

March 14, 2018

To
All Officers, Development Officers and Employees of LIC

Dear Friends/Comrades,

ONE HOUR STRIKE ON 28TH MARCH 2018

The Federation of LIC Class I Officers' Associations and All India Insurance Employees' Association have decided to call the officers and employees of LIC to observe a ONE HOUR STRIKE on 28th March 2018 preceding lunch recess. The Strike is called to lodge our strong protest against the government's policy of denial and the inability of LIC to honour its commitments. The strike is to back our common demands as per our discussions with Chairman, LIC on 9.12.2017 for immediate commencement of wage revision, a final pension option, Five day week, recruitment in Class III & IV cadres and other issues related to Development Officers. The strike is also in support of the ongoing agitation of the Class I Officers on various demands like modification in promotion policy and withdrawal of circular 368, which is even against the principles of natural justice.

The National Federation of Field Workers' of India have extended the support and solidarity to the strike and other agitational programs. However, they will not be able to participate in the strike action.

The wage revision fell due on 1.8.2017. The Unions submitted their charters demanding upward revision of wages on the basis of the massive increase in productivity and the enormous paying capacity of the institution. The LIC continues to dominate the market garnering over 72 percent of the new premiums. The LIC has set very high servicing standards. The achievements of LIC are the results of the dedication and commitment of its workforce. It is a matter of regret that even after 6 months since the wage revision fell due no efforts are made to initiate the process of discussions leave alone the settlement of the demand.

The demand for a final option on pension in the background of the massive changes taking place in the interest rate regime and certain improvements in the scheme since the last option was given in 1997 is totally legitimate and just. However the government has remained obdurate on this just demand. The failure of LIC to implement the Five Day Week offered in 2015 during the finalisation of the last wage revision is simply unacceptable. The offer was made to the Unions after the approval by the LIC Board in which the government nominees were also present. The procrastination by the government has made a mockery of collective bargaining and seriously impinges the functional autonomy of LIC Board. The absence of recruitment for over one decade in the base cadres has raised questions on the very sustainability of the institutions. These are some important questions that are raised through the One Hour Protest Walkout Strike.

We are also witnessing a tendency on the part of management to increasingly resort to unilateralism without any effort to hold discussions and develop consensus on important issues. The revised promotion policy for Class I Officers is one such example. This is not a case in isolation but one of the many decisions taken by LIC in the recent past. Such unilateralism is unacceptable. Such unilateralism can only harm the interests of the institution by disrupting industrial peace.

The protest action on 28th March 2018 has been forced upon us by the unresponsive management and an obdurate government. The employees and officers have to send a strong message through the success of the strike that the genuine demands have to be settled soon and unilateralism cannot substitute discussions and consensus. As a prelude to the strike, joint demonstrations during lunch recess will be held on 21st and 27th March 2018. The existing agitational program called by Federation of LIC Class I Officers' Associations remains unchanged. As per their programme, there is a Dharna for 2 hours, after office hours on Saturday, 24th March, at DO and ZO premises in which all of us will also participate.

We request all the officers and employees to join the agitational program and make the strike on 28th March 2018 total.

With greetings



S. Raj Kumar
General Secretary
Federation of LIC
Class-I Officers' Associations



Vivek Singh
Secretary General
NFIFWI



V. Ramesh
General Secretary
AIIEA