



# ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

LIC BUILDING SECRETARIAT ROAD HYDERABAD 500063

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GENERAL SECRETARY:

SHREEKANT MISHRA

The Chairman  
L.I.C. of India  
Central Office  
MUMBAI

Date: 07.03.2020

Dear Sir,

**Re: Supreme Court Order dated 06.03.2020 on Civil Appeal Nos. 4703-4735/2016**

This has reference to our letters dated 16.11.2016, 18.01.2020 and our discussion with you on 15.01.2020 on the issue of Absorption of Temporary Class-III Employees recruited through Employment Exchanges.

We have been representing that temporary employees recruited through employment exchanges and working continually for over a decade should be absorbed into the permanent services of the Corporation. After an Order of the Hon'ble Supreme court of India dated 20.10.2016 in Hashmuddin case directing LIC to frame a scheme to consider the request for absorption, we requested for extending the benefit of this order to all similarly placed employees. Unfortunately, our request for extending this benefit was not considered citing some legal and technical stand and only the 99 employees covered under the Order were absorbed.

When we met you on 15/01/2020, we informed you that the Supreme Court on that day passed another order on giving some benefit of salary fixation to those absorbed in terms of its earlier order of 20.10.2016 as also framing a similar scheme for the other similarly placed employees. We requested you to utilise this opportunity and approach the Court with a Scheme applicable to all similarly placed employees to bring this long standing dispute to a closure. We are happy and thankful that you agreed to our suggestion and placed this view before the Hon'ble Court on 6/3/2020.

We are pleased that the Hon'ble Supreme Court of India agreed to this suggestion and passed an order yesterday i.e. 06.03.2020 in the matter of Civil Appeal Nos. 4703-4735/2016 directing LIC to absorb the temporary employees and all similarly placed employees within a period of three months through a limited test as in the Case of Hashmuddin and others. A copy of the Order is enclosed for your kind reference and perusal.

We, therefore, request you to take early steps for regularisation of these employees who constitute a small number and bring this issue to a satisfactory closure.

Thanking you,

Comradely yours,

*Shreekanth Mishra*

General Secretary.