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NEWSLETTER NO. 26

STOP NOT TILL THE GOAL IS ACHIEVED

Dear Friends,

Greetings to all of you. We would like to draw your attention to the recent circular regarding Participation by ONGC in the Group Leave Encashment Scheme of LIC for payment of amount of leave encashment by LIC. The motive is not clearly understood as to why an existing smooth system needs to be dismantled and create a system whereby the employee shall be left at the mercy of an outside agency for getting his due.

The circular does not clearly spell out the scheme. Majority of executives feel this arrangement shall lead to disclosure of details of their bank account information and also about the profile of the employees ; extent of retiring executives of the organization to a third party which may not be good for the individual and the organization in future.

The process of TDS shall also become cumbersome where the individual shall have to claim the TDS deducted in his Form-16 after he/she receives it from LIC instead of the present scheme where it is a seamless feature. It is also not clear about the type of premium that ONGC shall be paying on behalf of the employee and whether that shall become part of perks later. Surprisingly, the scheme seems to be one where it is being forced upon an employee as instead of asking for an option all of us are being informed that if an employee does not dissent than automatically he/she shall become part of this scheme. The only benefit that the scheme offers is Rs. 5.00 lakhs group insurance scheme, which are very well covered by schemes like CSSS (which is to be reviewed now), existing group insurance schemes etc. In fact the scheme is totally devoid of any clarity.

In view of the above, it is suggested that we may not opt for the scheme and give our dissent. However, the webice is still not configured to input the dissent note. Our information is that this shall be configured shortly. Hence, all the employees are advised to opt for dissenting the scheme as it does not offer any benefit to the employees rather it shall result in inconvenience till a clear cut scheme is put in place for all to understand the prose and cons.

LONG LIVE ASTO

(Amit Kumar)
President -CWC

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