

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
LIC BUILDINGS SECRETARIAT ROAD HYDERABAD 500 063
(E-mail: aiieahyd@gmail.com)

Cir.No.30 / 2022

10th November, 2022

To
All the Zonal /Divisional /State /Regional Units

Dear Comrade,

Re: AIEA Delegation Meets LIC Management

A delegation of AIEA consisting of Com. Shreekant Mishra, General Secretary; Com. H. I. Bhatt, Joint Secretary and Com. B.S. Ravi, Treasurer met the LIC management yesterday i.e. 9th November 2022 and discussed a number of issues of the employees and the institution.

(A) Discussion with the Managing Director:

Com. Shreekant Mishra and Com. H.I. Bhatt met the Managing Director of LIC Sri B.C. Pattnaik in the morning session. Sri R.K. Dubey, Executive Director (Personnel), Smt. Pratibha Singh, Chief (Personnel) and other officials of the Personnel Department were present in the meeting. Our delegation expressed its anguish over the inexplicably long delay in notification of the Board recommended improvements in family pension. The delegation pointed out that continued inaction in accepting the LIC's recommendations has resulted into great miseries of the pensioners as significant numbers of pensioners have died in the interregnum. The delegation observed that the delay in getting clearance to the Board recommended improvements in family pension raises serious questions as to the functional autonomy of LIC as a Board managed institution. Our delegation sought the personal intervention of the Managing Director so that the issue was resolved without further loss of time. The MD was positive in his response and assured to pursue the issue sincerely for an early solution.

Our delegation took up the issue of Recruitment in Class III & IV cadres in LIC. We demanded that the acute staff shortage in the offices should be addressed not only by immediately filling up the almost 2500 class III vacancies existing from the last recruitment round but also through a process of regular recruitment. The delegation drew the attention of the Managing Director to a settled principle of law that one temporary employee should not be replaced by another temporary employee. It was pointed out that there were flagrant violations of this principle in many offices of the LIC. Our delegation expressed its unhappiness over the fact that normal office work was being seriously affected because of acute shortage of Class IV employees. The delegation demanded that there should be immediate recruitment to Class IV cadres by giving some solutions to the temporary employees working in LIC for a very long time. The Managing Director responded by saying that class III recruitment would be looked into seriously and sought some time to examine the issue of Recruitment to class IV cadre.

Appreciating the role of the employees in ensuring continued growth and prosperity of LIC over the years, the Managing Director sought the support and co-operation of the employees in the fast changing situation so that LIC retains its preeminent position in the market. He also threw light on some of the new initiatives being contemplated by the management so that LIC was attuned to the changing needs of the customers and current flavour of the market. Our delegation pointed out that while AIIEA appreciates the concerns of the management, there was an imperative need for a thorough discussion on the issue so as to allay the concerns of the employees. The delegation also unequivocally pointed out that AIIEA would not accept any business process reorientation that would adversely affect the interest of the employees. The Managing Director agreed with our understanding on the need to keep the morale of the workforce high in order to successfully meet the challenges. While assuring that discussions would be held on the issue, he also categorically assured that employees' interest would not be compromised in any move of the institution.

(B) Discussion with Executive Director (Personnel) and officials of Personnel Department:

The AIIEA delegation consisting of Comrades Shreekant Mishra, H.I. Bhatt and B.S. Ravi had an extensive discussion with Sri R.K. Dubey, Executive Director (Personnel), Smt. Pratibha Singh, Chief (Personnel), Sri Nitin Kumar, Secretary (Personnel) and other officials of the Personnel Department in the afternoon session. The following issues came up for discussion in the meeting.

Inordinate delay in the Notification of Board Approved Family Pension:

The AIIEA delegation expressed its serious unhappiness over the inordinate delay in notification of the LIC Board approved improvements in the family pension. The delegation pointed out that many pensioners have passed away in the last over three years leaving their families in dire financial distress. Referring to the discussion that was held with the MD in the morning session, our delegation demanded that LIC should expeditiously take up the issue with the Ministry for early resolution of the issue. The management informed that the issue was being continuously followed up and assured to follow up the issue still further.

Inordinate delay in giving One more Option to some leftover Ex-Servicemen Employees to join the 1995 Pension Scheme:

The delegation expressed its unhappiness that despite the positive assurances of the management, the issue of giving One more Option to some leftover Ex-Servicemen Employees to join the 1995 Pension Scheme was not yet resolved. The management responded by saying that the issue is being repeatedly followed up with the government and all the clarifications sought by the Ministry have been sent. They assured to follow up the matter afresh.

Fixation of Pay of Ex-Servicemen Employees re-employed in LIC on or after 01.01.2006:

The AIIEA delegation expressed its disappointment over the undue delay in resolution of the long pending issue of unjust and arbitrary fixation of pay of Ex-servicemen employees re-employed in LIC on or after 01.01.2006. We drew the attention of the management to some recent Court judgments and demanded that the issue be settled forthwith. The management agreed to broach the issue afresh with the Ministry.

Recruitment in Class III & IV Cadre:

Referring to our discussion with the Managing Director in the morning session, we reiterated our demand for Recruitment in Class III & IV cadres. We also demanded immediate absorption of the empanelled candidates from the last recruitment round. The management assured to examine the issue of Recruitment in class III cadres in right earnest and sought some more time to examine the issue of Recruitment in class IV cadres.

Restoration of the Increments postponed due to participation in the two-day strike action on 28-29 March 2022:

The delegation of AIIEA reiterated our demand for restoration of the increments postponed for participation in 28-29 March 2022 strike. We expressed unhappiness that the issue was not settled even after repeated follow-ups.

Issue of ACLs and Treatment of Intervening Holidays during the period of Casual Leave:

Once again our delegation reiterated its objection to the way the ACL provisions were sought to be done away with through an erroneous interpretation of the rules. The delegation also took strong exception to the practice of treating intervening holidays between two periods of casual leave as Leaves rather than as holidays. We expressed our anguish that the issue was still pending for resolution despite positive assurances of the management.

Ex-Gratia in lieu of Bonus for the Years 2018-19, 2019-20, 2020-21 and 2021-22:

The AIIEA delegation was critical of the inordinate delay in getting sanctions from the government on the question of Ex-Gratia in lieu of Bonus for the aforementioned years. The management responded that they have already taken up the issue with the government and were hopeful of an early resolution of the long pending issue.

Reimbursement of the Cost of Furniture/ Mobile Handset:

The AIIEA delegation once again reiterated the demand for reimbursement of the cost of mobile handset and furniture. With increasing reliance on smartphones as a tool to upgrade customer servicing, reimbursement of cost of mobile handsets has become an imperative need, we pointed out. This issue needs to be pursued further.

Problems Related to Actuarial Allowance:

The AIIEA delegation pointed out that as per C.O. circular Ref: ZD/1155/ASP/2010 dated 14.6.2010 – under Clause 5b (iii) – Restrictive clause did not apply to those who had passed 6 papers. Subsequently, the threshold limit was raised from 6 papers to 9 papers vide CO Circular Ref: CO/Per/ER-A/158/2017 dated 5.7.17. This has not only become an additional burden to all those who had completed 6 papers, but amounts to a shifting of the goalpost to the complete

disadvantage of the candidates. The delegation demanded that the earlier threshold limit of 6 papers be restored.

Extension of Time Limit for Submission of Property Returns and for Reimbursement of Monthly Expenses:

Some employees could not submit the Property Returns for the FY 2021-22 before the last date due to various genuine reasons. We requested that these employees be given extension of time to submit the property returns so that they do not encounter any problems. Similarly, some employees could not register for the recently introduced paperless reimbursement of monthly expenses within the stipulated time period of 30.09.2022. We demanded that some extension be given to this provision so that employees are not deprived of their genuine payments. The response of the management was positive on these issues and they have agreed to issue suitable guidelines in this regard.

Enhancement of Festival Advance, Encashment and Simplification of LTC & Group Insurance to VRS Optees:

The response of the management to the issues of enhancement of festival advance and simplification of LTC rules was positive. The management has asked for some more time to examine the feasibility of encashment of LTC. The delegation reiterated our demand to consider Group Insurance to VRS optees. The management has agreed to examine the issue.


Recognition to AIIEA:

The AIIEA delegation was critical that LIC management was not taking up the issue of Recognition to AIIEA despite our reasoned arguments over several rounds of discussions.

All these issues apart, the AIIEA delegation also took up some issues pertaining to CGIT, disciplinary matters and issues of particular relevance to some zones. On the issue of CGIT, the management informed that the verification committee is on the job of scrutiny of the applications. The developments relating to other issues will be communicated to the respective zones.

The AIIEA shall continue to follow up the issues cited above and inform the units accordingly.

With Greetings,

Comradely Yours

General Secretary