

LIC Agent's Organization of India

Sub: Charter of demands and achievements from L.Manjnath

Achievements 2003 – 2015 :

1. Group Insurance :

The sum assured for group insurance have been raised from Rs. 50.000/- to Rs. 5 lakhs for different categories.

2. Golden Jubilee year gift has been given to all the club member agents. Our demand is to give it to all Agents.

3. Gratuity :

The gratuity limit was raised from 2 lakh to 3 lakhs. Now our demand is to raise it to Rs. 15 lakhs and amend agents Gratuity rule by taking into account the entire service of the agent and to take the full commission earned during the service of the agents (first year commission m bonus commission and the renewal commission) and not to have any ceiling on it. We had a talk with the LIC Management regarding exemption of income tax and as per their suggestion we have sent a letter to LIC for their recommendation to the Finance Department. We have also sent a letter directly to the Finance Department.

4. Income tax deductible limit:

The income tax deductible limit of 50000/- which was in force since 1956 has now been raised to Rs. 20000/- though our original demand is to raise it to Rs. 1.6 lakhs.

5. Appointment of Do's

All the agents who passed the DO test have been appointed as Development Officers. Earlier, the quota for recruitment from agents was 20% and that was also stopped in between. It was based on the discussion with the LIC management that our demand to consider all the agents who pass the test was accepted.

6. Mediclaim

The group insurance (Mediclaim) of Club Members was revised.

7. Mediclaim settlement

The mediclaim settlement was brought to the Divisional level and made cashless.. We had to hold three rounds of discussions with the chairman and persuade him to make this change.

8. LIC has accepted our demand to raise car loan in 1st & 2nd advance.
9. Only the company price was given as vehicle loan earlier, which was changed to giving of complete price of the vehicle.
10. LIC has agreed to raise the pocket expenses for club members. Now our demand is to double the amount.
11. The convention allowance of CMs and ZMs has been raised.
12. Festival advance for all agents was increased on two occasions.
13. Persistency rule :
The anomalies in the persistency rule have been withdrawn and it will be implemented in 2014 only.
14. It has been agreed to pay interest –free medical treatment advance to all agents and family to the extent of 50% of the last year commission.
15. Interest free loan for computer and laptop advance for CMs and ZMs club members has already been agreed. However, we have demanded that it should be given to all agents.
16. Age limit for group insurance has been raised from 65 to 70 years. Now our demand is to raise it to 80 years with double accident benefit.
17. Directions have been issued from the Central Office to deduct the group insurance premium in time from the commission of agents.
18. We organized demonstrations, and discussed with IRDA officials against their order that ULIP policies launched at that time could be canvassed only by trained agents. This got exempted due to our efforts.
19. LIC has agreed to our suggestion to focus more on convention policies than on ULIP .
20. Stamp duty was got reduced from 40ps to 20ps per Rs. 1,000/- and thus helped LIC for austerity.
21. As a step to avoid omission of commission, LIC was made to enter the status report in the computer on the first day of recovery.
22. We could get increased MHR right for agents.

23. Loan facility was introduced for Bheema Nivesh policies after one year. SSS premium will be adjusted in the club member roaster. It has been agreed to verify the roaster with the signature of the agent, the circular for which has already been issued.
24. We are able to simplify medical examination procedures.
25. Branch managers and Asst. Branch Managers have been empowered to reinstate terminated agents.
26. House loan eligibility for agents was raised and interest on loan was reduced. So for Administrative circular is not issued.
27. We were able to re-introduce life membership for club agents. But the criteria is continuance of 25 years and completion of 60 years of age. Our demand is to give membership to all members who continue in the same club for 15 years.
28. The following anomalies in the IRDA circular affecting the agents could be rectified through our intervention.
 - a) Agent's commission should be voluntarily informed to the client.
 - b) The proposal form should be filled in by the policy holder. M
 - c) Agent's confidential report should be read out to the client.
 - d) The agent should carry IRDA licence and should be shown on demand.
29. The minimum qualification of pre-degree and CIS was got exempted for the agents existing prior to formation of IRDA.
30. Facilities of club members have been extended to both husband and wife if both are club members.
31. If the party is willing to go for a medical check up with the agent, it has been agreed that it is not necessary to go to the TPA .
32. It has been agreed to give one more opportunity for renewal of policy which has been lapsed after five years.
33. Pension :

Ours is the first Union which demanded introduction of pension for Agents. The earlier stand of LIC was that the renewal commission is the pension for the Agents . Our continuous efforts and the Private Member's bill in the Parliament resulted in changing the mind of the LIC Management and now they have introduced two pension schemes.

Ours is the only Union which demanded and succeeded in inclusion of LIC agents in the unorganized sector workers bill. It was a decision of our 2nd All India Conference. We demand that all agents whose renewal commission is below 1.5 lakhs should be included in the Swalamban Scheme. LIC should also make an equal contribution towards pension.

Samvardhan scheme, which is introduced by LIC itself also does not have a contribution from LIC. We request that an equal contribution may be made by LIC also. This is also paid as an incentive on a competition basis. This should be changed to an ordinary pension to all Agents We demand that all agents may be given a pension with equal contribution from the agent, government and LIC without any pre-conditions. This fund could be pooled and managed by LIC itself.

34. Though LIC has distributed software free of cost, it has been noticed that this is defective (BASMI). LIC has agreed to take corrective measures.
35. Initially an Agent was permitted to take only spouse on tour. Now, after a series of discussion with the management, it has been agreed to allow their unmarried children, parents and parents-in-law. As against submitting bills, vouchers, travel tickets etc., earlier, now it is enough to give only a declaration for getting reimbursement upto Rs. 14,000/-.
36. LIC has assured that exaggerating advertisements for recruitment of agents will not be issued henceforth.
37. LIC has agreed to release quality advertisements and ad films for attracting clients.
38. All agents removed the page from the LIC diary containing advertisement on direct marketing and posted to the chairman. For the last two years the diary did not contain this page.
39. All Agents who have completed 5 years of service and who have their own office can now canvass Micro Insurance Policies.
40. We have been able to get the DA house loan etc., raised.
41. The New Bhima Gold and New Jana Raksha will also be counted for the number of lives required. Health insurance plan, Health protection Plan and Jeevan Aarogya will be given credit for MBG.
42. Jeevan sathi will be considered for two lives of club membership as well as MBG

43. Agents who could not submit their PAN card have been allowed to renew their licences as a result of our interference. Though LIC had taken up this issue with IRDA for a long time no positive result was forthcoming.

44. IRDA had asked our opinion on introducing a new procedure of "Servicing of orphan policies" and we had suggested that only policies of the agents who are not eligible for renewal commission should be assigned to another agent. They have now agreed this.

45. IRDA has clarified that the proposal for selling products of other insurance companies is only for banks and not for individual agents.

46. According to IRDA the old agents were to be trained before 12th September for renewal of licence. Since we presumed that this was a step to slowly eliminate the agents, we interfered and made them withdraw this proposal.

47. Our suggestions on the new proposal form have almost been accepted.

48. The limit of legal evidence for settling claim in respect of commission and / or gratuity and or term assurance has been raised to Rs. 4 lakhs subject to certain conditions, due to our negotiation

In addition many other demands placed before LIC management are under consideration.

IRDA has seen for the first time in the history a Dharana in front of their office organized by LICAOL. The response was very quick.

MEETINGS WITH LIC CHAIRMAN AND SENIOR OFFICIALS AND SUBMIT THE CHARTER OF DEMANDS WITH DATES :

1. 05-07-2005 : Sri. A.K. Shukla , Chairman & Amitabh E.D. (MKTG) M/s shobhana murali Sec (MKTG) and Officials.
2. 14-11-2006 : Sri. Thomas Mathew. M.D.
3. 15-11-2006 : Sri. T.&Vijayan, Chairman & Amitabh E.D. (MKTG) M/s shobhana murali Sec (MKTG) and Officials.
4. 17-07-2007 : Sri. T.S.Vijayan, Chairman & A.K. Sahaoo and Sr. Officials
5. 04-06-2008 : Sri. T.S.Vijayan, Chairman and Sr. Officials
6. 04-12-2009 : Sri. Chattopadhyay, E.D. & Sr. Officials
7. 23-05-2010 : Sri. Mukesh Gupta , Marketing Chief
8. 10-08-2010 : Sri. Thomas Mathew J.M.D. and Sri Chattopadhyay, E.D. & Sr. Officials
9. 29-08-2011 : Sri. D.K. Mehrotra Inc., chairman and Sri. Roychowdhary.E.D. and Sr.Officials.
10. 20-06-2012 : Charter of demands submitted to chairman, LIC of India Yogakshema, Mumbai on 20th July 2012 as per the decision of the 3rd All India General conference held in Kolkata on 10th and 11th January 2012 .

MEETINGS WITH LOKASABHA SPEAKER, FINANCE MINISTERS and Deputy Finance Minister met and submitted the memorandum with dates :

1. 24-08-2004 : Sri. Somanath Chatterjee , Hon'ble Speaker Loksabha Delhi.
2. 25-08-2004 : Sri. P. Chidambaram , Hon'ble Finance Minister. Govt of India Delhi.
3. 29-11-2006 : Sri. P. Chidambaram , Hon'ble Finance Minister. Govt. of India Delhi & Sri. Somanath Chatterjee , Hon'ble Speaker Loksabha Delhi.
4. 18-07-2007 : Sri. Pawan Kumar Bansal, Finance Minister state, Insurance and banking, Govt. of India , Delhi
5. 04-08-2008 : Sri. Pawan Kumar Bansal, Finance Minister state, Insurance and banking, Govt. of India , Delhi
6. 05-08-2009 : Sri. Pranab Mukharjee , Finance Minister, Govt. of India , Delhi
7. 01-08-2011 : Sri. Yashwarth Sinha , Chairman Finance Dept., Parliamentary standing committee , Delhi.
8. 02-08-2011 : Sri. Pranab Mukharjee , Finance Minister , Govt. of India , Delhi.
9. 25-04-2008 : Bill No. 85 of 2007 dt: 25-04-2008 Introduced a Pvt member bill in Loksabha, by Com. Basudeb Acharia M.P. and president LICAOL
10. 04-12-2009 : Bill No. of 2009 dt: 04-12-2009 introduce a Pvt member bill in Loksabha, by Com. Basudeb Acharia M.P. and president LICAOL

22.02.2012 : Met the IRDA Chairman at Hyderabad

27.11.2011 : Smt Meera kumar Hon'be speaker in LokSabha delhi

29.11-2012 : Sri Pranab Minister , Finance Minister , Delhi

22.02.2012 : Met the IRDA Chairman at Hyderabad

27.11.2012 : Smt Meera Kumari Hon'ble Speaker Loksabha
New Delhi

29.11.2012 : Sri Pranab Mukarji Hon'be Finance Minister , Delhi