

FMRAI News

Organ of Federation of Medical and Sales Representatives' Associations of India

60-A Charu Avenue ■ Kolkata 700 033 ■ Phone: (033) 24242862 ■ Fax: (033) 24244943 ■ www.fmrai.org ■ E-mail: fmrainews@gmail.com

Strike and Dharna in Wallace

After a gap of two months sales promotion employees (SPEs) are compelled to resort in a one-day Strike programme as management has opted for treacherous path & unleashed attacks upon those fieldworkers, who consolidated themselves against management's subversive ploy to tie the entire field force through Geo-tagging. The deadlock ended after assurance not to make call-to-call reporting obligatory when pan India entire marketing operation was paralysed on November 27th, 2023 & for two months the SPEs defied all threats & abstained from day's call reporting, as new reporting system had been unilaterally imposed declining the existence of the recognised council of FMRAI nor following the law of the land. The management of Wallace never imagined that a large number of the unorganised section of workforce shall carry the struggle forward foiling the threat and intimidation. Even the threat of transfers and wage stoppage could not break the spirit of the fieldworkers. The management with a heinous motive of breaking the consolidation, issued motivated transfer to the fieldworkers who are leading the task of consolidation and spearheading the movement. Also, the territories of a section of SPEs have been confined to their headquarters. The termination of one SPE including the transfers of many SPEs in distance places had infuriated the entire workforce of Wallace which had resulted in a massive successful Strike on 29th January along with sit in dharna by the field workers in respective states supported hugely by Council Sub Committee members. BSSRU organized demonstration and dharna at Patna and Ranchi in front of Wallace establishments. Demonstration and dharna was organized by WBMSRU at Kolkata in front of Wallace office which was addressed by Wallace all India council leadership and the General Secretary, FMRAI. Demonstration was organised by CRU, OSRU, UPMSRA, MPMSRU, APMSRU, TMSRU, TNMSRA and KMSRA. In all the places of Dharna and demonstrations large number of Wallace fieldworkers participated and raised slogans against the management. In other state units and at different places memorandums were submitted to Wallace management by the respective state and subunit Council Sub Committees.



■ Dharna before Wallace in Kolkata



■ Republic Day observation in Kota Rajasthan

Republic Day Celebration

This year in 2024 we have stepped into 75th year of our Sovereign, Socialist, Secular, Democratic Republic where Justice (Social, Economic, Political); Liberty (of thought, belief, expression, faith & worship); Equality (Status & of Opportunity); Fraternity (assuring the dignity of Individual &

unity of the Nation) have been the main stay of our Constitution, which every citizen of the Country must reminisce & practice in life. It is being observed that for last few years the ruling class is drifting away & dishonouring the values of the Constitution & constantly provoking, imposing a cultural hegemony derived from

a particular section of the country which can only be described as supremacism. Already as an Industry wise trade union, members of FMRAI have resorted to one day sectoral Strike on 20th December last, placing 5 point demands to Central Government on Labour, Medicine Price related issues & now on this

occasion on 26th January it became important to observe Republic Day by all the members of the organisation to uphold the Constitution & it's values. At the call of FMRAI all State Units & Subunits of the Organisation have observed the Republic Day with great fanfares by unfurling the National Tricolour at Union offices & Rest Houses.

Membership: Vision of moving towards new horizon

The year of 2023 will be reckoned as a year to remember with the membership of FMRAI reaching ever highest in numbers. More than One lakh and ten thousand memberships recorded in a single calendar year speaks clearly and loudly about the clarity of the vision that FMRAI has nurtured over the years. Since its formation in 1963 to 2023, which was the Diamond Jubilee Year, the long and eventful journey was not on plains, rather it was through rugged path of movement of and difficult terrain of resolute struggle. This journey has helped the organization to become more determined with every year passing by and the fieldworkers

across the country has joined FMRAI as members. With each year passing by, the organizational presence has increased to 395 subunits spanning over 20 states and 47 All India Councils. In addition, there are several state-based councils of different pharma and other industry companies where the members are making the presence of FMRAI felt to the employers. FMRAI is the sole forum of the SPEs to numerous employers and as a whole to the industry and Union Government. The members of FMRAI are standing firm and determined in the face of complex and adverse employment situation and generating

movements to protect jobs, rights, health and privacy by participating in combative struggles. This has attracted the imagination of the sales promotion employees to be associated with the movements of the federation. During 2023, a total of 23 head quarter towns registered more than one thousand memberships. There are many other head quarter towns who are in close vicinity of registering more than one thousand membership in 2024. Hence the time is apt to build massive campaign amongst the sales promotion employees in all state capitals, major head quarter towns. The time is ripe for realizing the vision of moving towards new horizon.

General Council Meeting of FMRAI

will be held on and from 7-9 February, 2024 at

Basudeb Acharia Nagar (Vijayawada), Harsh Syal & Saurabh Gautam Manch (MBVK Auditorium)

EDITORIAL

Choose your future carefully

The imminent General Council Meeting at Vijayawada is going to take place at a time when a crucial General Election in our country is just few days away. Indeed, every General Election in India assumes great prominence throughout the world because the next central government will be formed after the event. Yet this election assumes far greater importance because of the several sinister efforts undertaken by the BJP government to return to power by hoodwinking the people. This government is so desperate to contribute to the wealth of some choicest corporates close to power that the people-priority in Indian democracy has taken a conspicuous backseat. The people are now only important to vote Modi to power, for that whatever bigotry, enmity, hypocrisy that can be planted within the hearts and minds of the people will be done. All other issues impacting the lives and livelihood of the people have lost its place from the national discourses. The attempt is to transform the people of India into mere voting subjects to return BJP to power. All other existence of the people has lost its relevance.

The employment scenario currently in India is one of the worst since many years. The prices of essential commodities including vegetables, food grains, edible oils, fuels have shot up like never before. Rural India is facing severe agrarian crisis compelling thousands of farmers to take their own lives. Throughout the country we observe educated young people compelled to take up jobs with meagre wages and no social securities. The glittering shopping malls coming up throughout the country employs young men and women with pathetic working conditions. The future for the entire generation is at stake in the hands of this government. On the other hand, we see the wealth of big 5 corporates including Ambanis, Adanis etc. have swelled like never before. Democracy is in danger. Desperate to annihilate any opposition, one after another political leaders are chased by the central agencies. Such a situation we have never seen before. The prospect of India as a sovereign, secular, democratic country is at stake.

All burning issues pertaining to the Sales Promotion Employees of the country have been ignored by the present ruling dispensation at the center. The codifying of the labour laws and the repealing of the SPE Act have given enormous free hand to the employers of the industry to change the working and service conditions of the field workers. Digitization has spelled a doom on the profession of the medical and sales persons with geo tagging and net based surveillance seriously ignoring the provisions of the laws and destroying privacy of the employees. Any resistance to the arbitrary and unilateral changes in working conditions are retaliated with wage stoppages, transfers and terminations. In spite of repeatedly appealing to the government there is deafness prevailing in the corridors of power. The government has in fact tried to squeeze the workplace by prohibiting the entry of Medical Representatives inside the CGHS hospitals and dispensaries. Even after relentless movement by FMRAI the government has denied to notify Statutory Working Rules and plainly refused to call for the National Tripartite Committee meeting formed for the SPEs. If all these are not enough indications of an anti-worker and anti Sales Promotion Employee government, then what is?

In this General Council Meeting while the G C Members of FMRAI will take all round stock of the existing situation and devise new tactics to combat the attacks on their profession and livelihood, it is incumbent on all members of FMRAI to identify their enemy. The anti-people, anti-farmer anti-worker Modi government should no more be allowed to remain in power and decide the fate of the working class. It is clear that only through ousting this government we can at least hope for our voices to be heard. This can only happen in an India free from division between communities and free from the clutches of corporate stranglehold. The Vijayawada GCM calls for a united opposition to the present government and launch vigorous campaign towards that direction.

Mass protest by Abbott Health Care fieldworkers

Abbott has subjected a large section of sales promotion employees working in different divisions to various forms of unfair labour practices against the provisions of laws. This section of SPE's are deprived of their legitimate rights and victimized on sales grounds by imposing private working systems in the name of Performance Enhancement Programs (PEP) and thereby openly violating laws of the land. Number of SPE's working in different divisions are being transferred to distant places in the name of

non-viability of sales and few SPE's are being summarily terminated on flimsy grounds without following the rules of natural justice. It has been a year now; management has not responded to resolve the issues. Further Abbott management has appointed SPE's under different nomenclatures with the sole intention to deprive them of the Sales Promotion Employees (Conditions of Service) Act 1976 and other labour laws. Sometimes the management are creating private working rules which are a gross violation of the statutory provisions. Right to privacy is also

breached in the name of Close Loop Monitoring calls through tracking and surveillance. FMRAI has requested the management to form a grievance committee to resolve the pending issues but it has made no impact. Hence FMRAI had called upon a badge wearing programme in all sales meetings, which was successfully done in Bengaluru, Kolkata and Delhi in Respicare Division to constitute a Grievance Committee for all SPEs, restore normalcy in Respicare Division, to settle the long pending Charter of Demands and extend the retirement age to sixty years.

Meyer fieldworkers protest

Members of Meyer Organics council protested resolutely against sales related harassment initiated by the management by sending mass SMS addressed to all management personnel. The management is exerting pressure on the field workers to procure business unethically and imposing unilateral workload in various forms. Meyer All India Council raised their voices on every occasion, with the guidance of FMRAI. The management instead of recognizing and resolving the issues, is intent to harass and humiliate them particularly those leading the movement. In recent past Meyer Council executed badge wearing program during company cycle meetings to showcase their agitation against all oppressive measures of the management. This is to be noted that Meyer organics is not an exception in treating sales as part of service condition. Various employers in the industry today are opting for the same path to generate more profit and to dismantle all organised resistance against oppression. It is praiseworthy to mention that the Meyer fieldworkers responded to the call of the organization in befitting manner and consecutively sent protest SMS to management personnel on all four days.

Mass Mobilisation against anti people policy regime

The Joint Platform of central trade unions (JPTU) and Sanyukta Kisan Morcha has given a call for Nationwide Mass Mobilization including Industrial / Sectoral Strike and Grameen Bandh on 16 February 2024. The joint convention of Workers and Farmers on 24 August 2023 at New Delhi noted that the Central Government is continuously carrying on brutal attacks on the lives of the toiling people and pursuing anti-people measures through various laws, executive orders and policies. It is unconstitutionally denying the rights of elected state governments and

continuing with the game plan of communalizing the society in the name of religion, cast and creed. The Union Government has been relentlessly attacking freedom of media and shamelessly protecting the criminals thus eroding the trust of the people on law and order. The members of FMRAI are also adversely affected by the policies of Government. FMRAI being a constituent of the JPTU has given a call to all the state units for intensified campaign and mass mobilisation amongst the sales promotion employees and participate in the joint programmes in the respective states and the sub-units.

Surveillance attempts stalled in P&G

For some time, Procter and Gamble health care field workers were apprehending that management will try to bring online call to call reporting for tracking and surveillance on field workers. This turned out to be true when from 12th January, they are unable to detail or report their daily work unless internet and GPS location is turned on. FMRAI asked field workers not to comply

with such illegal diktats and accordingly MR and TSEs both opposed the same. Sensing the agitated mood of the field workers, management promptly reverted back to the earlier system. Following path of other MNCs, P&G is flouting the laws, rules and regulations of the country and taking all routes of labour exploitation, FMRAI is keeping a close eye on further developments in this company.

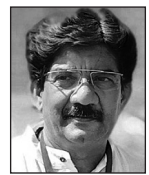
Obituary

Dilip Kumar Singh



A member of Ambikapur unit of CGSPEU & field worker of Alpha Nex Division of Alkem Laboratories Ltd., passed away on 30th January, 2024 due to pneumonia leading to multi-organ failure. He was 45 years old & worked for 18 years in Alkem. He left behind his aged parents, wife & two children. FMRAI deeply condole his death and convey our heartfelt condolences to the bereaved family.

Prakash Behre



Member of Bilaspur unit of CGSPEU & field worker of Shreya Life Sciences Pvt. Ltd., passed away on 10th January, 2024 after suffering from prolonged illness due to Cancer. He worked with Shreya Life Sciences for 27 years. He is survived by his wife & two children. FMRAI deeply condole and express heartfelt condolences to the bereaved family.

Buddhadeb Dutta



Who was working in Intas at Burdwan Head Quarter of West Bengal met with a tragic accident and eventually succumbed to an untimely death at the age of forty years. Buddhadeb Dutta was actively involved with his subunit. He is survived by his bedridden mother, wife and daughter. FMRAI deeply condole and express heartfelt condolences to the bereaved family.

Vivek Singh Deo



A member of Purulia district of WBMSRU, Vivek met with a massive accident and passed away on 14th January, 2024 at the age of 44 years only. He was working with Maruti Suzuki at Purulia head quarter. Vivek Deo is survived by his wife and two children. FMRAI deeply condole and express heartfelt condolences to the bereaved family.

Albert David fieldworkers standing firm

Atrocities of Albert David management is strongly resisted by determined fight by the ADL field workers. This company was growing over the years; bilateral relations with FMRAI and settled its issues through negotiations on wage part of the workers through bilateral discussions.

But suddenly during the onslaught of Covid they broke all the ties with the Union and decided for De-Unionization. ADL management had intensified unfair labour practices by violating all the existing working norms the company and trying to impose newer work norms in contravention with the law of the land. The company management had adopted a path of victimization to compel the workers to follow their dictum. During the pandemic situation the management transferred field workers of various states to distant places. They also started illegal wage cuts, and summarily terminated eight field workers without following the rules of natural justice. Salaries of more than 300 field workers were withheld by the management. Several efforts were undertaken by the All India Council Committee and FMRAI to come to a mutual understanding. But it fell flat due to the adamant stance of the management. In spite of signing a tripartite agreement in the Kolkata Labour office, the management didn't sign the charter of demands and deprived

the field workers of monetary benefits. Ultimately FMRAI had called for strikes and demonstration programmes in front of ADL offices and depots across India, and also in front of their head office at Kolkata. The demands were to stop unilateral monetary offer as allurements to the SPE's to dissociate from the union, to stop locking of reports which tantamounts to 'stop work' and loss of pay which has no legal approval in our country. FMRAI demanded to stop calling individual virtual meetings with ulterior motive to threat and intimidate the field workers, and to stop calling field workers in the office and putting them under duress and preventing them to be associated with trade union. Doctor's campaign has also been started in various places across India. A very good response is being showed by the medical fraternity against this notorious management. This campaign against various unjust acts of the company will be intensified to gain a wholehearted support from the medical fraternity. A massive demonstration took place in Kolkata in January in front of the head office of Albert David. In spite of challenging weather conditions, a huge crowd gathered in front of Albert David office to show solidarity for the victimized Albert David fieldworkers. More such programmes will follow to give a befitting reply to this notorious management.



HPMRA state council workshop

State level council workshop was organised by Himachal Pradesh Medical Representative Association, giving maximum priority to council movement and consolidation in council. The workshop was arranged at Ghumarwin Bilaspur on 7th January, 2024. A note prepared in line with the direction of All India Council subcommittee was placed by the HPMRA state leadership during the meeting. Most of the all-India council members from Macleod, Ipca, Ozone, Glenmark, and some members of different state councils such as Unimark and Aimil were present in the meeting and discussed on the note. Present industrial situation and necessity of building more combative struggle came up during the discussion. All the members present in the meeting resolved to strengthen the state council subcommittee functioning and program implementation better in the days to come. Other state leaders of HPMRA were also present and addressed the members.

SFIL struggle intensifies

SFIL fieldworkers, gallantly fighting against the ill-motives of management to secure their hard achieved rights, have not received their salaries and expenses for 3 consecutive months now. Sun management without consulting Progressive Committee, started implementing unilateral workload which is gross violation to the terms of MOU and MOS. Even after repeated persuasions from FMRAI, management continued to take adamant stance. Going further, management stopped salaries and expenses of the sales promotion employees who did not submit unilaterally imposed MTP and other digital initiatives. Transfer issues,



territory dislocations of PC members are also prevailing. In this background, FMRAI called for nationwide massive demonstration in front of the company's establishment on 22nd January'24. In many places across

the country, massive demonstrations were staged by council subcommittees in different sub units. FMRAI is exploring legal option to fight the unjust deeds of Sun management. But the battle must be fought on roads, at doctor's chamber to unmask the number one Pharma giant of our country. FMRAI called for a greater unity of Sun Pharma field workers at sub unit level. The courage of the handful SFIL workers against the industry giant is worth mentioning repeated times. In west Bengal, one field worker is fighting alone and demonstrating his defiance in spite of threats, intimidation allurement from the management.



UPMSRA council workshop

With the focus to improve the functioning of council, council subcommittee and implementation of programmes from the very beginning of the year, UPMSRA on 6th January 2024, organized workshop at state center in Lucknow. The note for the workshop was placed in the meeting by state Council Subcommittee Convener U.D Upadhyay. All India Conveners, Zonal Conveners as well as State Conveners of different councils of UPMSRA were present in the meeting. 19 councils of different companies including Macleod, Stadmed, Franco India, Dey's, USV, Glenmark, Torrent, RPG, ADL, Ozone and Zydus along with some state councils participated in the workshop. During the meeting, participants discussed about the note and narrated their experiences. UPMSRA State General Secretary Vimesh Kumar Mishra addressed all the participants and Sheshnath Tiwari, Secretary, FMRAI explained the current industrial situation, organization challenges, movemental tactics and the need of enhancing implementation of programs.

41st State conference of MPMSRU held at Sagar

The 41st State Conference of MPMSRU was held on 6th 7th January 2024 at Hotel Paradise, Sagar. Conference began with the hoisting of union's flag by S. S. Tomar, President, MPMSRU followed by floral tributes on Marty's column. In the inaugural session, Dr Sarvesh Jain, MD, Chairman, Reception Committee and Dr Rajendra Chowda MD, a renowned physician of the city greeted the conference. Many prominent dignitaries from various fields, also greeted the conference and assured their continued support to Sagar unit of MPMSRU.

Pramod Pradhan, National Secretary, CITU inaugurated the conference and appealed to form broader unity to fight with the communal corporate nexus of the ruling regime. Condolence resolution was placed by Saurabh Mishra, Joint General Secretary of MPMSRU and vote of thanks was given by Abhishek Anand Dubey, Joint Organising Secretary of



the 41st state conference. Business session started with Presidential address after which Shailendra Sharma and Anurag Saxena placed the General Secretary's and Treasurer's report respectively. 46 delegates participated and enriched the report by their suggestion, queries and corrections. Both the reports were unanimously adopted by the conference after the reply by General Secretary and Treasurer. Devashish Roy, Vice-President, FMRAI greeted the delegates of conference and appealed to intensify the movemental programs.

Pramod Pradhan (GS-Madhya Pradesh,

CITU) spoke about the consequences of communalism and how the incumbent Government. both at center and state are suppressing the legitimate demands of the working class. Resolutions against anti-worker policies of Zuventus management, on state related demands, against communalism and on amendment in constitution of removing the name of Chhattisgarh wherever it mentioned also unanimously adopted and passed.

Santanu Chatterjee, General Secretary, FMRAI inaugurated the souvenir of 41st state conference of MPMSRU. While summing up

the conference, he appealed to increase the membership and to strengthen the organization in all aspects to face the attacks of Government and employers. The reception committee felicitated all guests, Secretariat and Working Committee Members of MPMSRU by presenting them a conference memento.

Anurag Saxena was unanimously elected as a General Secretary, Veeresh Pandey as Treasurer. S. S. Tomar as President. 11 secretariat members and 17 working committee members were elected with one working committee post remained vacant for Guna unit. Total 133 delegates from 19 units attended the conference which is 88% of the total eligible delegates. Newly formed Shahdol sub unit also attended the conference. The beautiful folk dance of Bundelkhand namely Dhimariya, performed by a group of local artists was enjoyed by the participants after the first day's session.



New Building inaugurated in Nadia Subunit of WBMSRU

The dream of having town office and rest house is now a reality for the members of Nadia District Committee of WBMSRU. The new three storied building furnished with all amenities required for office functioning and accommodation of members was inaugurated on 23rd January, 2024 by Santanu Chatterjee, General Secretary of FMRAI. The building has been named as "Atanu Roy Bhaban" who was the President of Nadia District Committee and State Committee Member of WBMSRU as well as State Convener of WBMSRU Pfizer council who succumbed to death due to sudden cardiac ailment. On the occasion of inaugural programme, the state leadership of WBMSRU including its President Shubrangshu Bhattacharjee, General Secretary Basab Roy Chowdhury, Treasurer Tinka Maji along with other State Committee leadership were present. From CITU, Sumahan Chakraborty, Treasurer, and S M Sadi, Vice

President of West Bengal state CITU were present. A meeting was organized in front of the newly built building which was presided by Chandan Purakait, President of Nadia District and the leadership present in the programme greeted the members and congratulated for their stupendous efforts for construction of own building in challenging situation. Tanmay Bhattacharya, District Secretary of Nadia narrated the efforts and contribution given by the members and ex members of Nadia district who came forward spontaneously to fulfil the dream. It is also worth mentioning that Nadia has surpassed 1000 membership in the year 2021 and continuously growing their membership with significant contribution of Other Industry members. The new building will definitely be the epicenter of all trade union activities in the district and shall boost the organization to newer heights.



■ The new Union building in Nadia.

23rd General Council Meeting of CRU (NER)

23rd General Council Meeting of CRU(NER) was held on 6th -7th January, 2024 at Barpeta, Assam. The General Council meeting commenced on 6th January, 2024 morning with hoisting the flag of CRU(NER) by its President Jamini Barbarua. Just after the flag hoisting and paying floral tributes, a colourful procession were organized which passed through the important thoroughfares of Barpeta town raising slogans of medicine related demands. which caught the attention of common people of the town. The Open session started at Barpeta Sahitya Sabha Auditorium. The open session was addressed by Dr. Ramananda Pathak, an eminent Physician and Chairman of the Reception Committee who congratulated the members of CRU for working tirelessly in raising the demands



on reducing prices of medicines for common people. The open session was also addressed by Tapan Sharma, General secretary, state CITU of Assam and Monoranjan Talukder, hon'ble MLA of Assam state assembly. Rahul Purakayastha, General Secretary, CRU (NER) greeted all the dignitaries present. The business session started with placement of report by General Secretary Rahul Purakayastha and Treasurer Amitava Das . A special paper on the topic of "Strengthening subunits" was placed. Later all the General Council Members

divided in four groups elaborately discussed on the special paper. Later four speakers from each group presented the gist of discussion. On 7th January, 2024, the discussion on General Secretary and Treasurer's report started. The delegates placed valuable observations and suggestions. Four resolutions were moved on the part of organizing fieldworkers of small-scale industries, mobilisation in joint movements, medicine related demands and harassment of women fieldworkers. From

FMRAI, Kaushik Roy Chowdhury, Secretary, deliberated on the movemental aspects of FMRAI and on the need to build robust subunits to carry forward the programmes of FMRAI. CRU(NER) was congratulated for reaching more than 5500 memberships. The observations and queries raised by the members were summed up by General Secretary and Treasurer. Both the reports and the resolutions moved were adopted unanimously. 149 General Council Members including 7 women and 8 from other industry attended the meeting for two days and actively contributed for developing the organization further. The meeting concluded with address by Jamini Barbarua, President of CRU (NER) and felicitating the Barpeta unit members for successfully organizing the entire programme.