Wage settlement in Johnson & Johnson

Invoking functionaries of the state units and those of FMRAI, a Trade union workshop was organized on 15-16th September, 2019 at B.T.R.Bhawan, New Delhi, with a view to meet the increasing requirement of the theoretical and practical aspects of movement and organization for fighting out the challenging situation posed by economic liberalization and more aggressive assault of the employers.

There were altogether 93 participants including all those who came from different State Unit and secretariat of FMRAI. First session of this Trade union workshop was conducted by Swadesh Dev Roy, Secretary, CITU, who took occasion to recollect the glorious experiences of the workers' movement. He also dealt upon the certain means in combatting the situations where the management circumvent the laws and by pulling to pieces the Tsarist autocracy and by uniting the whole mass of the oppressed people, who were hitherto divided in the line of religion, ethnicity and language and who were spread over an enormous landscape of erstwhile USSR, he explained. He reminded that the leadership role of the working class must be played with the Kozikhode document of CITU on building a militant and massive organisation in tune with the Kozikhode document of CITU on organisation. He called upon the field workers of the country to play their valuable role as organizers of organizations and movement, not only within their own establishment, but also beyond that.

15-16th September, 2019, New Delhi,
FMRAI organized Trade union workshop

The 9th session in Johnson & Johnson between the management of Johnson & Johnson and the consultative committee of FMRAI, has been held on 3rd of October 2019, at Mumbai. On the day of signing the settlement, Mr. Rachit Garg, Business unit head, Ms. Cecilia Azavedo, Head Human Resources, Mr. Sharon Thomas, Human Resource Leader, Mr. Tridib Adhikari, General sales Manager, Mass Market, Mr. Parminder Singh Ghuhammer, Head of Employee & Labour Relations-India representing management and Saumitra Mukherjee, H. Siriram, D. Anandkumar, Krishna Kumar (H/L), G. G. Godse, Rakesh Sharma, P. Krishnanand representing FMRAI, were present. The previous settlement expired on 30th June, 2017 and the present settlement will now remains in effect for three and half year.

The previous settlement covered under these existing laws. The Biju Janata Dal MP Bhartruhari Mahtab, is the chairman of this standing committee. This Standing Committee met on 25th October, 2019 and will further meet on 11th November, 2019. The 25th October meeting was attended by Standing Committee members including E. Karamet.
Days are hard and works are harder and there have been hardly any wage increase for long time, argues the worker. The worker asks for an increase in wages. In liberal economy, the employer speaks stark, drops all ambiguity, and set a condition for wage revision: give more productivity and there will be increase in your wages.

In pharmaceutical and other employers in sales promotion industry, great majority of employers link wage with productivity, salary with sales. They proudly announce, bring more ‘sales’ and take home more salary.

You have to increase your productivity, companies claim. But productivity, or efficiency, or output, or overtime, or whatever you call it, is relatively easy, or otherwise, is essential and it is not worth being conditional, in any situation. A static salary is incapable of facing every coming day as the same items of consumption are costlier the next day, the age of a worker is getting more and more, the health is getting worse in every passing day. How is the worker able to give labour the next day, for efficient discharge of duties the next day, wage rise is essential. Logically, a static salary is a bad thing, and it is only a few notches up than the unpaid work.

A worker is not a baron, or strike a bargain individually, and depend in good faith upon the rational behavior of the employers for a substantial wage increase. When mainstream economists glorifies the profit motive as the engine of the nation's progress, the employers in India况且d a lot of their departure from rationality. In recent time, especially, in the euphoric new arrival of liberalization, there some of the employers who have hitherto signed several wage agreements consisting of pay scale (corresponding to service seniority) and price related raise (for the last, growth in productivity should be in proportionate rise in wages. On the contrary, the gap between productivity and wage, becomes wider and wider over the years.

Labour productivity in organized manufacturing increased by six times over the past three decades but wages by only 1.5 times. One might expect that as labour productivity grows, wages will grow in tandem. In neither the organized nor the unorganized sector is this, the case. The divergence is stark in the organized sector. Labour productivity is over six times what it was in 1982, but production workers' real wage gains are only around 3.5 times. The productivity of unorganized sector, manufacturing, 5 per cent for unorganized services, and 7 per cent for agriculture (for the last, growth in productivity should be in proportionate rise in wages). The real-life employment picture in our country shows, steady rise in productivity does not trigger wages. The proportion of workers in organized sector, who have signed several wage agreements consisting of pay scale (corresponding to service seniority) and price related raise (for the last, growth in productivity should be in proportionate rise in wages). On the contrary, the gap between productivity and wage, becomes wider and wider over the years.

One of the reasons why wage increases are not linked to productivity increases is that wages in the organized manufacturing sector have been relatively stagnant as a result of the minimum wage law (it is set too low for all but the most skilled workers). The result is that productivity increases in the organized manufacturing sector have not been translated into higher wages.

Labour productivity in the organized sector has increased by six times. In the unorganized sector, productivity has increased by five times. Only 17% of the workforce is in the organized sector, and only 7% of the workforce works in manufacturing. The real-wage growth in the organized sector has been around 3.5 times, but the real-wage growth in the unorganized sector has been around 2.5 times. The gap between productivity and wage growth has widened in recent years.

More productivity does not bring more wages? Do the employers voluntarily increase wages when the employers are punched on the nose? Do the workers voluntarily agree to productivity increases when wages are stagnant? Is it that the workers are less productive today than they were in the past? Is it that the employers are more productive today than they were in the past?

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British Indians
Field workers went on mass casual Leave in Telangana

At the call of TMSRU, British Indians field workers across Telangana State, on 30th September, 2019, protesting anti-labour, high-handed action, intensified harassment, denial of rights of the grievance, retrenchment or allotment of D Pratap Singh and his family to Bengaluru. The struggling field workers demanded of, implementation of SPE Act, making to end illegal deduction of expenses, timely confirmation, compensations of the practice of arbitrary denial of leaves.

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Johnson & Johnson

legally tenable draft prototyping FMRAI’s position on the question of creation of a new sales office category (Associate District Manager - ADM) by the management has been incorporated in this settlement. ADB, which was not brought under the purview of the Labour Court’s order on 14th October, 2019 and has been substantial increases in all non-wages components including allowance neutralization rate (VDA, price-rise neutralization rate) with Rs.0.25 per point increase up to 15yrs of service. The present settlement, stands at Rs. 3678 and Rs.15887, respectively. The starting point (the entry point) in the pay scale recorded a rise of Rs. 500 which is the basic rights
category, the present settlement keeps unhurt the right and privilege dispute raised by FMRAI on the question of newly created ADM creation of a new sales office category (Associate District Manager, Chand Borda, Vice President of All India Chemist & Appreciated role of RMSRU. Dooli

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Minimum wage in Delhi

semi-skilled workers and from Rs 11682 to Rs 16182 for skilled workers. The draft notification was challenged in the Delhi High Court by 44 Employers’ Associations. The Delhi High Court on 14th August, 2018 turned down the wage hike notification by Delhi government. City Trade union other trade unions in Delhi appealed to Supreme Court against this High Court ruling and fought the case united. This Delhi High Court took a stand on 20th October, 2018 cleared the way for its decision. The SC bench comprising Justices UU Lalit and Arunuddha Bose upheld the stand of the trade unions and method as unanimously agreed upon in 15th Indian Labour Conference in 1957 (which was attended by all the trade unions, organization, Trade Unions and the Government) and as subsequently improved upon by the Supreme Court of neighboring States. The Raptakos Brett case in 1992. This 15th Indian Labour Conference’s method consists of comparison of costs of living for house, housing, fuel, lighting and other miscellaneous expenses. The Supreme Court in its 1992 order added in this computation method the cost of children's education, medical treatment, recreation, festivals. Following this method the 7th Pay Commission, computed minimum wage and finalized it to Rs.23650, depending on year of service. There has been upward entry point) in the pay scale recorded a rise of Rs. 500 which is the basic rights
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RMSRU

movement of Rajasthan and the coming challenges. CITU States’ President, Ravindra Shukla, inaugurated the Conference & emphasized the relevance of the latest amalgamation & codification of Labour Laws & its impact on the workers and the trade union movement. Dr. Vidyasagar Jaiswal, Vidyasagar Jaiswal, Principal, Kota Medical College and one of the leading neuro-physician in the city of Kota among the public and the medical fraternity for making the 25th Conference successful. He also thanked the print & electronic media for support. The second day’s coverage of the Silver Jubilee Conference which was the talk of the town, among the Medical Fraternity & the Committee members were honoured by RMSRU by presenting Shwail and Memento of appreciation to J S Naruka, General Secretary, RMSRU, placed the General Secretary’s report covering the election of the next, national character and various common issues of the people were well dealt by GS in Hindi which was highly appreciated by all delegates. The Treasurer’s report was placed by R K Pandey on behalf of State Treasurer Deepak Khanna & 209 delegates from 17 units of RMSRU took part in discussion on the General Secretary’s report over a time of 3 hours. The report and the Treasurer’s report was unanimously adopted with incorporation of corrections and amendments made by the delegates. The concluding session of Kota Silver Jubilee Conference was addressed by FMRAI General Secretary Rakesh Kang , who in his deliberation spoke on the current issues confronting the field workers movement, his inclusion in various genuine grievances issues like codification & amalgamation of 44 Labour Laws , increasing use of electronic gadgets by the pharmaceutical and other industries’ managements , company wise campus hiring of skilled workers at a very low movement . Shantanu Chattejee emphasized the need of expansion of council net working in multi-division companies to fight against the atrocities of the present Central Government in failing to tackle the issues like unemployment for the gated workers, the issue of genuine grievances of the peasants and decreed the policy of wholesale privatization of the public utilities. The 15th Silver Jubilee Conference of the Association of Physicians of India(API) Dr K K Pareek specially came to greet the delegates in the fresh hours of the day on 20th August, 2019 and expressed full support of API in the struggles of Sales Promotion Employees . He also appreciated the role of the Delhi High Court on 14th October, 2019 and has been substantial increases in all non-wages components including allowance neutralization rate (VDA, price-rise neutralization rate) with Rs.0.25 per point increase up to 15yrs of service. The present settlement, stands at Rs. 3678 and Rs.15887, respectively. The starting point (the entry point) in the pay scale recorded a rise of Rs. 500 which is the basic rights
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Albert David Zonal Convention

and Convener, All India Council Secretariat members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU. 30 working committee members were also elected from 17 units of RMSRU.
SPIL : Interim Agreement on VDA Signed

A Memorandum of Interim Agreement on Variable Dearness Allowance (VDA) was signed on 22 October, 2019 between the management of Sun Pharmaceuticals Industries Limited (SPIL) and the Progressive Committee, formerly known as Central Grievance Committee (GCC) comprising of the sales promotion employees of erstwhile Ranbaxy. The agreement is effective from 1st April, 2018 and will be paid on Adhoc basis linked to AICPI based on the calculation of the settlement dated 23 December, 2013. The agreement will be binding on both the parties till the final disposal of the case of COD pending in the Industrial Tribunal of Mumbai. It may be recalled that management of SPIL froze VDA and a case was filed in Industrial Court of Mumbai. The order of the Industrial Court was in favour of the union but the same was challenged in the High Court of Mumbai by the management which is still pending for disposal. Meanwhile, management agreed to revive VDA as per the order of the Industrial Tribunal dated 10 August, 2018 till the final disposal of the case on COD pending in the Industrial Tribunal in Mumbai. It is agreed upon that all cases related to VDA will be withdrawn by both the parties. This agreement will provide relief to the sales promotion employees of SPIL (Ranbaxy) by around Rs. 5000 per month and to be revised on quarterly basis as per AICPI Index. The payment of arrears will commence along with the salary in November, 2019. The Interim Agreement was signed on behalf of the management by J.B. Shah, Sanjay Sabarwal, R. Sridharan, S. Darwekhar, P. Nair and R. Chavan. On behalf of The Progressive Committee Sanjeev Khandelwal, V. Vasudevan, Vivek Sawant, Ranjit Jijal, K. Jayakrishnan and Steir Saha signed the agreement. The sales promotion employees are in the path of relentless struggle to regain their legitimate rights related to their service and working conditions.

Not just brick and mortar
New union office, new building in Erode

A new union office in Erode unit of TNMSRA becomes functional from 11th October, 2019, in a newly constructed building that has been built jointly by TNMSRA and Transport Workers Union in heart of the Erode City. The building was inaugurated on 11th October, 2019 only and A. Soundara Rajan, State President, CITU, opened the new building. The ground floor of the building will consist of the TNMSRA office, the office of the Transport workers Union and that of CITU, Erode District. The first floor has been earmarked for free teaching facilities to the poor students and the children of the distressed workers. A meeting involving large number of members and family members of TNMSRA and Transport Workers Union was organized on the occasion of inauguration of the building. What is memorable is that the building was built with not just brick and mortar but also with the cementing unity of two fraternal trade unions.

OSRU up in arms over denial to workplace

Field workers once again came down to street in cities and towns, across the state of Odisha on 1st October, 2019, protesting against the brazen denial of their legitimate right to workplace by some administrative authorities at the instance of the state government. Odisha Sales Representatives’ Union, OSRU, decided to organize all Odisha Protest Day on 29th September, 2019 in and within 24 Haris all District Committees and Base Committees throughout Odisha mobilized large number of field workers, both members and non-members, organized the protest day programmes. In the district town field workers, under the leadership of respective units, took out huge rallies, travelled the main streets of the city and then held demonstration in front of the office. Heaps of distress happiness was submitted addressed to the Chief Minister, were submitted the District Collector and deputation team everywhere met the authorities and briefed them once again that the field workers enter the hospitals, medical institutions and clinics, not as trespassers, not vested interest, but to promote modern medicine and they enter rightfully as law-abiding citizens.

Even from every city of an individual field worker to a hospital or medical institution is backed by three Indian laws (SPE act, Magic remedies act, drugs and cosmetics act) Police came, picked-up innocent field workers and detained them in unjust manner and created a gory example of unlawful acts of the law-enforcing authorities. Incident took place on 25th September, 2019 in Capital Hospital, Bhubaneswar. When this concern a lightning protest action, field workers came down to streets in massive number, spontaneously. Field workers across Odisha went on one day’s strike across the state on 9th September, 2019, at the call of OSRU, where there were several state related demands including the demand of the protection of the right to workplace. OSRU will organize further agitational programmes and the field workers of Odisha are up in arms in defense of their right to workplace.