

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**  
**(E-mail: [aiieahyd@gmail.com](mailto:aiieahyd@gmail.com))**

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17<sup>th</sup> March, 2020

To  
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

**AIEA DELEGATION MEETS EXECUTIVE DIRECTOR (PERSONNEL), LIC**

A delegation of AIEA consisting of Com. V. Ramesh, President; Com. Shreekant Mishra, General Secretary and Com. H.I. Bhatt, Joint Secretary met Smt. P. Kher, Executive Director (Personnel) in the presence of Sri G. S. Wanwar, Chief (Personnel) and other officials of Personnel Department on 13<sup>th</sup> March, 2020 at Central Office, Mumbai. The delegation discussed the following issues with the ED(Personnel):

1. **Wage Revision:** AIEA expressed its disappointment over the inordinate delay in resumption of the wage negotiations in LIC. The delegation pointed out that the goodwill generated in the aftermath of the first round of discussions with a wage offer of 10% was fast petering out. The delegation made it clear that employees were in a restive mood and were ready to go on One Hour Walk Out Strike on 17<sup>th</sup> of March with the perspective of a One Day Strike towards the last part of the month. The ED (Personnel) assured that LIC would convene a discussion in the month of April, 2020 and would not let the employees down insofar as meeting their genuine expectations were concerned. She appealed AIEA to call off the agitation and gave a written assurance to AIEA that discussions would be convened in April and the management's efforts would be focussed towards the welfare, satisfaction and expectations of the employees. Subsequently, the strike action was deferred in consultation with the joint front partners following assurances from the Chairman also.
2. **Absorption of Temporary Class III employees working continuously for more than 10 years:** The delegation drew the attention of the management to the recent judgment of the Hon'ble Supreme Court of India in the matter of Civil Appeal Nos. 4703-4735/2016 directing LIC to absorb the temporary employees and similarly placed employees within a period of three months through a limited test as in the case of Hashmuddin and others. AIEA impressed upon the LIC management the need to bring the issue to a closure by considering all similarly placed Class III employees. The delegation requested LIC to immediately file applications in line with the suggestions of the Hon'ble Supreme Court of India in all those High Courts where cases are pending. The ED (Personnel) assured to look into the matter with an open mind.
3. **Pension:** AIEA expressed its disappointment over the inordinate delay on the part of the government to clear the recommendations of LIC Board to increase family pension. The Delegation also took up the issue of a final Pension Option for the RPT employees, Ex-Servicemen employees and those technically qualified employees recruited at higher ages. The Management informed that these issues have been taken up with the government with favourable recommendations and assured to follow up for expeditious clearance.
4. **Mediclaim Improvements:** AIEA drew the attention of the management to our letter and detailed Note dated 19 February 2020 on the issue of bringing about certain improvements in the Mediclaim Scheme. Since the Group Mediclaim Scheme is due for renewal shortly, our delegation impressed upon the management the need to give one more option to those who could not join the scheme earlier.

We demanded that this option be given to existing employees, Retired employees and their dependents. AIIEA also demanded that necessary instructions be issued for giving automatic entry into the scheme for those dependents who had to exit due to ineligibility of dependency clause based on the income limit. ED (P) responded positively to look into the matter and pointed out that the issue had to be pursued with the insurer owing to escalation in loading of the premium. This issue needs to be pursued further.

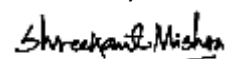
5. **Reduction of Interest rate on HFL Loans:** AIIEA reiterated its demand of reduction in interest rate on HFL Loans in view of the declining interest rate regime in the economy. The ED (Personnel) agreed with our understanding and informed that the issue is being seriously examined and would be taken up with the LICHFL.
6. **Problems in Statement of Account of DCPS (NPS) optees:** The delegation pointed out that in spite of several rounds of discussions and follow up with Central Office, no proper statement of account was being given to the Defined Contribution Pension Scheme beneficiaries. The ED(Personnel) agreed with our understanding and assured to take up the matter at the appropriate level. This demand is without prejudice to our stand of scrapping the NPS scheme.
7. **Group Insurance Scheme for Employees' Cooperative Societies:** AIIEA drew the attention of ED (personnel) to our discussion of 15<sup>th</sup> January 2020 and subsequent letter dated 18<sup>th</sup> February 2020 on the issue of denial of group insurance to various employees' cooperative societies by LIC's P&GS department. The delegation pointed out that this had created a piquant situation where private companies were making a beeline for insurance of LIC employees' cooperative societies after our own P&GS turning down the proposals. The ED(P) assured to take it up with P&GS Department.
8. **Problems related to Recruitment of Assistants:** The AIIEA delegation reiterated its earlier demand of giving one final option for biometric authentication to those candidates who could not clear it at the time of document verification and also suggested giving some further extension of time to Ex-servicemen candidates. The management cited some legal and technical issues due to which there were some problems. We suggested that adequate safeguards had to be taken so that no genuine candidate was deprived of the opportunity. Our delegation also pointed out that there were some hiccups in certain zones owing to erroneous interpretation of the OBC reservation rules and certificates. We insisted that zones/ divisions be suitably advised and justice given to deserving candidates. We demanded expeditious movement of the contingency panels so that recruitment process gets completed in a reasonable time frame.

The delegation also discussed a number of issues including the issue of **CGIT, Ex-gratia in lieu of Bonus for 2018-19, Fixation of pay of Ex-Servicemen employees, Recognition to AIIEA etc.**

The AIIEA will continue to pursue these issues and inform the developments.

With Greetings,

Comradely Yours



General Secretary