

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

Cir.No.07 / 2024

19thFebruary, 2024

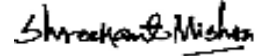
To
All the Zonal /Divisional /State /Regional Units

Dear Comrades,

AIEEA has addressed a letter to Chairperson LIC on 15th February 2024 on the issue of LIC management's insistence on inviting only in-service employees as employees' representative for the Information Sharing Session on 16th February. The AIEEA has argued, as it can be seen from this letter, that the management's decision is not only undemocratic but is also antithetical to the basic laws of the land. We reproduce hereunder the same letter and request our units to remain prepared for any organisational action that the AIEEA decides at the appropriate time.

With Greetings,

Comradely Yours



General Secretary

Date: 15.02.2024

The Chairperson
L.I.C. of India,
Central Office,
MUMBAI

Dear Sir,

Re: Information Sharing Session on 16th February, 2024.

We have received a communication from Chief (Personnel) today inviting our organisation for an Information Sharing Session through the virtual mode on 16th February 2024. This session naturally assumes huge significance in view of the fast changing landscape of the insurance industry. Employees all over the country are also eagerly looking forward to some positive developments on the Wage Revision issue.

We are however deeply perturbed over the unreasonable stand of Central Office asking us to nominate the names of three 'In -Service' employees for the information sharing session. We had given reasoned arguments in our letter, dated 05 December 2023, while conveying our opposition to the practice. At the cost of repetition, we have to inform that this is repugnant to the basic ethos of industrial democracy. It is the inalienable right of the employees to choose their representative. The representatives are duly elected in a democratic process in our Conference. Nomination of the names of employees' representatives is therefore the exclusive prerogative of the union and the employees it represents. The management setting preconditions on who can represent the employees is not only in conflict with the principles of industrial democracy but also amounts to turning the basic tenets of the law of the land on its head.

We would like to inform you that the issue of whether retired bank leaders can participate in the bilateral talks for wage revision came for adjudication before the Madras High Court. The arguments that are being advanced by you now were also placed before the Court through Writ Petition No. 23609 of 2013 filed under Article 226 of the Constitution of India. While the single judge bench said that the retired employees cannot participate in the discussions, the divisional bench of Madras High Court struck down the order and held that the retired office bearers who have been nominated by the General Council of the Union have every right to represent the employees in the bilateral talks. The Supreme Court Bench of Justice Dipak Mishra and Justice V. Gopal Gowda dismissed the appeal against the divisional bench order and thus it became the law of the land. And we would like to make it clear that this remains the law of the land today. Therefore, we firmly believe that your action in denying the right of the employees to choose their representatives violates the law of the land. This position, we are afraid, also has the potentiality of flaring up into a major IR issue in the coming days.

We would therefore request you to reconsider the decision and allow the duly elected office-bearers of the union, irrespective of whether they are retired or in-service, to participate in the discussions.

Thanking you,

Yours faithfully,
Sd/-
General Secretary.