

Field workers storm Delhi demanding working rules

Thousands of field workers from different parts of the country erupted in mass protest at New Delhi on 22nd November, 2024 on the demand of statutory working rules for lakhs of Sales Promotion Employees working in different companies with varied service and working conditions. No set of standard is available to define the working conditions with the nature of job of sales promotion. The digital onslaught has made the situation even worse. The job now is altogether different from sales promotion work that used to exist few years back. Majority part of the job is now centered on fulfilling the desire of the employers to register sales volume by hook or crook. Adding to that, data management, sales trend prediction, projection of sales, entry of data in portal, AI driven promotion, online meetings, tracking and surveillance and numerous other absurd work are being imposed by the employers. The SPEs are subjected to grueling working conditions which is taking its toll on them in the form of untimely death, fatal accidents, chronic ailments. The Medical and Sales Representatives have been demanding a legally valid set of working rules tailor-made for governing their job conditions. It is to be remembered that the Industrial Tripartite Committee for Sales Promotion Employees in the year of 2017 decided to frame Statutory Working Rules for the SPEs under Section 12 of the 'Sales Promotion Employees (Conditions of Service) Act, 1976'. The draft working rules were published in the website of Ministry of Labour & Employment. But the

final Working Rules were not notified for reasons never specified by the Union Government. This insincere attitude of the Government is instrumental in all sorts of private working rules by the employers being imposed for governing the jobs of vast section of the SPEs who work in an industry totally dominated by the private corporates. In absence of working time and no specification of what to do and what not to, the employers are getting a free passage for abundant exploitation. FMRAI has been demanding since long to frame and notify the Statutory Working Rules along with other labour related demands like

Insincere attitude of the Union Government is instrumental for all sorts of private working rules

withdrawal of the labour codes, stop repealing of The Sales Promotion Employees (Conditions of Service) Act, 1976. This year throughout the country, across states, members of FMRAI staged dharna in front of the DM/Collectorate offices, state labour departments, met with the MPs in their constituencies and submitted demand memorandums to urge the government to frame the Statutory Working Rules. Finally on the 22nd of November, 2024, thousands of SPEs from all over the country once again assembled at the Jantar Mantar area to raise their demands. The massive dharna was presided over by Ramesh Sundar, President FMRAI and addressed by leaders

from all the affiliated state units. Seshnath Tewari, Secretary, FMRAI and Convener of Labour Related subcommittee elaborated on the demands. Santanu Chatterjee, General Secretary, described the apathetic attitude of the Union Government towards lakhs of SPEs in line with their pro corporate policies, and emphasized on continuing the movement in the days to come. Tapan Sen, General Secretary CITU also supported the demands and urged the members of FMRAI to prepare for long and serious struggles to realize the demand. The former General Secretary of FMRAI and CITU national leader J.S. Majumdar addressed the meeting. President of Delhi state CITU also greeted the members. A delegation consisting of K Sunil Kumar, Joint General Secretary, FMRAI and Pankaj Kharab, General Secretary, DSMRO met the Labour Secretary in deputation and submitted the memorandum in pursuance of the demands. Large number of members participated in the programme particularly from North Zone state units as planned by FMRAI and from other zones state leadership participated in the programme. On the same day, demand memorandum was once again submitted through the District Magistrate/Collectorate offices by the subunits. This pan India programme along with the central dharna created lot of enthusiasm amongst the members of FMRAI and the SPEs as a whole. The persuasion and the agitation shall continue in tandem to protect the job of the SPEs and to ensure the Statutory Working Rules.



■ Tapan Sen General Secretary, CITU, addressing the members in the dharna



■ Leaders of FMRAI addressing the SPEs gathered from all over the country.

8th settlement signed in Win Medicare

8th consecutive settlement signed between Win Medicare management and FMRAI's recognized committee on 11th November'24 under section 2(p) with 18(1) of Industrial Disputes act, 1947. Out of 614 field workers, 506 PSRs working in the company will be benefitted out of this settlement which would be effective from 1st April 2024 and continue to remain in force till 31 st March, 2027. On a financial aspect, this settlement is yielding an average benefit of Rs.10515 with a minimum increment of Rs.6467 whereas maximum benefit amounting to Rs.29500. In prevailing two grades, 0-10 yrs and 10 yrs and above, pay bands ranging from 12000-19576 for the first grade and 22015- (open ended) for the next grade (Grade-2). The grade promotion is revised from 1000 to 1500. Field workers in grade 1 will receive an annual increment at 5% of their basic salary whereas, 4.6% would be receivable

by the PSRs in grade 2. Special allowance to be received as 25% of the basic pay, while HRA would be calculated on 30% of basic in addition with special allowance. Among other perks, PSRs working in selected cities are entitled to receive CCA (city compensatory allowance) @5000, Vehicle maintenance @ 5000 / a n n u m , educational allowance @200/month, medical and LTA both @8.33% of basic salary. With effect from 1 st November, metro and non metro head quarter allowance will be revised to 430 and 360 respectively. Ex station and out station allowances will be at 430

and 500 respectively. The settlement will continue to remain effective beyond this period until a new agreement is reached. The arrears resulting from this settlement will be paid to the employees who are on the company payroll at the time of disbursement. Additionally, these arrears will also be extended to an employee who is superannuating after the signing of this agreement. The 8 th settlement in win medicare will help to reinforce legal, trade union and collective bargaining rights of the sales promotion employees working in the company.



EDITORIAL

Pharma Reps: A tale of apathy about health and safety

Apart from numerous everyday developments in the national capital that make headlines on a regular basis, the month of November saw two occurrences that were indeed noteworthy. The first is that for a considerable period, the city was so much immersed in airborne pollutants that it was almost akin to a climatic crisis. The other was that thousands of Sales Promotion Employees, popularly known as Medical and Sales Representatives thronged in Jantar Mantar area to pursue something which has been a classical story of denial by their employers and the government. The pollution at this time in Delhi is nothing new, yet this year the situation was so grave that the government declared that schools to be closed and government and private employees should work from home at least for some days till the air becomes normal. Such gestures for the health safety of the employees are not something which can be called as unusual, as without a productive and healthy workforce the employer too can not wish to generate the desired outcomes.

Now this raises a very pertinent issue in the context of the profession of sales promotion in our country. The Medical and Sales Representatives are out in the field throughout the year exposed to the most hazardous work environments. Whether it is about driving in highly congested thoroughfares, being exposed to continuous emission of vehicular pollutants, irresponsible rash driving of public and private vehicles or waiting outside the chambers of doctors full of infected patients. In fact, the SPEs are so much exposed to different kinds of micro climates full of a plethora of virus and bacteria that the topic deserves serious look by all concerned. During the COVID pandemic, which is considered one of the most challenging situations that humanity has faced in the last hundred years, the SPEs were out there in the field. As a matter of fact, the SPEs never got any consideration in any case of natural calamity, special climatic and physical situation. They are expected to rush out in the field workplace and meet the desired number of doctors and chemists as designed by the company, come hell or high water. The SPE was never

spared from grilling, harassment or even punishment by the management for missing the numbers, either of the doctors or of the monthly sales objective, even if he is unable to deliver because of genuine reasons. In the above context, even when the government accepted that the air of Delhi city is too dangerous to venture in the street and announced a red alert, there was no such concern shown by the employers of the SPEs, they were supposed to work in the field as usual; driving in the polluted streets and meeting doctors. This apathy towards the field workers has been the hallmark of the approach of the pharma employers for ages; whereas the same employers do not have the same approach towards other places where the hazards are far lesser. As if the field workers are not employees who deserve any such humane considerations and such a situation has been allowed to continue since the inception of the job and there are no signs that the employers may change their thoughts on this.

Herein comes the importance of a set of working rules which is validated by the law of the land. This is one of the major reasons why the field workers under the banner of FMRAI demonstrated in Delhi on 22nd November. Without a statutory set of working rules there is no obligation of the employer to take care or show concern about the health safety of the SPE. Even if it is there in some companies, it is not legally binding to the management. The draft working rules released by the Ministry in the year 2017, although inadequate in addressing the various concerns of the job, showed some positive steps in this regard. Unfortunately, the SWR never saw the light of the day and was buried deep in the obscure files of the labour ministry for some unknown reasons. The industry has never realized that the health safety is an integral part of the productive life of a field worker. Even in the extra ordinary and sometimes adverse working situation, most of the employers do not provide for adequate health checkup facilities for their SPEs. Therefore, the government must come out with specific health safety guidelines and enforce it on the industry.

Memorial meeting of Dilip Bose

Dilip Bose, founder President of CRU(NER) breathed his last on 30th October 2024 at the age of 88 years in Nadia, West Bengal. He served the organization as President of CRU(NER) for 24 long years, from 1973 to 1996. Dilip Bose started his career as Medical Representative with Bell Pharma and later on joined Anglo French Drugs and Industries (AFD) in 1967. He retired as Medical Representative from AFD in 1996. Born in September 1936, and educated in Guwahati, during his entire TU life he was tireless in developing the organization of CRU(NER), battling several odds, playing important role in functioning of CRU(NER) in the remote parts of the north east region. He also formed the All India Council of AFD and served as the All India Convener for several years. His role was also instrumental in formation and functioning of science forum in the entire north-east region and also functioned as Treasurer of the organisation. FMRAI pays respectful homage at the demise of Dilip Bose and sends heartfelt condolence to the bereaved family. He is survived by his wife Mrs. Meera Bose and daughter Mrs. Paromita Bose.

CRU (NER) organised a memorial meeting on 14th November 2024 held at Assam Sahitya Sabha Auditorium, Guwahati. The meeting was chaired by Jaimini Borbaruah, President CRU(NER). The session was graced with the presence of Mira Bose, wife of Dilip Bose, Dr Joydeb Sarma, Vice Principal of Guwahati Medical College, Guwahati, Santanu Chatterjee, General Secretary FMRAI, Tapan Sarma, General Secretary, CITU, Kamallesh Gupta General Secretary, Ellora Vigyan Manch, and Dibakar Barman from Joint Council of Trade



Unions. In the meeting, the memorial note was presented by Rahul Purkayastha, General Secretary, CRU(NER) with a condolence for a minute.

Dr Joydeb Sarma spoke about social works of Dilip Bose and his selfless approach for the cause of the common people. Kamallesh Gupta narrated the contribution to form the Ellora Vigyan Manch. Dibakar Barman spoke on his works for Joint Council of Trade Unions in Assam. Tapan Sarma briefed the activities of Dilip Bose to imbibe the CRU(NER) with CITU. Paromita Das, the daughter of Dilip Bose also remembered her father mentioning his wider perception for the society. Ex-General Secretaries Prafulla Sarma and Bijan Das also remembered contribution of Dilip Bose highlighting the ideological view of this legendary personality.

In this special meeting Uddhab Barman ex- MP, Loken Deka ex- VP-CRU, Dr Anil Choudhary, President of Jana Swasthya Abhiyan, Assam, Manjul Chakraborty ex- VP-CRU, Ashit Chakraborty, leader of CRU(NER), Kalyan Dutta Majumder ex-leader CRU(NER), Abdul Ahad well-wishers and many others remembered Dilip Bose. There are numbers of messages of condolence from Biswapati Roychowdhury ex- Treasurer of CRU(NER), Sumanta Chowdhury ex-General Secretary, CRU(NER), Dr Hem ch Kalita Senior Professor of Assam Medical College, Dibrugarh, Dr Haren Sarmah, Pranad Sarkar and many others which was read out in this memorable occasion.

Condolence



Nagendra Dubey (37 Years), member of Ambikapur unit of CGSPEU

& field worker of Unijules Pharma, passed away untimely on 1st December, 2024 early morning in hospital, where he was admitted after complain of colic pain. He left behind his old parents, wife and two daughters aged 10 years and 7 years. FMRAI express heartfelt condolences to the bereaved family.



Asish Kumar Dutta, former unit secretary of Jamshedpur, BSSRU

took his last breath on 27th November, 2024. He was working in Sun Pharma and led for consolidation of the field workers and eventually got terminated in 2004. He was also a leading face in the democratic movements in Jamshedpur. He left behind his wife and son. FMRAI deeply condole the death of Asish Kumar Dutta.

Reinstatement order in Himalaya

In another landmark judgement from the Hon'ble Judge of industrial tribunal at Kolkata, Sanjay Saha got order of reinstatement with full back wages along with 10% compound interest and a penalty of Rs. 4 lakhs as reward against harassment of himself and his family members. Sanjay Saha was transferred from Kolkata to Bengaluru unfairly by the Himalaya Wellness management citing safety at his working territory as a reason whereas the fieldworkers of rest of the divisions of Himalaya Wellness Company continued their work in same territory. Later when he knocked the door of appropriate legal forum and lodged dispute against this unjustified transfer, during the period of conciliation he was terminated from service with a plea of 'voluntary abandonment' of service'. Later the dispute was referred to labour court. After the follow up and persuasion the second industrial tribunal passed the order in favour of Sanjay Saha.

Wage settlement signed in Strassenburg

On 19th November, 2024, the negotiating committee of FMRAI signed the consecutive 11th settlement with Strassenburg Pharmaceuticals at Kolkata. This settlement is effective for the period of 1st April, 2024 to 31st March, 2024. This settlement will cover

all confirmed Sales Promotion Employees as on 1st April, 2024 working in the company across the country. There will be three grades in Basic salary along with Variable Dearness Allowance, HRA, Special Pay, Vehicle Maintenance Allowance, LTA and Reporting and Communication



Allowance. Daily Allowances were also substantially increased

along with introduction of Group Accident Insurance coverage of Rs 4 Lakhs for the Sales Promotion Employees. This settlement was signed by Santanu Chatterjee, General Secretary, FMRAI, Partha Rakshit, Treasurer, FMRAI, Santanu Roy, Sourav Ghosh, Rintu Dey, Mahabir Ram – the

negotiating committee members and on behalf of management Mr. Arabinda Bhattacharjee from finance and Mr. Santanu Dasgupta- General Manager- Marketing. The settlement further strengthens the bilateral relation for mutual interest of employer and employees.

FMRAI Working Committee Meeting in national capital

Working Committee meeting of FMRAI, was held on 23rd and 24th November in New Delhi. Before the 27th FMRAI conference, this meeting had immense importance to understand the ground level implementation of the tasks taken by the committee. The meeting was presided over by Ramesh Sundar and the Vice Presidents of FMRAI. 75 working committee and Secretariat members attended this meeting. WCMs discussed that although world politics mostly has inclined with rightist force but in crucial economic condition people chose left ideology. WCM also discussed about ELI scheme, price rise of regular commodities, strongly condemned genocide in Manipur, brutal incidence of R.G. kar Hospital, Kolkata, and also opposed anti people and anti-worker policies of the central government. In most of the states, FMRAI members have taken leading role in CITU led joint platform movements. CITU GCM in Kolkata was also attended by FMRAI members. Working Committee reported that 10th July Demand Day program, 9th August Quit India Day, 15th August Independence Day and 23rd September Black Day was successfully carried out by the state units. Tasks on labor related movements taken in last FMRAI



GCM like submission of memorandum to the state MPs are yet to be implemented across the country uniformly. some state units had also met MPs with some assurance of FMRAI's demands being taken up in the Parliament. Campaign was judiciously done in every place. In medicine related movements, state bodies are needed to be more focused in campaign among the members and general mass regarding electoral bond and price rise, generic medicine concept, deceiving nature of UCPMP. Note on organization was placed by Treasurer Partha Rakshit. FMRAI congratulated members for reaching one lakh membership much before the year end. Task has been taken to bring maximum SPEs under the banner of FMRAI and

for that the more focus on metro cities is needed especially in women field workers and in the Other Industry segment. Emphasis has been given on building three tire organization within the states bodies, and subunit council with twelve identified companies. Note on council and council related movement was placed by All India council subcommittee convener Sunil Kumar. Committee pointed out that, organized councils have been marginalized and in multi division companies' large section of field workers have been deprived of the rights and is out of orbit of the union. Victimization in companies like Pfizer, Jonshon & Jonshon, Macleod, Wallace, Franco India, Abbott Healthcare, Khandelwal, and Sanofi

rapidly took place one after another. The developments of these companies were critically assessed by the WCM in the meeting. In the intervening period, FMRAI also signed settlements in Win Medicare, Strasenburg and Zydus GRL. Wallace all India conference was also held in between. Training, workshops and subsequent AICs were also held as per plan, AIC members need to be more focused on regular functioning, council networking and expand councils to the multi divisions. State council subcommittee need to be more responsible regarding implementation of the company wise programmes in the state. During the time, sixth All India Women's Convention and first all India Other Industry's Convention was successfully organized. The Women and OI consolidation, have been given special focus, although both are not uniformly grown up all over India. Modified twelve-point demand for women field workers was placed in the meeting which would be given final shape in the next FMRAI conference. Ensuing 27th FMRAI conference will be held in Mumbai, and the detailed preparatory plans were discussed in the meeting. The meeting concluded with the call to make the next FMRAI conference to be held at Mumbai a grand success in all fronts.



Training and Workshop at New Delhi

The concluding phase of Training and Workshop, 2024 was successfully organized at P. Ram Murti Bhawan, in Saket, New Delhi on 20th November, 2024. The day long programme was presided by R Ramesh Sundar, President FMRAI. The entire note was placed in 4 sessions, each placed by Secretariat members of FMRAI. Council movement was placed by Shubrangshu Bhattacharya, council networking by Sanjay Sen, grievance committee procedures by K Sunil Kumar and wage negotiations by Shailendra Sharma. 33 members from All India Council Committees belonging to Hetero, IPCA, Khandelwal, Medley, Meyer, British Biologicals, Svizera, Ozone participated in the Workshop along with the Convener of State Council Sub Committee of UPMSRA and 2 Secretariats and 2 WCMs of FMRAI. The attending members of different councils placed their queries. R Ramesh Sundar, president FMRAI summed up the queries placed by the members. The four workshops conducted at Kolkata, Chennai, Mumbai and Delhi on council movement, council networking, grievance committee procedures and wage negotiations dealt in details about the council movement which created enthusiasm amongst the attending members. The training and workshop programmes are an integral part for preparing cadres and the same shall be conducted at state unit level to educate the state leadership on various aspects of organization. On the very next day on 21st of November, All India Council meetings of Hetero, IPCA, Khandelwal, Medley, Meyer were conducted at Com P Ram Murti Bhawan at Saket in New Delhi.

Ozone fieldworkers fighting to protect rights

The SPEs of Ozone are bravely resisting the unilateral imposition of changes in the reporting system. The management of Ozone with an ulterior motive tracking and surveillance on the SPEs, introduced GPS enabled mobile app for submission of daily call report. The SPEs cannot log in to the portal unless GPS of their mobile handset is switched on. Furthermore, the existing schedule of submission of work reports every 3rd day has been changed to daily submission. The management also withheld the salary of August, 2024 and the expense statement of July, 2024 on the pretext of the GPS enabled submission of work



■ Demonstration in Howrah, West Bengal

in Darwin Box, a new system introduced by the management. Later, after persuasion of the council leaders, the salary was released; the SPEs participated in training session on Darwin Box and submitted the required information therein. FMRAI has sent a letter demanding withdrawal of the GPS enabled submission of work

reports, submission of work reports as per prevailing of three days and immediate discussion with the Welfare Committee to resolve the problems and grievances. However, management has not shown any positive intent in this regard till date. Rather they have withheld the salary and incurred expense of the SPEs to compel them for

accepting the unilaterally imposed reporting system. Also, the management at several instances intimidated the SPEs of punitive measures including retrenchments. The Ozone SPEs have sent a letter endorsing the letter sent by FMRAI and participated in mass casual leave on 3rd October. Further on 13th November, demonstrations were held in front of Ozone establishments across the country. A delegation of council leadership met the management at HO on 21st November, 2024 at Delhi and placed the demands of the SPEs. The spirited fight by the Ozone SPEs shall continue against the unilateral imposition of new work systems.

Fighting Injustice in Albert David

Amidst the ongoing struggle where eleven field workers were terminated Albert David's management has resorted to deplorable tactics once again, including illegal wage cuts, unjust terminations, and further withholding salaries. LOPs of three field workers continue till date. One fighting member lost his life on struggle. The unilateral severance of ties with FMRAI during the pandemic reveals a callous disregard for fair labour practices and legal obligations. Despite union efforts for reconciliation, the management persists in divisive strategies, offering incentives to weaken unity. Their latest ploy of salary deductions under false pretenses is a grave injustice. Apart from the legal cases, FMRAI has initiated protests demonstrations in front of ADL head office and started a doctor-campaign to boycott Albert David brands, to reveal the company's exploitative nature. More such programs are to be taken and doctor's campaign will be intensified. Let us stand united with the ADL fieldworkers in their fight against oppression, advocating for justice and fair treatment across the nation.



All India Council Conference of Wallace

Wallace All India council conference was held at Saleem Patel Nagar (New Delhi), Anurag Tiwari Manch (BTR Bhawan) on 22nd December, 2024, where more than 120 Wallace field workers from all over the country participated on delegate basis. The conference started with hoisting of the organization flag and paying tribute to the martyr's column. The conference was inaugurated by J. S. Majumder, former General Secretary, FMRAI and national leader of CITU. The reports of All India Convener and Fund in-Charge were placed by Narendra Singh and Murali Ramachandran. 14 delegates from different state councils discussed on the reports. Sundar, President FMRAI deliberated during the conference. He greeted the fighting members of Wallace for their consistent struggle in pursuance of their rights. Sunil Kumar, Joint General Secretary and Convener of All India Council Subcommittee also deliberated during the conference. Santanu Catterjee, General Secretary, FMRAI in his deliberation urged the Wallace members to mobilise further and expand the council organization to continue the struggle to snatch the rights for the fieldworkers. He also emphasized to build up movement involving all Wallace fieldworkers irrespective of division and designation for common demands. All the queries by the delegates were clarified and the report of All India Convener was adopted unanimously. The conference elected Narendra Singh as All India Convener and Tanmoy Bhattacharya as Joint All India Convener along with Zonal and Joint Zonal Conveners from the zones. The All India \ Council Conference concluded with resolute slogan to protect the rights and advance further to achieve rights for all Wallace fieldworkers.

48th Conference of East India Pharmaceutical Works Employees' Union



The 48th Conference of the East India Pharmaceutical Works Employees' Union was held on 18th November 2024 at Salvation Army Hall (Buddhadeb Bhattacharya Hall) in Chennai (N. Sankaraiyah Nagar) & Shailendra Gupta Manch ; inaugurated by A. K. Padmanabhan, Vice President CITU, with a call to defeat the malicious attempt of the incumbent government at center to strangle the workers' rights, scrapping of 4 Labour codes & for participation in the ensuing Mazdoor-Kisan joint movement on 26th November. The Conference was held out of Kolkata City for the first time in its 77 years old history of the Employees Union which consists of workers from the field, office and factories. The Conference was participated by 82 delegates from across all sections of the workers & employees. 66 Field Workers from 11 Councils participated in the conference where 14 have participated in discussion on General Secretary & Treasurer's report. The conference was addressed by President of TNMSRA, P Sathyanarayanan as Chairman of Reception Committee, greeted by G.S. TNMSRA Vivekananthan as leader of fraternal organisation. CITU Chennai-North

District Secretary Kuppaswamy graced the occasion along with K Subramanian, AIC, German Remedies and Working Committee Member, FMRAI. President, FMRAI - Ramesh Sundar as chief guest to the Conference greeted the occasion sharing his valuable experience and urged upon all to remain united and thwart the ensuing onslaught unleashing upon the working class by the Modi led NDA govt. The Conference elected 30 members Executive Committee with 13 Secretariat members. Anirban Roy & Alok Mondal as General Secretary & Treasurer were reelected respectively & Abir Adhikari as President of the Union.

Workers continue to protest in Pfizer

The decision of Pfizer management to retrench more than 200 sales promotion employees (SPEs) during 2022 citing redundancy of their job roles as per the global policy was aptly protested by the members of FMRAI. The Pfizer management though have not taken similar decisions, but continues to propagate informations on closure of divisions, shifting of products to the franchise division, thereby creating immense mental agony of job loss on Sales Promotion Employees of the company. There have been continuous attempts on the part of management to introduce and impose unilateral digital work systems for the SPEs. In this background FMRAI has launched various agitational programs as well as legal cases against the management. The Welfare Committee for the SPEs are continuously pursuing for resolution of the termination issues but management remained adamant not to take the employees back. Countrywide demonstrations were held during the period of 26th November-28th November, 2024 in front of Pfizer establishments as during this period the management organized annual meeting at Goa. The Pfizer Sales Promotion Employees attending the conference demanded resolution of the termination issues and boycotted lunch and tea. A delegation from GOAMRA met with the management, submitted a memorandum demanding resolution of the issue. The members of FMRAI are committed to carry the struggle forward in Pfizer for protection of the hard-earned rights and also to protest against the job loss.



Memorandum submitted to Pfizer management in Goa

Lupin council formed in OSRU

Lupin fieldworkers organised first council conference at CITU office Bhubaneswar. Arun mishra the coordinator of Lupin council from Odisha state hoisted the flag. Subodh Kumar Sahu presided over the conference. Arun mishra placed the conference note and around 20 members discussed on the note and after the clarification of all quarries unanimously passed the report. Gudipati Manohar AIC of Lupin council, General Secretary of OSRU also addressed the gathering. Arun Mishra was unanimously elected as state convener along with 9 joint conveners.

27th

Conference of FMRAI

13th, 14th & 15th February 2025

Buntara Bhavana Kurla, Mumbai