



VIMASATHI

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Managing Committee Meeting of Telangana Branch held on 24th October 2018



GIEANZ Delegation Met Shri G. Radhakrishnan, CMD, UII and Mrs. T. Mukherjee CMD, NIC at Delhi



Managing Committee Meeting of GIEUSZ Trivandrum Branch held on 13th Nov. 2018



GIEUSZ handed over Cheque for Rs. 2,25,000 to Kerala CM Shri P. Vijayan

GIEUSZ Felicitated Com. B. Manohar Kumar and also presented him a cheque of Rs., 50,000



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2207 3996
Fax : 0091-022-2207 3996
E-mail :
gieaia1971@yahoo.com



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Glimpses of Demonstration held on 24th October 2018 across India



Ahmedabad



Ajmer



Aurangabad



Bhopal



Bikaner



Chennai



Delhi



Hyderabad



Jabalpur



Jaipur



Kochi



Kolkata



Lucknow



Vadodra



Nagpur



Patna



Vapi



Mumbai

Impression dominates Indian democracy is highly evolved and managed by drunk monkeys, pity the people, they are highly evolved dumb spectators

- By Com.S.V.Desikan, Ex-President, Karnataka Branch (Part II)

Women in India, for instance, most particularly those in the lower status of living and lower stage of mental development, are the worst affected, victims of unscrupulous exploitation by the society. They are tortured physically, verbally, emotionally and economically. The irony is, we have many spiritual / pious festivals dedicated to goddesses and we worship them virtually daily. However, the torture goes on. It is not that this is a unique phenomenon, confined to specific regions of the country or only randomly and sporadically noticed in this vast and varied country, No, it is not so. It is rampant, in every caste, community. This is almost comparable to some sort of lynching earlier mentioned, sometimes the victim suffers silently, sometimes violently and visibly. There are innumerable victims who suffer inexpressibly, despite high-flown, often rhetorical condemnation by intellectual activists, political front men and judicial supermen. As an immoral part of such moral abnormalities, aberrations, debauchery and depravity, some savage happenings have been reported in the PRESS, of women being abuse, accused of practicing witchcraft / ghoulish rituals, dragged out of their hovels, dilapidated shelters, humiliated and killed, in full public view, as it happened in Jharkhand, by using crude and traditional tools, like thick sticks and sickles as weapons. It is horrible and disgusting. At time, politicians take recourse to such obscurantist methods, in one form or the other, to curse, scare and harm their political rivals. Of course, superstition and obscurantism are ingrained, as it were, in our traditional and conservative understanding of life and living. We were lucky enough to reverse this psyche, in the initial decades of our freedom. We hailed and promoted scientific temper, to read the reality and truth as it is, to question when in doubt and argue objectively and genuinely. That brought us closer to our country in the true spirit. India had produced large number of towering personalities in almost all fields of human activity - B.C.Roy, Sir C.V.Raman, Narulikar, Abdul Kalam, Homi Bhabha who virtually laid the foundation for research in atomic science in India, Vikram Sarabhai, a brilliant scientist as also an altruistic social philosopher; Dr.Ambedkar, Jaya Prakash, Nehru, Subhas Bose, Vallabhai Patel, Moulana Azad, Kamraj, Rajaji, Radhkrishnan, Achuta Menon; Tagore, M.S.Subbalakshmi, Bade Gulam Ali Khan, Bismillah Khan; Dr. Kurien, Vishveshwaraiah and many many more gentle giants, to name a few.

But it is amusing, amazing and equally alarming that in the past decade or two, we are developing into strange, not strong, individuals, calculating groups, hollow heroes, mediocre netas, scienceless, senseless religious teacher, greedy conspiring politicians who, together, have created lawlessness in the society, even while they claim their goal is to establish Ramarajya. The sad truth is even Rama will not vouch nor vote for their ill-informed perception of Ramarajya. Being the progeny of such great men, with worthy qualities of head and heart, what are we to-day? In that sense, we have deliberately cleared the way for intractable corruption, deadly degradation of environment, increasingly incurable diseases, waging a losing battle with nature? It is not

that we are not warned, there are write-ups on these issues on a regular basis, yet we are casual about its serious impact on the society. Probably, we have lost touch with India, as Indians. The enemy is working within each one of us, one way or the other. There is a famous saying, I don't remember who said it and it is "he who will not reason is a bigot he who cannot is a fool, and he who dares not is a slave and the disaster results when there is a combination of all of them in varied proportion". That is on display in India To-day.

The dominant, distinguishing features of a free and fair country are collective commitment to discipline, safety, security and decent treatment of its citizens, without any discrimination without in anyway excluding, secluding or segregating any section, by default or design. Promise and practice must coincide. These are irreducible responsibilities of everyone. Only this universally, humanly recognized ideal criteria must drive the understanding of citizens in assessing the performance of a free country. That is the substance of any cultured politics, good living and best learning. Rest comes only next. There can be no exception to this, any explanation to the contrary or excuse for functioning differently. Any digression and distortion in this thinking is serious disservice to the society that deserves to be branded as performing perversion. The nightmarish consequence is that the society suffers severely of a free country. To-day's unprincipled, unstable politics, rude, crude and fraud politics the acrimonious, inimical polemics, all bode a bad future. We may be, imperceptibly moving into that future, as indicators / signals are.

Coming back to the original subject of violence in the country reports appear routinely regularly in the press about women being precariously placed unsafe even in one's own house, harassed on one pretext or the other continuously, womb to tomb as it is coherently explained, stalked, strangulated, female foeticide, forced abortion honour killing, domestic violence, infidelity trap, dowry death, acid attack to permanently disfigure them, hound and humiliate, sexual assault, abatement to suicide, kidnapping and killing - she is pestered and punished for decades. It is a huge list, even considering the high population of 130 Crores of this Ancient land.

"What is to be done? Girls and women are getting raped left, right and centre. Even as per data available, very nearly forty thousand cases of rape are reported in 2016 alone". That is how the Supreme Court Bench gave vent to its anguish, disgust and exasperation about the pathetic plight of women in our country. Of course, the divas from fashion and film industry do not come under this hapless group except in rare cases of coercive, compliant, casting couch category. If unreported and unregistered cases are taken into consideration, they make a frightening list of savagery, in this God-driven / God-ridden boastful country of Gandhi, Buddha etc., It is sad indeed. However, despite huge protests, there is no sign in sight of such moral depravity / moral turpitude getting abated, in the immediate future. The court was hearing the shameful shelter home scandals, particularly

in Bihar, Uttar Pradesh, Madhya Pradesh where, allegedly, girls are sold openly with impunity.

Gandhiji, in his own country of birth is treated casually and ignored. All his good / godly words and works about peaceful progress and prosperity, piety and tolerance are junked and jettisoned with no regrets. On the other hand, violence, vandalism, politricks and lawlessness have almost pervaded the society aggressively and taken into their grips and grown, without let or hindrance at least in many parts of the country, as a trend. Hoodlums of all colours, without an exception, in the garb of righteous protests, have hit the street on some pretext or the other, very often for imaginary and illegitimate causes, presumably prompted and promoted by partisan purposes. Wagons of words of warning by worthy's of the establishment have been communicated to 'the perpetrators' if disorder through the press and words have been always proved worthless and that shows up in inaction. That is likened to new moral and present

normal. It is also unfortunate that the educated and empowered have failed to practice objectivity in their attitude or assessment of the situation but followed the trend. That has not been conducive in mitigating the conditions of distress and despair suffered by the average Indian. In fact, heart-rending environment exists and envelops the huge chunk of our population and they are facing it for long. The present protests are not calculated to bring relief and salvation to the hapless citizens. Bereft of earnestness, focused attention to this long lingering / nagging embarrassment, haplessness has aggravated manifold. Picturesquely put, the distant MARS is nearer than man; and nearer home, man is seen as far far away, beyond Mars!!! All political parties - past and present - have surrendered and succumbed to the vendors of votes, not the voters, so that they can loot and linger on forever. They are caught happily in the vortex, created by such vendors. That is the environment to-day. Change that.

□□□

HEARTY WELCOME TO GIEAIA

We are glad to welcome the following comrades who have joined the main stream of GIEAIA. They have taken a right decision to strengthen the GIEAIA to promote and protect the interest of General Insurance Employees and lead the movement of working class in its true spirit.

S No.	Names	Company	Place
1	Com.Jayatheerth S Desphande	United India	BRO, Bangalore
2	Com.Suma G Kallapur	United India	BRO, Bangalore
3	Com.Ramya R	United India	BRO, Bangalaoere
4	Com.Tanuja G	United India,	LCB, Bangalore
5	Com.Karen Conceicao	United India	LCB, Bangalore
6	Com.Shamila L	United India	DO 3, Bangalore
7	Com.Swathi B	United India	DO 8, Bangalore
8	Com.Anjan Kumar	United India	DO 9, Bangalore
9	Com.Tanmaya S	United India	DO 9, Bangalore
10	Com.Shiva Prasad	United India	DO 9, Bangalore
11	Com.Shaik Mohammed Fayaz Basha	United India	DO 14, Bangalore
12	Com.Konda Jutur Prabhat	United India	BO, Madiwala, Blore
13	Com.Shivaji K Desai	United India	MO, Peenya, Blore
14	Com.Avinash	United India	BO, Puttur
15	Com.Shobith Kumar	United India	BO, Belthangady
16	Com.Jagadeesh SN	United India	BO, kolar
17	Com.K.Raghunath	United India	BO, Hassan
18	Com. Pallavi S. Pawar	United India	Ahmednagar
19	Com. Sonali R. Bhavar	United India	Ahmednagar
20	Com. Deepak Wahur wagh	United India	Mumbai
21	Com. Ruhi Fagnekar	United India	Mumbai
22	Com. Rinku T. Hadke	United India	Mumbai

DONATIONS

VIMASATHI acknowledge the following donations received from our members. We take due note of love and affection of the Comrades for GIEAIA. The donation will go long way to serve the cause of General insurance Employees and the working class.

SR.NO.	NAME	COMPANY	CENTER	AMOUNT
1.	Com.HD Venkatesh,	Rtd., Oriental BRO	Bangalore	Rs.5501
2.	Com. Anil Tari	United India	Mapusa Goa	Rs. 5000

Communications

Sri.A.K.Acharya,
General Manager (Personnel),
National Insurance Co. Ltd.,
Head Office, Kolkata.

Date: 27.10.2018

Dear Sir,

Re: Discrepancy in Promotional postings of promotes under AO (IT) exercise.

This has further reference to the tele-conversation the undersigned had with Sri.Rama Kanta Jena, CMP today on the captioned subject. We told him that we have gone through the Final Ranking List for Promotion to the cadre of Administrative Officer (IT) together with place of posting. We further noticed that the employees who are promoted under this exercise will not be considered for promotion under Para 13.2.

We wonder, how the management shall deny the promotion to the AO (IT) promotee under Para 13.2. Unless this condition is part of the Notice for making an application for promotion to AO(IT), it cannot be imposed at the time of preparation of ranking list. The eligible candidates **were asked to appear for two different types of Competitive Examinations, with different syllabus.** Independently, they were interviewed under both the exercises i.e., one under AO (IT) and another under Para 13.2. The fact being so, they shall not be denied their due promotion under both the exercises, if other factors are in order. Hence, **we request your good self to advise the Promoting Authority to remove such condition and issue addendum.**

Further, we found, no norms were followed for promotional posting. The candidates, **who are on top in the ranking list, are posted to faraway places and who are relatively at a lower rank are preferred for nearby places.** The aggrieved employees have made representations and approaching us. We observe their grievances are genuine. We are sure you will also agree with our observations, after going through the examples we make herein. Following are some of the wrong postings which we request you to advise the Promoting Authority to rectify the same:

1. Com.Manoj Rankawat of Jaipur who stood THIRD in ranking under UR and recently transferred back to Jaipur on request, after serving four years at faraway place, has been posted to HO. Whereas, others who are after him in ranking have been accommodated at nearest place.

2. Totally ignoring the ranking of Com.Smitha (Ranking No.5), who has -3- year baby, posted to KRO and Com.Sathisha N from Hubli RO posted to BRO who stood 82nd rank in the list, by overlooking other two candidates who are at rank No.52 and 53 in the same RO. Retaining the 90th rank candidate viz., Com.Vaishnavi Udayakumar, BRO has become very big injustice to Com.Smitha throwing away all norms to winds.

Name of the candidates	Ranking List No.	Selected Under	Present Ro	Posted to
Com.Smitha	5	UR	BRO	KRO
Com.Sathisha N	82	UR	HBRO	BRO
Com.Karthik Kulkarni	52	UR	HBRO	HO
Com.Manjunatha	53	UR	HBRO	HO
Com.Vaishnavi Udayakumar	90	UR	BRO	BRO

3. When two candidates from SC are promoted against UR vacancy and another against SC vacancy, instead of retaining Com.Keshav Khichi, the SC candidate promoted against UR vacancy, Com.Pawan Pandit is retained which is not correct as per the settled norms.

Name of the candidates	Ranking List No.	Selected Under	Present Ro	Posted to
Com.Keshav Khichi-SC	8	UR	JDRO	HO
Com.Pawan Pandit-SC	6	SC	JDRO	JDRO

4. Overlooking all the candidates who stood in higher ranking, Com.G.Kamal of CBRO with 42nd ranking posted to the nearest RO viz., CNRO.

Name of the candidates	Ranking List No.	Selected Under	Present Ro	Posted to
Com.Karthik Sekar	9	UR	CNRO	HO
Com.Wilfred	12	UR	MDRO	HO
Com.Jai Ganesh	18	UR	MDRO	HO
Com.G.Karthik	19	UR	MDRO	MBRO III
Com.G.Manoj	26	UR	CBRO	HO
Com.Mukesh	31	UR	CNRO	HO

5. Com.Jaiya Dharshini and Mahalakshmi's higher ranking have been ignored and are posted to CNRO and KRO respectively. However, other two comrades who are down below in the ranking list have been posted to the nearest RO viz., MDRO

Name of the candidates	Ranking List No.	Selected Under	Present Ro	Posted to
Com.Jaiya Dharshini R.S	23	UR	MDRO	CNRO
Com.Mahalakshmi	37	UR	CNRO	KRO
Com.Priya Dharshini	62	UR	CNRO	MDRO
Com.Snehalatha	74	UR	CNRO	MDRO

6. Here the preference has not been given to Com. Ramesh Babu, SC candidate who is also a PwD candidate.

Name of the candidates	Ranking List No.	Selected Under	Present Ro	Posted to
Com.Dhivya	15	UR	CBRO	CBRO
Com.Ramesh Babu (PH)	16	SC	CBRO	MDRO

We have pointed out some of the mistakes crept in which we request your good self, to suitably advise the promoting authority Sri.Mihir Kanti Roy, DGM to rectify the same.

Thanking you,

Yours faithfully,
(K GOVINDAN)

General Secretary.

c.c.to: Sri.Mihir Kanti Roy, DGM and Promoting Authority,
NIC, HO, Kolkata

c.c.to: Sri.Rama Kanta Jena, CMP, NIC, HO, Kolkata.

Sri. Atul Sahai,
General Manager (Personnel),
Oriental Ins. Co. Ltd., HO. Delhi.
Dear Sir,

Date: 09.11.2018

Re: Posting guidelines for employees promoted from Class III to AO (Scale I Officers) under 2018 Promotional Exercise

We have come across the posting guidelines issued by Head Office vide advise letter dt.2nd instant for employees promoted to the cadre of AO under 2018 Promotional Exercise. While going through the same, we observed, once again the ROs are advised to post the employees who stayed for more number of years, to outstations.

We would like to remind when similar advices were issued by HO during last exercise, we raised our objection and had a discussion with you and other HO officials and requested to issue revised instructions to post the employees based on the settled down norms of "Higher the Ranking, Near the Posting". We also pointed out that other Public Sector General Insurance Companies are following the above norms. You and other officials expressed your inability to change the instructions at the last moment. However, agreed to keep it in mind and suitably modify the advices according to the above norms in the next promotional exercise i.e., 2018 exercise. But, we are surprised to note this time also the norms are not changed.

We presume, by oversight the guidelines would have been sent. Hence, we request your good self to suitably advise the authorities concerned to modify the instructions and advise accordingly the ROs to finalise the posting based on the norms of Higher the Ranking, Near the Posting.

A line of reply on the action taken in this regard will be highly appreciated.

Thanking you,

Yours faithfully,
(K GOVINDAN)
General Secretary.

c.c.to: Smt.Meenakshi Talwar, DGMP, OIC, HO, New Delhi.
c.c.to: Sri. Arvind Saxena, CMP, OIC, HO, New Delhi.

Smt. Tajinder Mukherjee, Date: 12-11-2018
C.M.D., National Insurance Co. Ltd.,
Head Office, Kolkata.

Dear Madam,

Re: Advertisement for recruiting-150- Accounts Apprentices.

We have come across a Notice in the Whatsapp that the company contemplates to engage -150- employees on contractual basis for a period of two years, in the name of Accounts Apprentices. As we do not have any knowledge over the same, to know the authenticity, we contacted GMP over phone, who confirmed it is not fake news. We immediately conveyed to him our objection to the decision of the management and registered our protest.

While placing our following views and objections, we request your good self to relook and revisit into the above issue and stop the process immediately.

1. We totally condemn the unilateral decision of the management to recruit Accounts Apprentices instead of going for recruitment of permanent employees in the cadre of Assistant to carry out the work.

2. We have been continuously reminding the management to continue the recruitment process, as more number of employees retiring every year and the offices are understaffed. A year back, the Board of the company has approved the recruitment of -650- Assistants. However, the management shelved the idea in the name of merger of the PSGI Companies.

3. Not only the recruitment of Assistants, but also inordinately delaying the compassionate appointments. Even after lapse of two to three years, the dependents of the bereaved employees are not issued with appointment orders. Around -25- of such applications have been rejected without assigning proper reasons by the management, whereas no other PSGI Companies so far rejected applications. In spite of several reminders and discussion with top officials of the company, except verbal assurances, no action is forthcoming to wipe out the tears of the dependents of the bereaved employees, who gave their blood and sweat for the growth of the company.

Now the management **instead of complementing the deficit by way of recruitment**, decided to engage the employees on contractual basis in the name of Accounts Apprentices. **We question the unilateral decision of the management as to how they can outsource the functions of the employees which are permanent in nature.** We being check off qualified Association must be called for discussion on the issue which compelled the management to take such type of decision on Policy matters. Hence we demand your good self to call us for a discussion and put on hold the entire process; otherwise we may be compelled to recourse to trade union action for which the management alone will be held responsible.

We are sanguine; a wiser counsel will prevail over the management's decision.

Thanking you,

Yours faithfully,
(K GOVINDAN)

General Secretary.

c.c.to: Sri.A.K.Acharya, GMP, NIC, HO, Kolkata.

Renewal for VIMASATHI - 2019

You are requested to subscribe for Vimasathi-2019 by remitting Rs.40 per annum in the month of December 2018 to avoid non-receipt of the same continuously. All units are requested to send their indent for VIMASATHI-2019 along with remittances to the respective Zonal Head Quarters at the earliest. The Units are also requested to enroll more and more subscribers and make VIMSATHI more popular in Public Sector General Insurance Industry. In order to continue regular supply of VIMSATHI, please send your remittances before the due date to your Zonal Head Quarters, so as to reach us in time for regular dispatch. Please furnish your full name and address with number of copies required.

National recruits 150 Accounts Apprentice...is it outsourcing?

By Com.V.S.Venkataraman, Secretary, GIEUsz

The NIC has published a 13 pages advertisement in the recruitment section of their website inviting applications for 150 Accounts Apprentice on full time basis, temporarily for two years, for a consolidated pay of Rs.25000 in the first year and Rs.30000/- for the second year. While speaking about the Apprentice Bond and the Service Conditions, they mentioned "It shall not be obligatory on the part of the management to offer any Employment to any Apprentice, who has completed the period of Apprenticeship in the company. "In the same paragraph, they added "The Company reserves its right to decide for absorption of suitable candidates as Scale-I Officers, based on the requirements of the Company & Conditions prevailed at that time."

Here the question arises as to why they are not recruiting permanent Employees in the Public Sector Company like National, where there is acute shortage of staff in almost all the offices of the Company, which Management knows and accordingly agreed to recruit 700 Assistants continuously every year. Of course, they recruited for two years and their Board approved further for 650 Assistants to recruit, but shelved the process on the plea of merger of Companies. In addition to the fact, more and more Employees are retiring every month and NO replacement made available to serve the customers effectively. So, can we understand, the managements are planning to outsource the jobs by inviting initially this 150 Apprentice and avoid permanent jobs to the youths of this country?

The management recently rejected 25 applications for Compassionate Appointment without assigning any valued reasons, thereby disappointing the deceased family members and ironically planning to in-take 150 Accounts Apprentice in the Company.

If we analyse, the background of this sort of outsourcing, may be the influence of the present government policy, which is anti-people and anti-employees. The same government, which promised the eradication of un-employment before assuming the power, did not eradicate the same for the past four years, on the contrary trying to remove the name of "permanency". So, the National is not an exception, but "more loyal than the King" and just obeying "his masters' voice".

As per ILO (International Labour Organization) the unemployment in India is 17.7 million in 2016, 17.8 million in 2017 and now it has crossed 18 million un-employments. Is it an eradication of Unemployment or increasing? Is it Pro-Employee and Pro People Government? Certainly not. This Government is for Corporates, far from the employees, far from the people & very far from the Farmers. This is the Government which wanted to curtail the Trade Union movement, curtail the rights of Employees and curtail the rights of the People.

As per the analyses, 70 lakhs jobs were lost, because of demonetization, 2.34 lakhs small factory units have been closed. The Government has brought Pro-employer Apprentice Act., and the government discontinued regular employment survey, usually conducted by labour ministry.

This Government is amending the Trade Union Act-1926 and Labour Laws too.

That is why, our Wage Revision has been delayed, even after more than a year. GIPSA invited Unions for discussions recently on "Work Place Ethics and Code of Conduct, instead of inviting for meaningful Wage Revision. Though Unions rejected the proposal of Work Place Ethics in toto, but we need to be alert in days to come to face onslaught of the Government/Managements. Of course, the JFTU met the National management recently and submitted a memorandum to the CMD opposing the 'Accounts Apprentice', but we must continue our efforts in this direction and we should not allow this sort of Outsource, in the name of Apprentice.

Comrades, let us unitedly fight against the policies of the Government and management through JFTU, which is the umbrella of all Trade Unions / Associations in our sector and we are already in war path. We also formed CCBIFU comprising Insurance & Bank Trade Unions and conducting many agitational programmes.

We also decided to join the call given by the Central Trade Unions for TWO DAYS STRIKE on 8-9th January 2019 against the anti-people and anti-working class policies of the Government as explained hitherto. Let us make the strike a GRAND SUCCESS to protect our rights, to achieve our goals and also to protect the interest of the people and the Country.

Let us Unite...Let us March on...Let us fight and Succeed...

ALL INDIA CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS		
	BASE YEAR 2001=100	M 1960=100
AVERAGE = 6551.03		460
2018		
JANUARY	288	6573.86
FEBRUARY	287	6551.03
MARCH	287	6551.03
AVERAGE = 6558.64		462
APRIL	288	6573.86
MAY	289	6596.69
JUNE	291	6642.34
AVERAGE = 6604.29		474
JULY	301	6870.60
AUGUST	301	6870.60
SEPTEMBER	301	6870.60
AVERAGE = 6870.60		540
OCTOBER	302	6893.42
<p>The new series of the Consumer Price Index Nos for industrial workers on base 2001=100 has been released with effect from January 2016 by the labour bureau. The linking factor for the conversion of new series index to previous series of 1982=100 is 4.63. Further the linking factor for conversion from 1982=100 to previous series of 1960=100 is 4.93.</p>		

LEAVE RULES (PART I)

The following general principles shall govern the grant of leave to employees. These rules are applicable to all class of employees. While availing leave one must be aware of leave rules, so that no problem should arise in future.

- a. Leave cannot be claimed as a matter of right.
- b. Leave shall be availed only after sanction by the competent authority but in exceptional circumstances one day C.L. can be availed without sanction but prompt information should be given to In charge of the office.
- c. Competent authority has a right to refuse/revoke/reduce leave in case of work exigencies. Sanction of leave should not be presumed until it is sanctioned by the authority.
- d. During leave employee cannot accept any employment.
- e. During suspension period employee shall not be granted any leave, however during pendency of inquiry proceeding competent authority may grant leave.
- f. Saturday/Sunday/holiday can be prefixed or suffixed to any kind of leave but intervening Saturday/Sunday/holidays will be counted as a part of leave but in case of two casual leave intervening holidays/Saturday/Sunday will not be treated as leave.
- g. No leave shall be granted in continuation with or in conjunction with any other type of leave except following:-
 1. Casual leave in continuation of or in conjunction with Examination leave/quarantine Leave or leave on loss of pay.
 2. Earned Leave in continuation of or in conjunction with Sick Leave, Maternity Leave, Examination Leave, Quarantine Leave or Leave on loss of pay.
 3. Sick Leave in continuation of or in conjunction with Earned Leave, Maternity Leave, Quarantine Leave or Leave on Loss of pay.
 4. Maternity Leave in continuation of or in conjunction with Earned Leave, Sick Leave, Quarantine Leave or Leave on Loss of Pay.
 5. Examination Leave in continuation of or in conjunction with Casual Leave, Earned Leave, Maternity Leave, Quarantine Leave or Leave on Loss of Pay.
 6. Quarantine Leave in continuation of or in conjunction with Casual Leave, Earned Leave, Sick Leave, Maternity Leave, Examination Leave or Leave on Loss of pay.
 7. Leave on Loss of pay in continuation of or in conjunction with any other type of leave.
- h. Every employee is supposed to give his address while on leave to competent authority and keeps him informed if any change takes place.
- i. Over-stay beyond sanctioned leave shall be treated as leave on loss of pay, if the permission of over stay has not been granted but before treating on loss of pay competent authority shall satisfy himself that there were no extenuating circumstances which prevented the employee from obtaining prior sanction for overstay.
- j. Before leaving Head Quarter, every employee is supposed to take permission from the competent authority.
- k. Employee shall be granted annual increment in due time even after he avail any type of leave except Leave on loss of pay.
- l. No leave can be granted during the notice period for VRS or tendering resignation from the company. Any leave availed during this period will be treated as Leave on Loss of Pay. However, proportionate casual leave may be granted.

CASUAL LEAVE:-

- a. Every permanent employee is entitled to get 12 casual leave in a calendar year.
- b. If an employee joins service in a calendar year, he should be allowed maximum casual leave obtaining number of days from the day of joining to 31st December divided by 30. Further if employee retires from services during the calendar year, maximum entitlement of C.L. will be calculated on the days from 1st January to date of retirement divided by 30. If the fractions in both the cases are less than half, it should be ignored and if more than half, shall be treated as half.
- c. Casual Leave may be availed during pre lunch or post lunch session and shall be treated as half day but is allowed only on 6 occasions in a calendar year.
- d. Maximum C.L. can be availed at a time is 5 days.
- e. Un availed C.L. will lapse on 31st December every year.
- f. Sanctioned extra ordinary leave or any other leave shall not effect calculation of casual leave.

RESTRICTED HOLIDAY:-

Restricted Holiday is introduced w.e.f. 1st January, 2006. Employees are entitled to get 2 holidays in a calendar year as per his choice, out of list provided for Restricted Holidays declared by Central Govt. every year. Such choice should be submitted by the employee before commencement of the year. R.H. can be availed in continuation of or in conjunction with C.L., E.L., MEDICAL LEAVE and MATERNITY LEAVE.

EARNED LEAVE:-

- a. This leave is earned while on duty but shall not include the periods of leave other than C.L., Quarantine Leave, Examination Leave and trade union leave and shall accrue at the rate of 1 day for every eleven days of duty subject to maximum accumulation 270 days.
- b. E.L. should start and end on a working day only subject to minimum of 6 days and maximum of 120 days at a time and can be granted as and when it accrues.
- c. E.L. for shorter period i.e. less than 6 days may be sanctioned for 2 occasions only in a calendar year by the competent authority in genuine pressing situation. For beyond 2 occasions in a calendar year, may be sanctioned by officer not below the rank of Scale V or VI, if leave record of employee is satisfactory and grounds for seeking leave should be genuine and compelling. If the employee is not granted E.L. for shorter period, such absence will be treated on loss of pay.
- d. Exhausting of casual leave does not automatically entitle employee for earned leave of short durations as competent authority may refuse to grant him such leave.
- e. To avail E.L., employee has to apply 15 days before proceeding on leave but competent authority have discretion to reduce this period under exceptional circumstances.
- f. If the employee request for conversion of earned leave into sick leave from the date of his sickness duly supported by Medical Certificate, same may be allowed, provided employee must have Medical Leave to his credit and there is no doubt as to the genuineness of his sickness.
- g. During the induction training, employee on probation, will not be granted E.L. though it will accrue and can be availed after training period.

G.I.E.U (W.Z.) LEADERS' TOUR OF CHHATISGARH STATE

Leaders of General Insurance Employees Union, WZ, toured Chhatisgarh State from 29th October to 2nd November 2018. Com. Mahendra Sawant, General Secretary, GIEUWZ and Secretary, GIEAIA, Com. Biresh Bhadra, Joint Secretary, GIEUWZ and Treasurer, GIEAIA, Com. Prashant Dixit, Joint Secretary & W.C. Member of G.I.E.A.I.A., Regional Secretary Com. K. P. Verma and Com. D. Vijaykumar W. C. Member of G.I.E.A.I.A. commenced their tour from Korba and visited to Bilaspur, Rajnandgaon, Bhilai, Durg, Raipur and Jagdalpur. They visited offices of these centers and met with all employees, Officers, Development Officers, arranged meetings with them and inform them about pending issues and happenings in Public Sector General Insurance Industry which includes Status of : Final Option of Pension, Proposal of merging of three companies, Wage Revision and explain them about present Condition of PSGI Companies, intentions of Government to demoralize Public Sector institutions and its employees, disinvestment in PSGI Companies, challenges before us. Information about formation of Coordination Committee of Bank Insurance and Financial Unions, CCBIFU, decisions taken in its convention, formation of Joint Forum in PSGI Companies to fight against callous attitude of Government and Management. and appealed them to struggle jointly for survival of Public Sector Also queries of participants were answered by leaders. During the tour some new recruits

from United India Insurance Co. Ltd., have become member of our organization.

At Raipur centralized meeting was organized in which employees, officers from all offices of the city and retired employees have participated. In the meeting Com. Prashant Dixit informed about the struggle carried out under the banner of Joint Forum and appealed all to follow the agitation programs given by Joint Forum. Com. Biresh Bhadra informed the meeting about the meeting of Joint Forum Leaders with Mr. Arun Jaitely , Finance Minister on the issue of one more option for pension. General Secretary Com. Mahendra Sawant in his address explained the situation of PSGI companies, Government's intention of disinvestment, Status of Wage Negotiations in our industry as well as in banks also. Mr. Kewal Singh of General Insurance Pensioners Association welcomed the leaders and appealed all to struggle jointly. He also assured that retired employees will also participate in the agitations programmes. Com D. Vijay Kumar conducted the Meeting.

During the tour Comrades Josef Kirketta and Baxla from Korba, Dani Kashyap, Premkumar Nirmalkar from Bilaspur, Pratap Kumar Patnaik, from Bhilai, Gajanand Dewangan from Raipur and Amit Kumar from Jagdalpur worked hard for the success of tour.

Report by Com. Prashant Dixit

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COM. A.K. BAKRE - FELICITATED AT KANPUR

Com. A.K. Bakre, Working President - GIEANZ & Vice President - GIEAIA, retired from the services of National Insurance Co. on 31st October, 2018. Before his retirement from National Insurance, Kanpur Unit of GIEANZ organized a felicitation function on 28th October 2018 at Society Dharamshala, Kanpur. The function started with slogans & standing ovation to Com. Bakre. More than 125 comrades from Delhi, Kanpur, Lucknow and Agra took part in it along with officers, retirees & comrades from other unions.

Com. Sanjeev Nigam, Secretary - Kanpur Unit & Jt. Secretary - GIEANZ anchored the whole meeting. The function was presided by Com. Anupam Mishra, President - Kanpur Unit in the gracious presence of Com. Trilok Singh, General Secretary-GIEANZ, Com. V.K. Tiwari - Office Secretary-GIEANZ and Com. Ram Kumar Bajpai, senior leader of LIC Federation.

Com. Sanjeev Nigam welcomed the gathering and explained the characteristics of Com. Bakre towards comrades and also expressed his great contribution towards our organization as Working President of GIEANZ, Vice President of GIEAIA, Negotiating Committee Member and Member of Merger Committee.

Com. Nigam also read out the greeting message of Com. K. Govindan, General Secretary - GIEAIA for the occasion, message also contained the present scenario of insurance industry and its future challenges. He also appealed through his message for more involvement of all of us especially of new recruits towards union and it will be a real felicitation to Com. Bakre.

Com. Trilok Singh, General Secretary - GIEANZ said in his speech that he always honoured Com. Bakre as his elder brother and discussed all important issues with him. He appreciated the knowledge of Com. Bakre

towards CDA rules, service conditions and enquiry proceedings etc. He appealed all to unite irrespective of class, cadre and trade unions to fight against disinvestment which is real danger for PSGI companies.

Com. R.K. Bajpai, most senior leader of LIC Federation, Com. V.K. Tiwari, Office Secretary - GIEANZ, Com. Satish Jindal, Jt. Secretary - GIEANZ, Com. Sharad Antani, Com. G.S. Singh, Com. Sanjay Mitra, Com. Ramesh Kanaujia (Zonal Leader of GIEANZ) addressed the meeting and also suggested the way to strengthen our organization under leadership of Com. Bakre. Shri Kabir Ahmad, Secretary-Lucknow Co-operative Society, Smt. Sitaraman, DM-National Insurance, Shri Dinesh Kumar, Sr.DM - National Ins., Shri Anish Srivastava, DM-United India, Shri Rajinder Kumar, Sr.BM-National Ins. and several class 1 officers addressed the meeting and also assured to participate in action programme which will be held in coming days under the banner of Joint Forum.

In his turn, Com. A.K. Bakre acknowledged the greetings of all and explained his journey in industry as well as organization. He also recalled his association with legend Com. MS Upadhyay, Com. Ravi da, Com. N.P. Upadhyay and also paid thanks to Com. Govindan, Com. Mohan chand & all others. He assured to continue in the service of GIEAIA with his full strength & dedication up to his last breath. He also assured to donate his proportionate pension amount for every strike day as like salary deduction of existing employees.

With the vote of thanks to all comrades, officers & friends and thunderous slogan by all, irrespective of comrades & officers, the felicitation function concluded successfully.

Report by Com. Sanjeev Nigam on behalf of the Reception Committee, Kanpur Unit of GIEANZ.

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Dr. Muthulakshmi Reddi - a great woman ! - N. Sundaramurthy

Com. Arvind Nachane, wrote the booklet "**The Great Women**", which was published in March 2012, coinciding with International Womens' Day. The booklet made a delightful reading highlighting the stupendous achievements of tall personalities from the women folk, both known and unknown. I had read the book a couple of times and thoroughly relished it. But something was pricking me which made me uncomfortable. Was I missing something or some body truly great? It took me quite some time to realize that we had missed **Dr.Muthulakshmi Reddi**, the great woman from Madras (now Chennai), the woman with many first to her name and who broke the barriers of gender. So, here is a brief tribute to her.

Muthulakshmi, became the first woman doctor of India. She obtained her degree in medicine in 1912, from the Madras Medical College. Col.Gifford, an Englishman, who taught Surgery in the college was not impressed by Muthulakshmi and he did not allow her to sit in the class room. Col.Gifford was a strict disciplinarian and had conservative ideas about Indian women. He treated his ward Muthulakshmi rather harshly. The students were mostly men. There were very few European woman medical students. Thus, Muthulakshmi was the lone Indian woman medical student. Her classmates were teasing her. But Muthulakshmi scored the highest marks in Surgery subject and stood first in the college. Thereafter, Col.Gifford was very much impressed, he started treating Muthulakshmi with respect and allowed her to sit in the class room. He taught Muthulakshmi with special care. After passing degree in medicine with distinction, she was appointed as the House Surgeon in Egmore Government Hospital at Madras, the first Woman Doctor in India.

Dr.Muthulakshmi had radical ideas about her future life and marriage was not in her mind. But bowing to the urgings of her mother, she married D. Sundara Reddi, in April 1914 and became Dr.Muthulakshmi Reddi. And her condition to her husband was "always respect me as an equal and never cross my wishes". Sundara Reddi was managing the Brahma gyana Sabha, at Adyar, Madras (Chennai), started by Dr.Annie Besant and he was a firm believer in social reforms. His marriage with Dr.Muthulakshmi was itself a simple affair sans religious customs and chanting of mantras!

Muthulakshmi was born on July 30, 1886 in the Princely State of Pudukkottai, at a place called Thirugokarnam. Her father was Narayana Samy Iyer (a Brahmin), a famous lawyer. Her mother Chandrammal was from the caste of Devadasis (the Temple Dancers). She was a well-known singer.

Those days the society was rigid about educating girl children. They were not encouraged to pursue school education. But Muthulakshmi was permitted by her father

to acquire education, but as a private student. She passed matriculation in 1902, came first in the state. After Intermediate, she was keen to take up the course in Medicine. The Hindu Orthodoxy protested. The medical college was not keen to grant her admission. The college administration thought that she might demoralize the male students. But, the benevolent Maharaja of Pudukkottai Samasthanam (Province) prevailed upon the Medical College and she was enrolled. Later, Justice Party Health Minister Panagal Raja sent her to England for higher medical education. Dr.Muthulakshmi Reddi's younger sister, Nallamuthu followed the foot-steps of her illustrious sibling, later became the Principal of Queen Mary's College, Madras, the First Woman Principal in India! Hereafter, there was no looking back, for Dr.Muthulakshmi.

Dr.Muthulakshmi Reddi started Women's Indian Association and became the Editor of monthly journal called "Stree Dharmam". In 1926, she was chosen to represent India in the All World Womens' Conference at Paris, which was participated by 43 Nations. She became the Deputy Mayor of Madras Corporation. Subsequently, she was elected as the Member of the Madras Presidency Legislative Assembly. She was the first woman MLA. In 1925, she was elected the Vice-Chairperson of the Legislative Assembly. She was taking up women issues like eradication of Devadasi system, Property Rights for Women, to put an end to Child Marriage, etc. She raised the age of consent for marriage to 16 for girls and 21 for boys. She was instrumental in the passage of Devadasi Abolition Act. She started "Avvai Illam", to take care of the orphaned children. Dr.Muthulakshmi Reddi was representing India in multiple international platforms. In 1931, she presided over the First Asian Women's Conference at Lahore. In 1933, she attended the Round Table Conference at Chicago, USA.

Her cousin had died of dreaded cancer. So, Dr.Muthulakshmi Reddi started the Adayar Cancer Institute at Madras, the foundation stone was laid by Prime Minister Pandit Jawaharlal Nehru in 1952. She was decorated with Padma Bhushan in 1956.

Dr.Muthulakshmi was greatly influenced by Dr.Annie Besant and Mahatma Gandhi. She emerged as a great champion for the cause of women and for the cause of the down trodden. She consistently fought against religious orthodoxy.

Dr.Muthulakshmi Reddi was Doctor, Social Reformer, Women's Rights Activist, Writer - all rolled into one. She was a fighter with great courage and determination. She left this world on July 22, 1968, not at a very ripe age of 82, but did, so much for the society. Truly a great woman!

GIEAIA Women's Delegation Attended AITUC All India Working Women's Conference at Chennai



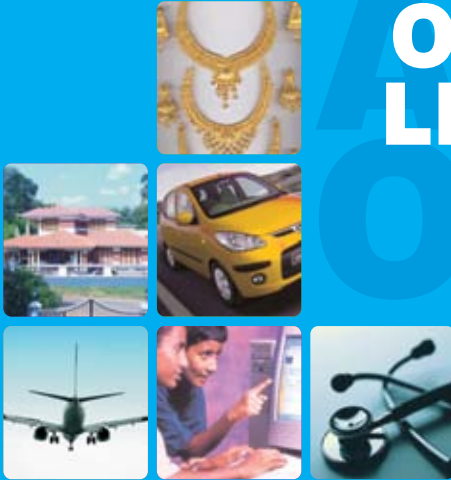
Felicitation Function of Com. Ajay Bakre, Vice President, GIEAIA held at Kanpur upon his Superannuation



GIEUWZ Office Bearers Tour Chattisgarh



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