



ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
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GENERAL SECRETARY:
SHREEKANT MISHRA

To,

Date: 07.11.2020

All Zonal General Secretaries in Life Sector

Dear Comrade,

Re: Developments on some Important Issues

Absorption of Temporary Class III Employees recruited through Employment Exchange:

We are extremely happy to inform that the long pending demand of absorption of temporary Class III employees in some zones is going to be resolved very soon.

AIIEA had been representing that temporary employees recruited through employment exchanges and working continually for over a decade should be absorbed into 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, AIIEA requested LIC for extending the benefit of this order to all similarly placed employees. Unfortunately, our request for extending this benefit was not considered then citing some legal and technical stand and only the 99 employees covered under the Order were absorbed in North Central Zone. Our proposal was subsequently corroborated by the Hon'ble Supreme Court of India through its order dated 06.03.2020 on Civil Appeal Nos. 4703-4735/2016 and the Court directed LIC to complete the process of absorption within a period of three months. The LIC approached Supreme Court seeking extension of time citing difficulties due to Covid pandemic. The Hon'ble Supreme Court gave an extension of six months' time from August 10, 2020 for carrying out the limited test and completion of the process. The AIIEA reiterated its demand for an early resolution of the issue even during the course of the Individual Discussion with the LIC management on 01 October 2020 and wrote a letter to the LIC Chairman as recently as 05.11.2020.

Now LIC management has decided to conduct a limited test for these candidates on 29.11.2020 and has issued necessary instructions to the concerned zones – South and South Central Zone We have requested the LIC management to make sure that the Test is conducted for Selection rather than for Elimination.

Wage Revision, Improvements in Pension and Recognition to AIIEA:

The AIIEA had a telephonic discussion with the LIC management on the issues of Wage Revision, the much delayed improvements in Pension and Recognition to AIIEA. Com. Amanulla Khan, former President AIIEA, had a discussion with the Chairman of LIC on these

issues. AIIEA pointed out that one month's time has already elapsed since the last round of discussion and there is no further development on the issue. The management was informed that employees are restive over this. AIIEA demanded that the management should immediately resume the discussions with improved offers that can form the basis of a meaningful settlement. The AIIEA also expressed its unhappiness over the inordinate delay on the part of the government to give clearance to some improvements in Pension as recommended by the LIC Board. The management has agreed to pursue the issue. AIIEA also raised the issue of Recognition to AIIEA and pointed out that this matter cannot brook any delay.

Problems Related to Character Verification of Newly Recruited Assistants:

The AIIEA has taken up the issue related to character certificate of newly recruited Assistants. The AIIEA pointed out that it was extremely difficult for the newly recruited Assistants to obtain Character Certificates from authorities of the stature of District Magistrates. The Covid 19 has compounded the problems still further. It was pointed out that the newly recruited Assistants are being subjected to a double whammy of loss of pay due to absence during the early part of the pandemic and anxieties related to the character certificate in these troubled times. We have demanded a satisfactory resolution to the problem.

The management has agreed to examine the issue looking at the problems of newly recruited Assistants.

Fair Treatment of Absence During the Lockdown Period:

The AIIEA expressed its unhappiness over the delay in giving a solution to the problem of Absence during the lockdown period. We pointed out that forced absence during the lockdown should not be construed as dereliction of duty and LIC should treat the matter as compassionately as other Central Government institutions. The AIIEA said that the decision of LIC has been particularly harsh for the newly recruited Assistants and those who are retiring or are in the verge of retirement.

The AIIEA demanded an early and favourable decision on the matter.

With Greetings,

Comradely Yours

Shreekanth Mishra

General Secretary