



10th wage settlement signed in Johnson & Johnson

The historic 10th wage settlement was signed between consultative committee of FMRAI, representing the sales promotion employees and M/S Johnson and Johnson on 21st February 2023 at Mumbai Cricket Association Hall. The management was represented by Mr. Sharthak Ranade, President, Tridib Adhikari, Associate Director, Darshika Khare, H R Head, Ramaji Shindhe, H R Manager and on behalf of FMRAI Soumitra Mukhrjee, P Satyanarayana, P Krishnand, Anand Kumar, Vivek Godse, K K Jha and Rakesh Sharma signed the settlement with S K Choudhury as witness. The charter of demands, placed on 4th December 2020, is effective from 1st Jan 2021 and will remain in force up to 30th June 2024. With an average benefit of Rs 5900 per

MSR per month, the workers at entry level will be eligible for a rise of Rs 4100 over and above existing pay and the maximum benefit will be up to Rs 34775 for those who are 35 yrs in service. In FDA, Rs 215 and 350 is added in two slabs after merging the existing VDA till the month of December. In VDA, Rs. 3.95 and 4.40 per point of neutralisation is maintained. Upward revision is maintained in all other components like HRA, Education allowance, LTA, Medical, Daily Allowance, Vehicle Maintenance Allowance and Business Communication Allowance. For Ex Station working per kilometer fare has also been increased to compensate the rise in fuel prices. All MSR's will be paid fixed Ex Gratia of Rs 16800 in lieu of bonus. All other existing benefits will be continued as per previous settlement.

FMRAI General Council Meeting

Mass mobilization, collective resistance and combative struggle in Diamond Jubilee year

The General Council Meeting of FMRAI in Diamond Jubilee Year was held at Guwahati from 8th to 10th February, 2023. The meeting venue, District Library Auditorium of Guwahati was named as Susthir Ranjan Laskar Manch to pay tribute to the tall leader of the sales promotion employees' movement. Laskarda as he was popularly known across the country was one of the founder members of FMRAI. The General Council Meeting in the Diamond Jubilee Year was very significant in terms of its importance in directing the future path of fieldworker's movement. The GCM was hosted by CRU (NER) during the concluding part of their yearlong Golden Jubilee year celebration.

The General Council Meeting commenced on 8th February, 2023 with hoisting of FMRAI flag by Devashis Roy, Vice President and offering floral tributes to the martyr's column by all the dignitaries and members. This was followed by the open session which was presided by Arpita Mitra Roy, Vice President. In the beginning the condolence resolution



was placed by K M Surendran, Vice President and one minute silence was observed to pay homage to the departed leaders. The Chairman of the Reception Committee, Dr. Joydeep Baruah, an eminent economist welcomed the participants and enthralled the audience with an enriching deliberation on health policies and its impact on the people and society. He also mentioned the need of welfare state with good education on health practices aided by government initiatives. J S Majumder, former general secretary of FMRAI and national Leader of CITU in his

inaugural deliberation dealt on the situation of the working class and the movement against farm laws and labour codes by unifying various section of the working class. During his elaborate deliberation, he also narrated the struggles of FMRAI and the ploy of Central Government to corporatize the health sector through Ayushman Bharat and National Digital Health Mission projects. The open session was also addressed by Bijan Das, treasurer of Assam state CITU, Bhaben Kolita, secretary of Joint Council of Trade Unions in Assam. Rahul Purakayastha, Secretary of the reception committee,

greeted all the participants and dignitaries present gave vote of thanks. After conclusion of the open session, the business session of the General Council Meeting started on the same day evening. Santanu Chatterjee, General Secretary, FMRAI placed the General Secretary's report. During the report placement, the developments in the industry and the attack on the jobs of the workers along with the resistance and struggle by the fieldworkers were elaborately dealt. Partha Rakshit, treasurer, FMRAI, placed the audited accounts for the year.

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Wage settlement signed in Lupin for 8th time

The Negotiating committee of Lupin of FMRAI, signed 8th wage settlement for 192 MRs under section 2(p) and 18(1) of I.D. Act, 1947 and rule 62 of I.D. Act (Bombay) rules 1957 on 28 February at Mumbai. The average benefit of settlement would be Rs 5311 with a minimum benefit of Rs 3369 for an SPE completing 1 yr. of service and Rs 28392 for an employee of 36 years of service. As per practice 60 percent of the amount is included in wage part in the first year and the rest 40 percent (10% each in the rest 4 years) to be included into non-wage part.



Pay scale is divided in 6 grades ranging from 0 to 36 years. On reaching a basic salary of 11855, MR in Grade I will automatically move to Grade II and shall be fitted at Rs.13180

after adding one annual increment, the same will follow in subsequent grades with higher increments as per seniority. Increment in HRA will be effective in 3 stages,

onward from 1st July 2019, 2020 and 2022. Upward revision of Rs. 2400 each for LTA and Medical reimbursement is effective from 1st July, 2020 and 1st July 2021 respectively. Conveyance allowance is revised with effect from 1st July, 2021. Without setting any precedence, the period of settlement is valid w.e.f 1st July, 2018 till 30th June 2023.. FDA, personal pay, special pay is merged with Basic salary and education allowance, kit allowance merged with HRA. Conveyance allowance and VDA is to be continued as before. A separate MOU on digital initiative has been

signed with protection of the field workers from tracking, surveillance and intrusion in privacy. All other service and working conditions remains same. The management was represented Mr. Rajeev Sibbal (President, IRF), Sanjay Mishra (GM-HR), K. Sivdasan, V. Joshi and Negotiating committee was represented by G. Manohar, Snehal Desai and Hemant Sharma. The settlement was signed after nearly 56 months of relentless struggle by the SPEs, who remained committed even after economic deprivation.

► Turn P 2

EDITORIAL

Workers, Peasants determined to fight for reversal of pro corporate policies

It is reasonably clear now that the Modi Government has declared war against the working class of the country, the workers and the peasants. Never before in the history of the independent India had the Indian working class, peasants and the common people faced with such acute distress in their lives and livelihoods, as a direct fallout of the policies of the Government they chose to rule. The first thing that strikes us is the absurd accumulation of wealth in the hands of a few corporate friends of the government. The vast majority of the people languish in abject poverty and the corporate cronies amass enormous wealth is reason enough for any sensible human being recoil in disgust. In 2022 total number of billionaires rose from 140 to 166. At the same time 1.7 million Indian died due to malnutrition. World Inequality Report 2022 observed that "India is among the most unequal countries in the world, with rising poverty and an 'affluent elite'." The unemployment rate is to the tune of 7.6%, an all-time high figure since many decades. Amidst a general slowdown of the economy and a disastrous experience of the nation in terms of jobs and health during the pandemic, it was expected that the recent budget would contain directions for an economic turnaround where jobs, protection of income, healthcare and social rights for the large numbers of farmers and the working poor would get priority. But the budget contained none of the above. It appears as if Indian Government has decided that the poor people are actually a dispensable group for the nation.

Eager to please their business tycoon friends, the Union Government has let loose all kinds of tyranny to shackle the working class of the country. In this they have surpassed even the

British rulers who left India 70 years ago. Many of the Trade Union laws were actually enacted during the British era owing to massive movements of the workers in the country. To enable reckless run of the corporate rulers, all rights of the workers have been planned to be snatched away by codifying the 44 labour laws. This includes sector specific acts like The Sales promotion Employees (Conditions of Services) Act, 1976 and, The Working Journalists (Fixation of Rates of Wages) act, 1958. India already had a huge number of workers without any permanency of jobs and devoid of any social welfare measures. In future all jobs will turn out to be contractual in nature with the government eager to bring in Fixed term Employment. Thus, in future the right to form or continue with any kind of trade union or workers associations in the workplace will only be a daydream. The peasants in the country are also under unprecedented attack by the Modi government. It was only because of the no holds barred fight that the peasants put up that the government shelved the plan to present the farming sector of the country to the hands of its corporate friends.

The Sales promotion Employees have seen spate of attacks during this regime unprecedented in the history of this profession. Terminations of jobs, arbitrary transfers and wage cuts are now rampant in the industry. Emboldened by the clear anti-worker stand of the government, the employers of the pharma industry is hell bent to ignore and destroy unions. Working conditions are in a total mess with the managements bringing in newer and newer working rules everyday bypassing the laws of the land and sometimes completely ignoring the agreed understandings with the union in this

regard. The future employment scenario in sales profession is dark too with many employers already bringing in FTE in the job of sales promotion of pharmaceutical products.

There are only two ways for the workers of the country now. Either go for complete surrender in front of the attacks or rise in unison together with other members of the working class and peasants of the country to protest, resist and reverse the disastrous policies of the Modi government. Our experience says that people's anger against the policies is growing day by day. The Mazdoor-KisanSangharsh Rally on 5th September, 2018 was the biggest ever mobilisation of the workers and peasants in the national capital since independence. In the intervening period workers including the sales promotion Employees have participated in numerous rallies, dharnas and strikes against this government. It is about time that we march to Delhi once again to give decisive blow against the government policies which are doing immense harm to us, planning to turn us into twenty first century slaves of the corporate cronies. The Indian working class including the sales promotion Employees have fought many brave battles, we have the capacity to turn the tide in our favour with total unity and dedication. We shall meet in Delhi shoulder to shoulder with our peasant brethren on the 5th of April. The danger is clear and present so the war is declared. There will be no looking back, the members of FMRAI will participate in thousands to send clear and loud message to the people in power, we voted you in power, work for us, not for the corporates OR your place is reserved in the dustbin of history. Let us prepare for the struggle and make our future ourselves.

... General Council Meeting

Turn from P 1

Later on the delegates discussed on the reports placed by General Secretary and Treasurer. Over all 32 speakers from different state units, Thirteen All India Conveners from All India Councils and women delegate from Women subcommittee discussed on the report and placed their suggestions and recommendations. On 9th February, 2022, a special note on the current attacks on the SPEs and the resultant issues faced by fieldworkers was placed by Sunil Kumar, Joint General Secretary, FMRAI. After the placement of the special note, all the General Council members along with the working committee members were divided in to 6 groups for elaborate discussion on the content of the note. The secretariat members of FMRAI moderated the discussion. Later on a working group from each of the six groups prepared the summary report of the commission discussion which was placed by two speakers from each of the groups in the main session. Over all during the special session, all the members participated in discussing the special note and placed important suggestions on the issues and ways to combat the problems. It was decided that a concrete note will be prepared by finalizing and incorporating all the suggestions by the working committee. Partha Rakhit, treasurer, FMRAI summed up the discussion on the special note. On the second day evening the sub units having 1000+ membership were felicitated. 21 sub units have surpassed the One thousand

landmark in the year 2022. On the second day itself all the state units were felicitated by the reception committee. During the felicitations the Diamond Jubilee Flag of FMRAI was handed over to all the state units which will remain flying in all state offices during the entire Diamond Jubilee Year. On 10th February, 2023, the final day of the General Council meeting, three resolutions were placed. The resolutions on 5th April Mazdoor - KishanSangharsh Rally programme by the workers and peasants, on Diamond Jubilee year programmes and against attacks of the employers and victimizations were moved and unanimously adopted. Tapan Sen, General Secretary, CITU deliberated on the current phase of working class movement in the country in the critical scenario where the labour laws are diluted by codification, the increasing communal corporate nexus unleashing an autocratic regime leading to miseries of the common people and unhindered profiteering of handful corporates. He also mentioned about the gifting away of the national assets to the corporates through the national monetization pipeline, the growing unemployment scenario and other regressive policy decisions of the present Central government. He praised the role of FMRAI for spearheading the movement of the health related demands and for taking active roles in implementing CITU programmes across the country. Later Santanu Chatterjee, General Secretary, FMRAI, summed up the suggestions and recommendations by the General Council

members during the special session and the discussion on the reports. The report of the General Secretary, Treasurer were unanimously adopted. A presidium consisting of ArpitaMitra Roy, Devasish Roy, K M Surendran, Naveen Gupta and J S Naruka conducted the proceedings of the business session in this General council meeting. 303 General council Members from various parts of the country assembled in the far eastern corner of the country at Guwahati to participate in the General council meeting. The credential report revealed that from 154 districts and towns the general council members participated in the meeting. It was indeed noteworthy that fieldworkers of different cultures, linguistic backgrounds remains united with the banner of FMRAI and take active part in the working class movement. The GCM decided for massive mobilisation in the week long relay dharna demanding notification of Statutory Working Rules for the sales promotion employees in Delhi during December, 2023. The General Council Meeting concluded with the call to all the fieldworkers of the entire country for mass mobilization, collective resistance and more combative struggles in the Diamond Jubilee Year. The theme of the Diamond Jubilee celebration is to expand the organisation by connecting to all sales promotion employees at the sub unit level, campaign on our struggles for rights, the achievements made and the sacrifices done by the members in the past 60 years to build our beloved organisation.

Obituary



Seikh Munna

He was a member of WBMSRU East Burdwan subunit and sales promotion employee of FDC died on 28.2.2023 due to massive accident. FMRAI condoles his untimely death of and express heartfelt condolences to his bereaved family.

Memorandum submission to Central Minister by APMSRU

Utilizing the presence of Dr. Bharati Pravin Pawar, Hon'ble Minister of State for Child and Women Welfare at Vijaywada and submitted memorandum to the Minister on Medicine related issues, against Labour Codes and victimizations by the employers particularly by some of the multinationals

and Indian monopoly companies. A delegation consisting of APMSRU members from Vijaywada and Guntur units took special initiative to meet the minister and briefed the issues elaborately. The Hon'ble minister listened to all the demands and assured to raise the demands at appropriate level of the ministry.

Resolution

Diamond Jubilee Year Celebration of FMRAI in 2023

General Council Meeting held during 8 - 10 February, 2023 at Guwahati solemnly recalls -

The glorious journey of 60 years of FMRAI since its formation conference held at Hyderabad in 1963 and decided to celebrate the rich experiences of 6 decades in a most befitting manner as a tribute to the momentous and impactful progress of the organisation, in the year 2023.

In the early 60's at the initiatives of a few State unions where Medical and Sales representatives were organised and they were functioning independently, the urgency of forming an all India federation was felt as the sales promotion employees were denied the legal and trade union rights and accordingly it led to formation of FMRAI. In the arduous journey over the years, through determination, commitments and sacrifices, it can proudly be claimed that significant achievements have taken place during this period. Enactment of The Sales Promotion Employees (Conditions of Service) Act in the year 1976 was one of the notable landmarks which brought the SPE under legal coverage. Through SPE Act, the sales promotion employees are also covered under ID Act, Minimum wages act, Employees compensation Act, Bonus, Gratuity, Maternity Benefit acts etc., due to which the lives of the fieldworkers have advanced. FMRAI through the company-wise council movement, also made notable progress in the establishment of trade union, collective bargaining and legal rights in various companies. From 1976, wage settlements have been signed with several companies including MNCs and Indian monopolies. Grievance Committees were also constituted for resolution of issues of the sales promotion.

As a national federation FMRAI has played a pivotal role in the working class

movement of the country and continues to oppose and fight the anti-people and anti-labour policies of the union Government through independent and joint movements.

General Council Meeting notes with concern that - Presently, due to the neo-liberal and anti-labour policies pursued by the Central Government, all sections of people and workers have been severely affected. The pro employer changes in the labour laws with a clear agenda of bringing in contractualization of jobs, fixed term employment have only come handy for these companies. The pharma companies taking full advantage of the situation have not only introduced digitalization in sales promotion work but have also brought down relentless attacks on the sales promotion employees in various other forms. The repealing of SPE Act through introduction of Labour Codes has encouraged the employers particularly of the pharmaceutical industry to attack trade union and adopt hire and fire regime. The nature of onslaught differs from company to company according to their agenda, but the common issue is employers want fieldworkers to abide by their diktats at any cost. The absence of Statutory Working Rules for the sales promotion employees has added fuel to the fire.

Guwahati General Council Meeting resolves to - Expand the organisation platform at all levels, particularly at the sub units, to unify every sales promotion employees for protecting the jobs and hard earned rights of the. The most oppressed section also to be mobilized for a bigger struggle to reverse the anti-worker policies of the Government. In this background the Guwahati GCM proposes the following programmes during 2023 to commemorate Diamond Jubilee Year of FMRAI. Campaigning on the role of FMRAI in framing laws for the sales promotion employees on door to door basis and in the work places. Special Diamond Jubilee

Flag to be handed over to all state units during the GCM. Jathas to be conducted by all state units with the Flagon 60 years of struggle and labour related issues in the month of February and March 2023.

Informing the members about special mention of diamond jubilee year in the digital membership cards of each member. Campaign for renewal of membership within March 2023.

Distribution of Special badges to members with the Diamond Jubilee logo.

State level and sub unit conventions on marketing practices in Pharma Industry and its impact on People as per the National Declaration to be conducted in the month of April 2023 across the country.

Sub unit level meetings across the country in May 2023 exclusively against Victimization followed by day long dharna before Collectors/Magistrates office in all sub units for intervention by labour authorities to protect jobs, rights, privacy.

Street level campaign on Health for All as per the Alma-Ata declaration. Organise awareness campaigns jointly with Doctors, Distributors, Chemists, Nurses and other healthcare personnel in June, 2023. Two Day long Dharna at State capital before the office of Chief Secretary of the state / State Labour Commissioner on notifying Statutory Working Rules and enforcement of SPE Act, in August 2023.

Memorandum to be submitted digitally by all the SPEs to Union Labour Minister in pursuance of notifying Statutory Working Rules in September, 2023.

Week long dharna in front of the Union Labour Ministry at Delhi in December 2023 on statutory working rules, by members from across the country and maximum mobilisation from North Zone state units. On 28th December, Diamond jubilee flag to be hoisted by every sub unit to commemorate the day of Registration of FMRAI on this day in 1963.



Demonstration against Wallace at Mumbai

MSMRA has organized Demonstration in front of Wallace Pharmaceuticals Pvt.Ltd Head office at Mumbai on 23rd February, 2023. This demonstration is part of ongoing protest programme against Wallace management for transferring fieldworkers at distant places with malafide intention. Moreover the management is not settling the long pending charter of demands

and continuously indulging in various unfair labour practices. In this background the demonstration was held where MSMRA members participated enthusiastically and demonstrated. Apart from MSMRA state leadership, K. D. Pratap, working committee member and Joint General, Secretary BSSRU actively participated and deliberated in the demonstration.

Demonstration against J.B. Chemical at Kolkata

Suffocating working conditions of SPEs in J.B. Chemicals lead to demonstration in front of the company establishment in Kolkata. From lockdown J.B. management initiated unilateral imposition of working conditions on SPEs and council was fighting against it. Threats were widespread. Arabinda Das, SCM of WBMSRU and Jt Convener, from Coochbehar to Mumbai. On 28th February, 2023, a demonstration was organized by WBMSRU. Large number of council sub committee members assembled in front of the company establishment. Memorandum submission to the executives of the company is also going on across the state of West Bengal.

Union Budget 2023-24

A commitment to neo liberal economy

The Union Budget 2023-24 comes at a time when the Indian economy slowed down before the advent of the pandemic, worsened during the 2 pandemic years and the post pandemic recovery is adversely impacted by the global economic slowdown moving towards a possible recession. Under these circumstances this budget should have addressed the central issues of increasing people's purchasing power with job generation and boosting the growth of domestic demand, but this budget fails to meet the peoples' demand. On the contrary, it squeezes the government expenditures to reduce the fiscal deficit while giving further tax concession to the rich. This comes at a time when Oxfam report shows that the richest 1 per cent in India have cornered 40.5 per cent of the wealth generated in the last 2 years. Thus, this budget will aggravate the economic crisis. The increase in total government expenditure for 2023-24 over the revised estimates for 2022-23 is a mere 7 per cent when the increase in GDP over the

same period is estimated to be 10.5 per cent. Thus, as a percentage of GDP there is a reduction in government expenditure. This so called "people-centric" budget only mounts further attacks on the livelihoods of the vast majority of our population. Spending on schemes and programmes that provide direct economic benefit to people has been curtailed abruptly. Key problems confronting the people have been either ignored or indifferently dealt with. These include intense unemployment, especially among youth. For the past about 41 months, the unemployment rate has been hovering around 7 per cent, often even higher, according to CMIE survey data. When the unemployment rate is at a historic high the budget proposes 33 per cent cut in MNREGS and the total cut in major subsidies is about 28 per cent compared to last year's revised estimates. This is surely going to have a cascading effect on prices which would trigger inflationary pressure due to rise in input prices in agriculture and also transportation costs.

The food subsidy is cut by 31 per cent and the allocation for rural development has also been slashed. The cuts in rural housing scheme, Swachh Bharat Mission and other welfare schemes means that the jobs created under these would also be lost. Practically no increase in funds for ICDS means that the 2.4 lakh vacancies in sanctioned posts of anganwadi workers and helpers would also continue to remain vacant. The tax exemption limit has been raised from Rs. 5 to 7 lakh providing some relief to the salaried sections. However, this will be more than offset by inflation and cuts in social sector expenditure making people spend more on essential services including health and education. More importantly in India those who pay income tax and file returns constitute only 5.9 per cent of the total 136 crore population. More than 94 per cent of the total population has nothing to do with income tax regime change, while they have to bear the brunt of subsidy cut and higher prices which the budget proposes.

Show causes against E-Pharmacies

In the first major crackdown on the fast expanding market of online medicine sales, the government has issued show-cause notices to 20 leading e-pharmacies for the sale and stocking of drugs in contravention of the existing laws. The Central Drugs Standard Control Organisation (CDSCO), has issued orders to take action against such illegal E-pharmacies. Drug Controller General of India (DCGI) V.G. Somani, who heads CDSCO, has written to drug controllers in all states and union territories to take "necessary actions" on the "copy of orders" passed by the Delhi High Court on 12th December 2018 with respect to online sales of medicines. A copy of the letter is also marked to the Ministry of Health and Family Welfare, the parent ministry of CDSCO. The notices issued by the Drugs Controller General of India, direct e-pharmacy giants, including Amazon, Tata 1 mg, PharmEasy, Flipkart, Apollo etc to reply why they should not face action under the Drugs and Cosmetics Act, 1940. They are yet to respond on the show cause notices. The expansion of online pharmacies has raised serious concerns of patient data privacy and sale of contraband products. Government estimates also suggest online pharmacies could wipe out 30% of India's existing retail shops. Rule 64 of the Drugs Rules, 1945, states that for the sale, stocking, exhibition or offer for sale and distribution of any drug, a licence is required from the concerned state authority and conditions of the licence are to be complied with by the licensee. The AIOCD, representing around 8.5L chemists and druggists, have urged Union minister of health and family welfare to take steps against e-pharmacies to curtail the illegal sale of Rx drugs on internet. On July 5, 2022 AIOCD urged the health ministry to stop operation of e-pharmacies in the country in the wake of seizure of fake drugs worth crores of rupees by the STF from online

players in Uttarakhand. In 2018 The AIOCD went on a nationwide one-day strike on September 27, against regularising e-pharmacies. The discounts offered are nothing but predatory pricing to drive the small retail out of the market for monopoly in the long run. Indiscriminate sale of habit forming drugs and antibiotic resistance are serious issues related to the online sales of drugs in India which is hazardous to public health. The Competition Commission of India in its market study mentions that the main concerns emerging out of E-Pharmacies, includes the threat of substitution, not backed by prescription, patient data, prescription privacy, and the risks of self-medication. FMRAI has been raising concerns on the E-pharmacy's access to customer data, especially age, sex, location, epidemiological profile, and medication history. FMRAI have also raised concerns on online data storage, security, and sharing with third parties. Moreover online pharmacies has made it easier for patient's to access to narcotic drugs, anti-pregnancy kits, antibiotics, sedative and other dangerous medications making it difficult to track and trace. Moreover it is concerning that these E-Pharmacies were creating health data on their portals which threatens the privacy of the patients. Last year throughout the country members of FMRAI participated in subunit wise and state Jathas on medicine related demands one of which was opposing on line sales of medicines. The General Secretary of AIOCD also participated virtually in the National Convention organised by FMRAI at Delhi and expressed his concern on the issue. We need to carefully monitor the steps of the Government on the matter and generate pan India movement to totally stop these illegal method of profiteering by the online players, ignoring precious health privacy and bypassing the laws of the country.



■ Felicitation of Dr. Hem Chandra Kalita

Conclusion of Golden Jubilee of CRU (NER)

Concluding Ceremony of Golden Jubilee Celebration of CRU (NER) was organised by CRU (NER) on 10th February 2023 in District Library, Guwahati, Assam just after conclusion of FMRAI general council meeting. The Inaugural Ceremony of the Golden Jubilee was held on 7-8 May 2022 in Guwahati, followed by inauguration of the golden jubilee jatha on 8th May 2022 by Dr. Hem Ch. Kalita, Chairman, Reception Committee of Golden Jubilee Celebration. The Jatha then travelled through Meghalaya, Tripura, Nagaland and Manipur and finally entered Assam. It covered 16 districts and 43 local committees of CRU (NER). All districts observed Golden Jubilee of organisation with various programmes. The concluding ceremony started with

Dr. Hem Ch. Kalita placing his valuable deliberation. In his deliberation he urged upon CRU (NER) to continue its work in bringing forward people's issues and mobilizing huge number of workers in the street to change pro-corporate policies of the Government. Speaking on the occasion Tapan Sen, All India General Secretary, CITU, narrated the various policies of the ruling central and state government which are adversely impacting the lives of the common people and called upon them to participate in large numbers in the 5th April, 2023 sangarsh rally at Delhi. Dr N L Agrawal, President Chemists & Druggist Association of Assam greeted the members and narrated the activities of their organisation against online sales of medicines. He also

elaborated on the recent show cause notices issued by the drug controller's office to 20 online players. Concluding ceremony was also addressed by Santanu Chatterjee, General Secretary, FMRAI, leadership of state CITU of Assam, leadership of ASHA workers and leadership of Joint Council of Trade Unions. Jamini Barbaruah, President, CRU (NER) in his concluding speech expressed his confidence that CRU (NER) will continue to carry forward its functioning and its struggle to protect the Jobs, Rights and Privacy of all Sales Promotion Employees along with health related issues of the common people. A cultural programme was also held on this occasion which was participated by good number of members of CRU (NER) and their family members.

Reinstatement order In Themis

Sudip Dey, SPE of Themis based at Purulia was terminated by Themis management illegally. WBMSRU lodged legal dispute challenging the unfair and illegal termination. The issue was referred to Industrial Tribunal at Durgapur, West Bengal. After years of strong follow up, the Industrial Tribunal gave verdict of reinstatement of Sudip Dey with 25% back wages for the period in consideration.

Claim Settlement in Glenmark

Rudra Prasad Dutta, SPE of Glenmark, a member of Murshidabad subunit of WBMSRU met with a ghastly accident, on duty and succumbed to injuries way back on 6th September, 2019. He was survived by his wife and little daughter. The company delayed in providing compensation and other benefits putting the family in severe hardship. The state committee of WBMSRU initiated legal proceedings and followed up with management. Management initially provided a paltry sum of Rs. 38,000/- and later on upon receiving legal notice provided additional amount of Rs. 13,36,000/- as insurance benefits to the family., WBMSRU will remain with the family till all dues are settled by the company.

Diamond Jubilee celebration wave started

"How many roads must a man walk down before you call him a man? The answer my friend is blowing' in the wind."

The legendary song by Bob Dylan aptly describes the journey of FMRAI from 1963 till date with the sole purpose to free the Sales Promotion Employees of the country from the shackles of oppression and lawlessness of their employers. In 2023 FMRAI is celebrating Diamond Jubilee year, treading through 60 years of arduous and uneven struggle path successfully. From 8th January UPMSRA started with Diamond jubilee flag hoisted by



■ Eminent leaders of the past in Diamond Jubilee at Kolkata.

J.S. Majumder former General Secretary of FMRAI in Lucknow and arranged organisational workshop. During this period, several units in HSMSRU, TNMSRA

and APMSRU held meetings and narrated history of FMRAI. at WBMSRU state centre on 4th February Santanu Chatterjee General Secretary unfurled

diamond jubilee logo. It was a memorable evening where several former FMRAI leaders shared the stage with young leaders and members. FMRAI General Secretary spoke about present challenges before the organization. Similar hall meetings also organized by various subunits of WBMSRU. DSMRO, MPMSRU AND KSM&SRA also organised. FMRAI GCM calls to celebrate Diamond jubilee spreading history and ideology of FMRAI.

Picture Gallery of **Diamond Jubilee GCM**



■ GS FMRAI placing his report



■ Tapan Sen GS CITU speaking



■ Flag hoisting by Vice President in the GCM



■ Diamond Jubilee flag in the hands of Women Comrades



■ Cultural presentation by CRU team



■ Women comrades of CRU



■ Treasurer FMRAI presenting his report



■ GRL council contributing cheque to FMRAI



■ Leherayega sada- theme song by GC members



■ Commission in progress in GCM



■ Organising team of CRU



■ Felicitation of past leaders in the Diamond Jubilee programme by North 24 Parganas District Committee



■ Raichur unit of KSM&SRA: Outdoor meeting on Diamond Jubilee



■ Diamond Jubilee programme initiation by DSMRO