

**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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Dated: 18.03.2010

Shri. M. Ramadoss,  
The Chairman-Cum-Managing Director,  
The New India Assurance Co. Ltd.,  
Head Office, 87, M.G. Road,  
Fort, Mumbai.

Dear Sir,

Re: **WAGE REVISION & PENSION SCHEME-NOTICE FOR  
AGITATION.**

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You are aware that the pay revision has fallen due from August 2007 and after submission of our Charter of Demands, the management has initiated the pay revision process in November 2008.

So far, five rounds of talks were held and barring one round at the initial stages, all other meetings were a common meeting of all the Unions/Associations, with no scope for any meaningful dialogue on core issues. On more than one occasion, in these common meetings, GIPSA representatives have sought to deviate from the pay revision issue by bringing in other contentious proposals where Unions/Associations were emotionally charged. The way in which these joint meetings have been conducted prove beyond doubt GIPSA's intention to scuttle the process instead of making a positive progress in wage revision and related issues. Thus, we have been forced to react to the core pay revision issues through our communications to Company management and GIPSA. But, we strongly feel, all our communications expressing our views on the issues involved have never been taken into consideration by the Management.

After the last meeting during December 2009, we have received communication from GIPSA dated 05.02.2010 for which we have communicated our reaction to you vide our letter dated 16.02.2010. In the said letter, we have sought your intervention to resolve the pay revision issue. However, so far, there has been no movement from your end. While developments are taking place in LIC, to take the pay revision process further, total silence from your side has caused much anguish among the Officers community. A deserving pay revision to motivate the work force especially the Officers community which has been taking the additional work load and pressure

is the need of the hour. But, lack of response to resolve the issues from your end has made Officers community frustrated and restive.

To impress upon you, to respond and come out with an offer in consonance with our Charter and to discuss the issues in line with our letter dated 16.02.2010, we are constrained to issue a notice of agitation for **TWO HOURS WALKOUT BETWEEN 11.30 AM AND 1.30 PM ON 31.03.2010** at all our offices. Please note that the Management alone is responsible for this situation and we will be forced to intensify our agitation in the event of the present stalemate is allowed to continue.

Thanking you.

  
T.S. PAR OLI  
PRESIDENT.

- CC:** 1. Finance Minister, Finance Ministry, GOI, New Delhi.  
2. The Secretary, Financial Services, Ministry of Finance, GOI, New Delhi.  
3. The Joint Secretary, Financial Services, Ministry of Finance, GOI, New Delhi.