

Organ of Federation of Medical And Sales Representatives' Associations of India

60-A Charu Avenue • Kolkata-700 033 • Phone : (033)24242862 • Fax : (033)24244943 • www.fmrai.org • E-mail : fmrainews@gmail.com

Zonal convention

Albert David field workers prepare for further struggle



Albert David Zonal Convention North Zone



Albert David Zonal Convention South Zone

Albert David field workers are preparing for further struggle in view of realization of their pending demands and unresolved grievances. Even if nine successive wage settlements were signed between FMRAI and Albert David management and the 10th COD was submitted in March, 2018, the Albert David management, for long time, did not initiate any serious discussion on wage settlement. During this same period management precipitated many issues across the country. Sincere efforts by the committee members for amicable solutions did not yield result as the management failed to respond in the spirit of bilateral relationship. Salaries and expenses of the field workers were illegally deducted by the management in Uttar Pradesh, Uttarakhand and Maharashtra. Unbecoming of the management that enjoys cooperation of the union, the management used abusive languages during company

conferences and humiliated the field workers. In several instances they misbehaved with the field workers, including those in the leadership, during joint work in the field. Unlike in the past period covered by bilateralism, the management initiated unilateral punitive action and ignored all efforts of mutual discussion. The Company also launched a new division and many brands were shifted there. After long persuasion when the management called the Negotiating committee meeting on 31st August, 2019 to discuss on the pending COD, the management has put the condition of discussion on COD. The condition is that the increment policy will be to individual productivity and not the service seniority. When the committee members refused to accept this condition and explained the rational basis of the submitted COD, management did not respond positively and therefore the discussion could not proceed

any further.

In this background only the field workers of Albert David preparing for organizational readiness to conduct future ready struggle. Zonal convention comprising of field workers from South Zone was held on 22nd September 2019 in Chennai. Zonal conventions with participation of field workers from North and West Zone were held on 29th September 2019 at Delhi and Mumbai, respectively. All these conventions were successful with huge participation of Albert David field workers. These conventions were addressed by the leadership of all India council committee of Albert David and leadership of FMRAI. The East zone Zonal convention will be held on 13th October, 2019 at Kolkata, the city where the company's head office is located. If the management does not respond to sane voices, FMRAI shall have no option but to resort to suitable industrial action.

Minimum wage, right to workplace, no GST on medicines

Field workers went on strike in Odisha

In pursuance of state related demands of the field workers including the demand of minimum wage, social security, right to workplace and medicine related demands of the people including the demand of no GST on medicines, all section of field workers across the state of Odisha organized one day's strike on 9th September, 2019, at the call of OSRU, abstained from work, took out rallies, staged demonstrations and assembled in picketing points in cities and town throughout the state. Massive Dharna was

amongst the people and involving all section of the field workers and the fraternity, in the workplaces like hospitals, medical colleagues and wholesale markets. District Committee meeting and General Body meeting were held in 15 organizational districts of OSRU where the Secretariat members of OSRU were also present. Effective campaign was planned and success of the strike was ensured in such preparatory meetings. Strike notices were directly sent to 130 organized



staged in front of the State Secretariat at Bhubaneswar, the state capital. Month long campaign, popularizing the demands of the strike, during the month of August, 2019, was conducted throughout the state with posters, leaflets etc.

companies. Besides, strike notices were served to the executives in the field during joint field work. On 5th September, 2019 half-day Dharna were staged before District Administration or District

► To Page 2

National convention of workers in New Delhi calls for Nationwide General Strike on 8th January 2020



Press Statement

large scale retrenchment and closures. In the name of the recession, the Central Government is taking steps such as reducing corporate taxes, and giving them big bonanza to the tune of Rs.1.45 lakh crores from the national exchequer while not a single penny is spent to ensure job security or employment allowance to the workers. The government measures are supply-side, when all the economists are unanimous that the crisis is on the demand-side. While the Central Trade Unions are jointly demanding a national minimum wage of Rs 21000/- pm, pension to all, scrapping of NPS and restoration of the old pension

► To Page 2

National Open Mass Convention of Workers organized by the ten Central Trade Unions namely INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICTU, LPF, UTUC, independent federations and associations of various sectors including some independent unions called for a

nationalwide General Strike on 8 January 2020 against the anti-worker anti people anti-national policies of the Modi-2 Government. The national economy is slowing down. The adverse effects are already being felt by the workers in unorganised as well as organised sectors in the form of

Wage settlement in Union Drugs



The 4th wage settlement was signed successfully in Union Drugs on 27th September 2019 in Kolkata. The entry point in basic pay has been upwardly revised to Rs.4250 in the grade 1 level. After completion of 9 years of service the employees will be automatically fitted to grade 2 where the increments will also change in an upward manner. The existing basics will be fitted as on 31st March 2019 and any excess amount will be given as personal pay which

shall attract all statutory benefits. The existing VDA paid on April 2019 will be converted to Fixed Dearness Allowance with all statutory benefits and will continue to be paid till replaced by a fresh settlement. Subsequently VDA will be paid on point to point basis above the pegging index @ Rs1.25 per point instead off the current rate of Rs 1 per point. This will lead to enhanced rate of neutralization in future. With effect from 1st April, 2019, SPEs shall be entitled to 12% of their revised Basic Salary and PP as HRA per month. There has also been upward revision in Medical Allowance,

► To Page 3

Melancholy in the marketplace

Editorial

The economic slowdown has arrived and it is not just visible, but also admitted by the government. It was warned by those who are sensible, it was predicted by the informed critics and it was ever denied by the blind admirers. But this dreadful slowdown, a horror for the common man, and a self-inflicted injury of neoliberal economic path, has come. Now, supplies are plentiful, consumables are available not just next door, but at the door, at the click of a mouse. The plentiful market is glittering with all its glory but it is no longer attractive to the common man. The common man has nothing to pick up from the big marketplace. While some coffers are full to the brim, the common man's hand is empty. Does the economic slowdown not affect too many sectors and industries? Is it not the fact that the buying capacities of the people has declined enormously? Did the CEOs of processed food business, like Britannia or Parle products, not admit candidly that even Rs. 5 biscuit-packs are not selling? Did the Northern India Paper Mills Association not publish advertisement in The Indian Express that reads 'Indian spinning industry facing biggest crisis, resulting in huge job losses'? Did the Indian Tea Association not advertise similarly in the telegraph to draw the government's attention to their crisis? Does the auto mobile industry not scream in crisis, as their vehicles are not selling? Parle Product's category head Mayank Shah in an interview in Financial Express identifies high GST rate (18%) and unavailability of money in the people's hand. Recently published report of the National Statistical Office, Ministry of Statistics and Programme Implementation, statistically confirms that the private consumption expenditure has declined significantly in comparison to April-June, 2019 (from 7.3% to 3.1%) along with decline in GDP from 8% to 5% for the corresponding period. There is a recent trend under the present Central Government that the Statistical Offices are asked to either understate the setback or not to state at all. Considering this, the GDP and consumption expenditure growth may actually be even much lower than the published figures. When the problem arrives, there come explanations too. The finance minister holds press conference nearly every week. She justifies a thing or two and declares some decisions and concessions to the big brothers of the some industries every now and then. The industry bodies have their own explanation and their cries and screams are loud enough with fair audibility. But, here appears an observation from the people who are not uncomfortable in the matter of economy: 'Anemic wage growth, rising unemployment and layoffs in certain sectors of the economy have not just created utter distress in the labour market but also shaken consumer confidence and choked demand' (Downturn demystified, Tanusree Chandra, Observer Research Foundation, 04.09.2019). This what the Trade Unions, including FMRAI, are continuously pointing out is that the big bang reforms are nothing but deplorable means of pleasing the big business at the cost of the health of the economy and at the expense of the life and livelihood of the

workers, peasants and the common people. In this path, therefore, wage growth has become not just anemic, rather the real wage is demonstrating landslide downfall when money wage is stagnant and price rise is reckless and unexampled. Joblessness is widespread; and there is lay-off, 'separation', retrenchment and closure in large number across industries. Unemployment rate in agriculture and industries is at its highest at this hour. Statistics shows that employment situation is worst in last 45 years. There is wage suppression too. People those who do not have any stable earning, or any earning at all, are not able to purchase a pack of biscuits for their children. People do not have money in their hands. Now demands fall and melancholy occupies the marketplace. The industrialists are alarmed. Even a newspaper that is avowedly pro-reform and pro-industry publish article that criticizes raw inequality and confesses that in spite of vast inequality the workers and common people are enduring and tolerant. 'Considering its glaring income, wealth and consumption inequalities, India is a surprisingly calm society. However, when purchasing power dries up to the extent that rural laborers and urban blue-collar workers have to think twice about cheap munchies, then the situation is desperate. The culprit is deep-rooted wage suppression, a long-term issue, that needs attention' (Even Rs 5 biscuits are now too pricey for Indian workers, A. Mukherjee, The Economic Times, 25.08.19). In fact, the neoliberal restructuring and now this slowdown has affected field workers quite acutely. All significant areas of their job, especially, wage, job security, workload and service condition have been adversely affected. Virtual non-revision of wages year after year, non-payment of legitimate price-rise compensation (VDA), non-payment of minimum wages, absence of service seniority element in the wages are other benefits keep the wages of vast mass of field workers effectively stagnant. In small and medium sized enterprises field workers draw such wages that keep them plunged in perennial poverty. In organized companies field workers are rudely denied of recognition of their union, and thereby preventing collective wage settlement and rightful revision of wages. Even in the companies where the management negotiate wages and sign agreement with FMRAI, the management themselves spontaneously talk about decline in economic activities, distress of GST and criticizes all the government policies that ails the company and the industry, and through all this points they attempt to justify management's offer and with a view to strike a hard bargain on the question of wage increase. The industry masters also admit slowdown when they demand concession or bailout package from government. But, they deny the facts of buying capacity decline (and economic slowdown) when they implicate field workers and unjustifiably punish them on the question of sales performance. At that time they refuse to admit that sales do not come easy in the days of economic slowdown. On the contrary, field workers are asked to meet their sales target value-wise, product-wise, month-wise. If the contemplated sale does not come, then field workers are uprooted from their present places of work and are transferred to headquarters at distant places. The same employer, with wide-ranging

economic wisdom, put field workers in the dock and interrogates them on the matter of sales. In absence of uniform and statutory rules defining the job responsibilities of field workers, the companies marketing pharmaceutical and other FMCG products, forces irregular, and even toxic, service and working conditions upon field workers and hold them responsible for every bit of sales outcome. In the days of economic slowdown sale does not come easily but torture increases. Such a situation, coupled with breakneck competition, immensely increases the workload of the field workers. Adding fuel to fire, field workers are tracked round the clock through gross (and unconstitutional too) abuse of internet, electronic gadgets, apps and social media. In response to slowdown the present government has announced big-ticket tax concessions to the big business houses. This huge tax relief to the corporate will cause revenue deficit to the tune of Rs 1.45 trillion. Government expects that this concession will inspire the industrial giants and they will make investment and thousands of people will get employment, get back their buying power and then the demands will again be strong and the market will smile again. This judgement or economic wisdom is grossly misplaced. While automobile sector has already produced abundantly much above the demand in the market, whatever tax relief may be given to them, they will not be inspired to manufacture any of their products until their existing stocks are sold out. This give-away from fund-starved coffer of the central government will neither increase investment, nor it will increase employment. But the political purpose of appeasement will be best served by this decision. Had this huge amount of resources been utilized in health, education and infrastructure and had it been engaged in generation of employment through MGNREGA, then it could have been useful in combatting this slowdown. It was necessary, not to display compassion to the poor, but on the contrary, for the very purpose of saving the industry. Lamentably, the government had failed to appreciate this very simple undergraduate economics that if buyer dies, seller cannot survive. This slowdown may well become a recession (by virtue of sheer technicality) if GDP decline continues to the next quarter. This recession, along with all other retrograde policies of the government will pose further challenge to the working people and the common people of the country. Come, as it may, working class and the field workers must stand prepared. Working class is getting itself prepared indeed. Few hours back on 30th September, 2019, all trade unions of the country across the spectrum of political thoughts and leaning, representing the entire working class of the country has held open convention at parliament street, New Delhi and decided future course of action. All India strike has been called on 8th January, 2020. Massive campaigning and mobilization will precede this strike action. Every bit aggression in every location in the country will see active defense and joint resistance of the working class and the allied forces from among the mass of the oppressed people will join too, for sure. ■

Obituary

Sayan Mukherjee :



Sayan Mukherjee (25), a field worker based at Kolkata and employed in the CV division of Glenmark since May, 2019 and a member of WBMSRU, met a met a serious accident while returning back home from work. He succumbed to his fatal injuries on 26th July, 2019, leaving behind his father, mother and his sister. FMRAI deeply condoles his death.

Rudra Prasad Dutta :



Rudra Prasad Dutta, (31), a field worker based at Berhampur, West Bengal and employed in the Milieus division of Glenmark during last five years and a member of WBMSRU, met a serious road accident during field work on September 6, 2019 and passed away. He leaves behind his wife, his daughter of tender age and his mother. FMRAI deeply condoles his death.

Samir Saha :



Samir Saha (38) employed in Tablet India at Bongaigaon, in Assam and a member of CRU met with an accident while working in the field and died on spot on 5th September, 2019. He leaves behind his parents, wife and his 3 year old son. FMRAI deeply condoles his death.

Amod Trivedi :

Amod Trivedi was working in Svizera at Kanpur. He was suffering from cancer and passed away on 13 september, 2019. We deeply condole and express our heartfelt condolences to the bereaved family. Niketan Sharma : Niketan Sharma was working in Linux Laboratories at Meerut. He passed away on 09th September, 2019 due to sudden illness. We deeply condole and express our heartfelt condolences to the bereaved family. Meerut Unit handed over Rs. 176,400 to his family.

Strike in Odisha

From Page 1

Labour Office in all districts and memoranda, addressed uniformly to the Labour Minister, were submitted to the authorities available there. On 9th September, 2019, the day of the strike, a colourful rally was taken out from Bhubaneswar railway station in the morning and the rally travelled through main thoroughfare of Bhubaneswar and culminated in a mass meeting at PMG square. Janardan Pati, Vice President, CITU, Bishnu Mohanty, General Secretary, CITU and other CITU office bearers joined the rally along with members of OSRU. The mass meeting was addressed by Janardan Pati, Bishnu Mohanty, Partha Rakshit, Treasurer, FMRAI and Satya Brata Mohapatra, General Secretary, OSRU. More than thousand members with representation from 19 districts besides fraternal organizations and union participated in the rally and mass meeting. Similar programmes were held at the district level, as well. The strike on 9th September, 2019 was complete success throughout the length and breadth of the state.

National Convention

From Page 1

scheme, control on price rise in essential commodities and for universal public distribution system, demanding generation of new jobs and filling up of sanctioned posts, regularisation of Scheme Workers in Government posts, of contract workers working against regular posts, ensuring equal pay for equal work, strengthening of Welfare Boards for Unorganised Sector workers, increased budgetary provision for MNREGA and agriculture, that will put money in the hands of the toilers and give boost to the economy, the Central Government is pushing codification of Labour Laws, allowing Fixed Term Employment, privatisation of PSUs, allowing 100 percent FDI in railways, defence, coal and other sectors, bank mergers and so on, that will lead to massive redundancies and extreme exploitation of workers. Now the Central Government has started reducing the contributions that the employers have to pay under the Provident Fund Act and the Employees State Insurance Act, justifying the move saying, this will increase the take-home pay of the workers. The Government openly states that these steps are being taken in the name of "ease of doing business". The Government boasts that India's ranking is going up in the World Bank Index of "Ease of doing business". All this is being done at the expense of the working people. The workers from all these sectors have repeatedly warned the Government against these retrograde steps, even by going on massive strikes. The Government persists by using diversionary tactics of raising emotive non-issues to divide the people and haunt the minorities. The Convention pledged to fight theses communal and divisive forces. The Convention has taken stock of these policies pursued by the Central Government and taken a decision to organise a country-wide strike on 8th January, 2020 in support of the above demands. An extensive campaign throughout the country will be carried out in the meantime, holding joint sectoral conventions, state-level conventions, going right down to factories and bastis to make the strike a grand success. The convention was presided by Shyam Sunder Yadav(INTUC), Ramendra Kumar (AITUC) C A Rajasreedhar (HMS), Dr. K Hemalata (CITU), R K Parasar (AIUTUC),G R Shivshankar (TUCC), Lata (SEWA), Sarabjeet Singh (AICCTU), V Subbaraman (LPF) Satrujit Singh (UTUC), and addressed by Ashok Singh (INTUC), Amarjeet Kaur (AITUC), Harbhajan Singh Siddhu (HMS), Tapan Sen (CITU), Shankar Saha (AIUTUC), G Devarajan (TUCC), Sonia (SEWA), Rajeev Dimri (AICCTU), M Shanmugam, MP (LPF) and N K Premachandran MP(UTUC)

Press statement issued on 30.09.19 by A.R.Sindhu, Secretary CITU for INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, LPF, UTUC

State Council Subcommittee Meeting

OSRU

The State Council Subcommittee Meeting of Odisha Sales Representatives' Union (OSRU) was held on 8th September, 2019 at Cuttack. Satya Brata Mohapatra, General Secretary, OSRU, initiated the discussion highlighting the background and developments of Council & Related Movements of FMRAI for establishing legal, trade union and bargaining rights. Mahendra Kumar Sahu, Joint General Secretary, OSRU, placed the note of activities of State Council Subcommittee. Partha Rakshit, Treasurer FMRAI, discussed in details the movemental activities of FMRAI to advance the Council & Related Movement to protect and defend the rights achieved through years of valiant struggle. Out of Council conveners and joint conveners of 41 All India Councils and 20 associated Councils, 43 Councils across both categories were represented in the State Council Subcommittee meeting. 37 Council conveners and 65 joint Council conveners have attended this State Council Subcommittee meeting. Out of 37 Council conveners 27 conveners of All India Councils



State Council Sub Committee Meeting, APMSRU

and 10 conveners of associated Councils have participated. 65 joint conveners of All India Councils have participated. Subhankar Das, Bijoy Das and Anirudha Mohapatra conducted the meeting proceedings. **BSSRU** As per decision of All India Council Sub-Committee meeting, State Council Sub-Committee meeting of BSSR Union was held at Grand Arya, Patna on 22nd August 2019. A presidium was constituted with the Vice Presidents of BSSR Union. Meeting was inaugurated by Manoj Choudhary, Secretary, FMRAI. He addressed the members about the policy of the Central government and the task before us, he also explained the

task of All India Council Sub-Committee meeting. A comprehensive note was placed by Shashi Prakash, Secretary and State Council Sub-Committee Convener of BSSR Union. In this note the All India Council Sub-Committee Task, functioning of State Council Sub-Committee, Core Committee, unit Council Sub-Committee was placed. In the note Shashi Prakash mentioned about the attacks of the employers to break the Council unity. 40 Councils are existing out of 47 All India Councils in the state. Amongst 40 Council, 26 Council were represented in the Council Sub-Committee meeting. Council Conveners discussed on the

note placed by Sub-Committee Convener. They discussed about the committee functioning, membership position and on the task of leading and following-up of Council and Council related movement in their respective Councils. They have discussed their strength and weaknesses too and suggested future task to strengthen the Council Sub-Committee. Devashis Roy, General Secretary, BSSR Union concluded the meeting with enumeration of the future task in building-up the Council movement, in carrying out the company wise movement by the Council Sub-Committee and Committee member of their respective Councils. He also

suggested upon the method of organized functioning of Council Sub-Committee as per All India directions. 122 Conveners and Joint Conveners from above mentioned Council and 21 AICC member as a higher committee member and Unit Council Sub-Committee Convener also present in the meeting

APMSRU

The State Council Sub-Committee meeting of APMSRU was held on 8th September, 2019 at Vijaywada where the note of the last All India Council sub-committee meeting was placed by Arpita Mitra Roy, Vice President, FMRAI and All India Council Core Committee member. The meeting was attended by 141 leadership of 47 Councils and 20 Sub Unit Sub-Committee Conveners. The discussion note on behalf of State Council Sub-Committee was placed by P Dakshinamurthy, State State Council Sub-Committee Convener. 38 members deliberated on the note. The time bound mobilization task and programmes were chalked out. The meeting was presided addressed by P Sekhar Reddy. U V Krishnaiah, General Secretary, APMSRU also addressed

Right to workplace

► **From Page 4** of the field worker and the executives. In protest against this monstrous action of the Capital Hospital administration and the police authorities the field workers at the call of OSRU expressed their resentment and wrath and organized peaceful protest with spontaneous participation of the field workers, both member and non-member, of Bhubaneswar as a whole. That the concerned field worker was not the member of OSRU, did not prevent OSRU to intervene in the matter. In protest against the outrageous action OSRU immediately called press conference at CITU State Centre at Bhubaneswar on 26th September instant and denounced the evil act of the Capital Hospital authorities and demanded unconditional release of arrested persons. That the field workers are lawfully authorized (SPE act, Magic remedies act, drugs and cosmetics act) to work in the hospital and the sales promotion is a rightful and legitimate activity and that the ban on their work is a gross violation of fundamental right, was patiently explained to the press. The press conference was addressed by Com Janardan Pati, Vice President, CITU and Satya Brata Mohapatra, General Secretary, OSRU. Following the press meet a special meeting with all section of field workers was held with participation of large number of members and non-members at CITU State Centre itself. It was decided to organize protest dharna at Master Canteen square on 27th September, 2019 at 11 am. Appointment was made with the Director, Capital Hospital and Police Commissioner of Bhubaneswar on 27th September, 2019 to meet in a deputation. On 27th September, 2019 protest dharna was held at Master Canteen Square which was attended by all field workers across the spectrum. Janardan Pati and Satya Brata Mohapatra have addressed the field workers in the Dharna venue. A delegation from the venue went to both the Police Commissioner and the Director of Capital Hospital, registered their protest and

demanded release of arrested persons. In the same evening 40 field workers of Mankind based at Bhubaneswar assembled at OSRU union premises and took membership of OSRU and held meeting with the leadership. An appointment for meeting to discuss on this contentious issue, between the OSRU leadership and the Health Minister and the Health Secretary has been fixed on 3rd October, 2019. OSRU has chalked out further elaborate programmes in defense of the filed workers' right to workplace. OSRU has also decided to file contempt petition to Orissa High Court immediately after puja vacation as the government has ignored and has not yet implemented the interim order of High Court allowing Medical Representatives to work on specified times every day for work in Medical Colleges and Hospitals. An unseemly battle has been imposed upon the field workers of Odisha by the state administration and the field workers and their union are pledged to fight it out.

Union Drugs

► **From Page 1** Education Allowance, Kit Allowance and Leave Travel Allowance in the settlement. The retirement age has been increased from 58 years to 60 years for all Sales Promotion Employees working in the company. The process of negotiation was conducted in a very cordial manner emphasising the age old bilateralism between FMRAI and the management of the company. On behalf of the management Ms Sreeparna Bhattacharjee, Director and Mr. Saumen Ghosh, Marketing Manager represented and signed the MOS. FMRAI was represented by Santanu Mitra and Sumit Roy, Working Committee Members and Koushik Sen and Bhaskar Das, Negotiating Committee members. FMRAI assured the management to extend all co operations for ethical growth and prosperity of the company.

WBMSRU GCM

► **From Page 4**

Movement, Council and related Movement, Policy Level, Legal & Medicine Related, State Related, Women & Other Industries and Fund & Rest House. 36 speakers discussed on the reports. Pranab Kr. Ray, Secretary, FMRAI addressed the general Council members on various issues pertaining to the organization. Arnab Nag and Ashim Ghosal replied to the queries of the members and the General Secretary and Treasurer's reports were unanimously adopted along with seven resolutions. 279 General Council Members attended the GCM with 13 women and 7 from other industries. Cultural programs were organized by the reception committee at the beginning of the open session and on 20 & 21 September, 2019 evening, after the conclusion of the business session where family members of Hooghly subunit participated in overwhelming manner. The GCM of WBMSRU was a grand success and carried forward the urge to further unite and struggle.

UPMSRA Delegation

Memorandum to Chief Minister on State Related Demands

On 18th September, 2019 all the sub units in the states of Uttar Pradesh and Uttarakhand submitted memorandum to chief ministers of respective states through the district magistrates at the call of UPMSRA. The respective state governments are not implementing the labour laws even after repeated persuasion. UPMSRA demands to the state governments are to

declare Rs. 18000 per month minimum wage; to issue notification on 8 hour work; to declare 1st May as holiday; to amend Section 2(z) of U.P. Industrial Disputes Act to include Sales Promotion Employees of all industries as workman; to ensure right to work in hospitals; to ensure compliance of EPF, ESI, Bonus, SPE Act and other labour laws by employers

KMSRA

Remedy per legal battle

The industrial dispute raised by KMSRA against KRITI Life Science (Hoch Remedies) challenging unjust termination of Abdul Sathar has been remedied by in Labour court, Kannur, after legal battle consisting of forty seven hearing spread over five years. The honorable labour Court in its verdict dismissed the

management's argument and upheld the contention that the termination was unjust. The honorable labour Court directed the management to pay Rs. three lakhs of compensation to the dismissed field worker. No lawyer was hired by the worker and the total proceedings in the tribunal were conducted by the senior leadership of the KMSRA unit.

KSM & SRA

State level trade union workshop

A state level workshop on various aspects of Trade Union movements was organized by KSM&SRA on the 8th of September 2019 at Bengaluru. The workshop was divided in 3 parts, which were dealt by different leaders of FMRAI. The first part on Trade union movement and Organization was dealt by FMRAI, President, Ramesh Sunder. The historical conditions of the toiling section of people and the pathetic situation of the working class of England

in the 17th century and also gradual industrialization leading to serious exploitation and marginalization of the working class was discussed. He also presented the historical background of the formation of FMRAI and gradual expansion of the federation K. Sunil Kumar, Secretary, FMRAI dealt with the recent changes brought about in the labour laws by the current Government with special emphasis to Sales Promotion Employees (Conditions of Services) Act,

1976. The consequences of such an attempt were also elaborated. B Chandra Kumar, General Secretary, KSM&SRA deliberated on the functioning of KSM&SRA and the challenges faced by the field workers in the state of Karnataka. The attending leaders unanimously agreed to take up the similar workshops at all subunits to bring awareness among all the Members. All the queries were clarified by the speakers.

PCMSRU State Conference



8th State Conference of PCMSRU was held on 7 and 8 September, 2019 at Guru Nanak Bhawan, Ludhiana. The welcome speech was deliberated by Dr. Gurwinder Singh, Chairman of the Reception Committee and inaugurated by N.S Kala, Divisional President, Office Association. Condolence was observed in memory of the departed leaders, eminent personalities who passed away during this period. Homage was paid to D.P. Dubey, former general secretary of FMRAI. General Secretary and Treasurer's report were placed. Welcoming the delegates, the State Conference was greeted by Chandershaker, Vice President CITU. He briefed about the neo liberal policy of BJP Government, attack on women, agricultural crisis, foreign policy, corruption in political parties in the name of electoral bonds, privatisation of Government Sector, Railway sector and other

Government organization, ordinance factory and the growing resistance of the working class against all these atrocities across the country. Sukhwinder Singh Sekhon, leader of the left democratic movement and Raghunath Singh, General Secretary, State CITU addressed the delegates. 12 delegates participated on the discussion on reports. Moga, Bhatinda, Ferozepur, Patiala, Chandigarh, Ludhiana, Hoshiarpur, Amritsar, Pathankot, Jalandhar subunits attended the conference. Santanu Chatterjee, General Secretary, FMRAI greeted the delegates and elaborated about the difficulties, threats and consequences of electronic reporting system, the various issues of the companies and our council movement in this regard, the onslaught of the employers in the name of PEP, PIP and GSP. He stressed on the need for organisation development,

increase in membership, functioning of the subcommittees and called upon for united struggle. Dr. Gurwinder Singh, Chairman of Reception Committee, N.S Kala, Divisional President Office Association, PP Singh, State Vice President, Chandershaker of CITU and BSNL Employees Union all India President Balbir Singh, Sukhwinder Singh Sekhon, Raghunath Singh were felicitated by General Secretary, FMRAI, Santanu Chatterjee, Vinit Sharm, Rajiv Walia, B.S Saahi respectively. The conference unanimously elected Vinit Sharma as President, Baljit Singh Saahi as General Secretary and Rajiv Walia as Treasurer along with twelve office bearers and thirty State Working Committee Members. The conference concluded with vote of thanks and a mission to accomplish the task of 2000 membership in 2019 and to further intensify the movements in PCMSRU.

WBMSRU GCM at Tribeni, Hooghly

General Council Meeting of WBMSRU was held during 20 – 22 September, 2019 at Tribeni, Hooghly. Tribeni was named as Com. Nirupam Sen nagar after the name of the eminent left democratic leader and the ex-minister of Left Front Government and the venue i.e. BTPS Recreation Club Auditorium was renamed as Com. Subimal Sengupta Manacha, who served the organization as a state committee member in the past. On 20 September, 2019 a colourful rally of around

WBMSRU, FMRAI, CITU, AIDWA and other fraternal organizations at the martyrs' column on the eve of the inaugural session. The open session commenced with a speech by the Chairman of the Reception committee Dr. Probuddha Ghosh. The session was addressed by Dilip Ghoshal, Secretary of BTPS Workman's Union (CITU), President of Reception Committee Siddhartha Shankar Singha Roy, Sumahan Chakraborty, State Secretary and national WCM of CITU, Arnab Nag,

devices which is causing immense suffering for the common people and called upon to take up programmes at all levels demanding zero GST on medicines and medical devices. Santanu Chatterjee also elaborated the anti-worker policies of the government as initiated to repeal the 44 labour laws into 4 codes including the hard earned SPE Act of the sales promotion employees. He gave a clarion call to Protect SPE Act through struggle. Soon after the open session, the business session started



WBMSRU GCM, inaugural session

600 members with flags, festoons and banner was organized from Kanthaltola More which culminated at BTPS Recreation Club Auditorium encircling the entire BTPS Township. Flag hoisting was done by Sisir Saha, President WBMSRU. Floral tribute was paid by leaders of

General Secretary and Sisir Saha, President, of WBMSRU, respectively. Santanu Chatterjee, General Secretary, FMRAI greeted the inaugural session and highlighted the pro corporate policies of the Central Government. He expressed concern for the spiraling rise of prices of medicines and medical

with the placement of General Secretary and Treasurer's report. On 21 September, 2019 discussion on reports took place both in plenary session and from the commissions. Five commissions were constituted consisting of Organization & Democratic

► To Page 3

Right to Workplace

OSRU organizes massive protest

Unprovoked and unjust arrest of an innocent field worker by the police at the instance of administration has sparked off large-scale anger among the mass of field workers in Odisha in recent time. The field worker, who is employed in Mankind were working in the Capital Hospital, Bhubaneswar along with two other executives of the company

on 25th September, 2019. Police came, picked them up and detained them in unjust and unlawful manner. There were no charges against them and no FIR was lodged. With a view to ban entry of the field workers, in the state-run hospital through unfair means of intimidation and terrorization the administration called police and managed unjust arrest

► To Page 3



Workshop on Council Movement at Indore, MPMSRU



The State Level Workshop on council and council related movement was organized by MPMSRU at Indore on 7th September' 2019. The workshop attended by the State Working Committee Members, All Council Leaders and Unit Council Sub Committee Conveners based in MPMSRU. S.S. Tomar presided over the workshop. Shailendra Sharma, General Secretary, MPMSRU explained the very purpose of organizing the workshop. Anurag Saxena, State Council Sub Committee Convener, MPMSRU explained the background of the workshop and the modalities of conducting the workshop. Pranab Kumar Ray, Secretary, FMRAI conducted the workshop with power point presentation. The first part of the workshop discussed on role and responsibilities of the council leaders and impending tasks of the council and council related movement and the second part of the workshop dealt on the perspective of emergence of Council subcommittee. The workshop was interactive with involved participation of the participants. A booklet containing the notes on council and council related movement and the perspective of the council subcommittee were distributed to all the participants. Naveen Gupta Vice President FMRAI was also present in the workshop.

New TNMSRA building at Trichy

TNMSRA has constructed new union office building at Trichy. The building was opened on 8th September, 2019 by Sukumaran, State General Secretary, CITU. In this event of inauguration of the building a meeting involving all field workers were organized in the newly built building. This meeting was addressed by Sukumaran, Surendran, Vice President, FMRAI and Prabhakar Devodass, General Secretary, TNMSRA. Sathya Narayanan, President, TNMSRA presided over the meeting. In the same new building, after the close of the inaugural meeting, state council sub-committee meeting was held.

