

Towards the 27th Conference

The 27th conference of FMRAI shall be held on 13th-15th February, 2024 at Mumbai, known as the citadel of pharmaceutical industry. This conference shall review the journey from 26th FMRAI Conference held at Kota, in 2022 to the present time. It was an eventful journey for FMRAI on many aspects related to the movements and expansion of organization. The 26th FMRAI conference which was held in the background of restrictions of various organisational functioning during pandemic, rightly assessed that the employers shall continue to impose the oppressive work systems in the digital format, even though by the 26th conference, life crippled back to normalcy. The 26th conference assessed the impending challenges that the Sales Promotion Employees were about to face. That conference unveiled the "Vision 2025" document for overcoming the challenges and expanding the organization through better mobilization of members. The assesment of 26th conference proved to be correct as during 2022,

mass retrenchments took place in some of the MNCs and also some Indian companies. The victimization by the employers was challenged by organizing "Anti Victimization Day" on 19th July, 2022 across the country through massive demonstration programmes. From FMRAI complaints were lodged to the Union



Government to intervene on the issue. The Union Government's role in governing the service conditions of the SPEs is an empty void. Realising this indifference from the Union Government, the all India dharna was planned in the month of November, 2022. On 21st November, 2022, the all India dharna was held in resounding manner with the presence of huge number of members gathering at New Delhi. All India Convention on medicine related demands, particularly

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■ Shreekant Phopse, Secretary addressing striking field workers of Abbott before HO in Mumbai

Strike in Abbott Health Care

On December 30th, 2024, entire marketing operation of Abbott Healthcare was paralysed by the Sales Promotion Employees across the country for the second time in 2024 against the atrocities unleashed upon the SPEs where even women field workers are not spared from their tyrannic attitude. This American MNC continue to bypass the law of the land indulging in every possible nefarious activity to terrorise the workers to force all sorts of marketing malpractices to garner business. Abbott Healthcare is having 21 divisions and around 3800 Sales Promotion Employees working in the Country where they are brutally treating the workers & often calling them in PEP (Performance Enhancement Programme) unleashing threats & compelling the SPEs to resign from

the company under duress. There are many incidents pan India where field workers are terminated after attending PEP meeting of the company. Already six such victimizations are reported in the month of December 2024 only. This notorious management is tagging Sales with service conditions of an SPE & shrug off all the onus of joint responsibilities. Women FWs are being called at manager's chamber individually till late evening & hurled abusive, unpalatable languages unacceptable in civilized society. On behalf of SPEs, all India Council is demanding for formation of Grievance Committee in the company for all, as per 9C of Industrial disputes Act, 1947 to address the grievances of the workers but in vain. Instead, management has formed a puppet Grievance Committee where no representation

from workers exists. FMRAI strongly condemned oppressive actions of the Abbott management unleashed upon the field workers & demanded redressal of issues through bipartite meeting with Grievance committee. The management is in a mood of vengeance after being exposed by the Union that the company is involved in unethical marketing by procuring discounted bills against the name of Doctors but pushing them in open market for extra sales, where hundreds of crores of underhand dealings are made. FMRAI convey revolutionary greetings to all state council members & beyond, who remain united, stood tall & resorted to strike against Abbott Healthcare management defying every ill designed step of the management to break the united resistance of the workers.

Zydu Novus settlement signed

The Industrial Relation between FMRAI & Zydu management is further strengthened & the rights of collective bargaining for the Sales Promotion Employees established again in Novus (Erstwhile Biochem) division after protracted negotiations of the charter of demands, placed on 16th August 2022 & signed on 13th December 2024. On behalf of FMRAI, Srikant Phopse, Secretary & four-member Negotiating

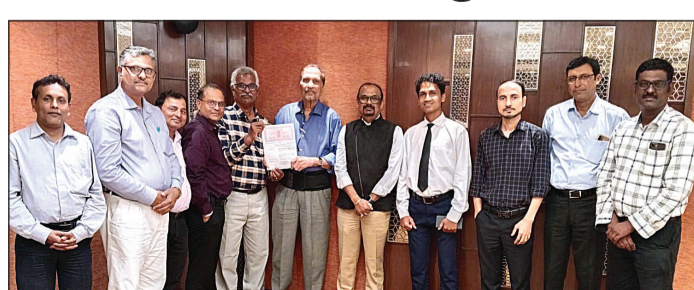


Committee comprising of All India Convener Snehadip Kulkarni, Jt. AIC Sunil Bhati, Vimal Sharma, Zonal Convener Zone-3 and Manoj P Zonal Convener Zone-4 signed the settlement. The settlement period is for three years, effecting from 1st April 2021 till 31st March 2024. This will fetch minimum & maximum benefits of 3525 & 5975 per month respectively with average benefit of 4857/month. Accrued arrears out of this settlement will be disbursed within 45 days of letter of acceptance from respective SPEs. Along with revision of Grade & Pay, HRA, LTA, Kit Allowance, Education

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Eighth wage settlement signed in Khandelwal

Wage settlement was signed for the eighth time between negotiating committee of FMRAI and management of Khandelwal at Mumbai on 23rd December '24 for all confirmed sales promotion employees of the company. The FMRAI's committee represented by T. Kameswara Rao along with six negotiating committee members, and management's committee headed by Mr. S K Pai Kakode, Director, and others. The settlement,



signed under provisions of section 18(1) of I. D. Act, 1947, is effective from 1st July '22 till 30th June '25, for tenure of 3 years. The settlement will attract a maximum benefit of Rs. 3870, where a

minimum amount is Rs 2800. Upward revision is noticed in pay scale, including basic salary, rate of increment, FDA, HRA, and SDA. Increase in other features like Education Allowance,

Medical Allowance, Sample and Storage Allowance, LTA is worth mentioning. Daily allowances for HQ, Ex-HQ and Out station is upwardly revised @ Rs. 30, 40 and 50 respectively from their previous respective counts. The Conference Allowance is increased by Rs 50, making it to Rs 450. It is notable that the benevolent fund is increased by Rs 100 making it to Rs. 700, contributable amount for each employee in case of a

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FMRAI conveys New Year greetings to all members and FMRAI News readers. Let struggle be our motto in this new year to establish our rights.

Happy New Year

2025

EDITORIAL

Statutory UCPMP is the only way

In another episode of what can be called as blatant disregard for ethical practices in promotion of medicines in India, the Indian subsidiary of the MNC AbbVie has been reprimanded by the DoP for its alleged violation of the UCPMP 2024. AbbVie is a leading pharma company from USA that markets the drug Humira, the third highest selling drug of the world. In the month of February and March 2024, (1-3 Feb and 26-29 March) in the Aesthetics and Anti-Aging Medicine World Congress, 2024 the Indian arm of the company took 24 Doctors to trip in Paris and 6 to Monaco, ostensibly for improving their knowledge on anti-aging products Botox and Juvederm. The expenditure was 1.91 crores on account of travel expenses and hotel accommodations. The Apex Committee for Pharma Marketing Practices, formed under the DoP as per recommendations of the UCPMP 2024, acted on an anonymous complain accompanied by documents supporting the claims like travel tickets and hotel accommodations. The documents also included company's internal sales and expense tracker. Interestingly, the complaint was first forwarded to the Ethics Committee for Pharma marketing Practices of the OPPI, once again set up as per the guidelines of UCPMP 2024. The Ethics Committee as usual did not find anything wrong in the complaint and absolved the company from any wrongdoings, whose MD and GM Mr. Suresh Pattathil himself happens to be the President of OPPI currently. The complain was simultaneously examined by a Special Audit Committee of the DoP. The findings of the SAC were in direct contrast to the standpoint taken by the Ethics Committee of OPPI. AbbVie itself put forward the argument of having entered into a professional service agreement with the doctors to compensate them for their services and rejected the Apex Committee's offer of remedial measures to support the underprivileged patients in government hospitals by providing an equivalent amount to the violations as placed by the special audit team. Now that the company and its association have denied all charges against them, the Apex Committee of the DoP, headed by Arunish Chawla, Secretary, has reprimanded the company and forwarded the matter to the CBDT asking them to evaluate the tax liability of this sponsorship to the company and the doctors and act in accordance of the Income Tax Act, 1961. The Committee has also asked the NMC to take action against these 30 doctors for professional misconduct on the basis of Indian Medical Council (Professional Conduct, Etiquette and Ethics) Regulations of 2002 which range from censure to removal of registration for a period of three months to one year depending on the severity of offence. Incidentally, the Ethics Committee of OPPI has said that the allegations involving the two conferences are governed by UCPMP 2014 and not UCPMP 2024. However, the DoP's special audit team found AbbVie to be in contravention of both sets of rules.

The entire above episode brings forth some very pertinent issues which FMRAI has been pointing out since the last one decade. First, UCPMP in 2014 and in 2024, have been entrusting

the task of penalizing the offenders by the very association to which they belong which is ridiculous. In this case the attempts to save its members from any governmental action by the OPPI EC is evident in their responses. It is learnt that the OPPI is of the view that in the absence of any specific provision on industry engagement with healthcare professionals (HCPs) in their professional capacity in UCPMP 2014, the provisions of the Medical Council of India Regulations, 2002 [6.8.1 (g)] would become applicable. This Code allows a doctor to work for pharmaceutical and allied healthcare industry in a wide variety of capacities viz. advisory capacities, as consultants, as researchers, as treating doctors, or in any other professional capacity. It is clear that the priorities for the OPPI is to safeguard the interest of their members companies and they will continue to explore all loopholes in the existing regulations to further their unethical promotional engagement with the doctors.

Second, the act of reprimanding and forwarding the matter to CBDT to find whether any tax evasion has taken place or not is a testimony to the fact what FMRAI has been saying since the beginning. The code itself is a toothless tiger unless specific statutory punitive provisions are mentioned there. Supposing the CBDT finds that there is an issue of tax evasion and the company is ready to pay the sum, then the real issue at hand will cease to exist. This effectively means that even if you are buying the doctor's capacity to prescribe in favour of your products through paid trips and other hospitalities, that offence will be forgotten as you have paid tax, Or so is what it seems! This inability of the authorities to book the offenders is what is making the companies so audacious and defiant and continue their usual pay for prescription activities without any fear of backlash.

Third, the stand of the government is astoundingly diverse in so far their approach towards the perpetrators are concerned. In the case of the Doctors, they recommend the NMC to take punitive actions as per the extant regulations. In case of the companies, they refer it to some other department to look for some punishment as the DoP is incapable of doing anything to the management. The punishment for the doctors is clear and visible but the government refuses to draw the same kind of measures in the code that may be applicable for the pharma companies. The doctors may lose their registration as they are the receivers but no such thing happens to the top brass of the givers. Such a dichotomy is inherent in a government that is a beneficiary from the corporates; the corporate friendly BJP government is not expected to do any harm to the executives even if they are the violators of the regulations of the country.

The only way is to force the government to form statutory provisions within the UCPMP itself with penal measures so that the action of the government is firm and direct and shall work as deterrent to all such pharma companies in future. The case of FMRAI in the Supreme Court is exactly directed towards that area where the industry can be wiped clean from such vices in the future.

...27th Conference

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on the writ filed by FMRAI for "Uniform Code for Pharmaceutical Marketing Practices" was held on 20th November, 2022. The year ended on a high as FMRAI could successfully overcome the effect of Covid on organization functioning and membership. The membership again went past the One lakh mark. The year of 2023 was the Diamond Jubilee year of FMRAI. The Diamond Jubilee Celebration commenced in befitting manner with an attractive slogan of "Protect Jobs, Right, Health & Privacy". In this Diamond Jubilee year the General Council Meeting of FMRAI was held at Guwahati of Assam. The host unit CRU (NER) organized this General Council meeting in a grand manner. The General Council finalised the document "Resist the changing employment relation by defiance, mass mobilization and combative struggle" with the objective of analysing the current industry trends and to tackle the impact on the jobs of the SPEs. The Guwahati GCM of FMRAI called for mass mobilisation of members for developing more combative struggle to Protect Jobs, Right, Health & Privacy. Throughout the year of 2023, various programmes were implemented in that direction, which culminated in countrywide one day General strike on 20th December, 2023. Organizationally 1,11,232 memberships were recorded which was an all-time high for FMRAI. During this period the movement generated on Zero GST on medicine & medical devices could attract the attention of the authorities and the common people. The demands on ensuring affordability and accessibility of medicine to the common people are being consistently pursued by FMRAI. Signatures were collected in support of the digital petition highlighting

the medicine related demands of FMRAI.

The Vijayawada General Council of FMRAI held in the month of February, 2024 analysed the industry scenario further and felt the need to intensify the implementation of programmes at the headquarter towns involving all SPEs by mobilizing them at their headquarters. With that objective the General Council emphasized upon formation of three tier organization at subunits and also to form sub unit councils in 12 identified companies across all the sub units of FMRAI for reaching all the SPEs and to ensure their participation in the programmes. The implementation of programmes improved during this period. Fight against several employers is being undertaken fiercely to protect the rights earned through relentless struggle. FMRAI decided to organize all India Dharna at Delhi in pursuance of the Statutory Working Rules on 22nd November, 2024. Prior to dharna apart from mobilization meetings, state and subunit-wise dharna, memorandum submissions to authorities were done; the state units pursued the Hon'ble MPs to raise the demands of SPEs in the Parliament. The all India dharna was successfully held on 22nd November, 2024. The initiatives in regard to form three tier organization and sub unit councils started yielding positive outcome as the membership during 2024 rose to all time high of 116180. The Vision Document adopted during the 26th conference and its implementation shall be critically reviewed during the ensuing Mumbai Conference of FMRAI. With ever highest membership achieved, the Mumbai conference shall decide the future direction of fieldworker's movement with the objective of setting newer milestone.

... in Khandelwal

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deceased/affected SPE and the matching contribution of amount to be paid by management to the legal heirs of deceased SPE or to the affected SPE. The arrears, arising out of this settlement will be paid on or before 28th February/2025. Around

400 SPEs are benefitted out of this settlement. Khandelwal field workers had been through rough waters over the years. But, with defiant council movement under the aegis of FMRAI, they once again re-established collective bargaining right by signing the 8th settlement.

Obituary



Jyotish Dutta

One of the stalwarts of the field workers movement in West Bengal and one of the leading architects of forming and building WBMSRU, passed away on 29th December, 2024 at the age of 82 in Kolkata. He was suffering from age related ailments for the last couple of years. He was Vice-President of WBMSRU since its foundation in 1984 till his retirement in 2002. Besides his legendary role in consolidating the field workers across the state in general and North Bengal in particular, he was a foremost warrior against attacks on the rights of the sales promotion employees to participate in trade union by the Glaxo management, where he was employed. Never compromising before threats or allurements, Jyotish da, as he was fondly known, suffered severe financial strangulation by his employer but never backed down from his principle and ideology. Jyotish Dutta was a celibate throughout his life and lived an exemplary simple life. He was a rigid follower of leftist ideology and was associated with people's movement till he breathed his last. FMRAI deeply mourn his passing away and express heartfelt condolences to his bereaved family members and followers throughout the country.

Subrata Roy

A retired SPE of Bennet Pharma breathed his last on 9th December morning. He was suffering from oesophageal cancer. He left behind his wife and his only daughter. During his service tenure, he was actively associated with trade union activity under WBMSRU and FMRAI and was local Committee Member of Santoshpur LC, Kolkata District Committee of WBMSRU. FMRAI deeply condole his untimely demise.

Reinstatement orders in Himalaya

Sanjay Saha a SPE of Himalaya Wellness, got transferred from Kolkata to Bengaluru on the plea of his working territory being unsafe to work based on a false GD lodged by the management of the company. He challenged his transfer and during the conciliation proceedings, was terminated from service; citing absurd reason of abandoned of service. The conciliation meetings failed as the management took a rigid stance which compelled him to knock the door of the court of law for justice. After the legal proceedings, court gave an order of reinstatement with full back wages along with 10% compound interest and penalty of Rs 4 lakhs to management of Himalaya Wellness. Apart from this Suprakash Paul, Pradip Basu, Shuvankar Chatterjee and Jyotirmoy Mukhopadhyay all four were firstly charge sheeted and subsequently in the name of a sham domestic enquiry were terminated. Though these enquiries continued even when the conciliation was on. All four knocked the legal corridor, and got the order of reinstatement with full back wages, 10% compound interest and a penalty of Rs 10 lakhs to each.

All India Convener Saibal Nag firstly was show caused and

subsequently charge sheeted with the main reason being his involvement in trade union activities and campaigning among council members across India against the illegal and unilateral activities of the management. He faced domestic enquiry where he pleaded for a defence representative from the office bearers of the union, which was denied by the management. During the conciliation on the dispute even after attending the conciliation management removed him from service in a hurried manner. Eventually Saibal Nag knocked the legal corridor and after tedious legal proceedings got the order form Second Industrial Tribunal of Kolkata of reinstatement within one month from the date of order with full back wages and the penalty of Rs 10 lakhs for harassment by the company. The above positive outcomes of sustained legal persuasion from FMRAI and the victims themselves will go a long way to boost the morale of all struggling workers in the industry who are often at the mercy of their employers for participating in lawful trade union activities and opposing the oppressive actions of the management.

Badge wearing in Alkem

A month long badge wearing programme was initiated by Alkem council across all sub units of India to protest against various atrocities of the management. The 5 demands included stopping unethical marketing practices, unilateral imposition of work systems, harassments in review meetings and to withdraw terminations, and transfers. A good number of field workers working in the states of West Bengal, Kerala, Madhya Pradesh, Maharastra, Andhra Pradesh, Karnataka, North Eastern states wore badges during joint field works, office meetings and sales closings. Badge wearing shall continue in the month of January too.

... settlement signed

Turn from P 1 Allowance, Medical Benefits, Daily Allowances are also been revised. Another important development is Benevolent Fund & Group Accidental Insurances are also revised. We congratulate the fighting SPEs of Zydus Novus to follow the line of Council movement where after many ups & down SPEs can still emerge victorious & establish their rights in the company.

Zonal Conventions in Franco Indian

The Franco Indian management is trying to impose a newer reporting system through Geo tagging which has been opposed by the negotiating committee of FMRAI since it's a violation of the Right to Privacy. This management has adopted a new practice of transferring fieldworkers, delaying payment of salary discriminately for the last one and half years on a number of occasions on the plea of poor sales performance, attitude issue of fieldworkers etc. Considering the prevailing unrest amongst the fieldworkers of the company because of the long pending charter of demands, transfer issues and discriminately withholding /non-payment of salary to some for a long time, a call was given for staging dharnas before the company's establishments along with zonal conventions. However, in view of certain discussions between the management and FMRAI, it was decided to conduct conventions only across all four zones to assess the strength of the members and prepare for struggle in the days to come. In this background Zonal conventions were held in Kolkata, Delhi, Mumbai and Chennai on 22nd December, 2024 where members attended in large numbers defying all sorts of challenges and threats by the management. exhibiting their strength and outrage to the management in a befitting manner.

The zonal convention at Kolkata was inaugurated by Sanjay Sen, Secretary FMRAI who greeted the council members and also deliberated about the present situation of the pharma industry. The convention was also attended by FMRAI



■ Sunil Kumar, Joint General Secretary, addressing in Mumbai

General Secretary, Santanu Chatterjee. Zonal Convener of East, Debajyoti Roy also addressed the members in the convention and briefed about the recent developments. Sashi Prakash, WCM FMRAI and Jt. Zonal Convener, FIP and Avra Chakraborty, Jt. Zonal Convener, Diabetix Division addressed the meeting. Basab Roychoudhury, General Secretary, WBMSRU addressed the Zonal convention. All the state convenors of all divisions placed their reports and suggestions. 192 confirmed fieldworkers attended the zonal convention at Kolkata. The zonal convention at Delhi was inaugurated by JS Naruka, Vice President FMRAI. Naresh Kumar, Vice President, DSMRO greeted the members at the convention. The convention was presided by U D Upadhyay, WCM FMRAI. S B Tewari, Zonal Convener also addressed the members. 188 confirmed fieldworkers attended the zonal convention at Delhi. The zonal convention at Mumbai was inaugurated by Sunil Kumar, Jt. General Secretary FMRAI and all India Council Sub Committee Convener. He greeted the members and dealt with the current situation of the pharma industry and FMRAI's stand in Franco Indian. The All India Council of FMRAI shall be on the path of struggle to protect their trade union, bargaining and legal rights in the days to come. The future will be of disciplined approach and preparation for resolute struggle in Franco.

General Secretary, Santanu Chatterjee. Zonal Convener of East, Debajyoti Roy also addressed the members in the convention and briefed about the recent developments. Sashi Prakash, WCM FMRAI and Jt. Zonal Convener, FIP and Avra Chakraborty, Jt. Zonal Convener, Diabetix Division addressed the meeting. Basab Roychoudhury, General Secretary, WBMSRU addressed the Zonal convention. All the state convenors of all divisions placed their reports and suggestions. 192 confirmed fieldworkers attended the zonal convention at Kolkata. The zonal convention at Chennai was inaugurated by Satyanarayan, WCM. Vivekanandan, General Secretary, TNMSRA also addresses the meeting. Kiran Choudhury, Jt. Zonal Convener FIP presided over the convention. Shiv Awasthy, Secretary FMRAI and Jt. All India Convener briefed the members and replied to their queries. All the state convenors of the south zone placed their views. Ajayan, WCM FMRAI, T P Nikhil and Ashok G.B (Jt. zonal Convenors) also addressed the members. Ramesh Sundar, President FMRAI concluded the meeting. 88 confirmed members attended the zonal convention at Chennai. In totality, 640 confirmed fieldworkers attended across all four zones. Participation of such high numbers of Franco Indian fieldworkers in zonal conventions across all zones surely sent a clear message to the Franco Indian management that the fieldworkers are united in Franco Indian. The All India Council of FMRAI shall be on the path of struggle to protect their trade union, bargaining and legal rights in the days to come. The future will be of disciplined approach and preparation for resolute struggle in Franco.

UPMSRA block council meeting

UPMSRA has started their state block council meetings from December 2024. To consolidate all organized field workers through company wise councils and channelize them in a movemental path is the direction of FMRAI. Currently, councils under FMRAI are divided in three categories viz. bilateral companies, fight for rights and new initiative companies as per their organization position and relation with managements. On 22nd and 29th December the state unit called some bilateral and fight for rights councils for meeting. Before individual council meetings a common session was



addressed by state council subcommittee core committee members and state Secretariat. During this common addressing period, leadership explained the direction and importance of subunit level councils for multi division Companies. The duty and responsibility of organized council leadership and members in organizational movement was also explained. This organized force is the main strength

of FMRAI, which have been attacked by the industry the most; they are the warriors who have fought to continue or to establish their rights in their companies. In the council meetings, warriors rejuvenated their struggling spirit and finalized protesting strategy by open discussion and democratic decisions. In few councils, members attendance were not as expected but overall attendance were satisfactory. In 22nd total attendance was more than two hundred from twelve councils and on 29th it was more than one hundred and fifty from seven councils. Rest of the councils would be organized in next month.

Stronger FMRAI with highest ever Membership

An o t a b l e accomplishment is attained with great efforts in growing the organisation. This year FMRAI recorded 116180 membership which is the highest ever membership of the organisation of all time. Series of activities, campaigning and mostly state wise sub unit level connectivity enhanced this year's membership. The Other

Industries membership also contributed to touch the grand figure. In this occasion members reciprocated and united the banner of the organisation and fought against anti-labour policies of the government and various forms of oppressions of their employers. Sub unit wise meetings and regular connectivity to the members led to the ability to fight for

working conditions, wages and worker's rights by giving workers a unified voice to negotiate with employers, improve workplace standard and social justice. Throughout the year this stood as a key point to remain in touch with the working class and reach the milestone. The vision of 2025 of reaching the dreamed membership is not far away.

State Conference of GSMRA

FMRAI registration day celebrated

Issues of SPEs in Parliament



FFMRAI since the beginning of its journey has travelled through an uncharted path, from 1963 to 2024, coping with an ever changing situation and without any example of others. The bugle of struggle was blown in 1963 itself when it was registration under Trade Union Act in December 28th. In 2023 the Diamond Jubilee was observed throughout the year across the country. Almost all subunits of FMRAI celebrated the 61st Registration Day this year. FMRAI Flag was hoisted and special meetings were organised in many state units. As we look down the memory Lane, we are reminded of the valuable impact it has had on the lives of Sales Promotion Employees of the country.

Massive dharna on labour related demands for the Sales Promotion Employees were organized on 22nd November, 2024 at New Delhi by FMRAI. The demand to frame and notify "Statutory Working Rules" for the SPEs are continuously being pursued by FMRAI and its affiliated units. Prior to the all India Dharna at New Delhi, the subunits submitted demand memorandum to the Hon'ble MPs and pursued them to raise the demand in Parliament. On 18th December, 2024, Dr. Radha Mohan Das Agarwal, Hon'ble M.P. of Rajya Sabha, raised the demand pursued by UPMSRA leadership. He mentioned about deplorable working conditions of the SPEs in absence of any defined working rules. In the Lok Sabha, Thiru Dayanidhi Maran and Selvaganapathi T.M. Hon'ble MPs raised the same demand. Thus, the endeavor of the state units in pursuing the demands of the SPEs through the Hon'ble MPs yielded outcome; the voices of the SPEs got heard in the Parliament. The movement and persuasion for the "Statutory Working Rules" shall continue in intensified manner in future.



The 10th state conference of GSMRA was held on 15th December, 2024 at Ahmedabad. Delegates from different sub units of Gujrat attended the conference which was organized after a prolonged period due to compelling organisational reasons. In between series of preparatory meetings were organized in the state with the support and guidance of FMRAI leadership and different all India Council leaderships. The members were mobilized to participate in the conference with the objective of rejuvenating the organization across the state. The conference was inaugurated by

Naveen Gupta, Vice President of FMRAI. The organizational report was placed by Satyapal Sing Vaghela, Treasurer of GSMRA. The audited account report was also placed in the conference. Attending delegates from different sub units discussed on the report and placed their suggestions to improve the organizational functioning. Shailendra Sharma, Secretariat member of FMRAI placed the movemental direction of FMRAI and emphasized on implementing the movement in the state by GSMRA. Ritesh Shah, working committee member of FMRAI was present

in the Conference and deliberated. E V Rajesh, the All India Convener of Win Medicare was also present in the conference and greeted the delegates. The report on organization and accounts was unanimously adopted in the Conference. The Conference also unanimously elected Arun Srivastava, Snehal Desai and Satyapal Sing Vaghela as President, General Secretary and Treasurer respectively along with a State Committee and four delegates for the ensuing FMRAI Conference at Mumbai. The conference concluded with the resolve to develop the organization further in the state of Gujarat.

OSRU state conference

The 36th state conference of Odisha Sales Representatives Union (OSRU) was organized at Angul on 7th and 8th December 2024. The Manch and The Nagar were dedicated to Lambodar Nayak and Radharaman Sarangi respectively. The two days Conference was attended by 168 delegates from 17 subunits. After flag hoisting and paying tribute to martyr's column, Presidium was formed with state President Mohendra Sahu, Vice Presidents Anirudha Mohapatra and Nilesh Panda. Chairman of Reception Committee Dr Umesh Chandra Das extended warm welcome to all delegates and leaders of fraternal organizations. In the Inaugural session state CITU President



one was on three tier organization, were unanimously adopted during conference. This state conference unanimously elected 31 members new state committee along with Mahendra Sahu, Satyabrata Mahapatra and Asutosh Dash as President, General Secretary and Treasurer respectively.

Janardan Pati addressed all attendees and appreciated the struggling spirit and direction of OSRU and FMRAI. In the Business Session General Secretary Satyabrata Mahapatra and Treasurer Ashutosh Dash placed their reports and 23 delegates discussed on the reports to strengthen and coordinating the organization within the

state of Odisha. Sanjay Sen, Secretary, FMRAI attended the meeting and greeted the all delegates and expressed the importance of stronger base level organization to reach to every Sales Promotion Employee by forming three tier organizational structure at every sub unit. Both the reports along with 6 resolutions, in which

Corrigendum

- December 2024 issue**
- Page 2:** "Wage settlement signed in Strassenburg" period of settlement should be read as 1st April, 2024 to 31st March, 2027.
- Page 4:** "Wallace all India Council conference" 1st column date should be read as 22nd November, 2024

Inauguration of new office of FMRAI



January 20, 2025 | 3:00 PM
60-A, Charu Avenue
Kolkata-700 033