

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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To
All the Zonal/Divisional/State/Regional Units

Dear Comrades,

The major joint front leaders had a video meeting with E.D (Personnel) and other officials of personnel department on 2nd September 2020. The circular issued by the joint front is reproduced below for your information.

With warm greetings,

Comradely yours,

General Secretary.

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

To All LIC Employees

04/09/2020

Dear Comrades/Friends,

The leadership of Federation of LIC Class I Officers' Associations, National Federation of Insurance Field Workers of India and All India Insurance Employees' Association had a discussion with Smt. Pratibha Kher ED (Personnel), Sri R.K. Dubey, Chief Personnel and other officials of Personnel Department through video conferencing on 02.09.2020 to discuss the common issues relating to the insurance industry, issues of the LIC employees and officers. The meeting discussed the following issues.

IPO OF LIC: The leaders expressed their concern on the move of the Government to come out with IPO of LIC. The Joint Front pointed out that Listing of LIC in the stock market was the first step towards privatisation of this successful financial institution. It was pointed out that employees and officers are important stake holders of LIC and they had a right to know the developments related to the listing of LIC. It was pointed out that disinvestment of LIC was against the interest of the Nation, Policy holders, Employees and Agents. In this background we suggested that the Chairman and Managing Director must convene the meeting of the unions

to inform the developments to clear the mist on the issue. The ED(Personnel) assured to convey our concern to the Chairman and Managing Director.

WAGE REVISION; We expressed our deep concern on the delay in resuming wage revision negotiations even after three years. It was reiterated that wage revision in LIC should be based on the performance and paying capacity of LIC without any extraneous considerations. The Joint Front was categorical in its assertion that LIC employees deserved a good wage revision based on the spectacular performance of LIC even in very difficult times including during the time of the pandemic. It was informed that the Management is continuously in touch with the Government and they would try to impress upon the government our understanding on the issue.

IMPROVEMENT IN FAMILY PENSION: The leaders expressed their dissatisfaction on the inordinate delay on the part of the government to accord approval to LIC Board's recommendations for enhancement of family pension and some other improvements. The issues of One final option for Pension to RPT employees, Pension option to those who joined LIC at a later stage at age higher than 35 years (some left out Ex-servicemen employees and Actuaries) were also pointed out. The officials explained that these issues are being pursued with the government in all seriousness and would be pursued still further.

TREATMENT OF ABSENCE DURING LOCK DOWN: We have urged the Management to take an empathetic view on the sanctioning of leave during lock down period, in the light of the proactive and sympathetic treatment of the issue by DOPT and other public sector undertakings. The delegation was assured that the matter will be examined with all seriousness. Difficulties of Covid duty for the Employees in Bangalore City was brought to the notice of the management once again.

REDUCTION OF HOUSING LOAN INTEREST: The leadership of the Joint Front was critical of the fact that no interest rate relief was being provided on Housing Loan interest despite the declining interest rate regime everywhere. Acknowledging that there had been unintentional delay on the issue because of the Covid-19 induced lockdown, the ED (P) assured to give a solution to the problem. The Joint Front was informed that the matter has been taken up with HFL at the highest level and the management would resolve the issue at the earliest.

IMPROVEMENT IN MEDICLAIM: The leadership of the Joint Front broached the issue of denial of settlement of Cashless Mediclaim of Covid affected employees by some of the Network hospitals. The inadequate reimbursement of mediclaim and exclusion of PPE kit related expenses related to Covid treatment were brought to the knowledge of the personal Department. It was assured that the matter will be taken up with New India Assurance on an expeditious basis.

The meeting of the Joint Front also discussed issues relating to delay in notification of categorisation of vigilance cases, stagnation in some cadres in Class I and II, restoration of increment postponed due to participation in the One Day Strike of 8th January 2020, Absorption

of temporary employees recruited through Employment Exchanges by framing a suitable scheme for them as per the judgment of the Hon'ble Supreme Court of India, CGIT Issue, movement of panels for recruitment to the on-going round of Assistants recruitment, inordinate delay in providing proper NPS statements to the employees, Ex-gratia in lieu of Bonus to the eligible employees, fixation of pay of ex-servicemen, Group Insurance for PDOs of Class II, Continuation of Group Insurance for employees who took VR etc. The Joint Front also demanded Furniture Allowance for Class II and III employees. These issues will be pursued in future for their eventual resolution.

The leadership of the three major front partners expressed their concern on the lack of dialogue and interaction at regular intervals on important issues and emphasized that continuous dialogue with representatives of the employees will only strengthen the Organization. The E.D (P) assured that they are always open to such dialogue and all the concerns will be brought to the knowledge of the competent authority.

Comradely Yours



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



Vivek Singh
Secretary General
NFIFWI



Shreekanth Mishra
General Secretary
AIIEA