

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

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In defence of right to labour laws

## United resistance in Medley



**Demonstration in front of Medley Head Office at Mumbai by MSMRA**

In the background of neo-liberal economic policy and labour reforms propagated by the NDA Government, Pharmaceuticals companies have started flouting the existing labour laws of the land and victimizing the Sales Promotion Employees adopting various anti labour practices in contravention of laws.

The management of Medley has been harassing the field workers in various ways and means for a long time and denying their legitimate rights and resorting to various unfair labour practices. Management has not issued the letter of appointment in Form-A as per SPE Act, 1976 and also violating the labour laws including constitution of Grievance Redressal forum as per the Industrial Dispute (Amendment) Act, 2010 for the sales promotion employees working in the company. The field workers of Medley have been the victims of performance-based differential increment policy and depriving of the basic rights of the sales promotion employees. During this

period Medley field workers were forced to accept mobile reporting. This unilateralism was enforced because of deficiency in their all India consolidation. After making advancement in organizational consolidation, protest action was initiated and an industrial dispute was raised. But, management continued to introduce various mobile Apps and forced the field workers to accept the unilateral changes. Through further aggression, the management also initiated punitive action by way of stoppage of wages and expenses to make the field workers to accept their unilateral imposition. Ignoring the laws the management has brought unilateral changes in condition of services violating Section 9A of I D Act. With further aggression the management stopped the salary and expenses of the field workers on the ground of alleged non-compliance. The issue of violation of laws by Medley management continues unabated for a long time. The management has refused to address the grievances

of the field workers displaying arrogance and undermining the demands of the SPEs. FMRAI with their strength of members decided to launch agitation in protest and in defense of the field workers Right. At the call of FMRAI field workers of Medley participated in Mass Casual Leave programme on 12<sup>th</sup> June, 2019. In almost

overwhelming participation countrywide around 1400 Medley field workers availed mass casual leave and expressed their agitated mood. Demonstration took place in state units throughout the length and breadth of the country in front of the company's establishment by the state council subcommittees and the members of the state units. MSMRA organized massive demonstration before the Head Office of the company on June 24, 2019. From 13<sup>th</sup> June, 2019, demand memorandums are being submitted by the members of state and subunit council subcommittees in all states and sub units across the country to the managers of the company, protesting this unlawful activities of the management. This resistance by organized strength of the field workers has halted the management to precipitate further. Now, the management must be made to stop flagrant violation of laws. They must constitute the Grievance Redressal Forum following the law or face the more resistance of united force of the field workers movement in days to come.

Tribunal award in USV

## Relief to the field workers who sacrificed gains for rights

The Industrial Tribunal of Maharashtra, in a landmark judgement, decided on the industrial dispute raised by FMRAI on behalf of all field workers working in USV. The dispute was raised on in the year 2010, under Industrial dispute Act, over the pending charter of demand for the period January 2009 to December 2011 submitted by FMRAI representing all field worker of the company including the Business Executives, Senior Business Executives and Professional Service Representatives. The management disputed the locus standi of FMRAI terming FMRAI as 'external organisation'. With a view to deceive the field workers of USV and with a design to mislead the tribunal USV management claimed that Business Executives, Senior Business Executives are not Sales Promotion Employees. FMRAI contested this contention and established before the tribunal that the Business Executives, Senior Business Executives are not actually 'executive' but are sales promotion employees. Whatever misnomer may be used for the purpose of hoodwinking a field worker is always identifiable and distinguishable as a Sales Promotion Employees by virtue of his nature of job. By the award of the tribunal this falsification of USV management has fallen flat right on its face. Therefore, **'in the result, this Tribunal is of considered view that, the Business ex-**

**ecutives and Senior business executives are sales promotion employees defined u/s. 2 (d) of the Sales Promotion Employees Act, 1976'**, observed the Tribunal in its award.

The tribunal further concluded that FMRAI has legitimate right to represent the field workers and that Management have to give leave facilitates in accordance with the SPE Act 1976 and the Bonus as per memorandum of understanding. The tribunal granted 'relief of increment' to the tune of Rs. 2000 per month (since 2009, arrear of which has to paid in three months) to the field workers who did not accept unilateral financial offer (for circumventing the COD submitted by FMRAI) of the management. FMRAI warmly greets all these field workers of USV, who are members of FMRAI, and who are fighting a bitter battle, both movementally and legally, only for their rights by sacrificing all the quick gains to which there were, and still are, huge allurements. Supreme Court has concluded long back that a field worker is a field worker (sales promotion employee) by virtue of his nature, in whatever name he may be called. This tribunal further upholds this and further clarifies that FMRAI is the rightful and legitimate union to represent the field workers in the matters pertaining to the employment of the field workers. In this context this verdict has seminal significance.

## Wage settlement in Pfizer

The 4<sup>th</sup> wage settlement in Pfizer has been signed on 26<sup>th</sup> June 2019, between the management of Pfizer and the consultative committee of FMRAI, representing the field workers. On the day of signing, Mr. S Sridhar, Country Manager. Mrs Shilpi Singh, Director Hr Mr Samir Kazi, Sr. Director Legal Mr Ajay Suri, Director WHC, Mr Amey Talekar Sr Manager HR (Witness) Mr Sunil Menon, Manager HR (Witness) representing Management And Aniruddha Chowdhury, Sudip Kumar Roy Devashish Roy K. M. Surendran, Sudhakar V Reddy Lakshmi Kant Dixit Reshmi Singh, Ashok Gulagi (Witness) Barun Mukherjee (Witness) Milind Manohar (Witness) representing FMRAI were present. The



period of this settlement is three years effective from 1st January 2019 to 31st of December 2021. This settlement covers 96 (ninety six) field workers employed in WHC (MH) division of Pfizer, who are members of FMRAI. The average increase in this wage settlement is Rs. 7300/-, without daily allowance which this time has been kept out of the preview of this

settlement and has been revised earlier. The minimum and the maximum benefit including terminal benefits are to the quantum of Rs. 3976 and Rs 8215 respectively. There has been upward revision in neutralization rate of variable dear-ness allowance (VDA) by Rs. 0.10 in each slab. The ratio of increase in wage and non-wage part in this wage settlement is 70:30. Apart from this, there has been upward revision, effective from 1<sup>st</sup> June, 2019, in conference allowance and in fare for travel-per-kilometer which has agreed upon but not featuring in the main text of this settlement.

Closure ends, transfers revoked

## Marketing operation resumes in closed territories in Zydus

The Cadila division of Zydus closed down marketing operation at Kolkata and other headquarters since 1<sup>st</sup> February, 2019 on the alleged ground of liabilities of the territories. Through unilateral and arbitrary action the management transferred the services of the field workers based at Kolkata to different places including distant places. The management reasoned the closure upon stiff competition, newer regulatory measures of the government, price control etc. FMRAI rejected the contention of the management and demanded of the management of not shifting the burden of the government policies upon the field workers. FMRAI in its letter in response to management communication made it clear that sales, being

outcome of many activities, and being incidental to many factors, cannot ever be construed as the exclusive responsibility of the field workers alone. FMRAI demanded resumption of marketing operation and revocation of transfers. In March 2019, countrywide protest and agitation were organized demanding restoration of marketing operation.

In this context, the management started discussion with council leaders of Zydus. There were several meeting between the management and the council leadership. Finally, the matter has been resolved through discussion. All the transferred has been revoked and the marketing operation in the closed areas has been restored from 3<sup>rd</sup> June, 2019.



Editorial

Victory is laudable and victory is possible too

# Against outrageous forms of exploitation

**-Do you have voice box?**  
**-Yes.**  
**-Why then you don't say 'no'?**  
**-Being a professional how can I say 'no'?**  
**-What prevents you from saying 'no', when the instructions are irrational or unlawful?**

And the conversation goes on. This conversation reflects vexing issues of the field workers. Field workers are assigned newer and newer kind of work. By this more and more workload is imposed upon them every now and then. At the whims of the employers work system and work procedure undergoes frequent changes, sometimes putting field workers in immense trouble. In the course of such unilateral imposition, field workers are asked to do things which they are not supposed to do. In fact, a field worker is asked to do anything on earth to bring sales and to exhibit 'performance'. Their work knows no brake. Their duties and assignments are sometimes extremely irrational. There does not exist any legally-binding job specification. Field workers are fighting for decades demanding statutory specification of their duties and responsibilities. Successive governments failed to address this just demand. As a result, 'yes' and 'no' of a field workers work is still shrouded in mystery. Their duties and responsibilities are privately-defined by the individual employers and, by design of the employers and the governments, it is still ill-defined. In this context alone, field workers workload increased from all four corners. Firstly, employers make use of internet, allegedly for reporting of work but actually they abuse it by way of report locking, unlawful wage cut, suspension, closure and dismissal. Secondly, Internet based devices and apps are used for live feedback on activities. Ghost of surveillance haunts the field workers day in, day out. Thirdly, field workers are asked to use gadgets and technologies for unlawfully organizing activities like diagnostic camps which indeed are beyond the scope of any sensible sales promotion. Fourthly, social media like WhatsApp are used for constant overseeing upon and for whipping the field workers all the time. The pharmaceutical companies ask field workers to organize diagnostic camp in the clinics and doctors' chamber. So, the diagnostic camps are set up and diseases are detected readymade. Field workers work with the supposed aptitude of a technician, detect sugar level, haemoglobin level, creatinine level, uric acid, lipid level in blood with the help of diagnostic screening machines and prepare report cards. They screen for diabetic peripheral neuropathy with the help of expensive machines that they carry themselves at their own risk. They detect blood sugar; find out uric acid level in blood, measure bone mineral density on behalf of a doctor (or that of a diagnostic lab). They are educated science graduates, or post-graduates, but definitely not pathologists nor clinicians. They are neither trained nor authorized. The company that sells a blood sugar medicine organizes a blood sugar detection camp. The blood sugar levels of the patients are detected instantly, and also free of cost, at the doctor's clinic itself. By this, the company does favour to the doctor. The fruits of this favour are instant. If diabetes is detected the obligated doctor recommends the anti-diabetic medicine of the company. It is presumed by the management of the pharmaceutical companies that such altruistic diagnostic camps actually bring business and sales of their medicines. This misconceived assessment dilutes the regular sales promotion activities which are exclusively based on the clinical benefits of a pharmaceutical product. Regular sales promotion activities offer scope to a doctor to choose, weighing the risks and the benefits, from among the multiple options. It also allows a pharmaceutical company to popularize its medicine on the basis of its actual merit, benefit and efficacy. A good molecule or a good brand gets fair chance of getting accepted by the medical fraternity only through the act of regular sales promotion and definitely not by helping the doctor in clinical diagnosis. Clinical diagnosis is no business of a pharmaceutical company. But, still they do so only to induce a doctor to choose a medicine not on the merit but by way of obligations. This creates a situation that may eventually compromise the true medical need of the patients. The exclusive faith on the results obtained through screening machines and unavailability of the facilities for rechecking the results (in instant diagnostic test), may lead to wrong diagnosis, especially if and when it is not matched with clinical findings. Besides this, some small operational mistake or error may lead to false positive results too. Then, the onus of any extreme situations is borne by a field worker and a doctor, the immediate persons available on the spot. In recent time, doctors are beaten black and blue for everything that fails in public healthcare system. Field workers

too are vulnerable, especially, when they are definitely not the 'competent persons' to conduct diagnostic tests. Industry is silent and they do not have any viable account to this question. Field workers are added in WhatsApp groups by their respective supervisors, area managers, regional managers, sales managers and even the vice presidents. Through these WhatsApp groups field workers are asked to submit their work plan for the day in every morning and are made to submit details of execution at night. During the day comes several instructions and field workers are asked to comply. Sometimes, fieldworkers are asked to send the photograph of first call and last call of the day through WhatsApp. Even more frequently, field workers are asked to take snapshot of doctor's prescription and instructed to send it through WhatsApp. This is unlawful and in clear violation of patients' right to privacy and confidentiality (the 'Charter of Patients Rights', as released by Ministry of Health and Family Welfare in 2018). The field workers who attempt to leave WhatsApp group, face job threats and confronts all sorts of harassments. Through use of internet, devices, apps and social media employers attempt to establish full control not only upon every aspect of work and employment, but also upon every aspect of the life of a field worker. Field workers are intimidated and punished by their employers in a manner similar to the slaveholders who treated their runaway slaves mercilessly in seventeenth century America. Withering of purchasing power of the people and breakneck competition for market access has made the employers quite desperate. Neoliberal economic path, by both the present and the past regimes, give encouragement for extreme and aggressive exploitation of the field workers. What field workers are likely to do then? Should field workers wait interminably? Should they wait patiently for the time when the lawmakers will get up from their siesta and make law for them? Should field workers wait for good for fortune? Should they wait for 'change of mind' of the employers? None of these possibilities appear viable. Field workers have to build up their own fortune. Field workers movement attempts to scale a new height in organizing protest and building up resistance at every nook and corner of the country, in every establishment. Stop sales related victimization. Stop internet, device and app-related torture. Make end to endless series of workload. Bugle of struggle must have to be blown aloud. Then, it will be impossible for the government and the lawmakers to overlook the voice of the field workers. Field workers movement demands reduction of workload. Right to take rest is intrinsic and field workers have right to do right to their own life and their families. Ill-defined work responsibility, insecurity and workload make field workers restless. They have right to have respite. Working hours, not extending beyond 8 hours, is inviolable demand. Their job responsibilities have to be well defined. Job should be specified clearly in the rule book governed by law and field workers should be guarded against arbitrary punitive action and victimization. Stringent punishment for employers should be ensured if field workers are compelled to perform work that is either unlawful or unethical (like organizing diagnostic camps or making snapshots of doctor's prescription). Field workers have no obligation of following or abiding by the unlawful instruction of their supervisors and managers. Whatever is unlawful, unjust or inhuman calls for individual protest and individual protests should turn bigger in collective action. Consistent collective actions unlock the enormous fighting spirit of the workers. The employers' camp campaigns and drum-beats the neoliberal values. They want to establish that exploitation is inevitable and therefore, any attempt to collective action is futile and fruitless. They suggest workers to accommodate to a ruthless world of work and employment. They advise the workers to adjust to a hostile situation which the employers themselves have created. Now, in the face of wild attacks, collaborationist line fails in a spectacular way. Field workers well understand that status quo is line of abject surrender. At this hour, an attack on the field workers necessitates a counter attack. Here and now, every defense is 'active defense'. Field workers movement in the country is well aware that the interest of the field workers cannot be defended without reciprocal action and assertive campaign. Mass of field workers, member or non-members, should be brought within the ambit of such action and campaign. There is no victory without struggle. Victory has been achieved in the past only through struggle and sacrifices. Field workers' movement stands bold in the face of onslaught. Since, there does not exist any second option, field workers' movement is ready for intense struggle and sacrifice. When victory is laudable and victory is possible too!

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Alembic manager gives undertaking in police station

### No more unlawful snapshot of prescription

Pharmaceutical companies are instructing the field workers to snap photograph of prescriptions of the doctor. Besides regular and formal reporting they are frequently asked to upload photos of one activity or another.—Fieldworkers of Alembic are facing such harassment from the management.—Sometimes, it appeared that harassment of field workers has become the order of the day. But an incidence in Mysuru, in quick turn of events, proved beyond doubt that harassment and torture, in any instance, is not without remedy. Getting a complaint of harassment, the Mysuru unit leadership of KSM& SRA, met the visiting Alembic manager in deputation on 26<sup>th</sup> June, 2019. In a conciliatory mood unit leadership wanted to sort out the problems and wanted to resolve the matter. Unit leadership requested the manager to desist from pressurizing the field workers for uploading photograph of doctor's prescription. The manager behaved arrogantly and denied to discuss the matter. Through further precipitation the manager landed up in police station. During arbitration in police station, in presence of police authorities, the manager admitted his mistake and apologized for wrongdoings meted against the field workers. He admitted that taking photograph of doctors' prescriptions is unlawful act and gave undertaking in the police station that he will neither do, nor ask anyone to do such illegal acts like taking snapshot of doctors' prescription or sending or circulating them through any means. Mysuru unit of KSM& SRA also lodged formal complaint in the police station. In retaliation, the notorious management transferred the concerned field worker to distant place. This illegal act will be vehemently resisted by FMRAI and its state units.

Obituary

**Nikhil Chandra Roy(34)** , field worker of Cadila Pharmaceuticals based at Bilaspur and member of MPMSRU , **has been** passed away on 28<sup>th</sup> April, 2019 at CMC Vellore following severe aplastic anemia. He was born in hailed from Durgapur in West Bengal. He **joined** Litaca Pharmaceutical as Medical representatives at Ambikapur (Chhattisgarh) headquarter. Subsequently, by virtue of employment in Cadila Pharmaceuticals he moved to Bilaspur (Chhattisgarh). He leaves behind his wife with two sons of very tender age. MPMSRU dipped it's flag in his memory . FMRAI deeply condoles his untimely death and expresses heartfelt condolences to the bereaved family.



**Ravi Kumar Choudhury (36)** member of MPMSRU based at Mandsour, breathed his last on 24<sup>th</sup> April, 2019 due to severe cardiac arrest . He was employed in Lustre pharmaceuticals. He joined the profession around five years back. He left behind his wife, a baby daughter of just 4 months, his aged parents and his younger brother. FMRAI expresses heartfelt condolence to his family members at this hour of grief.



# Working Committee meeting

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The working committee also decides that every state unit will make full use of membership portal and all necessary data will be incorporated there. Considering the importance of the organ of FMRAI, The meeting discussed and finalized that all news items, which are meant to be published in FMRAI News, have to be sent to 'fmrainews@gmail.com'. When news items and photographs are sent, it requires carrying information about **the time, the place and the event**. It will be of immense convenience **if photographs are titled**. All state units will assign one important functionary as 'news reporter' and WCMs and State general secretaries will make follow up about sending of news reports from their respective states and subunits. The working committee further decided that every state unit will also look afresh in to **the matter of distribution of FMRAI news**. Therefore, by identifying both weakness and strength, all state units will get ground-level information in this matter. FMRAI has clear objective of taking FMRAI News to the ordinary members and to all level of functionaries in the states and the councils. State units and subunits will also make attempt to get views and opinions of the mass of the members and the functionaries in relation to the news items, the editorials and the articles published in FMRAI News. In view of this, every state unit will **organize FMRAI news readers meeting and get feedback** from the members and the functionaries. This will also encourage the readership of FMRAI News and help FMRAI news, the monthly newsletter of FMRAI, in playing more efficient role in campaign and agitation. The meeting also decided that the movement and campaign in pursuance of the Statutory Working Rules will be intensified. General body meetings with the members will be conducted in all the 384 sub units in July, 2019, where GCMs and WCMs of FMRAI will be present. FMRAI will write letter to Union Labour Minister and seek support from fraternal trade unions and organization in this matter. In the month of August, 2019 Dharna and demonstration in front of the Labour Authorities / District Magistrates office will be conducted at every sub units across the country. Mass signature, endorsing resolution demanding statutory working rule, of the field workers, including non-members, will be collected during August, 2019 and will be sent to Union Labour Minister in September, 2019. If such situation arises, working committee also contemplate All India Strike (for one or more days) in the month of December, 2019 in this matter. The future movement of FMRAI in **medicine-related** area will include agitation against privatization plan of pharma PSUs, agitation demanding withdrawal of GST from all types of medicines and medical devices, agitation demanding robust and cost-of-production-based price control on all essential medicines and devices, agitation demanding ban on online selling of medicines for patients' safety and campaign against Ayushman Bharat scheme that attempts to privatize the health care system and designed to destroy public healthcare immensely harming the interest of the people.

The meeting decided to focus in the area of state related movement in the year 2019, Vigorous follow up with the respective State Governments for notification of minimum wages and for notification with schedule (clocking) of **8 hours work**, will be made by the state units in July, 2019. Befitting agitation programmes will also be initiated. On the issue of purported sales closing demonstration in front of company's establishment/ C&F of some identified companies will be organized in the period between July and September, 2019. The meeting reviewed the present position of Council and related movement. Council movement remains as the core movement of FMRAI amongst all other movements. The meeting also decided to focus on the area of Council movement in days ahead. The meeting noted that offensive of the employer is not a phenomenon confined in any particular establishment or in any single company. The process of restructuring has reached phenomenal proportion in the liberal air of globalization and the employers are organizing attacks not just in individual instances but on the very foundation of the existence of the field workers and the field workers movement. As a result, attacks on trade union, legal and collective bargaining rights are incessant and all-encompassing and it is quite evident in the current spree of de-categorization, divisionalization and de-recognition. FMRAI has decided to face these challenges with the united strength of the organized councils. Through this united movement and by employing and integrating (successful networking) all its forces in active defense of the rights of the field workers, council movement has to be strengthened in future. The area of united movement shall be focused with more integration between the two networkings of council & council subcommittee. Struggle will be intensified against imposition of sales as a part of service condition; against violation of Sales Promotion Employees Act and rules there under ; against Surveillance & use of Electronic gadgets and introduction of newer attacks and

other relevant issues concerning the interest of the of the field worker. Taking stock of the present situation the working committee meeting decided further intensification of struggle through council and council related movement in the line charted by the recently-concluded Patna conference. Company-wise issues were also discussed and movemental programmes were chalked out in the meeting. The working committee also decided that further efforts will be taken to increase women membership in 2019, that women subcommittees will be formed at every state and its function be regularized. Sub unit level Convention with women field workers will be held at subunits and state units in the months of July and November, respectively. Concerned organizational structure will monitor implementation of Maternity Benefit (Amendment) Act, 2016 and demand of the identified management for formation of Complaint committee in compliance with law, in views of preventing sexual harassment at work place. FMRAI will send demand letter to all India companies for more recruitment of women field workers. In the area of movement in Other Industries, all State unit to **lodge complaint to state labour authorities** during the month of July, 2019 throughout the country, demanding for enforcement of SPE Act in companies belonging to notified industries. Upholding this **demand memorandum** will be submitted DLC/ALC by all sub units level during the period between 19<sup>th</sup> August and 24<sup>th</sup> August, 2019. In September, 2019 **demand letters** will be sent to the service providers and the Principal employer demanding improvement of service conditions of field workers of Other Industries. In the month November, 2019 all **Sub Units will organize Dharna** involving large number of Other Industry-field workers in pursuance of the aforementioned demands. Two days meeting of National Working committee of FMRAI successfully concluded with many corrections in organizational structure and functioning and concluded with firm determination for moving forward with collective functioning and to fight against the anti labour policies of the government and employers with more vigor and united strength.

## CITU denounces unilateral decision of central government

The Centre of Indian Trade Union denounces the unilateral and arbitrary decision of the Govt of India to reduce rates of contribution to Employees State Insurance Scheme (ESI) in gross violation of the decision of the tripartite Governing Body of ESI. In the 175th tripartite Governing Body meeting of ESI held on 18-09-2018, it was unanimously decided to reduce the employers' contribution to ESI from 4.75% of the wages of the enrolled workers to 4% and the workers contribution from 1.75% to 1% making the total ESI contributions at 5% annually. Accordingly draft Gezette Notification was issued asking for opinion, if any, within 45 days. Simultaneously in the 177th Governing Body meeting held on 19 February 2019 in the presence of and under the Chairmanship of Union Labour Minister, ESI Budget for the coming financial year (1919-20) was finalized on the basis of this the contribution generation of 5%.

Now suddenly, after the new Govt assumed charge with the same Labour Minister, the Govt declared further deduction in ESI contribution to 3.25% (a deduction of 1.5% for the employers) while reducing the workers contribution to 0.75% further reducing the total

### ESI

contribution-generation to 4% in gross violation of the unanimous decision of the tripartite governing body. In totality, the employers' obligation towards ESI has been drastically reduced by 1.5% while reducing the workers contribution by only 1%. This would lead to huge benefits/savings of the employers to the tune of estimated Rs 8000 to Rs 10000 crore. And ill motive of the Govt to benefit the employers' lobby gets further clear by the fact that in the meeting of the tripartite Standing Committee of ESI Governing Body held on 13th June 2019, nothing was reported about

# RESOLUTION

## Condemning the heinous attack on the doctors on duty

In the background of the declining public healthcare system, the lethal attack on the junior doctors at NRS MC&H at Kolkata has sparked off widespread protest by the doctors and citizens at Kolkata and also in other parts of the country. Expressing anger against such deadly attack, the doctors refused to join their work at outpatient department at NRS MC&H and also in other public hospitals across the state. It has brought the entire public healthcare system to halt in Bengal. The matter has further precipitated by certain provocative actions and statements of the government. Overall ill-health of the healthcare and medical care system, inefficient infrastructure, inadequate facilities in the face of rising demands of medical treatment in Government hospitals, do not allow the healthcare personnel, especially the doctors, to give their best in offering medical care and treatment. In such a situation, the doctors face the wrath of the patients. A section of media too are not playing responsible role. In the past, some media houses showed doctors in bad light and sometimes tried to tarnish their image in the society. This has vitiated the atmosphere and spoiled the relationship of faith and trust, between the doctors and the patients, which has been all along the strength of our medical care in the country in spite of all odds. In this situation some self-proclaimed champions of the health facilities and some thugs come to Government hospital, oversee the medical care of their own accord, command the doctors and attempt to punish them. All these events are taking place in full knowledge of the hospital authorities, the state government and the ruling party. The government is not addressing the real issues related to public healthcare. But, the government, inspired

by cheap populism, is attempting to divert attention to trivial issues and non-issues causing harm to the true interest of the people. The government health facilities across the country are already in the doldrums. The attack on the medical practitioner in various parts of the country is an attempt to further harm the already weakened public healthcare system. Doctors are inseparable part of healthcare system and attack on doctor amounts to attack on the healthcare system. Safety and security of the healthcare personnel has to be ensured by the government and it has to be done in the interest of the people. This working committee meeting of FMRAI, the national federation of the medical and sales representatives held on 14<sup>th</sup> and 15<sup>th</sup> June, 2019 at Kolkata strongly and unequivocally condemns the murderous attack on the doctors and holds the state government responsible for the entire course of development in this matter, which has created an impasse depriving the ailing from public health care facilities. This working committee meeting also demands of the state governments for taking immediate initiative to stop such menaces by strict implementation of the Medical Protection Act. The meeting also urges the state government to resolve the matter urgently through discussion with the junior doctors and restoring normalcy in health care services. The working committee also decided to extend fraternal support to the call of IMA withdrawing non-essential medical services for 24 hours across the country and calls upon the members of FMRAI to express solidarity with the justified demands of the doctors.

### FMRAI expresses solidarity

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there exist real mismatch between the need of getting medical service and the capacity in offering such service. In such a situation the outrage of the patients and their family is faced by the doctors alone. In West Bengal, in the epicenter of the agitation, the state government responded in inert and insensitive manner and failed to give assurance on the question of security and on other genuine concerns for quite long time which further fanned the fire. FMRAI condemned the attack, supported the genuine concerns of the doctors and demanded for strict implementation of Medical Protection Act. FMRAI extended fraternal support to the call of IMA and called upon members of FMRAI to express solidarity to the justified demands of the doctors. FMRAI working committee meeting adopted unanimous resolution in this matter.



## Cyclone Fani

# Relief work by OSRU



The disaster of cyclone Fani has rendered thousands of people devastated and homeless in Odisha. With a view to respond at the hour of crisis and for standing by the side of the people in distress, FMRAI gave a clarion call to all the state units for extending all possible support, especially financial support, to OSRU for carrying out relief work among the people. In the first phase of relief work on 9th June, 2019 OSRU distributed solar rechargeable lamps to around 500 families in

different villages of Puri district where electric connection could not be restored, till then. The entire relief work was conducted by the members of OSRU in presence of Satyabrata Mohapatra, General Secretary, Asutosh Dash, Treasurer and Sushant Samal, Secretary. Keeping the rainy season in view, OSRU has planned to accomplish the second phase in July, 2019 through distribution of polythene sheets to those families who are still struggling to rebuild their shelters.

## Workshop in MSMRA

On 24 June, 2019 a Workshop on 'Organization and Council movement' was organized by MSMRA at, BTR Bhavan at Mumbai consisting of the State Working Committee Members and activists. The workshop was attended by 52 members. Visheshwar Swami, President and Shrikant Phopse, General Secretary of MSMRA conducted the Workshop and members enthusiastically participated.

### MSMRA celebrates CITU foundation day

CITU foundation day was celebrated in the state of Maharashtra by MSMRA with enthusiasm. Nasik sub unit of MSMRA organized a meeting on legal matters, especially on Sales Promotion Employees Act, 1976 which was addressed by M.S. Rande, state working committee member and Ad Bhushan Satale, advocate of CITU. The role of CITU in workers' movement and development of MSMRA was explained by Shrikant Phopse, General Secretary in general body meetings at Aurangabad and Gondia respectively. In Satara, a similar meeting was arranged and addressed by Visheshwar Swami, President, MSMRA. The entire programme of CITU foundation day celebration was attended by more than five hundred members of MSMRA.

### In defense of right to work in hospitals

## Jhansi unit demonstrates, meets authorities



UPMSRA Jhansi unit submitted memorandum to District Magistrate, Jhansi and Chief Medical Superintendent (CMS) of District Hospital, Jhansi on 25<sup>th</sup> June 2019. Unit demanded right to work with dignity in government hospital. Hundreds of fieldworkers of the Jhansi unit of UPMSRA participated in the rally and participated in demonstration programmes. Demonstration was

also held against Hindi Daily 'Amar Ujala' for using derogatory language against the sales promotion employees in news item published in the newspaper . The district administration appreciated the just concern of the field workers and assured of enabling work with dignity by making proper working time and atmosphere in the District Hospital.

## Deputation to labour minister on state related demands



TMSRU leadership met the Hon'ble Labour Minister Sri Ch. Malla Reddy on 10<sup>th</sup> June, 2019 in a deputation and handed over memorandum consisting of the demands of the sales promotion employees working in the state of Telengana. TMSRU has demanded for upward revision and finalization of Minimum Wage as the government of Telengana had issued a preliminary notification on Minimum Wage long back in 2016. TMSRU had been pursuing this demand since long which has evoked no response as yet. The memorandum contained the demand of issuance of Identity Card to the sales promotion employees.. The other demands

pertaining to the sales promotion employees include payment of Bonus as per the amended Payment of Bonus Act, enforcement of the ESI benefit scheme as per the statute and prosecution of the erring companies for violation of Shops and Establishment Act ( which is frequently and flagrantly violated by way of purported 'monthly sales closing') and other laws of the land. The deputation team was comprised of I.Raju Bhat, General Secretary, A.Nageswara Rao, Joint General Secretary, P.V.S.A.Prasad, K.Sri Ram Murthy, Secretaries and Ch.Bhanu Kiran, Treasurer of TMSRU along with K.Sunil Kumar, Secretary, FMRAI.

## FMRAI expresses solidarity to justified demands of the Doctors

Following the death of a patient following heart attack at NRS hospital, Kolkata, on 10<sup>th</sup> June, 2019 night, the junior doctors were beaten up fatally on the campus. Two of the doctors suffered serious injury. This incidence sparked off agitation by the junior doctors in NRS hospital which then had spread to other hospitals not only in West Bengal but the country and received active support of all doctors across the board. Agitation of the doctors to a scale and height like this is unexampled in the recent

past. In spurt of angry reaction junior doctors' ceased to work and public health services came to complete halt across the country and especially, in west Bengal. In a mark of protest IMA called for withdrawal of non-essential medical services for 24 hours on 17 June, 2019. When public health-care and medical-care system is in complete doldrums across the country, thousands of people pour into the government hospitals for treatment. Most disappointingly,

# Working Committee meeting of FMRAI at Kolkata

Working Committee of FMRAI met at Kolkata on 14th & 15th June, 2019. Ramesh Sunder, President, FMRAI, presided over the meeting. This very first working committee meeting (after 25<sup>th</sup> Conference) paid homage to the departed leaders (both national and international), who laid down their lives in fighting imperialism, terrorism, fundamentalism and extreme right wing forces. FMRAI remembered those who laid down their lives in upholding democracy, freedom and socialism. The working committee meeting paid homage to the departed leaders of the working class movements, peasant movement and left democratic movement. FMRAI remembered with respect the members and functionalizes of FMRAI and its state units and the prominent personalities who passed away in recent past.The working committee observed that right wing shift , anywhere across the world has been detrimental to the interest of the common people. History shows that right wing turn, in many instances, precedes authoritarianism and shifts the failure of neoliberal policies upon the common people. The working committee concludes that return of BJP to power at centre will not be helpful to the workers, the peasants and the common people. It will further worsen the living and working condition of the people. It is further perilous to the multilingual, multicultural, multi-

religious character of the country. However, the electoral performance of BJP and its allies does not mean that the heart of plural India has been own by the communalists, obscurantist and divisive forces. But, forceful come back of the Hindutva forces assigns huge challenge and task to the secular, democratic and progressive forces in the country. In this national perspective FMRAI reviewed the experiences of participation in broader democratic movement in the recent period by the members of FMRAI. The meeting elaborately discussed the outcome of the 25<sup>th</sup> Conference and decided to strengthen FMRAI by reconstituting various sub committees and distributed the job responsibilities i.e. Membership subcommittee, Core committee of all India council subcommittee; Policy-level subcommittee (labour-related); Policy level subcommittee (medicine-related); Other industries subcommittee; Legal subcommittee; Training and development subcommittee; Finance subcommittee; FMRAI News editorial board and a News team. Working committee also finalized that training and workshop will be held at Delhi on 15.09.2019 and 16.09.2019 . **All India council subcommittee meeting** will be held on 4<sup>th</sup> August, 2019 at Nagpur; **Membership subcommittee and other industries subcommittee**

**meeting** will be held on 3<sup>rd</sup> August, 2019 at Nagpur. KSM&SRA will host the next **General Council meeting of FMRAI at Mysore** in the period between 14<sup>th</sup> and 16<sup>th</sup> February, 2020. The meeting also reviewed membership position and decided future task. The membership position till 12<sup>th</sup> June, 2019 does not make occasion to remain self-satisfied at this hour. FMRAI conference called upon all state units, subunits and councils for completion of eighty percent renewal by April 2019. It was also decided that division-specific and identified membership campaign will be carried out in the multi-division companies and among the field workers working in the small scale sector companies at the states and the subunits. In view of organizing the field workers of other industries and for the purpose of enrolling them as the member of the organization concrete planning, industry-wise and company-wise, will be made at the state and subunit level and assigned activists will be deployed in the markets where they work. In all states, there are thousands of field workers, across industries, employed in the job of sales promotion. In this background every state unit will prepare and attempt to procure membership in such a manner so that at least one unit (FMRAI's subunit) reaches one thousand memberships in the current year.

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