

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**  
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9<sup>th</sup> February, 2019

To  
All the Zonal / Divisional / State / Regional Units,

Dear Comrades,

**AIIEA DELEGATION MEETS MANAGING DIRECTOR, LIC**

A delegation of AIIEA consisting of coms. V. Ramesh, General Secretary, H.I. Bhatt, Shreekant Mishra, Joint Secretaries and B.S. Ravi, Treasurer met Shri B. Venugopal, Managing Director and Shri Sharad Shrivastava, ED (Personnel), Shri Mukesh Kumar Gupta, Additional ED (P) on 8<sup>th</sup> February, 2019 at Central Office, Mumbai.

Issues discussed with Managing Director (MD):

1. **Wage Revision:** AIIEA expressed its disappointment over the inordinate delay in commencing the wage negotiations in LIC and impressed upon the need for initiating dialogue with AIIEA immediately. AIIEA pointed out that the wage revision in LIC shall be based on the paying capacity of LIC and not on any exterior factors. The MD responded that the management is earnestly pursuing with the government for clearance to start negotiations at the earliest.
2. **Pension:** The delegation pointed out that the decade long pending demand of one final option to join the 1995 scheme was not materialized despite repeated assurances from the management. MD responded that the management is seriously pursuing the matter with the finance ministry for clearance.  
AIIEA also discussed the need for improvements in the pension scheme quoting RBI and Central Government Employees' schemes.  
  
AIIEA expressed its opposition to the NPS which was implemented unilaterally. AIIEA demanded for better returns based on the investment yield of the Fund to the employees covered under NPS.
3. **Recruitment:** AIIEA once again emphasized the urgency in resolving the long pending of recruitment in class-III & IV cadre. The MD acknowledging the demand for recruitment has assured that the management is serious in its efforts to begin the process of recruitment in class-III cadre.
4. **E-feap Problems:** It is brought to the notice of MD about the difficulties faced by employees with regard to e-feap. MD replied that the management is aware of the problems and assured that a comprehensive solution will be given within few months.

The delegation also raised its concerns with the Managing Director on certain issues confronting our Institution like market share, product innovation, marketing strategies to face the competition, etc. Managing Director appreciated our concerns and assured that every step would be taken to protect LIC. He requested the cooperation of employees in this regard.

In the afternoon session, the delegation met the Executive Director (P) in the presence of Additional ED (P) and other officials of Personnel Department and raised the following issues:

**Fixation of Pay of Ex-servicemen:** ED(P) informed that there are various cases pending in courts across the country. He informed that LIC is implementing the directions of the government. However, the delegation demanded to resolve the issue amicably and avoid further litigation.

**Absorption of Temporary Assistants working continuously for more than 10 Years:** The delegation pointed out various High Courts gave judgments in favour of the temporary employees who are working continuously for more than 10 years and demanded that their services should be regularized. ED (P) assured to look into the issue.

**PLLI for the FY 2017-18 and Exgratia in lieu of Bonus for FY 2017-18:** ED (P) informed that a Statement of Intent (Sol) has already been sent to Finance Ministry on PLLI and clearance is awaited. He also informed that LIC sought clearance from the government for payment of Exgratia in lieu of Bonus for the year 2017-18. He assured to follow-up further with the government for an early clearance.

**Mediclaim Improvements:** AIIEA submitted a detailed NOTE suggesting various improvements in Mediclaim scheme and impressed the need to give one more option to those who could not join the scheme earlier. ED (P) responded positively to look into the suggestions and will pursue the issue with the Insurer.

**Actuarial Allowance:** The delegation pointed out that the increase in threshold limit from 6 to 9 papers for drawing the allowance is not justified and demanded to re-look into the matter.

**Sports Policy:** We once again drew the attention regarding the unilateral changes in sports policy and contended that performance should be the criterion and not the age of the participant. ED(P) assured to take-up with ED(HRD) to resolve the issue.

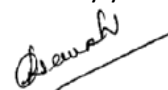
**C.G.I.T:** AIIEA demanded that the issue of CGIT should be resolved without further litigation as per the direction of Supreme Court. ED(P) informed that more than 15000 applications were received and after scrutinizing the same, it will be placed before the CGIT on 5.3.2019.

AIIEA delegation also discussed certain other issues such as Five Day week; income tax rebate for Education Advance u/s 80( E ), reduction in interest rate on extended cadre loan and group insurance scheme to cover the outstanding housing loan, etc.

Comrades, AIIEA shall continue to follow-up with the management all the issues for satisfactory resolution.

With greetings,

Comradely yours,



General Secretary.