



Federation of LIC Class-I Officers' Associations

President
BaburaoHumraskar

Gen. Secretary
S. Rajkumar

Dated: 3rdDec 2021.

To,
The Executive Director (Personnel)
LIC of India
Central Office
Mumbai.

Dear Sir.

Sub: Pending demands in the non core area and other important issues facing class-1 officers.

We appreciate the efforts taken by the Management in improving the living standards of the employees and officers of LIC of India, especially in the improvements in the housing loan. Our long pending demand for allowing subsidy and continuation of loan deduction after retirement is also met to some extent. However, our major demand for reduction of rate of interest in the cadre loan from 5% to 3% and rationalization of rate for extended cadre loan in comparison with market rate is yet to be considered by the management.

We wish to submit the following important points for your immediate consideration.

- **Meal's coupon and marketing officials:** We have already given our feedback on this and yet no improvement is made which has resulted in losing this benefit for entire marketing officials. Even though RFM option is being given, it again is an unnecessary work. The insistence on daily activity report is irrational and impractical and should be removed. Marketing officials should be allowed to log in at any time of the day and it should be treated as tour without DA on days other than that comes under approved tour days. Similarly

separate option should be developed under the new TE bill option for employees to claim DA on local marketing tours undertaken every month by marketing officials as it is quite different from other types of TE bill. Uniform implementation of Drivers batha, across zones also has to be considered.

- **Huge increase in premium in GTI and GI:** The huge increase in premium in both the schemes has become an additional burden for all employees. The young officers are comparing the premium rates with that of our own tech term and complaint that the premium is more than double. Even though it is due to the covid factor and cross subsidization, some fresh thinking has to be there in this scheme. The introduction of coverage based on basic pay, rather than same amount for entire class may bring down the burden on the take home pay. Now there is an additional deduction of Rs.1605/- every month from the salary of the officers. This additional burden has to be borne by the Corporation, considering the outstanding contribution of employees in running the business, during the Covid period, considering it as covid related expense. Group insurance is an employee benefit and many organizations are bearing the cost of this where as it is totally contributory for us. The LIC Management should bear the cost of at least a portion of the total insurance, cadre wise so that the burden on employee comes down. As an alternative it can be in the same as that of Mediclaim where a basic insurance with option for higher sum assured. Half of the premium in the higher option should be borne by the Corporation.
- **Implementation of CO instructions:** After much persuasion with the Management, CO has issued instructions for separate toilet for ladies in SOS and Customer zones. Even after six months not much improvement is noted. This is due to the inherent lethargy of certain peoples to take decisions and lack of co-ordination between various departments. Same is the case with improvements in ordinary guest house. We request that some monitoring system should be developed and accountability is fixed.

- We have already submitted a detailed memorandum on the improvements to be made in the ITSG scheme which needs immediate attention of the management.
- **Any where lease:** In our last discussion with MD, it was promised that some changes will be brought in the leased accommodation which is yet to be done. The revision in lease accommodation rates is also due.
- **Revision in tour DA:** In spite of considerable hike in CPI and inflation, tour DA is not revised since 2016. Same is the case with officiating cashiers' allowance, four-wheeler advance for AAOs and AOs etc. The frequency of two-wheeler advance also has to be hiked, as done to other class of employees.
- Our demand for restoration of NGI deferred due to strike on 18/03/21 is still to be materialized.
- We have requested for suitable modifications in technical allowance and so far, no consideration is given on this.
- The improvement in family pension is yet to be gazetted by the Government of India. Urgent intervention of management is requested.
- The control on sanctioning short duration PL has to be removed and it has to be sanctioned by the appropriate sanctioning authority for CL, any number of times. The practice of treating holidays as leave if consecutive days are taken together as leave also has to be removed.
- Extension of LTC Block 2019-2020 is to be considered as it is going to expire as a single block by 31/12/2021 and covid-19 high alert is again issued by Government of India.
- The withdrawal of additional casual leave needs reconsideration as it was introduced to address the lack of uniformity in leaves in various states and not related to working hours.

- The transfers of 28th batch officers posted in the eastern region are considered favorably and we appreciate the same. However, the transfer of officers posted in Jammu and Kashmir is yet to be considered by the Northern zone. We request that suitable instructions should be given to effect immediate transfer.

We are only highlighting some of the important pending issues in which discussion is going on for a long time. We request the management to consider these demands favorably and issue instructions at the earliest.

Yours faithfully

A handwritten signature in black ink, appearing to read 'S. Rajkumar', written over a horizontal line.

S.Rajkumar
General Secretary