

**KARNATAKA STATE MEDICAL AND SALES REPRESENTATIVES' ASSOCIATION**  
(Affiliated to FMRAI & CITU)

(Registered under the Indian Trade Union Act, 1926 {No. MYS TUA-700/99-2000})

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**Date: 17-04-2023**

**To;**  
**All the State Working Committee members,**  
**All Attended Delegates of 3<sup>rd</sup> General council meeting**  
**KSM & SRA.**

Dear Comrades,

**Sub: Proceedings and Minutes of the 3<sup>rd</sup> General council meeting of KSM & SRA**

The 3<sup>rd</sup> General council meeting of KSM & SRA was held on 15<sup>th</sup> and 16<sup>th</sup> April, 2023 at Shivamogga. The General council meeting started with the hoisting of the KSM & SRA flag by Com. Gururaj Desai, President, KSM & SRA at 9.30AM with thunderous slogans demanding Zero GST on Medicines, to stop unethical trading of Medicines, Reduce the Prices of essential medicines, stop black marketing Medicines by pharmaceuticals companies, scrap the labour codes, demanding the Governments to take stern action on law violating companies Anglo French Drugs and industries Limited, British Biologicals, Himalaya wellness company, AstraZeneca and implementation of Labour Laws to SPE's. The Venue of the 3<sup>rd</sup> General council meeting was held in the own building of **Karnataka State Medical Representatives' Association, next to Priyadarshini School, Shivappa Nayaka Badavane, Shivamogga- 577201.**

After the hoisting of flag, floral tributes were laid to the martyrs by Com. Gururaj Desai, President, KSM & SRA, Com .K Sunil Kumar, Joint General Secretary FMRAI and all others KSM&SRA leaders and Delegates. The Venue was named as **Com. Ramachandran Vedike**, Former Vice President of FMRAI and former General Secretary of TNMSRA.

Com. A S Sathya Poorna Vice President, KSM & SRA, placed the condolence resolution and two minutes of silence was observed as a mark of respect to the people who lost their lives in this intervening period.

The Inaugural Session of the Conference started at 11.15AM. The organising Secretary, Com. Dushandran S, welcomed the gathering and invited Com. Gururaj Desai, President, KSM & SRA on to the dias and Com. Gururaj Desai, President, KSM & SRA invited the Reception Committee Chairperson, Dr. Tejasvi S.V. MD (Medicine) Fellow in Non- Invasive Cardiology Metro United Healthcare. Shivamogga, Com .K Sunil Kumar, Joint General Secretary FMRAI, Com Anandraju K H, Vice President KSM&SRA, Chief Guests Shri. H. Mohammed Khayum: M/s. Hamsa Medical Agencies, President Shivamogga District Chemist & Druggist Association; Shri. Chandrashekar S. M.Sc PGDMS ; M/s. Madhu Associates. Secretary Shivamogga District Chemist & Druggist Association and Shri. S.P Madhukar; M/s. Ashok Pharma and and Com. B Chandra Kumar General Secretary, KSM&SRA.

**The** Reception Committee Chairperson, Dr. Tejasvi S.V. welcomed all the delegates and he did reminisce how time has flown and shared his nostalgic movements about the good old days of his best friend working as Medical Representative.

He talked about the importance of taking care of health particularity when the stress levels are growing due to the nature of job and said will extend all the support for the wellbeing of the Medical Representatives. He wished good luck **to all the delegates and for fruitful discussions.**

**The Chief Guests** Shri. H. Mohammed Khayum and Shri. Chandrashekar S talked about the need for joint struggles on the online sales of medicines and huge discrepancies in jan aushadhi kendras and Shri. S.P Madhukar wished all the delegates' good luck.

**Com .K Sunil Kumar, Joint General Secretary FMRAI delivered the Inaugural address highlighting anti labour, anti people and pro corporate policies of the Governments impact the workers and common man in all walks of their lives.**

**The loss of Jobs, illegal retrenchments, growing unemployment, increase in prices of essential commodities and silence of the Governments are clear that the people of this nation are ignored and giant corporates are highly benefited. Comrade appreciated the progress in terms of membership in 2023 is very encouraging and needs to drive the same efforts to strengthen the task of FMRAI and and Com. B Chandra Kumar General Secretary, KSM&SRA addressed the gathering**

Com. Ashok S G; KSM&SRA President Shivamogga Coordinator for the Organising Committee 3<sup>rd</sup> General Council meeting delivered the vote of thanks. The inaugural Session concluded at 1.30PM.

The Delegate session of the Conference began at 2.30PM. The Registration of the delegates was held during the lunch time. The Delegates were provided with 3<sup>rd</sup> General Council printed books of meeting documents and Pen.

Com. Gururaj Desai, President, KSM & SRA, placed the following committees and program finalisation for adoption and all the delegates unanimously passed the same.

**A. Steering Committee:** All Secretariat members.

**B. Presidium** – Com Gururaj Desai and Com Anandraju KH.

**C. Minutes committee:** Com A S Sathya Poorna and Com Sahshi Prakash.

**D. Resolution Committee:** Com. C B Kulkarni, Com. Praveen Kumar S S, Com. Vinayak R Desai and Com Venkatesh A

Com.B Chandra Kumar, General Secretary, KSM & SRA, placed the General Secretary's Report, and Com. Jayaganesh, treasurer, KSM & SRA, presented the Treasurer's report.

The following Resolutions were placed for adoption on 15<sup>th</sup> and 16<sup>th</sup> April, 2023.

- 1. Appreciating Shivamogga Unit**  
**Proposed By:** Com Gururaj Desai, President KSM&SRA  
**Seconded By:** All Delegates
  
- 2. Resolution on Medicine Related Issues**  
**DEMANDING CENTRAL GOVERNMENT ZERO GST ON MEDICINES AND MEDICAL Resolution DEVICES**  
**Proposed By:** Com Anandraju K H, Vice President, KSM&SRA  
**Seconded By:** Com Basappa Baraker, Unit Secretary, **Hubballi**, KSM&SRA
  
- 3. Resolution against Amendment of Labour codes**  
**Proposed By:** Com A. S. Sathya Poorna, Vice President, KSM&SRA  
**Seconded By:** Com Lohithashwa H M, Unit Secretary, **Davangere**, KSM&SRA
  
- 4. Resolution against the State Government on State Related Demands**  
**Proposed By:** Com. Venkatesh A, State Secretary, KSM&SRA  
**Seconded By:** Com Sujay Ganapathrao Patil, Unit Secretary, **Belagavi**, KSM&SRA
  
- 5. Resolution Against the Managements of the Pharmaceutical Companies on violation of 8hours work, Non Implementation SPE Act (Sales Promotion Employees (Conditions of services) Act, 1976), forcibly involving Sales Promotion Employees by management personnel in unethical practices, not giving Bonus, not providing ESIC facilities for eligible, stop interference in trade union activities, newer forms of attacks to exploit the Sales Promotion Employees in the name of advancement of technologies and for formation of Grievance committee.**  
**Proposed By:** Com. Praveen Kumar S S, State Secretary, KSM&SRA  
**Seconded By:** Com Sharath K R, Unit Secretary, **Bengaluru**, KSM&SRA
  
- 6. Resolution to appeal the HCPs to give the call before the 6.00Pm in the evening in the State of Karnataka.**  
**Proposed By:** Com. Vinayak R Desai, State Secretary, KSM&SRA  
**Seconded By:** Com.Praveen kumar, Unit Secretary, **Kolar**, KSM&SRA
  
- 7. Strengthening the FMRAI Resolution against growing attacks on the job of SPEs and demand to notify the statutory working rules.**  
**Proposed By:** Com. C B Kulkarni, Joint General State Secretary, KSM&SRA  
**Seconded By:** Com Shrinivas V Gumaste, Unit Secretary, **Bagalkote**, KSM&SRA

**The Resolutions were adopted unanimously by the delegates.**

**Com A. S. Sathya Poorna, Vice President, KSM&SRA placed commission paper "Resist the changing employment relation by defiance, mass mobilization and combative struggle programmes"**

**The following heads were placed for discussions with 2 groups and were asked to submit the report through their discussions as to how to combat and resist the unfairness, unjust and illegal policies of employers.**

- a. Sales as a part of service condition:**
- b. Ever increasing workload and work duration**
- c. Attack on the rights of workers**
- d. Digitalization and Artificial Intelligence**
- e. Attack on councils**
- f. Small Scale Company's fieldworkers and their problems**
- g. Other Industry**
- h. Organizational weakness**

The business session on the first day concluded at 8.00PM followed by Dinner.

**On the Second day**, i.e on 16<sup>th</sup> April, 2023 the delegate continued the group discussions from 9.00AM to 10.30PM and later the business session resumed at 10.30am.

On both days of the General Council meeting 13 delegates from 17/20 Subunits deliberated on the General Secretary's and Treasurer's reports.

**Com I Raju Bhat, General Secretary, TMSRU and Working committee FMRAI** addressed the Delegates on the importance of review of unit functioning, subunit working committee functioning and monthly meeting condition. He highlighted the number of SPEs covered on bilateralism has significantly reduced over a period of time while the number of councils and membership of FMRAI has substantially grown which is clear that SPEs are resisting and FMRAI is on the right path.

Further Com Highlighted about the timely intervention on the issues and demands of SPE's and membership renewals, attack of state and central governments on the employees rights and need of the hour to address to **Opportunism and Parasitism.**

He said the need of young SPEs to strengthen the movement while the senior SPEs need to stand supportive to strengthen the movement.

**Com Narayana, General Secretary, Shivamogga CITU** extended revolutionary greetings to all the delegates and gave a call for larger consolidation.

**Former members of KSM&SRA and currently associated with Narayana Multispecialty Hospital, Shivamogga Shri Shailesh, personal relations officer and shri**

**Raja singh** marketing head extended their greetings. They acknowledged the challenges of SPEs and the pressure on SPEs to meet the HCPs at all costs whatsoever at places of hospital corridors and parking lots.

He suggested submitting general appeal to the hospital so that the same can be placed before the management on the huddles of SPEs so that a certain streamline can be brought while recognising your ID Card for enter of SPEs to carry sales promotion work in the hospital.

From 2 groups Com Ashok kammer and Com Sharat KR presented the discussed point of the commission paper for suitable and necessary action **to combat and resist the unfairness, unjust and illegally policies of employers**

The list of delegates spoke on General Secretary Report from the following subunits:

Unit Name	List of Delegates spoke on GS Report	Unit Name	List of Delegates spoke on GS Report
<b>Bagalkote</b>	Com Kiran Kulkarni	<b>Shivamogga</b>	Com. Manjunath habber
<b>Bengaluru</b>	Com Venkatesh	<b>Sirsi</b>	Com Nitin
<b>Bidar</b>	Com Rajendra Namoshi	<b>Tumukuru</b>	Com Basavaraj
<b>Davangere</b>	Com Sridhar Murthy	<b>Udupi</b>	Com Ananth
<b>Hassan</b>	Com Raju	<b>Vijayapura</b>	Com Prabhu
<b>Hubballi</b>	Com Sathyanarayana	<b>Kolar</b>	Com Ashok kammer
<b>Raichur</b>	Com Totayya Swami		

The following Clarifications, observations and suggestions, during the deliberations by the delegates, were submitted by the General Secretary.

1. To take up workshops and training classes at subunits to educate the young comrades and consolidate and unite them.
2. While small subunits are doing well in membership the emphasis is to be given more at Vijayapura, Bengaluru, Mysuru, Hubli, Ballrai and Mangalore.
3. More emphasis should be given on membership, working committee functioning, unit functioning and council functioning.
4. To develop the 2<sup>nd</sup> line membership and to encourage the young comrades to take up leadership responsibilities for organisational work and lead the movement.
5. Eight hours of work to be strengthened.
6. Stern actions to be taken on those working against the union and SPEs interest.
7. Joint movement with chemists and druggists to be taken to resist the E pharmacies.
8. Few units where membership challenges are there, the delegates said immediate corrections will be done by calling the working committee members.
9. The delegates appreciated the shivamogga unit for hosting the General Council meeting and for renovating the KSM&SRA building.

**Credential report: Com Shashi Prakash, State Secretary, KSM&SRA** placed the credential report. The total number of delegates attending the General Council Meeting was 46 representing 17 out of 20 subunits.

**In conclusion, Com. K.Sunil Kumar, Joint General Secretary, FMRAI, addressed the delegates on the second day on various SPEs challenges**, appreciated the Shivamogga unit for hosting the General Council meeting successfully. He appreciated the membership progress in 2023 and the need to complete the task. Comrade appreciated the involvement of delegates in participating in the group discussion on the commission paper. Com welcomed the move of secretariat members moving to subunits for unit functioning and membership strengthening.

Com. K.Sunil Kumar said the area of weakness is identified in council movement and that is the reason the program implementation is a challenge and needs to address it on priority.

Com appreciated the call taken for chalo Bengaluru to immediately pursue the matters on state related demands with the newly formed Government.

Recognising the SPEs under skilled category with revision in the minimum wages is noted but the state CITU demand for 36000/- as min wage need to be taken.

There are attacks mounting on the SPEs in the industry, attempts are made to dilute the labour laws by the Governments and for unjust and unfair action of management a strong democratic reaction through series of agitations and struggles should be there from the union through general unity and council movement.

All the attended delegates were given mementos as a mark of remembrance of the 3<sup>rd</sup> General Council meeting.

*B. Chandra Kumar*

(Com. B Chandra Kumar)  
General Secretary.  
KSM&SRA.









