



LIC

भारतीय जीवन बीमा निगम
LIFE INSURANCE CORPORATION OF INDIA

Ref: CZO/P&IR/Desk-B/Strike/2017-18/

Date: 03.05.2017

**All the HOD's of Central Zonal Office/ Principal (ZTC)/ Secretary (Audit),
&
All Sr. Divisional Managers (I/C) under Central Zone**

Dear Sir/Madam,

Re: Condonation of EOL for the purpose of NGI for participation in strike dt. 02.09.2016 by employees of the Corporation.

Central Office has received representations from the Employees' Associations, requesting them to condone the EOL of the employees who participated in strike dated 02.09.2016 for the purpose of normal grade increment, stagnation increments, confirmation and for finalization of appraisals.

The matter has been examined and it has been decided by the Competent Authority, **as a special case** to condone that said unauthorized absence of the employees who had participated in the strike on **02.09.2016** for the purpose of Normal Grade Increment/Stagnation Increment, Confirmation and for finalization of appraisals of Development Officers.

For employees whose normal grade increments/stagnation increments were deferred on account of participation in strike on the date mentioned above, may be restored.

Further the employees who were promoted subsequent to the day of strike and whose increments were deferred on account of participation in the strike on the days mentioned above may be allowed to re-exercise the option for fixation of salary on promotion. Similarly, where the date of confirmation is postponed on account of the strike, the confirmation may now be considered on the due date ignoring the date of strike.

However, there is no change with regard to wage cut affected, following the principle of "No Work No Pay" in respect of Employees who observed strike on the aforementioned day.

This, however, will not be treated as a precedent and any action of similar nature on the part of the employees in future would be dealt strictly in accordance with our circular No. ZD/781/ASP/93 dated 05.01.1993.

You are requested to inform all the offices under your jurisdiction suitably in the matter.

Yours faithfully,

Regional Manager (P&IR)

का.एवं औ.सं.विभाग, भारतीय जीवन बीमा निगम, मध्य क्षेत्रीय कार्यालय, 60-बी होशंगाबाद रोड भोपाल
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