

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>

(Affiliated to National Confederation of General Insurers' Officers Association)

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Shri. T.S. Par Oli

Vice Presidents

Shri D. Ganguly
Shri V. K. Shetty
Shri K.V. Raju
Shri Madhu Elayath
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Shri (Dr.) R S Walia
Shri Vijay Sharma

Treasurer

Shri Mahesh Joshi

Date: 21-12-2009 (late evening)

To

**All Regional Committees of NIAOA/
All Members of NIAOA /
All Officers of New India Ass. Co. Ltd.**

Dear Friends,

Re: Wage Revision Talks- 5th Round Discussions

With grief and anguish, on behalf of NIAOA Central Committee, I am constrained to inform you all, that certain unexpected development took place in the process of **Wage Revision- 5th Round Talks** at Kolkata on 22-12-2009 as the GIPSA and our Company Management created a coercive atmosphere in the process of talks. At a very short notice, they informed us about restriction of participation of any Branch Managers and Divisional Managers in Wage Talk. Though earlier we had an idea about the Hidden Agenda of GIPSA to divide us now we feel it is a blunt and direct attempt to divide the officers' community in two wings- administration and development.

Though it is an uncommon practice but still We prefer to reproduce relevant portions of the correspondences exchanged between management and us to make you aware of the danger ahead of us and how an attempt being made to break the age-old harmony among officers in development and officers in administration.

Excerpt from New India Management's letter to NIAOA:

" We have been given to understand from Mr. A.K. Singhal, Chief Executive, GIPSA that you have sent the names of two delegates for participation in discussions on Wage Revision – 5th Round at Kolkata, which is to be held on 22.12.2009. We understand that you have nominated Mr. T.S. Par Oli, presently Divisional Manager, Chennai and yourself for participation in the said wage revision discussion.

We have been asked to communicate this to you by GIPSA that the nomination of delegates needs to be in consonance with the rules of the Check-Off-2009.

We would like to draw your kind attention to the point No.2.3 of the terms and conditions for Check-Off Exercise- 2009, which clearly stipulate:-

**VERY IMPORTANT CIRCULAR
Please Read and Circulate**

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2.3:- It shall be a condition precedent that Union/ Association representing Class I officers including Associations representing SC/ST officer shall neither allow nor appoint any Officer-in-charge of any Operating Unit/ Office (BO/DO/Extension Counter) to hold office bearer-ship of any level in the Union/ Association, so long as they are functioning as Officer-in-Charge of Operating Unit/ Office of the Company. However, such Officer-in-charge may be allowed to be enrolled as Ordinary Members of the Union/ Association/ Welfare Association.

Hence you are requested to send us the names of delegates afresh in consonance with the rules of the Check-Off Exercise- 2009. "

Excerpt from NIAOA's response to New India Management:

"This has a reference to GIPSA's email dated 16-12--2009 followed by another e-mail dated 16-12-2009 from our Corporate Management objecting to the Nomination of Mr. T.S.Par Oli's name in the next round of Wage Revision discussion at Kolkata on 22-12-2009 just because he is a Divisional Manager and also informing us to send us the names of delegates afresh in consonance with the rules of the Check-Off Exercise-2009, thereby indicating no Branch and Divisional heads can participate.

In response to such unexpected development, we would like to place the following facts for your next course of action:

1. We have filed our nomination in the last check-off exercise subject to the outcome of the WP 16311 of 2009 in Hon'ble High Court of Madras. As interpreted, from the Judgment Copy, Hon'ble Court had clearly indicated that based on Respondents' (i.e. management's) own declaration **"that petitioners are free to make their own bye-laws and respondents no intention to interfere with so called internal affairs of respective associations"**; had specifically restricted only Scale V officers from becoming members and automatically becoming office bearers. Thus, in true spirit of the said judgment, your decision to deny permission to any specific person/ office bearer other than Scale V in the Wage Revision Talk needs a thorough review.
2. Leaving apart all such legality, we sincerely **believe both morally and ethically**, no Wage Revision Meeting is justified unless it is represented by different sections of officers' community. Since ages Officers' from Development and Administration Functions have remained like inseparable twin brothers. Your attempt to create a rift between this two will never be accepted. We therefore, unless we are properly represented by people of our choice representing different section of officers community, we are debarred from all freedom of thought and freedom of expression.
3. Moreover, knowing fully well that none of the associations in our company have been provided with the complete list of membership till the date of issuing the said mail and then just denying justified nomination without any prior notice does not allow us the level playing field in any form. In fact, even somebody wants to buy your argument (which we have been objecting), there is

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no scope for even to re-constitute any existing committee in absence of membership list and a reasonable time period for that.

It indicates that in true sense GIPSA Companies have no intention to have a free and fair atmosphere during the said meeting. Thus, without further elaboration, with deep anguish, **we inform you that unless you review your decision immediately and inform otherwise we are left with no other option but to express our inability to participate in the said meeting under coercive atmosphere.** "

All this unexpected development forced us to think:

- How long we all New India Officers' community continue to succumb to GIPSA's arm twisting tactics and go on accepting one after another humiliating conditions imposed on us?
- Can we deny the fact that so far, officers in Development and Officers in Administration were just like inseparable twin brothers? Should we allow GIPSA successfully divide the officers community into two parts and still go for Wage talks?
- If GIPSA continues with this type of attitude and delays the Wage Revision deliberately, will we all be able to maintain our performance level in coming days?

Friends, this **denial by Management is not for any individual but for the entire community of BMs and DMs at all levels.** After detailed analysis of the chain of the events, we felt we can not hold the talks under a coercive atmosphere. Therefore, being fully aware of the risk of taking such strong steps, **as initial part of response, we have a taken decision to withdraw from the on-going 5th Round Wage Discussion just to register our resistance to unjustified decision imposed on us.** Of course, it is left to future to decide what is wrong and what is right and only after receiving response from various sections officers All India Committee shall decide our next course of action.

With all good wishes,

Yours truly,

K.K.Mozumdar
All India General Secretary

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