

# THE NEW INDIA ASSURANCE OFFICERS' ASSOCIATION

(REGISTERED UNDER THE TRADE UNIONS ACT, 1926 REGN NO. 7380)

NEW INDIA ASSURANCE BLDG., 87, M.G. ROAD, MUMBAI - 400 001

<http://www.niaoa-hyd.itgo.com>

## President

Shri. T.S. Par Oli

## Vice Presidents

Shri D. Ganguly  
Shri V. K. Shetty  
Shri K.V. Raju  
Shri Madhu Elayath  
Shri Ram Mohan Reddy  
Shri Manoj Muir

## Gen. Secretary

Shri K.K.Mozumdar

## Joint Secretaries

Shri S Balan  
Shri Arun Joshi  
Shri S. Malakar  
Shri Ashok K Biyani  
Shri (Dr.) R S Walia  
Shri Vijay Sharma

## Treasurer

Shri Mahesh Joshi

To

Date: 1-8-2009

**All Members of NIAOA/  
All Regional Committees**

**(Please read & circulate among all officers)**

Dear Member,

### **Sub: Wage Revision Talk- 4<sup>th</sup> Round**

Yet one more round of GIPSA wage-revision talk concluded in Hyderabad on 31<sup>st</sup> July 2009. As expected GIPSA continued talk in predicted line.....

- **By offering Overall Wage Hike of 15%,**
- **Introducing one more additional condition in the management agenda**  
i.e. Annual GDPI Growth rate to be minimum 8%.

But the notable point of GIPSA strategy was to arrange for issuance of the **Notification on Check-Off Process with Revised Condition** on the same day in all member companies when all Principal Office Bearers of All Checked Off Associations were taking part in Wage Revision Talks.

But NIAOA leadership (represented by Mr. T.S.Par Oli, President and undersigned) was well prepared. Considering our knowledge, maturity and organizational skill we knew that for the greater interest of entire officers' community we have to lead the talk from the front, which we did. Our initiative led all other groups to remain focused on issues and restricted GIPSA to divert from topics. So Round Four Talks belonged NIAOA which ultimately put GIPSA in a defensive position at the end.

At the first place, we rejected the Offer of 15 % hike as that only takes of our Wage Erosion due to Price Rise. It does not meet any where near to our Charter Of Demand asking for 60% Hike. We put forth our argument telling that our Charter is based on facts and systematic calculation to take care of Wage Erosion and then to pay us for the increase in our Productivity which had taken place in post SVRS scenario. The basis for GIPSA Offer was well challenged with the Facts and Figures which we had with us. At the later stage of discussion we also submitted few likely arguments that can be put before Govt. justifying our demand and bringing further improvement in the GIPSA's Offer.

Then, we continued our argument for **de-linking** Management Agenda from Wage Talk **and withdrawing** some of the Management Agenda Like..... **Lateral Entry, .....Short Term Services, .....Flexi-pay and Variable Pay, .....** **Compulsory retirements on the ground of Gross Inefficiency.** It may be recalled that in the 3<sup>rd</sup> Round Meeting itself, when these agenda was introduced, in order to restrict any foul play by Management, NIAOA already had its Written Reply ready and handed over our Protests alongwith our comments in the same meeting itself. Because of our maturity experience and knowledge we believe that **it is not only important to negotiate % of hike but we have to negotiate management agenda also very tactfully so that damages are minimum.** This time NIAOA once again reminded GIPSA that in the changed Political and Economic Scenario when a major change in Ownership Pattern, can not be ruled out, majority of these Management Agenda can be misused against large section of employees. Therefore, they should not press for implementation of these conditions and modify/drop some of these.

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During the talk from CONFED side, demand for **3<sup>rd</sup> Option for Pension** and **Appointment on Compassionate Ground** also Featured.

Then, on the issue of GIPSA's Proposed changes in Check-Off system, all associations lodged their strong protest. NIAOA and CONFED leadership took the lead in dealing with the subject. Initially GIPSA spokes person tried to disassociate himself from owning the responsibility of designing this circular but later under constant attack from all CONFED partners GIPSA CEO finally agreed to discuss with respective CMDs and assured to respond to our concern within Monday. President, NIAOA demanded GIPSA to take decision then and there, by talking to respective CMDs and halting the implementation of the circular in that regard. This encouraged all others present to press for the demand for withdrawal of the circular and hold a separate discussion on the matter. We took the initiative of drafting a Brief Joint Petition then and there and submitting the same duly signed by representatives of all Associations.

However, having known the deceptive nature of GIPSA by their past performances, we would like to prepare ourselves for a long-tern battle. **Therefore, I request you all to remain prepared for any industrial action including strike.** Please remember if you fail to respond it with whole heartedly by participating in all agitation programme you will loose your strength for ever and in the event of Change of Ownership pattern or any other form of injustice you will not have the advantage of collective bargaining.

Regarding Wage-Revision, the meeting concluded with a comment from CEO, GIPSA that sentiments/arguments expressed by all association will be placed before our owner (i.e before GOVT.) though they are not aware of what will be the ultimate decision of owner. Friends, so far without much struggle and sacrifice we have been able to achieve an overall hike of 15 %, but that is not the end. Though to an extent we have to watch-out for developments in other financial sectors (like banks and LIC) but **now perhaps time has come for sacrifice. If required we have to resort to lawful agitation process, even if required go for strike at a very short notice.** Please remember it is you who have to decide what you want..... a decent and justified pay hike or .....remain poorly paid for ever.

Lastly, I end my communication with an appeal for **UNITY OF ENTIRE OFFICERS' COMMUNITY** and we assure NIAOA understand Officers' need better than any body else. While NIAOA is committed to uphold the dignity of officers it also respects all other worker classes, who are serving the causes of their own classes. So we hope for success in entire wage-revision process, both collectively and independently.

With best Wishes,

Yours truly,

**K.K.Mozumdar**  
**All India General Secretary**

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