

THE NEW INDIA ASSURANCE OFFICERS' ASSOCIATION

Regd Office, The New India Assurance Co. Ltd., 57 MG Road, 20th Floor,
Mumbai 400 001

Dear Members,

May 10, 2010

Re: 6th round of discussions on Wage Revision held at Mumbai.

This refers to the agitation initiated by our Association starting with the two hours walkout on 31st March 2010 which was deferred by us due to the assurance given by the Management for resumption of wage talks. Subsequently, NIAOA was invited by GIPSA on 8th May 2010 at Mumbai. The undersigned along with Mr. Vijay Sharma, All India Jt. Secretary, attended the meeting.

In the above meeting GIPSA had nothing more to offer than 17.5% revision (including non core) along with the same compulsory Organisational Agenda. Repeating the same offer was a dampener and expectedly we have completely rejected the offer and the conditions. They further communicated that one more pension option is not feasible due to huge outgo. However, we have strongly protested the same and insisted that one more pension option would be given to non-pensioners as already done in the financial sector.

We have already established a strong case for a deserving wage revision. The present IBA settlement need not be the benchmark for other financial sectors. Our fundamentals are very strong and we certainly deserve more respectable treatment in wage settlement but, GIPSA is still adamant in repeating its earlier inadequate offer.

We along with CONFED partners have expressed our extreme displeasure with the introduction of Clause 2.3 under the Check off guidelines which deburred the line managers to be Office Bearers of the Association. The point of creating a divide by the Management between the Administration and Development cadres was very clearly brought to the notice of the GIPSA officials present.

Friends, we have already expressed our serious concerns on the Organisational Agenda to the Management and have demanded detailed discussions on the same before implementation. It has also been impressed upon GIPSA on the earlier occasions and further in the meeting held today we have again emphasized that the Organisational Agenda should be de-linked from the Wage Revision process.

It has always been our consistent and sincere endeavor at every stage whether it be the wage revision, promotional policy etc. to bring the same to a respectable and acceptable solution through cordial discussions. But, GIPSA Management has not responded positively to the good gesture we have shown in deferring our 31st March strike based on its Chairman's letter assuring re-look in their offer of 17.5. This only exposes their lack of seriousness and sincerity in dealing this crucial wage revision issue.

We request our members to be alert and responsive to the ground realities & we solicit your solid support whenever an industrial action is called upon to achieve the desired results.

Yours truly,


(S. BALAN)

GENERAL SECRETARY