

FEDERATION OF LIC CLASS I OFFICERS' ASSOCIATIONS
NATIONAL FEDERATION OF INSURANCE FIELD WORKERS OF INDIA
ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Date: 16.03.2020

To, All LIC Employees

Dear Comrades/ Friends,

We extend Revolutionary Greetings and Congratulations to all LIC employees throughout the length and breadth of the country for the massive preparations and campaign that was undertaken as a build-up to the proposed One Hour Strike action on 17th March, 2020 on the demand of immediate resumption of the stalled wage negotiations in LIC. The sweep and depth of the campaign clearly reflected the justifiable anger amongst the employees over the inordinate delay in resumption of the negotiations. The Letter of the Joint Front, dated 15th February 2020, addressed to the Chairman LIC and the subsequent Strike Notices by our respective Unions/ Associations to the LIC management encapsulated this sense of dismay and disenchantment amongst the employees.

The high point of our collective endeavour towards a massive Strike action was the countrywide demonstrations, including a hugely attended one in front of Yogakshema, on 13th March 2020. Leadership of the Joint Front addressed the huge gathering before LIC Central Office in Mumbai and said that the demonstrations clearly reflected the mood of the people. The employees were not in a mood to relent because not a single round of discussion had taken place during the course of the last one year. LIC had made huge progress and productivity of the employees had increased manifold since the last wage revision in 2012. They said that LIC had not only held its ground in an intensely competitive scenario but there was a progressive increase in LIC's market share as well. The leaders asserted that this commendable performance of the LIC had been possible only because of the unwavering commitment of the workforce to LIC. Having contributed to the growth and prosperity of the institution, it was but natural for the employees to expect a good wage revision commensurate with their increased productivity and financial strength of the LIC. The leaders clearly pointed out that any further delay in resumption of the wage negotiations was bound to vitiate the industrial relations in LIC. They called upon the LIC management to come back to the negotiating table with improved offers so that employees would be in a position to contribute their mite to meeting the multiple challenges that LIC is confronted with at the present juncture.

A Delegation of the Joint Front subsequently met the Chairman, LIC in the presence of Sri Vipin Anand, Managing Director; Smt. Pratibha Kher, Executive Director (Personnel); Sri G.S. Wanwar, Chief (Personnel) and other officials of Personnel Department. The Delegation handed over a memorandum to the Chairman demanding immediate resumption of wage negotiations. The Chairman gave a patient hearing to the submissions of the Joint Front delegation and said that he fully empathises with the feelings of the employees. He assured the delegation that LIC would call the Unions for a discussion in the month of April and he would spare no efforts to settle the wage issue early. Both the Chairman and Managing

Director profusely complimented the employees for their unstinted co-operation to the Corporation and exuded confidence that the united efforts of all sections of the workforce would certainly ensure all-round growth and progress for LIC in the current financial year. Underlining the importance of Claims settlement as the *sine qua non* of any life insurance company, they requested the delegation to give some special attention to this particular aspect of servicing. The Executive Director (Personnel) gave a written assurance to each of our three joint front constituent unions assuring that discussions would be convened in the month of April 2020 and the management's efforts would be focussed towards the welfare, satisfaction and expectations of the employees.

Following these developments in Central Office on 13th of March, 2020 the leadership of the Joint Front met in the evening to take stock of the developments and respond to the appeal of LIC management to call off the One Hour Walk Out Strike of 17th March, 2020 and the planned One Day Strike towards the last part of the month. The Joint Front unanimously came to the conclusion that the build-up to the planned Strike actions was strong enough to have brought about a discussion with the LIC management. In view of the requests of Chairman LIC and particularly given the fact that there was a written assurance to convene the discussions in the month of April, the Joint Front felt that there was no need to go ahead with the planned Strike actions.

Accordingly, the Joint Front defers all its agitational programmes including the proposed One Hour Walk-out Strike on 17th March 2020 till further notice and congratulates all the employees for their unstinted support to all our programmes. We call upon all the employees to contribute their best efforts to make sure that LIC continues to surge ahead in the path of glory and success.

With Greetings,

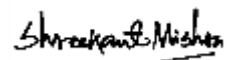
Comradely Yours



S. Rajkumar
General Secretary
Federation of LIC
Class I Officers' Association



Vivek Singh
Secretary General
NFIFWI



Shreekanth Mishra
General Secretary
AIIEA

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We reproduce hereunder the appeal made by ED (P) to withdraw the strike

Ref: CO/ERA/

13.03.2020.

The General Secretary
Federation of LIC Class –I Officers' Associations
National Federation of Insurance Field Workers of India
All India Insurance Employees' Association

Dear Sirs,

This has reference to an appeal addressed to all LIC of India employees dated 28.2.2020 circulated through your circular no. 08/2020 dated 28.2.2020 regarding the issue of delay in resumption of wage revision.

We are aware about the employees' expectations towards the wage revision and we are persistently taking up the matter at the appropriate forum to address the concerns and expectations of the employees. We want to assure that our efforts are focused towards the welfare, satisfaction and expectation of our employees. We propose to hold an information sharing session in the month of April, 2020.

Thus, we appeal to you to call off the agitation programme proposed during the month of March, 2020.

Thanking you,

Yours faithfully,

Sd/-

Executive Director (Personnel)