Corporate Sector at the cost of retail / individual policyholders.
- Pending recruitment of Assistants in Oriental.

Dr. N Srinivasa Rao, Jt Secretary, DFS, assured the delegation of his intervention and further discussion on these issues.

Thanking You,

Sincerely yours,



(Girish Khurana)

Convener- Joint Forum

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National Confederation of General Insurance Officers' Associations (CONFED)	General Insurance Officers All India Association (GIOAIA)	All India General Insurance Field Workers Association (AIGIFWA)	General Insurance Development Officers Federation (GIDOF)
All India Insurance Employees Association (AIIEA)	General Insurance Employees All India Association (GIEAIA)	General Insurance Employees Congress (GIEC)	National Federation of General Insurance Employees (NFGIE)
All India General Insurance Scheduled Caste/ Scheduled Tribe Employees Welfare Association	All India General Insurance SC/ST Employees Parishad (Jayamurthy)	All India SC/ST General Insurance Employee's Welfare Association	Bima Sangham Employees Welfare for SC/ST
Insurance OBC Employees Welfare Association			