

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

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

Date: 26.03.2020

Dear Sir,

Re: Opening of our Offices amidst the threat of COVID-19

We have come across several instructions of different zones and divisions directing the employees to attend office with effect from today i.e. 26th of March 2020 and attend to works of urgent nature. This has created confusion and panic amongst the employees.

The confusion is due to the fact that these instructions militate against the clear-cut instructions of LIC dated 22.03.2020 directing employees of the locked down districts to work from home. The said letter also empowered Zonal Managers to 'take similar action' in instructing employees to work from home as and when further districts are brought under lockdown. More importantly, the instructions issued now by some zones and divisions are in stark contrast to your empathetic and impassioned appeal to each and every employee of the Corporation to give precedence to the health of the employee and their family members over everything else.

The reasons for the panic are too well known to be repeated here. The threat of the COVID-19 pandemic is of course the prime one. The security situation has undergone a drastic change consequent to the declaration of pan India lockdown on 24.03.2020 by no less an authority than the Honourable Prime Minister of India. Almost all States are trying to enforce the lockdown by taking recourse to stern action against the violators. Police personnel are mercilessly beating up whoever is seen on the road. Some State governments are reportedly toying with the idea of issuing shoot-at-sight orders. Vehicles are being seized by the police without even caring a hoot for the genuineness of the reason. With public transport completely off the roads and police action being absolutely commonplace in the obtaining situation, it is natural for the employees to be panicky.

Under the circumstances described above and particularly in the context of the pan India lockdown, we would request you to please issue clear-cut guidelines to our offices to obviate the sense of confusion and panic. There are confusions galore relating to who will open the office and how; who will arrange the 'Curfew Passes' and for how many people; (reports are trickling in that some states are refusing to issue passes altogether), how will the employees/officers reach the Office in the absence of public transport and in the face of police brutalities; how will our offices and infrastructure be sanitised in view of the absolute scarcity of essentials etc. We would therefore request you to issue clear-cut instructions to

our offices to take care of these genuine concerns and treat the absence of employees/officers during the period of the lockdown as 'work from home' period.

We seek your personal intervention to deal with the extraordinary situation in our living memory.

Thanking You,

Yours faithfully



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



Vivek Singh
Secretary General
NFIFWI



Shreekanth Mishra
General Secretary
AIIEA