

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 063**  
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To,  
All the Zonal/Divisional/State/Regional Units

Dear Comrade,

We have addressed a letter today to the Chairman LIC congratulating him for the successful conclusion of the wage issue and bringing to his notice, once again, some issues that merit immediate intervention.

We reproduce the letter herein below for the information of our Comrades.

With Greetings,

Comradely Yours



General Secretary

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

Date: 16. 04.2021

Dear Sir,

**Re: Wage Negotiations and Related Issues**

We are extremely thankful to you for the efforts put in for a satisfactory wage settlement. This wage settlement has met the aspirations of the employees to a great extent. We are also happy that the issue of wage was decided on the basis of the strength of our institution. We are sure that this wage settlement will motivate all sections of the employees to further contribute to the progress of the Institution and to meet the challenges of the competitive environment and regulatory mechanism.

The Notification for the wage revision has already been issued by the government. We hope that the Administrative Instructions too will be issued soon to enable the employees to enjoy the fruits of wage settlement early. While issuing the Administrative Instructions, we request you to address the following issues:

1. Enhancement of Cash Medical Benefit as suggested by us;
2. Enhancement of Fixed Personal Allowance; and
3. Conveyance Allowance to the Differently-Abled employees on the lines of what is existing for Government employees.

We had mentioned in the Joint Session of the Information Sharing held on 15.4.2021 that discussions should be held on the non-core issues which form a part of our Charter of Demands. We expect early discussions on these issues so as to reach an agreement on the non-core demands we have placed in our Charter.

In the meantime, we request you to immediately take up with the Government the following issues for early resolution:

1. LIC Board recommendation to the Government on increase in Family Pension to 30% without ceiling; determining the basic Pension on the basis of the last pay drawn or the last ten months average whichever is beneficial for Pension and other improvements suggested by LIC. This issue is pending with the government now for more than 1 ½ years and needs urgent favourable resolution.
2. Updation of Pension as is done in the Central Government consequent to the wage revision. The Government has accepted updation of Pension in principle and allowed the same in the Reserve Bank of India.
3. The enhancement of management's contribution to PF from 10% to 14% in respect of the employees covered under Defined Contribution Pension Scheme.

We are confident that the issues raised by us will have your serious attention.

Thanking you,

Yours faithfully

Sd/-  
General Secretary