

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

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## 11th wage settlement in Stadmed

11<sup>th</sup> wage settlement was signed successfully between STADMED management and FMRAI for 3 years on 18<sup>th</sup> April 2022 for the

VDA. TA was revised to Rupees 3.00 and 3.35 per Kilometre for 2<sup>nd</sup> year and 3<sup>rd</sup> year, head quarter allowances was increased by



period of 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2023. In the first year of the settlement period the pandemic had disrupted normalcy, in this background a separate pay scale was agreed the first year 2020-2021 with nominal increase and then second pay scale for next two years 2021-2023 with reasonable hike. The basic pay, FDA, VDA, HRA and non-wage components, all were revised upwardly. Minimum total benefit derived from the settlement is 4000/- approximately in second year onwards and maximum benefit approximately 11000/-. Basic pay was revised substantially in 2 grades from 0 to 15 years of service and above. Existing VDA was merged in FDA and revised additionally by 260/- and 535/- for 1<sup>st</sup> and 2<sup>nd</sup> grade, VDA was revised from Rupees 3.60 to 4.25 per point; HRA was revised from 18 to 19.5% of BASIC, FDA and

Rupees 20.00 and 35.00 for 2<sup>nd</sup> and 3<sup>rd</sup> year and accordingly ex-headquarters, outstation and hill station, capital city allowances were also increased. As decided and agreed, the arrear will be paid in 6 equal installments. On behalf of management Ashish Roy (Director), Amit Ray (Finance Director) and Alok Bose Sr. Manager (Admin., Personal & Legal) and from FMRAI, General Secretary Santanu Chatterjee signed the settlement along with committee members J. S. Naruka, Aniruddh Mohapatra, Viresh Pandey, Partho Sinha, A. J. Bhattacharya and Jayanta Chatterjee. The management expressed that sales promotion employees should wholeheartedly cooperate for the growth and prosperity of the company in the future days by executing the agreed parameters of work system.

## FMRAI's new office building at New Delhi



A long cherished desire of the members of FMRAI was fulfilled on 27<sup>th</sup> April, 2022 with the inking of a purchase deal of a property of the organisation at centrally located point of Delhi. The office address is Flat No. 2, First Floor, 4581/15, Daryaganj, New Delhi-110002 (Near Happy School). Prior to purchase, on 25<sup>th</sup> April, 2022 available FMRAI Secretariat Members visited the premises and unanimously opined

for owning the premises. This new address in the capital of India will be fully utilised for follow up with the central government on policy related matters and also serve as an outpost for strengthening the functioning of FMRAI in the whole of the north zone of the country and specifically in Delhi. A formal inauguration of the premises will be notified shortly after completing necessary furnishing.

## 14th wage settlement in Solvay legacy currently in Abbott India Limited

The 4<sup>th</sup> long term service settlement was signed between the management of Abbott India Limited (AIL) and Central

amount of Rs. 195/- added at the entry point and Rs 2150/- added at the 36<sup>th</sup> year. The Fixed Dearness Allowance (FDA) has



Coordination Committee (CCC) representing FMRAI members at the company's head-office in Mumbai. Earlier several mergers and acquisitions resulted in job transfers of Medical Representatives from Duphar-Interfran Limited to Solvay Pharma India Limited and from Solvay Pharma India Limited to Abbott India Limited. In totality this was the 14<sup>th</sup> consecutive wage settlement for these section of sales promotion employees. This settlement resulted in an average monthly increase of Rs 7500/- per medical representatives out of this 56% went in wages and 44% would contribute in the non-wage part of the settled benefits. The settlement is in effect for 36 months, from 1<sup>st</sup> January 2020 to 31<sup>st</sup> December 2022. The minimum monthly benefit is Rs. 3708/- and the maximum benefit Rs. 17327/- as per the length of service. The basic pay scale has been raised from Rs 1300/- to Rs 1550/- at the entry level, and from Rs 34435/- to Rs 42135/- at the 36<sup>th</sup> year of service. Every three years, the scale is revised upward, with an additional

been increased by Rs. 375/- at the entry level and Rs. 1100 at the highest slab. Similarly, the Special Dearness Allowance was revised, with a minimum of Rs. 100/- and a maximum of Rs. 675/- per head per month. Special Pay was increased, with a monthly minimum of Rs. 115/- and a maximum of Rs. 695/- per head. With effect from January 2020, all three existing Variable Dearness Allowance (VDA) slabs, depending upon the service seniority, have been revised upward by an additional amount of Rs. 7.00, Rs. 7.27, and Rs. 8.02, respectively, over and above the 1934 series base index (1934=100). With an increase in basic pay, the house rent allowance (HRA) will rise proportionately, since HRA calculates to 40% of basic pay. In the case of Education Allowance, a minimum of Rs. 100/- and a maximum of Rs. 825/- per month were added for each medical representative depending upon their service seniority. The leave travel concession (LTC) was increased by a minimum of Rs. 800/- and a maximum of Rs. 3000/- per head per annum. The existing



On this May Day FMRAI greets all its readers and all the field workers employed in different companies across the industries in all the states and union territories of the country. FMRAI greets all section of workers and employees including those who are working in the field or in the offices in cities, towns and countryside in all terrain in the country.

Ex-Gratia amount of Rs. 26,500/- has been revised to Rs. 34,500/-. The existing amounts for kit allowance, storage allowance, field allowance, and medical allowance have also been increased. The daily allowance has been revised to Rs. 285/- for metro cities and Rs. 270/- for non-metro cities. Daily allowances for ex-station, outstation, hill station, and attendance at company meetings have been increased, including holidays and Sundays if spent in outstations or hill stations. The other terms and conditions of the service settlement remain unchanged. Shantaprasad Nagarmath, Commercial Director-GenNext; Sachin Amdekar, Director-Business HR; Ashok Saini, Associate Director; Pradeep Bidlan, Senior Manager-HR; Rajendra Malik, Sales Manager; and Ansuman Aich, Sales Manager signed the agreement on behalf of the management. Pradip Mazumder, Rajiv Thyagarajan, Mahesh Jakhar, K V Ramdev, and Pala Rajesh Kumar signed on behalf of Central Coordination Committee (CCC) representing FMRAI.

## Wage settlement signed in Zydus FMRAI greets erstwhile Vivo fieldworkers

The management of Zydus Healthcare signed the 7<sup>th</sup> wage settlement with FMRAI's negotiating Committee on the long-pending Charter of demands for the erstwhile Vivo (Biochem) division fieldworkers on April 21<sup>st</sup>, 2022. The settlement will be applicable for 3 years from 1<sup>st</sup> April 2018 till 31<sup>st</sup> March, 2021. The average monthly increase of salary and allowances works out to Rs. 4500/-. FMRAI had submitted the Charter of demands in the beginning of 2018, after the expiry of the previous settlement on March 31, 2018. Several rounds of negotiations were held bilaterally. However, the management placed counter demands on the work procedures, which was not acceptable. Thereafter, the management started their de-unionization activities by allurements of the MRs as TBMs and started transferring and terminating fieldworkers who resisted such moves of the management. The negotiations came to a literal standstill. FMRAI launched

countrywide movement against such attacks and the delay in signing the settlement. In the



meantime, management filed an Unfair Labour Practices (ULP) complaint in the Industrial Court at Mumbai against FMRAI and in turn a ULP review application was filed against the same. A separate ULP complaint on the termination and transfer cases were filed. There were several hearings on the ULPs

at the court. Finally, as per the advice of the Hon'ble court, both the parties conducted discussions from April 18<sup>th</sup> to 20<sup>th</sup> at Mumbai and agreements were reached on the MOS and MOU. Two separate agreements were signed on April 21. Thereafter, management withdrew their ULP complaint and FMRAI withdrew the review application on the said ULP. It was also submitted that both parties will discuss and conclude on the pending victimization issues and inform the outcome to the court within 90 days and thereafter FMRAI's ULP will be concluded. This is a significant achievement in today's situation of increasing attacks on the jobs, working conditions of the SPEs and de-unionization attempts of the managements in the industry. FMRAI greets the Zydus Biochem fieldworkers for their determination and consistent struggle under the banner of FMRAI and for reinforcing their collective bargaining rights and thereby advancing our council movement.



Editorial

# Statutory UCPMP: A step ahead

FMRAI is pursuing several demands with the central government which has got direct bearing on the health and related matters of the people of this country. Demands for a rational drug policy, judicious usage of drugs, easy and rational access of medicines to the people, reduction of medicine prices, allocation of 5% of GDP for healthcare etc. have been the mainstay of the demands since the inception of the federation. In recent times, the demand for zero GST on essential medicines, revival of public sector pharma and vaccine plants have also been highlighted.

In addition to these, the unethical practices adopted by the employers of the pharma industry for rapid increase of their business have been continuously brought to the notice of the Central Government. FMRAI leadership met the Minister of Chemicals and Fertilizers on several occasions and the sub units submitted memorandum with a demand to curb such unethical practices. Other like minded organisations and individuals have lend support to the issue. Even National Medical Council, Indian Medical Association and other related organisations have raised concerns over such unethical practices of Pharmaceutical industry being allowed to operate at the behest of the employers. The necessity to curb the widespread unethical approach of the pharma industry to fetch business was finally accepted by the government too and in the year 2015, the central government framed a Uniform Code for Pharmaceutical Marketing Practices (UCPMP), a voluntary code to be monitored by the industry associations. Such voluntary code was of no use to curb the prevailing unethical practices in the pharma industry. In fact industry associations have never acted upon despite reporting several unethical practices. In the year 2016-2017, Government of India called official stake holders meetings thrice, under Ministry of Chemicals and

Fertilizers, Department of pharmaceuticals in relation to UCPMP. In the said meetings FMRAI exposed the corrupt practices by the pharmaceutical industry and sufficient evidences were placed before the government. In the draft pharmaceutical policy of 2017, released by the Department of Pharmaceuticals, it was stated, “.....While The Drugs & Magic Act prohibits any advertisement of a drug, such ‘educational’ conferences are used to circumvent and play the trick. These add to the overhead cost of the drugs. It is assuming menacing proportions and needs to be addressed through the new pharmaceutical policy.” The Central Government realising the fact that voluntary code is insufficient to control unethical marketing practices, decided in the year 2018 to make UCPMP mandatory, which is mentioned in the 2017-18 annual report of the Department of Pharmaceuticals. Due to strong lobbying by the pharmaceutical industry, proposal to make UCPMP mandatory is kept in cold storage by the central government.

In spite of accepting the above in black and white and despite wide spread reports of the government's inaction on the unethical marketing practices adopted by various pharma companies, the government is clearly non committal on the issue of bringing teeth in the said code by framing a law with the provision of punishment for the erring companies. While the PM goes on record abroad by citing examples of “foreign trips” and other benefits meted out to the doctors, his government has been hiding under the shadow of silence on the issue in India only to please the corporates who are the sole source of unfair practices. The DoP secretary held a meeting on 23 December, 2019 to review the implementation of UCPMP which is being voluntarily adopted by the pharmaceutical companies since 2015. The codes voluntary period had already expired in June

2015, yet the Government has not initiated any action on its part by making it a statute and adding penal measures for violation. The Department of pharmaceuticals (DoP) has also admitted in Parliament that under the UCPMP, there is no provision for it to directly deal with complaints received regarding unethical practices by pharma companies. An exercise is underway to make pharma associations submit quarterly reports to drug price regulator. In response to a question in the Parliament The DOP said “As per UCPMP, any complaint received against a pharmaceutical company is to be handled by an Ethical Committee for Pharma Marketing Practices, that is, to be constituted in each of the pharmaceutical associations. DoP has been following up with pharma associations to implement the code effectively. This department has also taken multiple meetings with associations, most of whom have put UCPMP on their websites and constituted committees for handling complaints regarding breach of UCPMP.” The above confirms the demand of FMRAI that until statutory provisions are incorporated in the code, it is a useless instrument to curb unethical practices in pharma marketing.

A recent study by SATHI (Support for Advocacy and Training to Health Initiatives), claimed that “promotional practices of the pharmaceutical industry and implementation of status of related regulatory codes in India lacked credibility”. It revealed that pharma companies widely used various unethical means to ensure business. There are reports which say that the unethical means adopted by the pharmaceutical companies have also strained the professional relationship of the Medical representatives and the Doctors whom they visit. In spite of the Department of Pharmaceuticals repeatedly asking the pharma industry to initiate and step up self regulations, nothing has happened and the nexus at the behest of the employers, to involve

the doctors and the Representatives into the vicious network continues unabated, making them scapegoat because of the very nature of their profession, The voluntary code of ethical promotional will have no bearing on an industry which for ages has adopted these unethical methods to further their business interests. Today it is absurd and ridiculous to see that still the DoP is in the mode of “reprimanding the unruly child for course correction”. Until the necessary punishment clause is brought out within the framework of a law, the industry will simply not bother to follow any of the so called voluntary guidelines.

In this back ground FMRAI decided to file Public interest litigation before the Supreme Court to make UCPMP statutory and accordingly senior advocate Sanjay Parikh, filed the petition on behalf of the union. The said writ petition 323 of 2021 is filed with a prayer to make the UCPMP effective by providing a monitoring mechanism, transparency, accountability and the consequences of violations and providing it a statutory basis. Further till an effective law is enacted Hon'ble Court may lay down the guidelines, which should be followed by all the authorities/ courts under Articles 32, 141, 142 and 144 of the Constitution.

The said Writ petition 323 of 2021 was heard by the Hon'ble DR. Justice D.Y.Chandrachud and Justice Surya Kant on 13th March 2022. An order was passed for issuing a notice to the Central Government to file their response within a period of 6 weeks, which was further been extended and will be heard after the summer vacation.

The standpoint of FMRAI vis a vis the unethical practises adopted by the pharma companies and the compulsion for going to the Apex court, is only to protect the ailing people from financial exploitation as the expenditure incurred on such corrupt practices is added to the cost of medicines by the employers, which needs wide campaign amongst the masses.

## 92nd Martyrdom day of Bhagat Singh, Rajguru and Sukhdev

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Bill and Public Safety Bill in the Parliament. At a young age they came forward for the freedom movement against the atrocities of the British Rulers. Perhaps this is the reason Bhagat Singh has become more relevant today than ever before for workers and farmers. Bhagat Singh had spoken of achieving freedom through revolution and carrying revolutionary ideas among the working class in it.

He boldly highlighted ‘We consider human life to be very sacred and instead of hurting any other person, we will spend our lives laughing and laughing in the service of mankind. We are not like the mercenaries of the imperialist army whose job is to kill. We respect human life and try our best to protect it. Even after this we admit that we deliberately hurled a bomb in the Assembly building’.

Shaheed Din was observed by state units and subunits in Maharashtra, Madhya Pradesh, Uttar Pradesh and Punjab to remember and honour the valour and sacrifice of Bhagat Singh, Rajguru and Sukhdev. In some of the places it was organised collectively with others leftist trade unions and other fraternal organisations. In MPMSRU, the leadership addressed the members about the significance of the martyr's day. Saheed Din was observed at Lucknow, Gondia in UPMSRA, at Nagpur, Jalgaon, Wardha, Bhandara, Gondia, Amravati, Akola, Yavatmal, Malegaav, Dhule, Chandrapur, Aurangabad, Kolhapur, Sangli, Ahmednagar in MSMRA. In Jalna and Nasik unit of MSMRA this day was observed by conducting Blood donation camp where around ninety and thirty seven members has donated blood respectively

## Albert David burns finger in Calcutta High Court writ petition disposed off

The management of Albert David Limited moved a Writ Petition (WPA 6511 of 2022) before Calcutta High Court, on 8<sup>th</sup> April, 2022, against Government of West Bengal, Labour Department, I. R. Branch Order, given by Joint Secretary to the Government of West Bengal for adjudication on 5

issues that includes 11 Sales Promotion Employees termination, stoppage of payment of salaries of the sales promotion employees from 19.04.2021 to 30.09.2021 and others at Seventh Industrial Tribunal, Kolkata, West Bengal. Hon'ble Justice Madam Suvra Ghosh heard the petition on 27th

April, 2022 and disposed of it. Thus the ploy of Albert David management to delay the adjudication process fallen flat on its face. Subsequently on 29th April, 2022 FMRAI submitted the Written Statement before the Learned Justice of The Seventh Industrial Tribunal, Kolkata, West Bengal.

## Trade union strategic planning workshop by ILO

A Trade Union strategic planning workshop of ILO, took place at Indian Habitat centre, New Delhi for three days from 19th -20th April, and a follow up meeting was conducted on 25th April. The welcome address was given by Walter Dagmar, Director ILO, DWT and CO India. The introduction of the programme was laid, the topics and methodology discussed, with a view to get some expected outputs. An introductory remarks and expectation were also laid by the leaders.

The first session was on the impact of Covid on the working class and ILO response for human centre recovery and trade union management. The second session was on impact of Covid on Indian workers and trade union response, expectations and challenges during the pandemic. A sustainable and inclusive way for recovery was also discussed.

Day 2 started with the agenda of protecting workers promoting

fundamentals and right to work and strengthening tripartism. The new labour codes and rules therein were discussed. Later drafting a resolution for the ratification of ILO was done in the plenary session. The topic of discussion next was the future of work opportunities and challenges of trade unions. It was identified that the future strength lies in the new form of work force e.g., the gig workers, the care givers, the IT workers etc. and challenges lie in protecting the vulnerable workers and climate changes. An initiative was taken to develop a work plan for 22-23, to consolidate the output and forming a technical team to finalise the strategies and work plan. The workshop on t on 25th April took place in ILO office. A follow up meeting was done with CTUs ILO focal persons and other project officials. The issues were prioritized, and the meeting ended with the closing remarks from the chairperson.

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I, Santanu Chattopadhyay, hereby declare that the particulars given above are true to the best of my knowledge and belief. .  
Date: 01.05.2022

Sd/-  
Santanu Chattopadhyay

### Obituary

Raji employed in Himalaya Wellness Company, as a sales promotion employee based at Ernakulam headquarter and a member of KMSRA, passed away on 8th April, 2022. She had been

bravely fighting chronic illness for quite some time but ultimately succumbed to it. FMRAI deeply mourns her sad and untimely demise and conveys condolences to the bereaved family.



# Jatha programme in MPMSRU



MPMSRU Jatha at Gwalior

25th year Celebration of the formation and Silver Jubilee Conference of MPMSRU is going to be held during 13th to 15th May, 2022. The venue of the conference has been decided at Punjab Kesari Bhawan, Raipur. Badges, posters and memento have been released during the State Working committee meeting which was held on 2nd April, 2022. On this occasion to campaign the Silver Jubilee conference among the members and other fraternal organisation, MPMSRU organised Jatha programme which was carried out in all five regions in the entire state. Before the commencement of the programme, red flag was hoisted by Sanjay Singh Tomar, President of MPMSRU and a hall meeting took place on 11th April, 2022.

A leaflet was distributed amongst the masses during the Jatha programme. The Jatha started from Rewa on 11th April, 2022 and will conclude on 2nd May, 2022 at Raipur by covering the districts of Satna, Chhatapur, Katni, Jabalpur, Damoh, Sagar, Guna, Bhopal, Ujjain, Ratlam, Mandsour, Indore, Khargone, Khandwa. Betul, Chhindwara, Balaghat, Durg and Bilaspur. The red flag of the organisation was handed over from one unit to another unit during the Jatha programme as per schedule. The participation of the members in Jatha programme was very enthusiastic and encouraging. Apart from members, leadership of fraternal organizations were present in most of the sub units during the programme.

# Protest action in TTK by the sales promotion employees

The field workers of TTK have demonstrated their fighting spirit in the midst of serious confusion and apprehension due to sell of the Human Pharma division to BSV Pharma Private Limited and Miransa Limited. In this serious development, FMRAI has placed the demand to the management to call urgent Welfare Committee meeting to resolve all the concerns of the field workers through an amicable discussion. The plan sell off was not intimidated by this management to the committee members during the negotiating committee meeting which took place on the same day. FMRAI is demanding smooth transfer and protection of jobs as well as to maintain the service and working conditions, settlement of the pending COD to the management.

Memorandum submission programme has been successfully implemented by the field workers of TTK in majority of the places across the country during the company budget meeting between 8th to 23rd of April, 2022. In North zone memorandum submission took place in Jammu, Chandigarh, Ghaziabad, Lucknow and Jaipur of Rajasthan. Similarly in West zone field workers of TTK has submitted the memorandum in Nagpur, Mumbai, Pune, Indore and in Raipur. In South zone it has been observed that council members placed the demands by submitting memorandum in Ernakulam, Munnar, Hubli, Bangalore, Vizag, Madurai and in Chennai city. Same programme took place in Kolkata, Patna, Siliguri, Guwahati and Puri of East zone.

# Mass retrenchment in Novartis

M/s Novartis India has summarily terminated more than 300 sales promotion employees of the company on 11th February 2022 through the issuance of just an email. This inhuman treatment of the management towards their sales promotion employees is absolutely unfair, illegal and in contravention to the laws of the land. Such step of summary dismissal emerged out of an exclusive sales and distribution agreement with M/S Dr. Reddy's Laboratories Ltd, and through the deal that marketing rights of the products of

EMD division had been shifted to Dr. Reddy's Laboratories. These products of the division were established by the relentless effort and hard labour of the retrenched sales promotion employees of Novartis. This unfair act of the management has thrown hundreds of sales promotion employees in the grab of unemployment in today's scenario. FMRAI has sent a letter to the management of Novartis demanding gainful employment with continuity of service benefits, full back wages and other consequential benefits.

# 92nd Martyrdom day of Bhagat Singh Rajguru and Sukhdev

23rd March is remembered as the day when three freedom fighters Bhagat Singh, Shivaram Rajruru and Sukhdev Thapar were hanged by British. They sacrificed their lives for the freedom struggle and has

been a source of inspiration for the youth of India. Very few people would know that Bhagat Singh hurled a bomb on 8th April, 1929 for protest against the Trade Dispute

# Jatha in UPMSRA on medicine related demands

UPMSRA conducted campaign on Medicine and Health related issues on 17th, 18th and the healthcare sector. With a demand for zero GST on medicines, to develop self-reliance



UPMSRU Jatha at Lucknow

19th April, 2022. The campaign was focused on the demand of providing good quality and universal healthcare to all the citizens of the country. The recent order of the National Pharmaceutical Pricing Authority (NPPA) to increase the prices of 800 medicines by 10.7% has given a steep rise in prices of all essential medicines. The demand of allocation of 5% of GDP to healthcare has taken a backseat. Public sector is being neglected and private players are playing a key role in

on Active Pharmaceutical Ingredients (API), reduction in prices of essential medicines, stoppage of online selling of medicines and framing of Uniform Code on Pharmaceutical Marketing Policy (UCPMP) a memorandum was sent to Prime Minister's office by 71 subunits and submitted through the office of District Magistrate by 46 sub units of UPMSRA. Leaflets were distributed amongst the public at important junctions and massive campaign was organised across the state.

26th Conference of FMRAI - Elected Secretariat and Working Committee	
President :	Ramesh Sundar
Vice Presidents :	Naveen Gupta; K. M. Surendran; Arpita Mitra Roy; J. S. Naruka; Devashis Roy
General Secretary :	Santanu Chatterjee
Joint General Secretaries :	K.B. Kadam; K. Sunil Kumar
Treasurer :	Partha Rakshit
Secretaries :	Shubrangshu Bhattacharyya; Santanu Mitra; Sanjay Sen; Joydeep Nath; Manoj Chowdhury; Shiv Kumar; Sheshnath Tewari; Shrikant S. Phopse; M.M. Haneefa; P. Dakshinamurthy
Working Committee Members : U.V. KRISHNAIAH; CH. KUMAR; DUMPALA PRASAD; G. MANOHAR; K. D. PRATAP; ASHIM KUMAR HALDAR; ANUPAM KUMAR; R.S.ROY; AJAY KUMAR; SUBRATA BISWAS; RAHUL PURKAYASTHA; AMITAVA DAS; DIBYENDU DAS; PANKAJ KUMAR; M. DATTANI; SANJAY M. RANAWARE; JAGDISH THAKUR; UMESH MUNJAL; E. P. SHIBU; P. KRISHNANAND; P.K. SANTHOSH; A.V. PRADEEP KUMAR; THOMAS MATHEW; AJAYAN T.G.; B. CHANDRAKUMAR; C. B. KULKARNI; SHAILENDRA SHARMA; DEVROOP BISWAS; ANURAG SAXENA; SANJAY SINGH TOMAR; RITESH SHAH; VIVEKANAND GAURISHANKAR GODSE; SNEHADEEP KULKARNI; NARENDRA SINGH; VINOD GUPTA; PRASHANT WANI; ANIRUDDHA MOHAPATRA; SATYABRATA MAHAPATRA; MAHENDRA KUMAR SAHOO; B.S. SAAHI; GYANESHWAR CHOUDHARY; SANJAY MATHUR; RAKESH GALAV; PARMINDER SINGH; I. RAJU BHAT; CH. BHANU KIRAN; S. S. SRINIVASAN; G. VINOJ RAMANUJAM; G. VIVEKANATHAN; C. PRABHAKAR DEVADOSS; P. SATHYANARAYANAN; O.S. DILIP MENON; KAUSHALENDRA PANDEY; SANJAY NARANG; NEERAJ SRIVASTAVA; VIMESH KUMAR MISHRA; OBJEET K. TALUKDAR; R.M. RAI; ARVIND KUMAR TIWARI; ANIL PANWAR; BASAB ROYCHOUDHURY; DEBOTOSH CHAKRABORTY; TINKA MAJI; DIPANKAR PAUL; RANADIP CHOWDHURY; SUMAN BHATTACHARYA; KAUSHIK BANERJEE; TANDRIMA NANDI; SAGAR CHAKRABORTY; RUPAM CHATTERJEE; KAUSHIK ROY CHOWDHURY; SAIBAL NAG; ANU CHOUDHURY; SUTAPA CHAKRABORTY.	

# OSRU - State council sub committee meeting

The State Council Subcommittee meeting of OSRU was held on 17 April 2022 at the State Centre, Cuttack. A note based on the contents of the last held All India Council Subcommittee was placed by Mahendra Sahoo, Convener of the State Council Subcommittee. The council leadership participating in the meeting discussed on the note and also raised certain pertinent points. Elaborating the basic principles of Council Sub Committee, Sanjay Sen, Secretary FMRAI clarified the immense importance of the platform in building up, regaining and establishing rights of the SPEs through council movement. He

called upon all the council leadership to go all out in mobilizing the members of the all India councils in the state to strengthen the platform, in order to build up a regimented force throughout the state, to carry out extensive pan India movement against the increasing attack of the employers with a sole motive to demolish the unionized force and subsequently the union. The meeting was presided by Subhankar Das. Satyabrata Mahapatra, General Secretary and BK Das, Vice President of OSRU also addressed the members. The meeting was attended by 61 council leaders.



## 38th Conference of APMSRU

38th State conference of APMSRU was held on 16th and 17th April at Tirupati with the

eminent Physician gave an inspiring deliberation which was highly applauded by



APMSRU newly elected leadership

theme of 'Save Public Health- Save India'. The conference commenced with flag hosting by President of APMSRU P.S. Sekhara Reddy. Joint General Secretary of AIKS, Vijoo Krishna in his inaugural speech, expressed the impact of Kisan struggle and growing unity amongst the farmers and workers against the policies of the central government. Dr. A.R. Reddy chairman of reception committee welcomed all delegates. Dr. Sipai Subrahmaniyam of RUSSH hospital also greeted the members. Ramesh Sundar president of FMRAI explained the present situation of pharma industry and various form of attacks by the employers. He reiterated that unless and until there is a stiff resistance of dictatorial approach of pharma management, no advancement is possible. In this auspicious occasion General Secretary of FMRAI Santanu Chatterjee greeted the delegates, dealt with company wise issues and expressed the need to intensify the joint agitational program. He also emphasized collective functioning to uphold organization with focus on Vision 2025. From various fraternal associations like chemist and Druggist organization, CITU, AP Chamber of Commerce, Praja Arogya Vedica state leaders came to wish all success of the conference. Dr P. Krishna Prasanty,

the delegates. Conference felicitated former secretary of APMSRU K.S. Valasubramanian and two retired members Gurunathan and Balakrishna and also felicitated P.S Sekhara Reddy, President APMSRU. After placement of the General Secretary and treasurer's reports, 32 delegates discussed on both the reports, and the reports were unanimously adopted. 4 resolutions, Against attacks on SPEs, Against price rise, Demanding implementation of statutory working conditions and medicine related demands were placed and adopted by the conference. At the end of two day's conference, A.V. Nageswararao, treasurer of CITU, AP expressed his valuable observations on the conference highlighting the responsible participation of APMSRU comrades in joint movements, commitment of towards its members, society, excellent cooperation in covid situation. 16 member new state working committee was unanimously formed with P. Dakshina Murthy as President, U.V. Krishnaiah as General Secretary and Dumpala Prasad as Treasurer. The conference concluded with directions to intensify joint struggle to oppose Labour Code and expansion of APMSRU to newer heights in terms of membership and working class movement.

## Countrywide demonstration against AFD

In protest of various anti-worker policies of the management, including transfer of All India convenor and other sales promotion employees to distant places. The state

violating the laws of the land and resorting to various unfair practices on their sales promotion employees since the beginning of the pandemic. The objective of the



AFD dharna at Thrissur, KMSRA

council sub-committee staged demonstration countrywide on 27/4/2022 in front of the office premises and C&F of the company. The present crisis in the company is a fall out of AFD management selling it's neutraceutical portfolio to M/S Lupin Ltd. for a disclosed amount of Rs 326 cr. The management is

management is to harass and humiliate the sales promotion employees and illegally declare that they have abandoned their job. The members of FMRAI are committed to stand beside these struggling field workers for protecting their jobs through intensification of agitation and legal pursuance.

## Memorandum submission in RPG

Two memorandum were submitted to the head office management of RPG during physical cycle meeting, one by the sales promotion employees of the company and the other by the sub-unit council sub-committee,

demanding to resolve various issues arising out of unfair labour practices by the management and demanding resolution of the victimization issues. The programme was successfully implemented across the country

## State Conference of HPMRA

The State conference of Himachal Pradesh Medical Representative's Association (HPMRA) was held on 16th and 17th April 2022 at Mandi. The conference began with flag hosting by the president of HPMRA Hokum Sing and paying floral tribute to Martyrs. Secretary of CITU, Kashmir Singh Thakur inaugurated the conference. In his deliberations he elaborately explained the current political situation of the state and country. DYFI president Suresh Rawal and state president of LIC Employees union Debi Das were also present in the conference and greeted. Jagdish Chandra Thakur placed General Secretary's Report and explained organizational situation and movements

the state. 13 delegates from Hamirpur, Shimla, Kangra, UNA, Sonal, Bilaspur, Mandi subunits took part in discussion on General Secretary and Treasurer's reports. Himachal Pradesh CITU General Secretary Prem Gautama deliberated in the conference. In his deliberation he spoke about Central Government's anti-people policies, expressed his concern about 4 new labour codes helping private companies to exploit the workers more and more. He also called for further consolidation of the workers of all sectors to resist the Central Government's policies which are against the interest of the toiling masses of the country. The conference unanimously elected the



HPMRA newly elected leadership

carried out during the period of previous conference to present conference Com Vinay Kapoor placed Treasurer's Report. 60 delegates attended from different part of

new committee with Hokum Sharma as a President, Jagdish Chandra Thakur as General Secretary and Vinay Kapoor as Treasurer.

## 47th conference of East India Pharmaceutical Works Employees' Union



The 47th Conference of the Employee's Union of East India Pharmaceutical Works an 87 years old company was held on 24th April, 2022 at Shramik Bhawan, Kolkata to commemorate its glorious 75 years of journey since formation of union. The conference was conducted amidst continuous political impediments, threats which were hurled upon activists & functionaries of the union by the ruling reactionary forces in the factory in Kolkata. In the past two years immense pressure was mounted on leaderships to dismantle the Union. The challenges were accepted by the leadership of the CITU affiliated Union and gave a clarion call to "Unite, Resist & Advance" to make the conference successful. Simultaneously the members

responded magnificently to make the conference a grand success. The conference venue was named as Shyamal Chakraborty Nagar and the stage was named as Avishek Bhattacharya Manch. The conference was inaugurated by Sumahan Chakraborty, Secretary of West Bengal State CITU. Subrangshu Bhattacharyya, Secretary, FMRAI also greeted the conference. 103 delegates from 13 states attended the conference from across the country. The Conference elected Debanjan Chakraborty, National Working committee member of CITU as President, Abir Adhikari as Working President, Anirban Roy as General Secretary and Alok Mondal as Treasurer with 40 Executive Committee including 13 Secretariat members.