



# VIMASATHI

DECEMBER 2019

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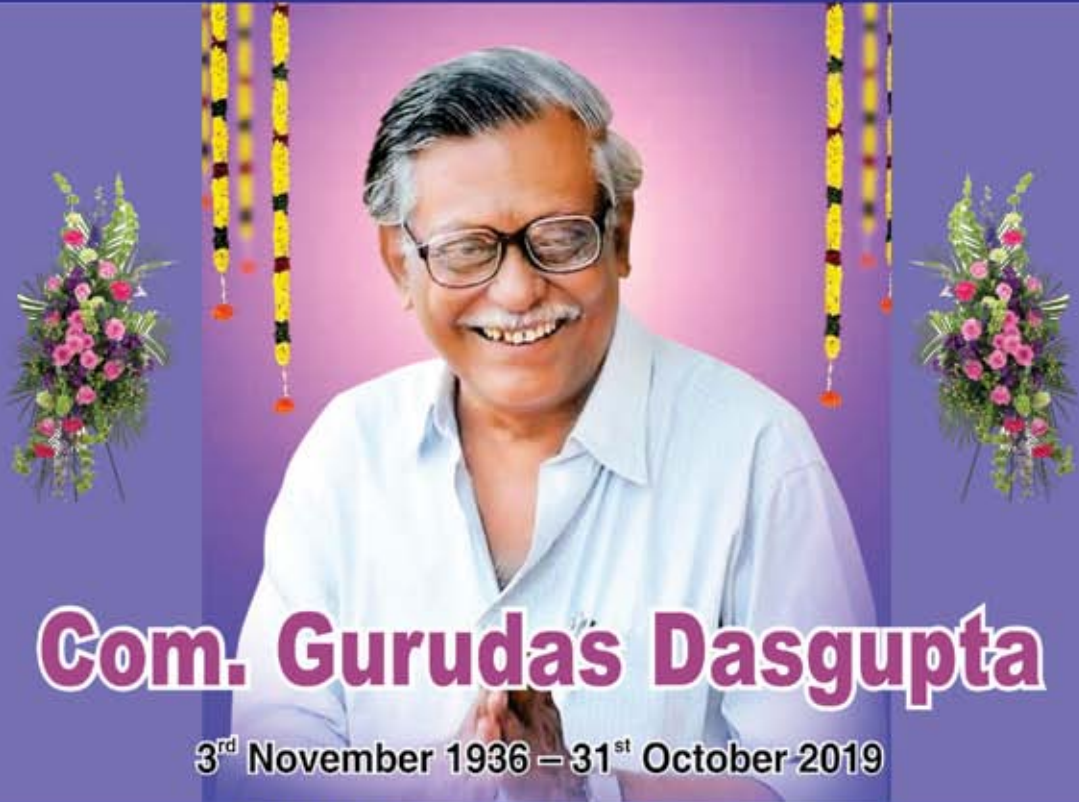
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## VIMASATHI

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## Com. Gurudas Dasgupta

3<sup>rd</sup> November 1936 – 31<sup>st</sup> October 2019

GIEAIA paid respectful homage to  
Com. Gurudas Dasgupta at Kolkata on 1<sup>st</sup> November, 2019



# General Body Meeting of GIEIASZ Kottayam Unit, Kerala held on 24<sup>th</sup> August, 2019



# GIEAIA participated in the Centenary Celebration of AITUC held at Mumbai on 31<sup>st</sup> October, 2019



# GIEAIA held Condolence Meeting in memory of Com. Gurudas Dasgupta across various places



Aurangabad



Chennai



Hyderabad



Kerala



Jaipur



Kolkata



Nagpur



Mumbai



Mumbai



Lucknow



## My thoughts on Com.Gurudas Dasgupta

N. Sundaramurthy

Our beloved leader **Com.Gurudas Dasgupta** died on 31st October 2019 at Kolkata, exactly on the same day AITUC was born 100 years back. Did he choose the date of his departure, we muse over rather philosophically! All of us feel shattered. He was a towering leader, perhaps the BEST. We pay our respectful homage to the departed leader and console ourselves that his inspiration will continue to lead us in the turbulent period that lie ahead.

Com.Gurudas Dasgupta was born on November 3, 1936 at Barisal (now in Bangla Desh). He obtained M.Com degree at Kolkata.

I had booked my flight ticket to Kolkata for 17<sup>th</sup> November 2019. **Com.Rajesh Kumar**, General Secretary of All India LIC Employees' Federation was to join me at Kolkata and together we had planned to visit Com.Gurudas Dasgupta at 'Dipanwita', his apartment. We knew that he was suffering from dreaded cancer. I had seen his photos when he was in the hospital. He was waging a battle against the dreaded disease. He was a fighter throughout his life. We nursed a hope, he will win the battle against death, atleast for the time being. He was frail, weak. He had other complaints as well. I was in touch with Com.Amarjeeth Kaur. On 27<sup>th</sup> October, Com.D.Raja, when he had come to participate in a Seminar at Bangalore, had told me about the hopeless condition of Com.Gurudas. None-the less, we were anxious to call on Com.Gurudas and seek his guidance on a few issues of our organization before the Federation's Jaipur Conference. But, our hopes were dashed. He departed sooner than what we had hoped and entered into eternity. My scheduled flight to Kolkata on 17.11.2019 is thus aborted and will never take-off.

We, in the AILICEF, had worked with Com.Gurudas Dasgupta closely, under his guidance, for over 30 years. Among all the Office-bearers of Federation, I was the closest to him, next to me was Com.Chandan Dasgupta. Com.Gurudas and Chandan were classmates. To be precise, I was the reason for the choice of Com.Gurudas Dasgupta, to be the President of All India LIC Employees Federation. It was the mid-1980s, a little after 1985, after Federation's Lucknow Conference. There was a kind of crisis in the organization. Com.S.M. Banerjee, the President of Federation had passed away. Com.P.P. Patil's services to the organization were denied. We were a bit unsure and shaky. Our confidence was low. We were thinking who could be the next President of Federation. Com.S.M. Banerjee was a father figure, a protective umbrella and a leader par excellence who had immense capacity to intervene politically, to safeguard the collective interests of the workmen. We were a bit apprehensive whether we will come across a person equivalent to Com.S.M. Banerjee. I was just telling late Com.P.Raman, who was at that time, the Assistant

Secretary of CPI, Karnataka State. Com.M.S. Krishnan was the State Secretary. Com.P. Raman suggested the name of Com.Gurudas Dasgupta. It immediately caught my imagination. Com.Gurudas Dasgupta was a member of the Parliament and not a single day passed without his name appearing in the Press. Com.A.V.Nachane who was at that time the Joint Secretary of Federation, Com.T.K. Bhaskaran, Joint Secretary, Veteran LIC leader and National Vice President of AITUC, Com.H.V. Ananthasubba Rao and I were in the State Road Transport (RTC) Guest House at Gulbarga (now Kalaburgi). This was some time in 1988. I proposed the name of Com.Gurudas Dasgupta for the post of President of Federation. Those were pre-Jamshedpur Conference days. We were impressed by the credentials of Com.Gurudas. We were unanimous that he would be the next President of All India LIC Employees' Federation. There-afterwards things moved swiftly and at the Jamshedpur Conference of AILICEF in 1989 Com.Gurudas Dasgupta was unanimously elected as the President of the Federation, with thunderous ovation. Com.Arvind Nachane was elevated as the General Secretary and I was elected as the Joint Secretary. It was indeed a double delight for me. Our organization moved on, under the guidance of Com.Gurudas. Just a short-while later Com.A.V. Nachane, I and Com.B.S. Rawat were elected the 3-men Negotiating Committee, which responsibility we carried on till 2016, for over 27 years. I had witnessed from close quarters how Com.Gurudas worked, as a member of Parliament, as a trade union leader and as a political stalwart with immense and strong mass appeal. He was an authority on economic matters and highly respected in the political circles and in the Parliament.

I and Com.Gurudas kept meeting frequently, on AITUC and party work. We were discussing on issues and some times the discussions were sharp and heated. But that never diminished our love for each other. Both of us 'suffered' from a weakness. Both of us were branded 'short tempered'. But the issues we discussed were never short-circuited. Of-course, he was a bit un-easy that I was close to late Com.Mohit Sen too.

During evolution of Index-linked pension scheme in the LIC, he played his role. At one time, from a roadside public telephone in Bangalore, he telephoned to Dr.Manmohan Singh at an odd hour and asked, "Dr.Manmohan, What is the position of LIC employees' pension issue?" That was the authority and style of Com.Gurudas. The Indian Parliament will never again see Parliamentarians like Com.Gurudas, Com.S.A.Dange, Com.Bupesh Gupta, Com.Indrajit Gupta, Prof.Hiren Mukherjee and Com.S.M.Banerjee. Today's Parliament is commercialized and criminalized. 44 Labour Laws can be replaced and reduced into 4 Labour Codes, without

any debate. **Minimum Government and maximum governance in reality is reduced to minimum Parliament.** Com.Gurudas, we are going to miss you, the void left by you can never be filled. That is for sure.

When Com.Gurudas Dasgupta exposed Tax-evasion by an MNC operating in India, he was given a hefty cash reward by the Income Tax Department, a few lakhs of rupees. Com.Gurudas donated the entire amount to Punjab Istri Sabha. During Stock Market Scam, it was Com.Gurudas Dasgupta, who exposed the fraud on the nation. **He wrote the book, "The Securities Scandal : A Report to the Nation.** The Indian media called him the 'hawk' in the Indian Parliament and he was hailed as the best Parliamentarian.

Com.Gurudas Dasgupta also had exposed the Reliance Gas Scandal. He had led the struggles of the workers of Maruti Udyog and Honda Automobiles.

Com.Gurudas used to repeatedly tell us, "You cannot advance in isolation". Once, we asked him what is the meaning of politicalisation. He stared at us for a minute and then said, "Politicalisation means creating concern for the less privileged." That was Com.Gurudas Dasgupta, Dada, as we affectionately called him.

LIC Employees trade union movement in particular will feel orphaned by the untimely and sad demise of Com.Gurudas Dasgupta. He was also the President of GIEAIA and the Chief Consultant of CCBIFU. We deeply condole his death. For the next 365 days, the workers in India will celebrate the 100 years of AITUC and the fighting spirit and inspiration of Com.Gurudas Dasgupta will undoubtedly lead us. Com.Gurudas, Amar Rahe. Red Salutes.

**Jine ke liye Lado, Ladne ke liye Jiyo!**

□□□

## LABOUR CODES

- N. Sundaramurthy

### Part II

{This is a sequel to the article "Labour Codes" published earlier in this journal. This article covers a few more areas. The trade unions, the leaders, the cadres and the workers must be made aware of what is coming and what is in store for them in the period ahead. A wider debate is necessary. The workers face a grave threat.}

To create a product, the necessary ingredients are:

Capital;

Labour;

Raw Materials and

Means of production.

The labourer uses the raw materials and creates the product with the assistance of the means of production/machinery. He produces value, profit, wealth and surplus. The surplus, the wealth is pocketed by the person/s who invest the capital. The worker is paid wage for his labour.

Before industrial revolution, workers worked from sunrise to sun-set. Sun was a natural clock. But advent of electric bulb extended working hours to 16-18 hours a day.

[Previously, animals were also used to carry out certain work. Example - Horse, Bullock, Elephant, Dog, Donkey.]

Labour was most prominent in producing wealth. Therefore, Labour Laws were enacted. Labour laws were products of protracted struggles.

Now, after the advent of New Economic Policies (NEP), capital is replacing labour. The production relations have changed. We are witnessing the beginning of Scientific and Technological Revolution (STR). Now, Super Computers, Robots and Artificial Intelligence are rendering labour redundant. There is talk of **Jobless**

**growth.** Organised working class is fast dwindling.

### Classification of Wage levels

This is illustrated by the following pyramid.

Living Wage

Fair Wage

Need-based Minimum Wage

Poverty Wage/National Floor Wage

People at the top, a small number, take away fabulous income and try to control and manipulate everything. We are increasingly seeing the growth of crony capitalism. At the bottom, we see a vast majority of workers struggling to make both ends meet, having to put up with **income insufficient to obtain the minimum necessities for the maintenance of mere physical efficiency (defined by United Provinces Labour Enquiry Commission (UPLEC) Report, 1948).**

Subsistence or Bare Minimum level is only a step above poverty level and is called secondary poverty, according to UPLEC. The income is sufficient merely for maintenance of physical efficiency - not a penny more for any other expense. If a day's wage is missed or lost, it leads to reduction in diet budget.

### What is Minimum Wage?

Lowest limit below which wages must not sink. **Has to be paid regardless of profitability. If an industry is unable to pay its workers atleast a bare minimum wage, it has no right to exist** (Supreme Court Verdict - Kamani Metals, Woolcombers, Crown Aluminium Works Vs. Workmen).

There is a distinction between minimum wage and statutory minimum wage. Minimum wage is a wage which would be sufficient to cover the bare physical needs of a worker and his family, that is a rate which has got to

be paid to the worker irrespective of the capacity of the industry to pay. The statutory minimum wage is the minimum which is prescribed by the statute and it may be higher than the minimum wage, providing for some measure of education, medical requirements and some amenities.

Minimum Wage has to meet the normal needs of the worker regarded as a human being in a civilised society. Must provide not merely for bare subsistence of life but for the preservation of efficiency of the worker. Children's education, medical expenses, travel, dignified clothing, insurance, etc., are prescribed without cutting down the food expenditure.

Minimum wage includes food expenditure and non-food expenditure. The Food basket provides for atleast 2700 calories per adult (**per consumption unit**).

**International Labour Organisation (ILO)** gave the formula for determining the minimum wage. There are two methods:

a] **Normative method** : (ILO suggested)

Based on norms. Example, the Food basket providing for atleast 2700 calories per adult.

b] **Consumption method** : (Favoured by capitalists)

Consumption varies from region to region, country to country etc.

In certain countries or regions, the per consumption unit can be as low as 700 or 800 calories. In a family living much below poverty line, the consumption can be very low. A man can eat just once a day and still survive. Under consumption method, lowest parameters are used. Profit-hunger NEP is in favour of consumption method. Consumption-based minimum wage is advantageous for capitalists. ILO-advocated normative methods gave the basis for a need-based minimum wage. It laid the base for a balanced diet. India is a signatory to ILO Convention.

Minimum Wage and Floor level Wage (which is advocated by Wage Code) are not the same. In many cases, Floor level Wages could be much less than the minimum wages, in case of scheduled and notified workers.

#### **How to calculate the poverty line?**

There were two committees, the Rangarajan Committee, the Tendulkar Committee. They went into the arithmetic of poverty line.

An expert committee appointed by the Government suggested Rs.375 per day as minimum wage. Rangarajan Committee also suggested more or less the same.

7<sup>th</sup> Central Pay Commission (CPC) recommended Rs.18,000 per month as minimum wage.

The 2<sup>nd</sup> Pay Commission had suggested consumption of fish, meat, milk and eggs for balanced diet. Now, this recommendation is deleted. But, lack of balanced diet will lead to what is called **Anthropological Potential**, which means stunted physical and mental development. Dalits, adivasis and people living below poverty line are found growing thin and short, according to study.

The Constitution Bench of Supreme Court held that

paying capacity of the owner is not relevant. The order was, pay minimum wage or perish if you don't have the paying capacity. It ordered acceptance of the decisions of the **15<sup>th</sup> Indian Labour Conference (ILC)**.

#### **Fair Wage**

Sufficiently high to provide a standard family with food, shelter, clothing, medical care and education of children. Fair Wage lies between the Minimum Wage and Living Wage.

#### **Living Wage**

Higher than fair wage. Provides for a fair measure of frugal comfort with provision for old-age and rainy days. A family earning living wage is able to live in a decent house or apartment, moderately equipped and decorated and has reasonable funds available for such items as insurance, education, vacation, health maintenance and amusements. Living Wage is a goal.

#### **Labour Codes demolish rights gained under Trade Union Act, 1926**

Trade Union Act was enacted in 1926. The Constitution of India came into effect in 1956.

Trade Union Act, 1926 gave the workers the right to form unions. Freedom of association, right to organise were allowed. Workers were granted right to collective bargaining. They were also allowed right to strike. These rights were in consonance with Article 19 of the Constitution of India.

By and large, workers have followed collective bargaining. It can be bipartite or tri-partite.

Trade Union Act, 1926 provided immunity to workers' strike against criminal conspiracy, compensation for losses and injunctions. A strike was considered legal. Right to strike was considered fundamental.

A distinction was made between public utility service and non-public utility service. Workers had to serve the notice of strike.

During conciliation in public utility service, strikes were barred.

All these rights that were granted by the Trade Union Act, 1926 are now repealed, under Labour Code. There is now no distinction between public utility service and non-public utility service. There can be nothing like legal strike. If the workers take to strike, the registration of the unions can be cancelled. The immunities provided by Trade Union Act, 1926 for strike are now dismantled.

Right to association, right to form Unions, right to collective bargaining and electing 'out-siders' as Union leaders are now withdrawn. If there is no right to strike, what is the strength of bargaining?!

There are more than 2,000 scheduled employments in India.

Passage of Wage Code and other Codes is a journey towards Wage-slavery.

Multi-party democracy is under severe attack. India under Narendra Modi-Amit Shah is moving towards dictatorship. Labour Codes is an integral part of the grand sinister design.

## 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.

S. No.	Name	Company	Centre	Amount
1	Com. Shilpa S. Choudhary - Retired	OICL	Vadodara	Rs.10000
2	Com. Pradeep Kumar	UIIC, DO3	Bangalore	Rs.5000
3	Com. Peter Alex Nazareth	NICL	Panaji, Goa	Rs.5000
4	Com. Nutan Naik - Retired	UIIC	Panaji, Goa	Rs.5000

## Red Salute to Com.Gurudas Dasgupta

Com.Gurudas Dasgupta, our beloved President and unchallenged parliamentarian and ardent fighter for the upliftment of working class of our country is no more. He breathed his last on the 100th Foundation Day of AITUC. He was born of on 3<sup>rd</sup> November, 1936 to Late.Sri.Durga Prosanna Das Gupta and Smt.Nihar Devi at Barisal (Now in Bangladesh). He is survived by his wife Smt.Jayasri Das Gupta and a daughter.

He was M.Com post graduate. He held various positions in student movement of Communist Party of India. Worked in the capacity of Vice-President and elected as General Secretary of AITUC in 2001. He was very much fond of Cricket and Rabindra Sangeet and a Member of Bengal Cricket Association. He was a member of Rajya Sabha since 1985 to 2000. He was elected as Lok Sabha MP in 2004 and 2009. He was a member of various committees of the Parliament viz., Committee on Finance, Government Assurances, Ethics, Public Undertakings, Petitions; Joint Parliamentary Committee on Security Scam; Financial Standing Committee, Consultative Committee on Labour; Chairman Sub-Committee of Ministry of Labour on PF and ESIC, Ministry of Labour in Mines, Service conditions on Private School Teachers. He was the main instrument in bringing out the Security Scam of Harshad Mehta. He boldly published the list of willful defaulters of Banks when the Government refused to officially publish the same. There were many life threats to him.

He was President of GIEAIA since last 3 decades Since then until his death he guided us as captain of ship. We cannot forget his effective intervention and role played by him in limiting the kilometers to -150- when TMP was imposed on us with unlimited kilometers in the year 2006.

In the battle against the Government on New Economic Policy, he played a pivotal role and succeeded in his attempt in uniting all Central Trade Unions irrespective of political affiliations, including INTUC and BMS and other independent federations. He always called upon the workers to learn and practice Trade Union Politics i.e., against any attempt by the State or Central Governments to snatch away the hard earned rights and exploitations which is very much important in today's context. Even at his last few months when he suffered from dreadful disease, all his thoughts and deeds were only as to how we have to face the attacks unleashed by the present NDA Government, how to organize the working class for bigger struggles including strikes. If we visit his tiny house, no one can believe he was member of Parliament for around - 25 - years. He was so simple, kind hearted and a man like jack fruit - which has its thorns outside, but when thorns removed gives us sweetest fruit with flavor.

We have lost a wonderful leader who always thought and lived for the cause of the workmen. Let us pledge to carry his works forward and fulfill his wishes to get the best for the working class and to fight against any government which does injustice to them which will be our best homage to him. Com.Gurudas Amar Rahe. Lal Salam to Com.Gurudas.

- K GOVINDAN

## Communications

**Sri.Arvind Kumar Saxena,** Date: 16.11.2019  
Deputy General Manager (Personnel),  
Oriental Insurance Co. Ltd.,  
Head Office, New Delhi.

Dear Sir,

**Re: Declaration of Sr. Assistant Promotional Vacancies - 2019 Exercise**

We have come across an internal communication of Ms.Meena Gupta, Chief Manager (Personnel) through whatsapp addressed to all Regional Offices under ref. No.Pers/HO/PRM/SA/2019 dt.11.11.2019 on declaration of Sr. Assistant promotional vacancies for the year 2019. Though the subject suggests it is implemented based on the Promotion Policy for Supervisory, Clerical & Subordinate Staff, **we are surprised and shocked to note that this time the management has deviated and violated the norms of the policy and advised the ROs "not to declare the Station-wise vacancies, but the posting shall be offered on need base"**. This type of deviation of promotion policy is very much irregular and objectionable, particularly when management had no detailed discussion on this issue with GIEAIA, the only check-off qualified Class 3 and 4 Union in Oriental. When our representatives while referring the above internal communication had a discussion with your good self on 14<sup>th</sup> instant, we have been asked to give our views over the same. Rather we call upon the management; GIEAIA should have been called by you for discussion when you go for amendment to Promotion Policy. However, we are giving below our following views over the issue as an immediate reaction:

1. In the absence of station-wise identified vacancies, as one year moratorium period is imposed in the promotion policy for non-acceptance of promotion, the eligible employees will find it difficult to decide whether to apply for the promotion or not.

2. The norm of need based posting may be mis-interpreted and may subject to whims and fancies of the Regional Authorities. There will be every chance for victimization.

Hence, the above **norms of not to identify the station-wise vacancies shall not be accepted unless the posting norms is changed to: "the promotees will be retained in the same station from where they are promoted. Otherwise, based upon their preference, posting shall be offered."** In the present situation, there is acute shortage of staff in all offices and centres and hence we hope our suggestion shall be accepted by the management in the interest of all concerned. We also hope management will call us for discussion on the issue of Amendment to Promotion Policy of class III and IV employees.

Please acknowledge.

Thanking you,

Yours faithfully,  
**(K GOVINDAN)**  
General Secretary

c.c.to: Sri.Navneet Doda, GMP, OIC, HO, New Delhi

**Sri. A.V.Girija Kumar,**  
Chairman, GIPSA,  
New Delhi.

Date: 28.10.2019

Dear Sir,

**Releasing of Ex-gratia in lieu of Bonus for the financial year 2018-19**

It is always the demand of GIEAIA that every employee of the company to be paid Bonus every year. However, the Managements have chosen to pay Ex-gratia in lieu of Bonus under the parameters of Bonus Act which are negative in nature. The PSGI Companies under the above provisions, normally pay every year the Ex-gratia to the eligible employees, which may be hardly around -100- employees, before Dussera. But this year, we regret to state, even after celebrating Diwali the same is not paid to them by any of the PSGI Companies. Hence, we request you to direct them to release the same without further delay.

Thanking you,

Yours faithfully,  
**(K GOVINDAN)**  
General Secretary

c.c.to: Smt. Tajinder Mukherjee, CMD, NIC, HO, Kolkata  
c.c.to: Sri.Girish Radhakrishnan, CMD, UIIC, HO, Chennai  
c.c.to: Sri.Atul Sahai, CMD, NIA, HO, Mumbai.  
c.c.to: Sri.Ravi Rai, CE, GIPSA, New Delhi.

**Smt.Tajinder Mukherjee,**  
Chairman-cum-Managing Director,  
National Insurance Co. Ltd.,  
Head Office, Kolkata.  
Dear Madam,

Date: 24.11.2019

**Compassionate Ground Appointments**

This has further reference to our earlier letter dt.04.09.2019 on the captioned subject, copy of the same is attached herein. With much disappointment we would like to once again request your good self to speed up the compassionate appointments pending for very long time, especially the applications which were rejected earlier without assigning any reasons, because of under qualification and hardly few months were left over for superannuation at the time of death of the employee. Further to this, the employees who were punished under CDA Rules died in harness, the applications for compassionate appointment of their dependents are also kept pending, even after considerable period of more than two to three months are over since the Board authorized your good self and CVO to consider the same.

Having lost the bread winner of the family the dependents are suffering with severe financial crunch and most of these employees were from Class IV cadre. **We fail to understand why there is inordinate delay to issue appointment orders to the dependents. In fact in a smaller way these appointments will complement staff to the starving offices.**

For your immediate information, we list out below the pending applications under various category:

**I. Dependent of bereaved Employee who were punished under CDA Rules seeking appointment:**

1. Mr.Harcharan Singh, S/o.Late.Daljeet Singh, Emp. No.31851, AO, LDRO - DoD 11.01.2015 - dependent interviewed on 13.3.2019.

2. Mr.Devendra Kumar, S/o.Late.Satvindra Jeet, Emp. No.30103, SBM, LDRO - DoD 08.07.2017

3. Ms.Khalida Babu, D/o.Late.K.S.A.Babu, Emp. No.46564, RC, DO6, CNRO - DoD 23.03.2017

4. Mr.K.V.Satishkumar, S/o.Late.N.Venkatesh, Emp. No.46541, Asst., DO6, CNRO - DoD 14.02.2018

5. Mr.R.Sunil Michael Raj, S/o.Late.Royappa Ramamurthy, Emp. No.46198, SS, DO9, CNRO - DoD 23.03.2017

6. Mr.Praveen, S/o.Late.Vikas Choudhary, BO, Tatibandh, Raipur RO - DoD 12.09.2016

7. To the dependent of Late.Mukesh Choudhary, JDRO

8. To the dependent of Late.Kunal Sengupta, CRO1

9. Mr.Prashant Chauhan, S/o.Late.Mukesh Chauhan, Emp. No.26646 - JDRO - Interview over

#### II. Dependents of diseased employee who died few months before superannuation:

1. Ms.Nancy Dey, D/o.Lae.Pulak Chandra Dey, Emp. No.11742,, CRO2

2. Ms.Priyanka Das, D/o. Late.Prabir Das, Emp. No.70369, CRO1

#### III. Dependent who is under qualified

1. Ms.Phool Wati, W/o.Late.Bhagat Ram, FTS, Emp. No.31485, DAB Chandigarh, CHRO, DoD 03.06.2016

IV. Dependent appointment rejected after interview without assigning any reason:

1. Ms.Disha Sandip Desai, D/o.Late.Sandip K.Desai, Dev. Offi, BO, Margoa, PRO, Emp. No.38300

2. Mr.Ranjeet Singh, S/o.Late.Jasbir Singh, Asst., Emp. No.30098, DO2, Chandigarh, DoD 02.03.2016

#### V.Appointments not cleared even after interviews are over:

1. Mr.Sandeep Sharma, S/o.Narendra Kumar Sharma, Emp. No.34108, RC, Medical Ground retirement on 5.1.2018 - interviewed on 12.12.2018 - LDRO

2.Mr.Pammi, S/o.Late.Anil Kumar, Emp. No.30686, FTS, DoD - 15.09.2017 - Interview over - LDRO

3. Mr.Karan Verma, S/o.Late.Kamlesh Kumar, Emp. No.31485, FTS, DAB, Chandigarh, DoD - 06.09.2016 - Interview conducted in April, 2019.

#### VI. Others:

1. Mr.Abhishek Sharma, S/o.Late.Rajendra Jeet, Emp. No.32616, Dev. Officer (Admin), DoD 01.05.2018

2.Mr.Suresh Kumar, S/o.Late.Roshini, Emp. No.31941, FTS, DoD -14.07.2018 -LDRO

3.Mr.Subod Kumar, S/o.Late.Kashmiri Lal, Emp. No.34008, RC, DoD - 18.07.2018 - LDRO

4.Mr.Balvindra Kumar, S/o.Late.Rishey, Emp.No.31188, SS, DoD -16.12.2018 -LDRO

5. Mr.Kushwant Singh, S/o.Late.Balram Singh, Emp. No.34504, Sr. Asst, DoD - 20.06.2015 - LDRO - We advised him to submit adoption certificate obtained from proper authority.

6. Mr.Bhagwant Singh, S/o.Late.Balbir Singh, Emp. No.31119, RC, DoD - 05.05.2016 - LDRO - we advised him to submit NOC of his brother who is abroad in Dubai.

7. Mr.Aman Kumar, S/o.Yudhvir Singh, RC, Emp. No.23301, DO, Hissar - Medical ground retirement - CHRO

8. Mr.Ranjeet Singh, S/o.Late.Jasbir Singh, Asst., Emp. No.30098, DO, Chandigarh, DoD - 07.03.2016 - CHRO - we advised him to withdraw the case filed in the court as HO said only after the same his application will be considered.

9. Mrs.Dimpal Sharma, D/o.Late.Gopal Dutta Sharma, Emp. No.21985, DoD - 08.04.2018 - DRO2

10. Mr.Ankur, S/o.Late.Subhash, Emp. No.20192, DoD - 18.04.2018 - DRO1

11. Mr.Ankit Kumar, S/o.Late.Vinay Kumar, DoD - Nov'2015 - DRO2 -Interview over

12. Mr.Himanshu Nagraj, S/o.Late.Gopal Krishna Nagraj, Emp. No.21974, DRO2 - Interview over

13. Ms.Arundhita, D/o.Late.K.G.Mehrotra, Dy. Manager, Emp. No.27204, DoD - 16.04.2015 - DRO1

14. Mr.Ayush Harkawat, S/o.Late.Ashok Harwat Harkawat, DoD - Year 2015 - JDRO

15. Mr.Lohit Asnani, S/o.Late.Suresh Asnani, Emp. No.24906, DoD -19.04.2018 - JDRO

16. Mr.Dakshit Verma, S/o.Late.O.P.Verma, Emp. No.24661, DoD - 16.02.2019, Ajmer - JRO

17. Mr.M.Rajesh Kumar, S/o.Late.P.A.Meganathan, Emp. No.46351, RC, DO9, CNRO - DoD - 24.02.2018

18. To the dependent of Late.R.Maran, SS, DoD - 21.11.2017 - CNRO

19. Mr.Pradeep, S/o.Lae.R.Sadasivam, Emp. No.45964, BC, Sirumugai - CBERO.

20. To the dependent of Late.G.Sambha Murthy - Raipur RO

We also would like to inform no other PSGI Companies are interviewing the dependents for appointment under compassionate ground. **Moreover, it is needless to mention even for recruitment of Assistants from the open market the system of interview is dispensed with by the management.** Hence, we request you to dispense the system for compassionate appointment also.

We request you to advise the department to speed up the process on war footing basis and we are hopeful without any more reminder your good self will ensure issuing of compassionate appointment immediately. **Otherwise, please take note that we may have to organize trade union actions at Head Office with the participation of the dependents of deceased / medically retired employees.** Hope, your good self will not push us to the same.

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

Thanking you,

Yours faithfully,

**(K GOVINDAN)**

General Secretary

c.c.to: Sri.Ravi, GMP, NIC, HO, Kolkata.

c.c.to: Sri.A.K.Jha, DGMP, NIC, HO, Kolkata.

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

c.c.to: Sri.T.Mohan Narayana Rao, CMP, NIC, HO, Kolkata.



**Smt.Nirmala Sitharaman,**  
Hon'ble Finance Minister,  
Government of India,  
New Delhi.

Date: 18.11.2019

Dear Madam,

**Re: Seeking appointment on our issues of Wage Revision and Pension to LPA Employees**

We, General Insurance Employees' All India Association (GIEAIA) representing majority of the Class 3 and 4 employees in Public Sector General Insurance Companies would like to seek your appointment to represent the following important issues which require your urgent attention:

1. The Public Sector General Insurance Employees are due for wage revision from 1<sup>st</sup> August, 2017. We have submitted our charter of demand to General Insurers Public Sector Association (GIPSA) and its Member Companies viz., National Insurance, New India Assurance, Oriental Insurance and United India Insurance Co. Ltd. on 1<sup>st</sup> August, 2017. After many reminders and carrying out trade union actions expressing the displeasure of the employees, we have been invited only once for a preliminary meeting on 04.04.2019 by the management and the meeting ended up without any official financial offer quoting the Election Commission's Code of Conduct. Whereas, by that time two other industries in the Financial Sector viz., Banking Industry and LIC offered wage pack with 10% increase. After the present Government sworn in, periodically many rounds of discussion is being held with the Trade Unions in Banking Industry by IBA and presently they are offered 12% wage increase. But, to our utter dismay, GIPSA has not invited the Check-off qualified unions till date. The employees, whose genuine aspirations are not meted out, are upset over the non-responsive attitude of the management. Under the circumstances, we request your good self to suitably advise the Department of Financial Services to direct GIPSA to invite us for discussion with an offer.

2. We are thankful to the ex-Finance Minister, Late.Sri.Arun Jaitley, who made us to realize our long pending demand of Final option for Pension. However, a small section of employees around -70- in numbers, whose services were permanently transferred from Loss Prevention Association of India (LPA) to GIC Re and four PSGI Companies in the year 2006, were denied to join the scheme on flimsy technical ground. The irony is even the employees who joined the PSGI Companies upto 31st March, 2010 i.e., after the permanent transfer of these employees were already covered under the General Insurance Employees' Pension Scheme, 1995. We have represented the matter to GIPSA, its Member Companies and also to the Secretary, MoF, DFS vide our letters which are attached herein for your perusal. These employees who served the insurance industry as LPA and PSGI Employees for more than three to four decades are deprived of the Social Security Scheme which is being offered by the Government to all employees including unorganized workers. Hence, we seek your intervention in the matter to extend the benefit to these employees.

We would like to meet your good self to make our representation in person for whom we request you to give us appointment at your convenient time and place.

Thanking you,

Yours faithfully,  
**(K GOVINDAN)**  
General Secretary

**The Chairman-cum-Managing Director** Date: 28.10.2019  
United India Insurance Co. Ltd.,  
Head Office, Chennai.

Dear Sir,

**Re : Closure and Merger of Offices**

We would like to bring to your kind attention that on the above issue we had discussion with Sri.R.Balaji, DGM (Marketing) on 9th September, 2019 and further with Smt.Susmita Mukherjee, GM (Marketing) in the presence of Sri.M.Shahul Hameed, GMP on 18th ultimo. In both the meetings, we expressed our displeasure on non-disclosing the information on the parameters under which the management propose the same and what are the offices identified as such and came to know the proposal only through whatsapp.

For this, we have been appraised that during last financial year itself the management identified around -255- offices which are continuously incurring losses, showing negative growth etc. After identifying the same a team of officials was deputed to all Regional Centres to have discussion with Regional In-charges and then to Divisional / Branch in-charges on what steps shall be taken to revive the same and the action plan to improve upon their performance. They held meetings with staff of the concerned office also. Based on the discussion and steps taken, the number of offices pruned to -55-. After this also three to four meetings were held with the Regional In-charges on how to streamline these -55- offices.

Reacting to the same, we said these informations are divulged only after we approach the officials and the representatives who visited the Regional Centres should have held meeting with our officials. If discussion was held, we would have alerted our units and invited suggestions as to how to improve the operational results positively from negative and it is unfortunate it has not taken place. GM (Marketing) replied that they have taken note of the same and assured to keep us abreast of the information. She appreciated our concern on the issue. She also requested us to give our inputs to take final call on the matter. She said no final decision has been taken on the closure or merger of these offices by the Board. Only after analysing the steps taken and proposed to be taken by Regional / Office-In-charges for revival, recommendations will be sent to the Board for a decision. Finally, GMP assured till the Structured Meeting is held with the Trade Unions / Associations, no decision will be taken.

In the Structured Meeting held with our organization on 15th instant, we appraised the above to your good self, gave various inputs and requested you to advise your Regional In-charges to call our representatives and appraise them. For this you said these offices pruned further and finally -19- such offices are identified and the proposal on the same will be placed before the Board of the Company for their approval and sought our co-operation.

As we have come across whatsapp message once again with details of -19- offices, to get officials confirmation from the management, today we met Smt.Susmita Mukherjee, GM (Marketing) and sought the list. For this she said as the approved list of offices is still awaited, she is not in a position to divulge the information officially. Further, she said another set of -58- offices are identified based upon their performance for the last three financial years. She assured to have discussion over the same with the representatives of the Check-off qualified Unions / Associations at Regional level with all details. She further assured to communicate the same

to the Regional In-charges in the meeting scheduled on 8th and 9th November, 2019. Immediately after this, we met Sri.M.Shahul Hameed, GMP and appraised him the meeting held with GM, Marketing and requested him to provide the list of -19- offices proposed to be closed / merged / degraded / shifted. He assured to provide the same, no sooner official Board Note is received and will have discussion over the modalities.

Sir, we are unhappy over what happened and request your good self to advise the department to call GIEAIA's entire negotiating team immediately to discuss the issue and to arrive at consensus at Head Office level without further delay.

Thanking you, Yours faithfully,

(K GOVINDAN)  
General Secretary

c.c.to: Smt.Susmita Mukherjee, GM, Marketing, UII, HO, Chennai.  
c.c.to: Sri.M.Shahul Hameed, GMP, UII, HO, Chennai.

**Sri. A.V.Girija Kumar,**  
Chairman-cum-Managing Director,  
Oriental Insurance Co. Ltd.,  
Head Office, New Delhi.

Date: 24.11.2019

Dear Sir,

**Re: Request for a Special Promotion exercise for promotion to all eligible FTS, Sub-Staff and Drivers to the cadre of Assistant**

This has further reference to our various correspondences since 2017 rest with you on the captioned subject. The latest one, the discussion we had with your good self in the Structured Meeting held on 10<sup>th</sup> July, 2019 and personal discussion the undersigned had with DGMP on 3rd October, 2019 and we have been informed that clarifications sought by some of the Board Members have been provided and hopefully the approval will be obtained by the month end. But we are sorry to state that even now it has not taken place.

You are well aware, except Oriental, National and United India have carried out the exercise more than a year before. **Moreover, in United India under your stewardship the exercise was carried out first among the PSGI Companies.** These employees have completed more than -20- years of service and are still serving in their initial recruitment cadre. **Whereas, all others in the company were given fair opportunity to get two or three promotions within similar period of service and some of them are even given the opportunity once in two years.** We see this as discrimination is in its highest level.

The present situation of the staff strength is alarming and in most of the offices hardly few Class III employees are there and unlike other two PSGI Companies viz., National and United India, the Oriental has not carried out the recruitment of Class III employees. Now the merger of three PSGI companies is fast moving and the Class IV employees of Oriental alone will be at disadvantageous position when compared to other two companies **wherein these employees already gained one or two years' seniority for further promotion.** By promoting these employees the company is not going to lose much financially as **they are already in the scale of pay of Assistants. Rather, the company will get little more staff to carry out core activities of underwriting and servicing of claims.** Hence, we urge upon you to carry out the special exercise for promotion to the cadre of Assistant without further delay.

A line of reply on the action initiated in this regard is highly appreciated.

□□□

<b>ALL INDIA CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS</b>			
	<b>BASE YEAR</b>		<b>M</b>
	<b>2001=100</b>	<b>1960=100</b>	
<b>AVERAGE = 6551.03</b>			<b>460</b>
<b>2018</b>			
<b>JANUARY</b>	<b>288</b>	<b>6573.86</b>	
<b>FEBRUARY</b>	<b>287</b>	<b>6551.03</b>	
<b>MARCH</b>	<b>287</b>	<b>6551.03</b>	
<b>AVERAGE = 6558.64</b>			<b>462</b>
<b>APRIL</b>	<b>288</b>	<b>6573.86</b>	
<b>MAY</b>	<b>289</b>	<b>6596.69</b>	
<b>JUNE</b>	<b>291</b>	<b>6642.34</b>	
<b>AVERAGE = 6604.29</b>			<b>474</b>
<b>JULY</b>	<b>301</b>	<b>6870.60</b>	
<b>AUGUST</b>	<b>301</b>	<b>6870.60</b>	
<b>SEPTEMBER</b>	<b>301</b>	<b>6870.60</b>	
<b>AVERAGE = 6870.60</b>			<b>540</b>
<b>OCTOBER</b>	<b>302</b>	<b>6893.42</b>	
<b>NOVEMBER</b>	<b>302</b>	<b>6893.42</b>	
<b>DECEMBER</b>	<b>301</b>	<b>6870.60</b>	
<b>AVERAGE = 6885.81</b>			<b>544</b>
<b>JANUARY</b>	<b>307</b>	<b>7007.55</b>	
<b>FEBRUARY</b>	<b>307</b>	<b>7007.55</b>	
<b>MARCH</b>	<b>309</b>	<b>7053.20</b>	
<b>AVERAGE = 7022.77</b>			<b>578</b>
<b>APRIL</b>	<b>312</b>	<b>7121.68</b>	
<b>MAY</b>	<b>314</b>	<b>7167.33</b>	
<b>JUNE</b>	<b>316</b>	<b>7212.98</b>	
<b>AVERAGE = 7167.33</b>			<b>614</b>
<b>AUGUST</b>	<b>319</b>	<b>7281.46</b>	
<b>SEPTEMBER</b>	<b>320</b>	<b>7304.29</b>	
<b>OCTOBER</b>	<b>322</b>	<b>7349.94</b>	
<b>AVERAGE = 7311.90</b>			<b>650</b>
<b>NOVEMBER</b>	<b>325</b>	<b>7418.42</b>	
<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>			

# Glimpses of GIEANZ Working Committee Meeting held at Karnal on 2<sup>nd</sup> & 3<sup>rd</sup> November 2019



Discourse on proposed Labour Laws Amendments by Adv. Thampan Thomas , Secretary- HMS and ILO Representative organised by GIEAISZ Kerala Branch at Ernakulam



# Glimpses of Demonstrations held across various centres in India



# Spreading Wings



**Our Loan Schemes**  
Mid Term Loan  
Education Loan  
Paryatan Loan  
Travellers' Loan  
Emergency Loan

**Our Deposit Schemes**  
• Fixed Deposit Scheme  
(Simple Interest)  
• Pension Deposit Scheme  
• Kalpataru Deposit Scheme  
(Compound Interest)  
• Recurring Deposit Scheme

## OUR BRANCHES

**Yogakshema Branch**  
Yogakshema, Ground Floor  
East Wing, J. B. Marg  
Mumbai-400021  
Tel.: 22027518, 22022226/7

**Thane Branch**  
Jeevan Chintamani,  
Thane  
Tel.: 25803291

**Santacruz Branch**  
New India Building,  
Santacruz (W),  
Mumbai  
Tel: 261066893 / 94

**Fort Extension Counter**  
Bombay Mutual Building,  
3rd floor, Sir P. M. Road, Fort,  
Mumbai-400001  
Tel.: 22687300  
Loan & Recovery dept.:  
22687300 / 22694838 / 22694840.



**Shri Ramesh Bhat**  
Chairman

**Shri Jitendra Pawar**  
Vice-Chairman

## VIMA KAMGAR CO-OP BANK LTD.

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