

Expose and defeat the anti-worker policies

Call of Vijayawada General Council

The Kota Conference of FMRAI held in 2022, chalked out the "Vision 2025" spanning across a three-year period with the objective of fighting the challenges emerging out of the Policy regime at the Centre and aggressive pursuit of the employers towards generating more profit. In this context, the General Council Meeting of FMRAI held on 7th February, 2024 to 9th February, 2024 carried immense importance. The three-day General Council Meeting held at Saurabh Gautam and Harsh Syal Manch (MBVK auditorium) and Basudev Acharia Nagar (Vijayawada) was organised in analysing the situation and the areas to focus more in the year 2024. The inaugural session of this General Council was held on 7th February, 2024 with hoisting the flag and paying floral tributes to the martyr's column. In the inaugural session, Dr. Poornanand, the chairman of the Reception Committee and an eminent physician of Vijayawada highlighted the changes in the pattern of interaction between a physician and the sales promotion employees he himself witnessed over the years. He clearly spoke out that the sales promotion work has changed a lot at the behest of employers from knowledge-based interaction and information sharing to business-oriented interactions by the Medical Representatives. The profit driven, aggressive style of promotion at the behest of pharmaceutical employers is making the Sales Promotion Employees restless and anxious in their approaches with the medics. Dr. Poornanand was clear in his statement that the inhuman pressure exerted by the employers

nowadays must be collectively resisted to protect the employees from ruining their life and health. He was also very critical regarding the policy regime of the country in the matter of formulating the policies on health sector and medicines. The inaugural session was addressed by other fraternal trade union leaders from Bank, Insurance, Rail etc and also from the Chemists organization. Business Session started after the inaugural session on 7th February, 2024 with Presidential address from R Ramesh Sundar, President FMRAI. Immediately after the address, Santanu Chatterjee, General Secretary, FMRAI placed the organisational report with detailed analysis of the implemented programmes and the task for 2024. Partha Rakshit, Treasurer, FMRAI, placed the treasurer's report. After the placement of the General Secretary and Treasurer's report, a Special Paper on Organisation and Movement was placed by Partha Rakshit. On 7th February, 2024 evening itself the General Council members split over six

groups participated in commissions discussing on the paper. All the commissions were guided by the Office Bearers of FMRAI. The entire evening was spent on immersive analysis and many suggestive points came up. From each group speakers placed the gist of commission discussions on the next day. On 8th February, 2024, the Plenary Session commenced with discussion from the General Council members from the state units on the General Secretary's report. During the deliberation from both the state units and from the commissions, the importance towards building organization through three tier structure were emphasised. The speakers highlighted the efforts taken by the state units in implementing the circulated programmes in the Diamond Jubilee Year in 2023. The meeting rejoiced over recording the highest ever membership in a calendar year in 2023. The General Council analysed that enrolling more than One lakh and

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■ Tapan Sen, General Secretary, CITU addressing the GCM



Save the Democracy - Save Our Nation

To decisively defeat the destructive, divisive and authoritarian policy-regime of the corporate communal nexus and replacing them with pro-Worker, pro-farmer, pro-people policies, a call was given by the Joint platform of Workers' - Peasants', to observe Nation Wide Rural Bandh, Industrial & Sectoral Stikes, on the 16th February 2024.

The progressive sections of the Society, Women organisations, like minded youth & student organisations also supported the call of SKM & CTUs, and was massively participated by the Workers, Farmers, Agricultural Workers & other toiling people of the country including Gig Workers. They expressed their resentments by organising rallies, rail rokos, road blockades, industrial & sectoral strikes & grameen bandhs across the country.

FMRAI units of different states hit the streets in different state wise programmes organised by the joint platform of CTUs as decided. In Maharastra, at the call of MSMRA, SPEs have observed one day strike on 16th February, submitted memorandum to Prime Minister & Chief Minister through District Collectors in different subunits. In Telengana, 2hrs bag down

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Massive zonal dharnas by Macleods field workers

The fieldworkers of Macleods exhibited their outrage to management in befitting manner across four zones by mobilizing massive number of council members on 26th February, 2024. It was indeed a successful zonal dharna as in Kolkata, Hyderabad, Nagpur and Prayagraj where the fieldworkers assembled and raised slogans for their legitimate and justified demands which are being ignored by the management since long. Furthermore, the management is imposing newer forms of work systems and putting pressure on fieldworkers for generating more sales and fetch profit for the company. Several grievances of the fieldworkers are not being addressed in spite of consistent persuasion by the Grievance Committee. In this background this mass agitation was inevitable.

The South zone

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EDITORIAL

The call for the third tier

The Vijayawada GCM of FMRAI will be remembered for bringing out into the fore the immediate organizational need to reorient our grassroots structure. It assessed the functioning of the union in the last one year, suggested methods and avenues to overcome obstacles in implementation of programmes. It also strongly emphasized to go to the people and the members, including the family members, to expose the anti-people steps of the present Government especially in the pricing, taxation and affordability of medicines and health care services. But most importantly, the GCM took a task to analyse the status of the organization to combat the challenges posed by the employers as identified in the working paper of the last GCM of Guwahati. The collective thought process that was expressed both in the commissions and state deliberations came out strongly in favour of building a strong organization pan India through a three-tier set up. A three-tier set up consisting of the State Committee, the District Committee (popularly known as Sub Unit) and the Local Committee (or Base Committee as applicable) beneath that. It is uniformly expressed that further dividing the Sub Units structures into smaller units called Local Committees will bring the desired strength in the sub units as a whole. Indeed, it was a plan which the FMRAI has been championing for quite a long time. But it has not seen the light of the day barring a few states like West Bengal, CRU and Kerala.

In the last ten years, membership of FMRAI has seen manifold increase with the highest ever number in 2023. Correspondingly all states have seen a rise in their membership number. Unfortunately, the increase in membership has not been reflected in the ability to implement the All-India programmes uniformly and effectively across the length and breadth of the country. This is primarily because of our inability to carry over large section of the field workers behind the leadership in the programmes. This has been a major cause of concern at the FMRAI level because the intensity, dimension and range of attacks of the employers have increased manifold, especially post Covid with the corporate friendly Modi Government in the center. The current situation of the industry demands a serious relook on the existing operating structure of the organization.

In the Diamond Jubilee year FMRAI gave a call to reach all members especially the unreached ones so that the message of the organization can be spread uniformly all over. This is not possible till the existing structure is further deconstructed into smaller units with elected leadership that will work under the sub units. Two areas where the three-tier structure is likely to make the most impact are membership and programme implementation. Wherever the structure has been successfully implemented, the engagement with members have definitely seen visible improvement, which is further reflected in mobilization of these members resulting in improved campaigns and participations. It is however an important revelation that considerable lack of understanding prevails among the leadership regarding the structure of the third tier. It is to be remembered that the Local Committee under the Sub Unit, the Head Quarter town in most cases, is formed based on residential localities and not on the basis of company or divisions. A single sub unit can have two or more LCs depending on the membership strength and local distribution of members. Democratic values need to be infused in the committees by making them strictly elected bodies. A Local Committee can head a localized group of members anywhere between 50 to 100, depending on the situation of the Sub Unit. This Committee will then be entrusted upon to keep contact and subsequently mobilise that group of localized members only. Consequently, the focus on a fixed group of members will be more reflecting in enhanced membership and programme implementation. It needs to be understood that the organization is no more like what we had twenty or even ten years back. It has increased in size and variety. The oppression has become very organized in nature. Without further democratization and thrusting ownership, we can not expect to move forward. That is the message of the last GCM and that is the key strategy to realise Vision 2025.

... field workers

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dharna held at Hyderabad was inaugurated by I. Raju Bhat, General Secretary, TMSRU and Working Committee Member (WCM) FMRAI. Chandra Mohan, General Secretary, CITU Ranga Reddy District Committee, Narsi Reddy, Vice President, CITU Ranga Reddy District Committee, Vishwanath, Zonal Convenor, Macleods, Joint Zonal Convenor, Macleods, State Convenors of APMSRU, KMSRA, KSM&SRA, TNMSRA and TMSRU Macleods Council addressed members. Subunit Council Sub Committee members of Hyderabad, Kukatpally and Secunderabad also participated and expressed Solidarity. Ch Bhanu Kiran, WCM, FMRAI addressed and Dharna. Council leadership submitted memorandum to CFA.

The North Zone dharna was held at Prayagraj where Vimesh Mishra, General Secretary, UPMSRA and WCM, FMRAI addressed the members. Rahul Mishra, the all India Convener of Macleods and WCM, FMRAI also addressed the massive gathering of more than 400 members.

The West zone dharna was held at Nagpur which was attended by zonal leadership of Macleods along with FMRAI Working committee members and MSMRA state leadership. More than 250 members participated.

The East Zone Dharna was staged before the C&F of Macleods on 26th February, 2024, at Hooghly of West

Bengal which was attended by 706 field workers of the company from East zone. From WBMSRU 333 members participated in dharna and 413 members availed casual leave. A large number of WBMSRU members participated in demonstration in support of the agitating Macleods field workers. Hooghly District Committee of WBMSRU extended full support to arrange the demonstration just opposite side of C&F with from CITU Hooghly district, so that the program can be staged defeating many obstacles created by Macleods management. Macleods field workers along with WBMSRU State Council Subcommittee members remained in the day long dharna and gate meeting from 10 am to 4 pm. The meeting was addressed by Sunil Kumar, Joint General Secretary. FMRAI and All India Council Subcommittee Convener, Basab Roy Chowdhury, General Secretary, WBMSRU, Ranadeep Chowdhury, Secretary and State Council Subcommittee Convener, WBMSRU, Tirthankar Roy Secretary, CITU, Hooghly District and Other State and council leaderships. The program was a massive success amidst intense adverse circumstances. Participation of huge number of Macleods fieldworkers in the mass casual leave and zonal dharna sent clear and loud message to the management that the fieldworkers united in Macleods all India Council shall be on the path of struggle to protect their rights and recognition.

...Save Our Nation

Turn from P 1

of country wide movement to restore democracy & save the Nation to intensify struggle until to achieve the demands of Minimum Support Price @ C2+50% for all crops with guaranteed procurement, dismissal of Ajay Mishra Teni and registration of case against him, comprehensive loan waiver to small and middle income farm households for freedom from indebtedness, Minimum Wage of 26,000/- per month for workers, repeal of 4 Labour Codes, repeal the draconian amendments made to IPC/CrPC, guaranteed employment as Fundamental Right, No to privatisation of PSUs including Railway, Defence, Electricity, Coal, Oil, Steel, Telecom, Posts, Transport, Airports, Port & Dock, Banks, Insurance etc., No to privatisation of education and health, no to contractualisation of jobs, scrapping of Fixed Term Employment, strengthen MGNREGS with 200 Days work per person per year and Rs.600/- as daily wage, restore old pension scheme, pension and social security to all in formal and informal economy, Scrapping of Sec104 of newly introduced BNS, Welfare Boards for all categories of unorganised workers on the lines of Construction Workers Welfare Board, Implement the LARR Act 2013 (Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and

Resettlement Act, 2013) among others.

In the on-going continuous protest by the Samyukta Kisan Morcha members, the country witnessed the barbaric oppressive measures of the ruling BJP govt administrations of Haryana & Centre, coming down heavily on peaceful demonstration at Khanauri border in Haryana, brutally killing 23yr old young Farmer SUBHKARAN SINGH on 21st February. He sustained bullet injury at head & dozens of other farmers sustained injuries in firings by the Police who blocked road with concrete barricades leading to New Delhi. At Shambhu too, central police & state police obstructed the rally of tens of thousands of Farmers with tractors & brutally charged upon the protestors detaining them unlawfully at Haryana borders. Narendra Modi Govt is scared of the historic success of 16TH February Sectoral Strike & Grameen Bandh but the shameless govt is backtracking from their promise made to the Farmers at the end the 370days long Farmers protest in earlier occasion in 2021. CTUs had condemned the brutal killing of SUBHKARAN SINGH & had observed country wide BLACK DAY on 23rd February all over the Country where FMRAI members had participated too.

We call & warn the govt at Centre to "Stop the heinous religious fanaticism and jingoism to bring the real livelihood, stop imperialistic tactic of divide & rule the society."

Drugs and Magic Remedies Act says that medicines can only be selectively advertised

What does GSR 843 say?
It says that only certain classes of advertisements relating to drugs should be permitted.

Which are the classes of advertisements?
■ Leaflets or literature accompanying packing of drugs.
■ Ads in medical, scientific and technical journals
■ Price lists or therapeutic indexes of companies

■ Medical literature distributed by medical detailers appointed by the companies.....

The law says that Medical Detailers are authorized to detail and distribute medical literatures to Registered Medical Practitioners, Hospitals, dispensaries, Chemists, druggists, pharmacies and research institutions.

Obituary



Ritwick Chatterjee

A member of Sodepur local unit of North 24 district of WBMSRU was suffering from Chronic Kidney

ailments and underwent transplantation. But his condition worsened suddenly and Ritwick breathed his last on 2nd February, 2024 at an age of 35 only leaving behind his wife and 5-year-old child. Ritwick was an active and popular member in his unit and was seen in all

organization activities. FMRAI condoles his untimely death and send heartfelt condolences to the bereaved family.

Samik Das

An employee of Pfizer and a member of Hooghly subunit of WBMSRU succumbed to an untimely death after



suffering from a massive cardiac arrest only at the age of 47 on 17th February, 2024. We deeply mourn his untimely death and send heartfelt condolence to the bereaved family.

Legal breakthroughs in Lupin

In a significant and landmark judgement passed by the Tamil Nadu High Court in favour of a terminated SPE of Lupin, instils confidence among those who are fighting legal battle against the unfair labour practices of management. Dilip Menon, a fieldworker headquartered at Salem, joined Lupin in 1994 and after working for 16 years in his headquarter, his job was transferred to Delhi on 2/6/10. During the ongoing discussion in CGC, management conducted an ex parte enquiry and terminated him with an order dated 12/11/10. Initial

conciliation failed and a disappointing judgement by Salem labour court against the petitioner, forced him to move a writ petition at the apex court of Tamil Nadu. Petitioner's counsel highlighted the case as an "act of victimisation" and the purported transfer order violates Sec 9A of I.D. act (1947). After 9 years of tedious hearing of arguments, submissions, cross examinations, the learned Justice M. Dhandapani quashed the impugned order passed by the Salem labour court and directed the respondent (Lupin ltd)

to reinstate Dilip Menon back to the service with continuity and all other attendant benefits within the jurisdiction of Tamil Nadu. In addition to the above, the petitioner is also entitled for 25% of back wages from the date of termination till the date of his reinstatement. In 14 pages of Judgement, the learned Justice observed in para 13 that "the order of dismissal is wholly perverse and disproportionate", also "shocks the conscience of this court". The observation in itself clarifies the motive and ill practice behind the transfer and termination

thereafter. It is a justice delayed but not denied.

In another legal development in U.P. where Banaras Labour court directed the management to reinstate Uttam Chowrasia, an SPE terminated summarily on 21/8/20, with full back wages within one month after publishing the said order. Failing which an interest of 7% will be levied on the management. Citing the termination as illegal and inappropriate, the learned court thrashed management for not arriving for conciliation and not appearing even after summons.

Himalaya management compelled to payback

In spite knowing deduction of any amount from subsistence allowance is against the provision of law, management of Himalaya Wellness never hesitated to flout the law. Himalaya Wellness Company All India Convener firstly got suspended based on a charge sheet and subsequent domestic enquiry held in the month March 2021. During his suspended period management while paying the subsistence allowance started deducting an amount as repayment of medical loan to make livelihood of Saibal Nag vulnerable. Following the guidance of union to get natural justice, complain was raised at the labour commissioner's office Government of

West Bengal Howrah district (Enforcement Department). Receiving the complaint, after several tripartite meetings the labour commissioner ordered that deduction of any amount from subsistence allowance of a SPE is absolutely against the provision of law. Company has to immediately reimburse the deducted amount. Himalaya Wellness Company was eventually compelled to reimburse the total deducted amount, which once again unmasked the unfair practice of the management in various companies of the industry. The case against his termination presently getting adjudicated in the Industrial Tribunal Kolkata.

Letter of FMRAI to the Labour Minister

Ref. No.:II/5-24 19th February, 2024

To

Shri Bhupinder Yadav,
Hon'ble Minister for Labour and Employment,
Ministry of Labour and Employment,
Government of India,
Shram Shakti Bhawan,
New Delhi - 110 001.

Ref: Unanimous Resolution adopted in "The General Council Meeting of Federation of Medical and Sales Representatives' Associations of India (FMRAI)", held on 7th February, 2024 to 9th February, 2024, at Vijaywada (Andhra Pradesh); on "Protection of Legal Rights ((SPE Act & others) and Notification of Statutory Working Rules for the Sales Promotion Employees."

Sub: Demands:

To "Retain 'The Sales Promotion Employees (Conditions of Service) Act, 1976 and the Rules there under; & To Gazette "Notification of Statutory Working Rules" for Lakhs of Sales Promotion Employees, working pan India, cutting across in industries, at the earliest; steps for which has been initiated from the esteemed Union Labour Ministry long back.

Sir,

Enclose, please find the above-referred resolution for your kind perusal as annexure.

The enclosed resolution has unanimously adopted to urge upon your Ministry; not to Gazette along with its Rules the "Occupational Safety, Health & Working Conditions Code, 2020" that made infructuous "The Sales Promotion Employees (Conditions of Service) Act, 1976 and the Rules made there under" and to retain the "Sales Promotion Employees (Conditions of Service) Act, 1976 along with its Rules thereunder in regards to the services of Sales Promotion Employees.

The enclosed resolution has also adopted to urge upon your Ministry to notify through gazette the Statutory Working Rules meant for the Sales Promotion Employees. This is for information and ready record that the Industrial Tripartite Meeting for the Sales Promotion Employees was held on 8th August, 2017 at the initiative of your ministry has discussed the agenda of Statutory Working Rules meant for the profession of Sales Promotion. Even before that also the same initiative was taken by your ministry. We do possess all the records.

That, thereafter much pondering over, we from the trade union organisation, representing pan India Sales Promotion Employees, cutting across industries, working across the length and breadth of the country; has developed a note on Proposed Service Rules meant for the Sales Promotion Employees and submitted the same to the Union Labour Ministry for further steps.

That, surprisingly we have noticed the 'Draft Working Rules meant for the Sales Promotion Employees' which was published in the website of your ministry was not at all in consonance with the directions envisaged and pondered over in the Tripartite Meeting, held on 8th August, 2017.

That, our Federation has immediately responded on the aforesaid published draft and pointed out the areas needs to require changes.

That, there is no further initiative from your ministry in this regard whatsoever.

That, as a fallout lakhs of sales promotion employees are still getting exploited as per the whims and wishes of their employers and by their self-created service rules, which often violates the latitude of governance as set in statutory paradigm and the parameters of natural justice.

Through this submission we urge upon your ministry:

Not to give effect to Four (4) Labour Codes that includes "Occupational Safety, Health and Working Conditions Code, 2020" that proposed to subsume "The Sales Promotion Employees (Conditions of Service) Act, 1976 and the Rules there under."

& To frame Statutory Working Rules for the Sales Promotion Employees.

Thanking you,
Yours faithfully,

For, Federation of Medical and Sales
Representatives' Associations of India (FMRAI)

Santanu Chatterjee)
General Secretary

...General Council

Turn from P 1

ten thousand members was accomplished by collective efforts of all the units facing all adverse situations. The GCM analysed the opportunities and resolved to enroll one lakh twenty-five thousand members by the next conference of FMRAI. 23 subunits enrolling more than one thousand members were felicitated.

The resolutions for notifying Statutory Working Rules, zero percent GST on medicine and medical devices, against the recent spree of victimizations by the employers were moved and seconded unanimously. Another resolution was moved for massive countrywide campaign to all fieldworkers and common people to expose the anti-people, anti-worker policies framed by the union government. During the GCM, solidarity programme was organised in support of the Kerala Government on 8th February, 2024. General Secretary of CITU, Tapan Sen was present in the GCM and praised FMRAI for remaining in the path of continuous movement and also for significant contribution in common movement of the working class. During his deliberation, Tapan Sen emphasized

the need to assess the specific employer wise turnover, remuneration to the workers and generating movement to rationalise the wage structure in the pharma industry. Industry wise common charter was also emphasized to reduce widespread discrimination in the service and working conditions. J S Majumder, former General Secretary of FMRAI was also present during the GCM and addressed the members. A booklet written by J S named as "FMRAI: A Fascinating Journey" was also inaugurated by Tapan Sen.

Based on the discussion in the plenary session, commission discussion, General Secretary, FMRAI, Santanu Chatterjee summed up in the concluding speech responding to all queries and suggestions. Both General Secretary's and Treasurer's report were adopted unanimously. Total 318 General Council members including 11 women GCMs participated in the meeting. The General Council extended warm greetings to all the members of APMSRU for successfully organising the meeting at Vijayawada with warm hospitality. The GCM concluded with the call of mass campaign to defeat anti-worker, anti-people ruling regime and sensitizing the members for implementing the programmes to realize Vision 2025.



State Conference of APMSRU

39th Conference of APMSRU was held from 9th to 11th February, 2024 at MBVK Hall, Vijayawada with hoisting of flag by President CH. Kumar and floral tributes paid to the martyr's column by all the leadership of APMSRU and other eminent leaders of democratic movement in Andhra Pradesh. Chief guest K.S. Lakshman Rao, MLC inaugurated the conference highlighting the important points of Constitution, joint action by all unions, peoples' organisations and how the struggles across various sections are going on. He gave a call to the entire working class to be united and fight against the divisive politics of the governments. Ramesh Sundar, President, FMRAI, A. Nageswara Rao, Joint General Secretary of TMSRU, Chandra Kumar, General Secretary of KSM&SRA, Vivekanathan, General Secretary of TNMSRA, Anurag Saxena, GS of MPMSRU and Sadhu Prasad, Treasurer of Seemandhra Chemists & Druggists Association

greeted the delegates during the Inaugural Session. Leaders from various organisations, including T. Kameswara Rao, General Secretary, Praja Arogya Vedica, AP spoke for the success of the conference with a theme "Right to Health". The delegate session commenced with placement of general secretary and treasurer's report by U V Krishnaiah and Dumpala Prasad respectively. 37 delegates from all the sub units and 5 delegates from council leadership placed their views on the reports. All India council leaderships of Essity, Hetero and USV greeted the conference. Both the reports were adopted unanimously. K. Sunil Kumar, Joint General Secretary, FMRAI addressed the delegates on industrial developments, need of joint struggles, company wise issues and gave a clarion call to intensify agitation to uphold the rights of the fieldworkers. He focussed on Vision 2025 of the organisation, on membership and the task of mobilising the cadres for bigger

struggles. Shubrangshu Bhattacharyya, Secretary, FMRAI spoke on the developments in Pharma Industry, the present anti-worker and anti-people policies of the Central Government and on the tasks in the ensuing General Election. He stressed on the importance of building a three-tier organisation to counter the onslaughts of the employers at the sub unit level. A.V. Nageswara Rao, President, Andhra Pradesh CITU greeted the conference. He emphasised on the need for participation in the rural bandh call on 16th February, 2024. at the call of Samyukta Kisan Morcha and Joint 251 delegates participated and 5 resolutions were adopted. The conference unanimously elected 13 secretariat members and 10 state working committee members with CH. Kumar as President, C. Venkata Rao as General Secretary and Dumpala Prasad as Treasurer. The tireless efforts, determination and dedication of the volunteers paved the way for a successful conference of APMSRU.

Flash strike in Franco Indian

The Field workers of Franco Indian resorted to one day flash strike on the 16th of February, 2024 protesting against the atrocities of the management. The Franco management ignoring the long standing bilateral relations, imposed newer work systems

and introduced surveillance based reporting. In recent times management is withholding the salaries of a large section of field workers without any reasons. The management also harassed and threatened field workers during training programme held on 12th to 24th February,

2024. Considering the developments, it was decided to raise protest against the high handed attitude of the management. Accordingly all field workers of Franco Indian participated in the flash strike on 16th February, 2024 which was a grand success throughout the country.

52nd AGM of HAIRC

The 52nd AGM, of HAIRC was held on 24th February, 2024 at Vijayawada (Andhra Pradesh). The HAIRC AGM started with hoisting of HAIRC flag by President, General Secretary, HAIRC, Sanjay Sen, Secretary, FMRAI, Kumar, President APMSRU and followed by all EC members of HAIRC and leaders of HFSCs. President of HAIRC, welcomed all the members and leaders of FTUs and highlighted placing the overview of the ongoing struggles, expressed concerns regarding terminated comrades and appreciated their struggling spirit, and discussed the proposed split in the company. Sanjay Sen, Secretary of FMRAI addressed the delegates and highlighted various struggles in the industry, such as the unilateral imposition of working conditions, changes in service rules, surveillance of employees through digital gadgets. FMRAI members are rallying against these unjust and unfair practices of managements and striving to give a fitting reply to resist the attacks.

Sanofi management is no exception to these unjust practices, as evidenced by mass terminations. Call is given for unification, urging all HAIRC members to take a leading role in local subunit participation so that together, we can resist the wrong policies of managements. Kumar, President of APMSRU, addressed the delegates and highlighted corporate nexus with the governments, adopting the anti-people and anti-worker policies aimed at exploiting the working class. The reports of the General Secretary and the Treasurer were unanimously adopted in the AGM. Resolution was placed regarding the proposed amendment to the Rules of HAIRC as per the union's by-laws which was unanimously adopted by the members. The following office bearers, were elected for the period 2024-2025, Rajesh, President, Santanu Mitra, - Vice president, B. Chandra Kumar -General Secretary, Hariharan -Joint General Secretary. Five comrades were felicitated in the AGM for their contributions to the success of HAIRC and their successful retirements.



District wise women convention in CRU(NER)

Seven sister state unit, CRU(NER) organized district wise women conventions throughout the month of February 2024. In spite of geographical odds all districts tried to consolidate women field workers to form women subcommittees at subunit level. During this period 9 districts viz Guwahati, Lakhimpur, Jorhat, Imphal, Tezpur, Shillong, Dibrugarh and Nalbari arranged women conventions and rest of the subunits also did it in end of the last year. More than sixty women field workers attended the meetings and discussed about current industrial situation, protection of women's rights and the position of



women field workers in this profession. District and state leaderships addressed their issues, highlighting that every extreme rightist force first try to squeeze the rights of women and only through consolidated women workers unity and fight the rights of women can be protected.



Kerala solidarity day observed

Kerala solidarity day was observed by FMRAI on the second day of General Council Meeting at Vijayawada. The BJP Government has been implementing every step to dismantle the federal structure and financial freedom of the non-BJP states with the aim of destroying healthy development of the state. From the very beginning the Central Government is trying to disobey the constitutional provisions whichever is not in their favor. The share of cess and surcharges for states like Kerala dropped to 1.9% from 3.8% that actually violate Article 270 of Constitution of India. To protest against Central Government's attack on constitutional federal structure, Kerala observed protest day on 8th February and CITU also called for showing solidarity to them, through organized dharna and rally throughout the country.

In response to the call of CITU, all GC members came out from meeting hall and showcased solidarity towards Kerala state Government, to protect Federal structure of states. Former FMRAI General Secretary J.S. Majumder, FMRAI General Secretary Santanu Chatterjee and CITU General Secretary Tapan Sen explained about reality of Union Government's policy, during Dharna programme. Through the placement of interim union budget for 2024-25 financial year the finance minister tried to hide actual economical condition of our country and blew the balloon of golden dreams, keeping in mind upcoming Parliament Election. Reality of the budget is squeezing the poor and enriched the corporate. To camouflage the fiscal deficit of financial year,