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# UPMSRA eNews

Unity  
and  
Struggle

Organ of Uttar Pradesh Uttarakhand Medical and Sales Representatives' Association

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## Labour Related Movement in UPMSRA

### हम लड़ेंगे साथी, हम लड़ेंगे, कि लड़े बगैर कुछ नहीं मिलता

UPMSRA implemented FMRAI's Labour Related Programmes on 5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup> June 2022. UPMSRA Units submitted memorandum through email and through labour authorities/district magistrate to Central Labour Minister and Labour Commissioners of Uttar Pradesh and Uttarakhand. Special General Body Meetings were also held to explain the demands and politics behind the policies.

**Memorandum to Minister of Labour and Employment contained following demands. 1)** Scrap four Labour Codes and continue the existing Labour Laws including the SPE Act, 1976. **2)** Finalize the Statutory Working Rules for the Sales Promotion Employees. **3)** Enforce stringent punishment for violation of the SPE Act, 1976 and rules thereunder.

**Memorandum to the Labour Commissioners of Uttar Pradesh and Uttarakhand contained following demands. 1)** To ensure implementation of the Sales Promotion Employees (Conditions of Service) Act, 1976 by all the employers. **2)** To amend Section 2(z) of the Uttar Pradesh ID Act for inclusion of Sales Promotion Employees as Workman. **3)** To constitute a Sub-Committee within

Minimum Wage Advisory Board for the SPEs for revision of Minimum Wage of SPEs to Rs. 26000 per month. **4)** To declare '8' hours work-day for the SPEs, who are covered under the Minimum Wages Act. **5)** To declare six months maternity leave for women Sales Promotion Employees. **6)** To withdraw the four Labour Codes which are against the interest of the workers and attack on the Constitutional Rights of the workers. **7)** To pass suitable order to stop the employers from resorting to wage deductions, transfers, terminations, harassments and victimization of the Sales Promotion Employees. **8)** To declare 1st May as Holiday under the Negotiable Instruments Act.

भारत सरकार ने चार लेबर कोड पास करके सेल्स प्रमोशन एम्प्लॉयीज के संवैधानिक अधिकारों पर कुठाराघात किया है. सरकार की मजदूर विरोधी नीतियों से प्रेरित होकर मालिकों ने सेल्स प्रमोशन एम्प्लॉयीज की जीविका पर हमला तेज कर दिया है. मालिकों को खुश करने की मंशा से उत्तर प्रदेश और उत्तराखंड की राज्य सरकारों ने हमारी न्याय संगत मांगों की लगातार उपेक्षा की है. हमारी एकजुट कार्यवाहियाँ ही हमारी नौकरी और सम्मान को बचा सकती हैं.



# UPMSRA Demands: Implement the SPE Act

हर एक घर में दिया भी जले अनाज भी हो, अगर न हो कहीं ऐसा तो एहतिजाज भी हो



Saharanpur



Varanasi



Siddharth Nagar



Jhansi



Dehradun



Orai



Bijnor



Jaunpur



Ghaziabad



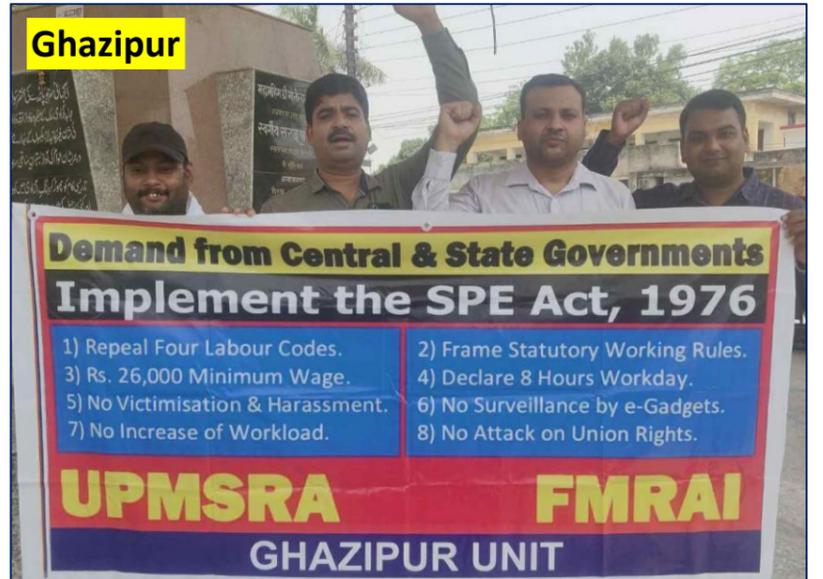
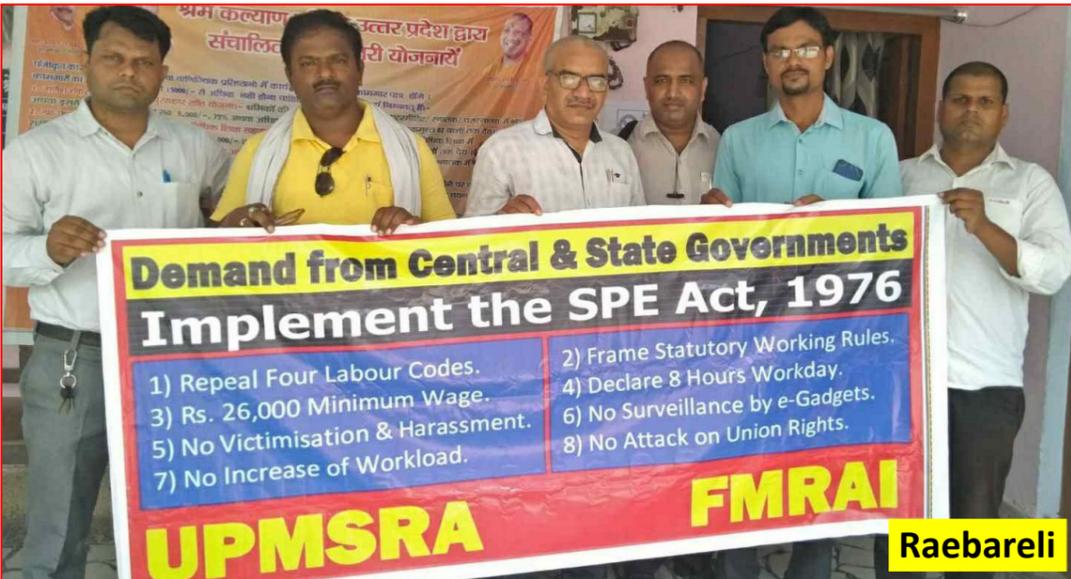
Ayodhya



Allahabad

# UPMSRA Demands: Repeal the Labour Codes

## हम देखेंगे, हम महकूमों के पाँव तले, ये धरती धड़-धड़ धड़केगी



# Council Related Movement in UPMSRA

## Capitalists Understand Their Class Interests and They Fight for Them. Do You?

Incidences of job loss are being observed in the industry. The fieldworkers are literally uprooted from the services by Himalaya, Biochem (Zybus), AFD, Albert David, Sanofi, Novartis, MSD, GSK, TTK and Pfizer management. These corporates are disobeying the service settlements, bilateral agreements and Labour Laws. They are emboldened due to anti-worker policies of the central government and state governments. Speculations of merger and acquisitions appearing in media are creating anxiousness amongst the members regarding job protection. These incidences are the organized attack on the workers' hard earned rights with a ploy

to dismantle all forms of workers' resistance. Hence collective and thunderous protest should be registered against these victimizations. Considering the gravity of attack on the job of sales promotion employees, the uniformity and intensity of the protest programmes should be felt by the industry and corporates. The industry must receive the clear message in the form of protest all over the country. **In order to register strong and effective protest, the members should be campaigned and mobilized in all Units on emergent basis for the implementing FMRAI programmes.**



Svizera: Ballia



TTK: Gorakhpur



BSV: Farrukhabad



Alkem: Jaunpur



ADL: Allahabad



ADL: Maharajanj



ADL: Basti



ADL: Lucknow



ADL: Etah



ADL: Gorakhpur



ADL: Kanpur



ADL: Agra



ADL: Kanpur



Wallace: Lucknow



BE: Basti

**All India Council Sub Committee Meeting**  
 All India Council Sub Committee Meeting will be held at Kolkata on 14/08/2022 (11am to 6pm). **Agenda** is 1) Council Sub Committee and its Functioning 2) Council and Related Movement & Our Future Task.

**Wallace: All India Strike and Mumbai Office Dharna on 13, 14 & 15/06/2022**

**Hetero Healthcare: All India Mass Casual Leave on 14/06/2022**

**TTK: All India Dharna & Demonstration at Chennai from 31/05 to 03/06/2022**

**Protest Programmes:** Albert David, TTK, BSV Pharma, Alkem, AFD, Indoco, RPG, Himalaya, JBCPL, Biological E, Svizera, Wallace, Pfizer, Caplet, Psychotropics, USV, Shreya, Bal Pharma, Glenmark.

## UPMSRA Units hold Annual General Body (AGB) Meetings

**GHAZIPUR:** UPMSRA Ghazipur Unit AGB Meeting was held on 26/06/2022. Comrade Hemant Kumar Singh and Vimesh Kumar Mishra attended the AGB Meeting as UPMSRA observer. **Unit Membership for year 2022 is 152.** 104 members attended the AGB Meeting. 15 members Executive Committee was elected. Mayank Srivastava, Ashish Rai and Chandan Rai were elected President, Secretary and Treasurer respectively.

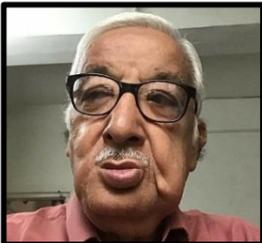
**CHITRAKOOT:** UPMSRA Chitrakoot Unit AGB Meeting was held on 19/06/2022. Comrade Pratap Yadav attended as UPMSRA observer. **Unit Membership for year 2022 is 51.** 45 fieldworkers attended the AGB Meeting. 11 members Executive Committee was elected. Shobhraj Mishra, Ashok Patel and Manoj Namdeo were elected President, Secretary and Treasurer respectively.

**ALIGARH:** UPMSRA Aligarh Unit AGB Meeting was held on 26/06/2022. Comrade Balbir Singh attended as observer. **Aligarh Unit Membership for year 2022 is 111.** 51 fieldworkers attended the AGB Meeting. 11 members Executive Committee was elected. Arun Pathak, Raj Kumar Sharma and Shahnoz Ahmad were elected President, Secretary and Treasurer respectively.

**BALLIA:** UPMSRA Ballia Unit AGB Meeting was held on 26/06/2022. Comrade Obijeet Talukdar and Sheshnath Tiwari attended the AGB Meeting as UPMSRA observer. **Ballia Unit Membership for year 2022 is 228.** 73 members attended the AGB Meeting. 15 members Executive Committee was elected. Narendra Kumar Singh, Alok Mishra and Vinay Pandey were elected President, Secretary and Treasurer respectively.

**PITHORAGARH:** UPMSRA Pithoragarh Unit AGB Meeting was held on 19/06/2022. Comrade Phool Kumar Mishra attended as observer. **Unit Membership for year 2022 is 52.** 48 fieldworkers attended. 11 members Executive Committee was elected. Bhuwan Pandey, Bhagwan Singh and Gambhir Singh Bhandari were elected President, Secretary and Treasurer respectively.

UPMSRA Jaunpur Unit intervened in the issue of Comrade Pawan Mishra (H.Q. Jaunpur) who was working as SPE in Ericca Pharma. After the intervention of the Unit, management of the company released all the pending dues of Comrade Pawan Mishra.



Comrade Arvind Kumar (CITU Leader) died on 04/06/2022 after prolonged illness. He was former Secretariat Member of CITU (U.P.). We deeply condole and express our heartfelt condolences to the bereaved family.



Comrade Vikas Pandey (H.Q. Ayodhya) was working as SPE in BSV Pharma. He died on 11/06/2022 in train accident. We deeply condole and express our heartfelt condolences to the bereaved family.



Comrade Om Awasthi (H.Q. Lakhimpur) was working as SPE in Micro. He died on 22/06/2022. We deeply condole and express our heartfelt condolences to the bereaved family.



Comrade Prakash Kumar (H.Q. Haldwani) was working as SPE in Charak Pharma. He died on 15/06/2022. We deeply condole and express our heartfelt condolences to the bereaved family.

## FMRAI Signs 7<sup>th</sup> Wage Settlement in Khandelwal Laboratories



After prolonged negotiations, FMRAI and Khandelwal Laboratories management signed 7<sup>th</sup> successive Wage Settlement on 27/06/2022. The settlement is effective from 01/10/2018 to 30/06/2022. Minimum benefit is Rs. 2177 and maximum benefit is Rs. 4862. The settlement has further strengthened the bilateral relations.

### Extended CEC Meeting of UPMSRA

Extended CEC Meeting of UPMSRA will be held at UPMSRA Bhawan, Lucknow on 03/07/2022. UPMSRA CEC Members, FMRAI GC Members, Unit Presidents and Unit Secretaries will attend the Meeting. Agenda is 1) Organisation 2) Membership and Accounts 3) Programmes 4) Miscellaneous.

### 18<sup>th</sup> Conference of UPMSRA

18<sup>th</sup> Conference of UPMSRA will be held at Lucknow on 18<sup>th</sup>, 19<sup>th</sup> & 20<sup>th</sup> September 2022 on the basis of membership of year 2021. There shall be one delegate on 31 members apart from CEC Members, FMRAI GC Members and All India Conveners.

## Fixed Term Employment: Imposing Slavery on Workers

Section 2 (o) of the Industrial Relations Code, 2020 legalises fixed term employment. This has been consistently opposed and rejected by the entire trade union movement since 2003, when it was first introduced by NDA government.

Under a fixed term contract, employers can recruit workers on a fixed term and once the duration ends, throw the workers out without any notice or compensation. The government does not prevent fixed term employment in jobs of permanent nature. There is no limit on the number of times an employer can recruit

workers for a job under fixed term contracts. A worker can thus be employed on a fixed term contract to do a job of permanent nature as many times as the employer wishes.

Workers will be under constant pressure and anxiety about their renewal of the term. Naturally, unionising and fighting for their due rights will be the last thing in their minds under such circumstances, for fear of losing their jobs. Working class history shows that without organisation, collective bargaining and collective actions, whatever is drafted on paper remains on paper.

# WFTU Rome Declaration: Task & Objective

## Defeat the Unfair and Rotten to the Core Capitalist System

The 18<sup>th</sup> Congress of the World Federation of Trade Unions (WFTU) was held in Rome (Italy) on 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> May 2022. Trade Unions from 93 countries participated. The 18<sup>th</sup> Congress of WFTU adopted Rome Declaration on 07/05/2022. Abridged form of the Rome Declaration is as under.

### WFTU Congress decides following Tasks.

1) The preservation and continuous strengthening of the unity of WFTU. 2) The safeguarding of the unity of the working class as a single, global, social class, in the struggle for social liberation from capitalist exploitation. 3) The strengthening and deepening of the principles of class struggle, democratic and trade union freedoms, for the defence of the right to organize and the right to strike. 4) The Right to Strike is a fundamental human right and is an essential part of Freedom of Association. 5) Internationalism and solidarity among all workers regardless of colour, religion, gender, language and political preferences. 6) WFTU stands against Imperialism, Racism, Fascism and Xenophobia. 7) Promote equal participation of women and youth in the activities and operation of trade unions. 8) We want class-oriented, democratic, mass unions that will function as schools for social struggles for the emancipation of the working class. 9) Promote the positions of the class-oriented trade union movement. 10) Constant action for improving the living standards of the toiling masses ensuring better wages, secured employment, social insurance, culture and intellect. 11) New technologies and digitization must be utilized for the improvement of the workers' life and not for the increase of profits. These contemporary needs include the right to free health, decent housing, access to clean water, the right to safe, reliable and cheap public transport, and free public education for all children. 12) The essence of capitalism's survival is marked by the appropriation of the wealth produced by the working class; the burden of the crisis always falls on the working class when the capitalist system enters into crisis. 13) Outsourcing accompanied by a new division of labour marked by the dispersion of productive units, characterize the new era in the world of work. 14) Seeking to weaken political resistance to the anti-worker attack, capitalists are making labour legislation more flexible and deregulating the role of trade union representation. 15) Trade Unions must study and confront with tactics and appropriate means, in particular, with the strengthening of political training and union work at the base.

### In this context, the 18<sup>th</sup> Congress of the WFTU approves the following priority objectives for the next period:

1) Support and demand unfettered collective bargaining and the signing of fair and just Collective Agreements for full-time, stable work, with dignified wages. 2) Constantly fight for a reduction in working hours and a simultaneous improvement in wages. WFTU's position is for a 35-hour, 5-day week without reducing wages. Develop a broad campaign for a 35-hour working day with no reduction in salary and launch it next October 03, 2022. 3) Demand public social security and pension for everyone, so that all workers in all sectors can enjoy full rights and insurance coverage. 4) Privatizations lead to the selloff of public wealth and give a great opportunity to the monopolies and multinational companies to lay off workers, to attack their rights and gains and to deprive workers of free and universal access to social goods. The fight against high prices, unemployment and privatizations must be high on the priority agenda of WFTU's day to day

struggles. 5) Imperialist wars create refugees and migrants. Defend the lives and rights of immigrants and refugees. Strongly oppose and fight racist and neo-fascist phenomena. 6) Child labour should be banned in practice – not just in words. For pregnant women, the international rules governing maternity leave, lighter work and banning lay-offs, should be implemented. 7) Health and safety at the workplace are matters of great importance. Focus on the establishment and operation of health and safety committees in the workplace. 8) Oppose the waste of resources and money for military purposes. WFTU calls for an immediate dissolution of NATO. 9) Oppose the exclusions, discriminations, embargoes and sanctions imposed by the US, NATO and the EU against various countries, as they negatively impact the standard of living of low-income families, workers and poor, small farmers. 10) The WFTU Congress declares the 1st of September to be observed by all trade unions as 'International Action Day' for Peace. It is to recall that on 1<sup>st</sup> September 1939, Nazi Germany started the World War II. 11) Today again we are witnessing with serious concern the re-emergence of neo-Fascist and neo-Nazi forces posing real threat to the working class. To mobilize peace loving people against imperialist war game for promoting and protecting peace. Celebrate and honour the 9<sup>th</sup> of May every year as the great day that marks the victory of the Peoples; the defeat of Hitler and the end of World War II. 12) The WFTU and all of its leading bodies function in a democratic and collective way. 13) WFTU is committed without any compromise to fight for the cause of workers. 14) Unable to rescue itself from the iron clutch of ever deepening systemic crisis of capitalism, the capitalist class has resorted to barbaric attack on the working class and trade union movement. 15) The monopolies, multinational companies and governments of the capitalist world utilize new technologies to restrict trade union formation and their free functioning as well as the democratic and individual freedoms of workers in society and in workplaces. 16) Technology driven onslaught of anti-worker surveillance and restrictions on free trade union and social action are added to the age-old anti-trade union and anti-democratic cruel and violent repression by employers supplemented by state authoritarianism that even goes to the extent of organized murders of trade unionists. 17) The International Committee for the protection of trade union and democratic freedoms will gather evidence and present memorandums to International Organizations and will support the relevant initiatives of the leading bodies of the WFTU. 18) Most employers do not apply all the necessary health and safety measures in the workplaces since they consider the health and safety of workers as a cost and that leads to occupational "accidents". 19) The protection of workers inside the workplaces. 20) The WFTU is based on the fees of its affiliates and the support of its friends. 21) The vast majority of media are controlled by multinational and monopoly interests. They are instruments and mechanisms of propaganda against the interests of workers and peoples. The militant unions must reveal the propaganda role of these media and at the same time find ways to get the truth and the real facts to the workers, taking advantage of all the possibilities of technology to break the monopoly of multinationals in information. 22) The WFTU Head Office should remain in Athens and WFTU European Regional Office (EUROF) should be moved from Cyprus to Italy.