

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

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Field workers come down to street to protect SPE Act



Protect SPE Act, Kota, RMSRU



Protect SPE Act, Imphal, Manipur, CRU

NDA Government immediately after assuming into power has initiated the process of parliament and Code on Occupational Safety, Health and Working Conditions has been longed for long time. Code on Occupational Safety, Health and Working Conditions bill reveals



Protect SPE Act, Jabalpur, MPMSRU



Protect SPE Act, Calicut, KMSRA

codification of forty four labour laws into four codes which will adversely affect all the workers approved by the cabinet and placed in parliament but opposed by the workers and the Sales Promotion Employees (Conditions of Service) Act, 1976 which will have specific



Protect SPE Act, Jaunpur, UPMSRA



Protect SPE Act, Baharpur, WBMSRU

and employees employed in this country. The Wage Code has already been approved by welcomed by the employers as it has got many of the anti-worker steps which the employers are and huge impact on the life and livelihood of Sales Promotion

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Wage settlement in TTK



6th wage settlement between management of TTK healthcare limited and negotiating committee representing FMRAI was signed on 2nd August, 2019 at Chennai. Management was represented by Mr. D J Parthasarthy, Senior VP-Sales & Marketing, Mr. S Keerthivasan, VP-Sales & Marketing, Mr. S.Balakrishnan, DGM, Marketing services, Mr. K V Mujumdar, DGM-HR, Mr.M

Murugan, Senior DGM-HR, while the negotiating committee was represented by Avijit Bose, Rajeeva S Pandey, V B Pathak, K V Ajith Kumar, Sanjay Kumar and J Rengarajan. The wage settlement covers a period of three years, between 1st January, 2018 and 31st December, 2020. The total benefit ranges from the minimum of Rs.2335 in the first grade to the maximum of Rs.5216 pm in the

fourth grade. There have been upward revision in the pay scale through increase of Rs. 1000 in entry point of the pay scale and through increase in the rate of increment. Benefits accrued of grade change have also increased. VDA increased by Rs.0.20 per point, from existing neutralization rate of Rs. 1.45 to revised rate of Rs.1.65 per point of rise or fall of AICPI. FDA increased by Rs. 150, Rs.175, Rs.200 and Rs.225 in four respective grades. House rent allowance, Education allowance, Kit allowance, Vehicle maintenance allowance and Leave travel assistance also increased in this settlement. Metro city allowance at the rate of Rs.2000 per month has introduced as a new element in this settlement. Bonus will be paid at the rate of 20 percent. Through this settlement 287 field workers in three division namely, Endura, Excella and Gynova division, will be benefitted.

CITU GCM held at Hassan, Karnataka

The general council meeting (GCM) of CITU was held in Hassan, Karnataka, started on 7th and continued till 10th August, 2019. General Council members and office bearers numbering 355, including 44 women among them, from 22 states attended the meeting.

Kashmir, decriing violence against women and children, against attacks on Dalits, Adivasis and minorities, in support of the month-long strike in the ordnance factories and on the flood situation were adopted unanimously. Following adoption of



Hassan Unit of KSM & SRA organised medical camp at CITU GCM venue

The GCM started with hoisting of CITU flag by the president. The inaugural session presided over by Hemalata, where Vijaya Kumar, Chairman, reception committee, made welcome address, The GCM unanimously adopted several resolutions. Resolution against the government's onslaught on constitutional order, federalism and democracy in Jammu and

condolence resolution, Hemalata, delivered the presidential address. She reminded that the working class, the people and the country face a grave situation. This situation can neither be challenged nor can be changed through conventional methods of functioning or through ritualistic meetings or routine speeches. She cautioned

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Astra Zeneca Council

Second All India Conference at Jaipur



the inaugural session while addressing the conference J.S.Naruka, General Secretary, RMSRU, narrated the different aspects of the present situation and background of council movement in AstraZeneca.

The delegate session of the conference started with the placement of All India Convener's report by C.Pravakar

Second All India Council Conference of Astra Zeneca Council was held on 17-18 August, 2019 in the pink city of Jaipur, Rajasthan.

The Conference started with hoisting of flag of FMRAI. Floral tribute was paid to the martyrs' column. Condolence resolution was moved by Parminder Singh, Jt.AIC and one minutes silence was observed. Sanjeeb Khandelwal, Jt.General Secretary, FMRAI, inaugurated the Conference and made his inaugural address. He criticized the Centre Government's attempt of amalgamation of 44 labour laws into 4 codes and called upon all for building up resistance. The role of FMRAI in field workers movement was also narrated in details. He wished the conference a grand success. In

Devodoss and fund in charge report by Anu Choudhury. In the conference 28 delegates participated from different State Councils. Two separate resolutions was adopted regarding PSR and TBM issues. Total 128 sales promotion employees of Astra Zeneca from 15 State Council participated in the conference. The reports was passed unanimously. Santanu Chatterjee, General Secretary, FMRAI addressed in the concluding part of the conference. He explained the existing situation of the Industry, policies of the central Government and the task ahead and expressed confidence that through United Struggle of Astra Zeneca field workers will always uphold the organisation in days to come.

For protection from unspeakable horror

Editorial

In the deep of forest, there prevails the law of nature and the rule of the jungle. There the stronger ones hunt the weaker ones. In the modern democratic societies, the laws of nature are attuned to the human values and therefore, laws and rules are made by man. Here, weaker ones are protected through promulgation of law and stronger ones are restrained by law, by enforcement of law. 'Protect SPE Act' read the badges that thousands of field workers wore in the month of August. In this August of Independence Day fervour field workers signed memorandum that raises a primary demand: Protect SPE Act. Through this field workers got down to fight the rule of the jungle, which the senseless access of neoliberal restructuring has created in India.

A large number of workers from different industries and establishments, along with the field workers, who voted the National Democratic Alliance government to power at centre for the 2nd term, expected that the new government will give some protection to the weak and the vulnerable. It was hoped that the workers, who too are no less vulnerable today, will also get some protection. But this hope and expectation has been belied when the government has attempted to repeal specific acts and has introduced two codes mixing, rewriting and thereby, jumbling up all these acts together. Instead of restraining the strong, instead of checking hostile employers, the government made the workers a soft target. This action of the new government has added to the woes of the workers.

Wage Code is passed from both the houses and notified by gazette, while the Occupational Safety, Health and Working Conditions Code, 2019 (OSHC) bill has been introduced in Lok Sabha on 23rd July. This OSHWC bill attempts to repeal the only specific and particular act for the field workers. Now, a defender of the government position will definitely ask a question: was it really necessary to have separate act for the sales promotion employees? Is it really necessary today especially when there is a talk and

attempt for 'one country, one culture, one language, one religion, one law, one party, one leader'? Are not separate laws for particular sections of workers quite unsuitable, or even improper, for our nationhood?

The answer to all these questions is in the not, as such questions denies the atrocities that the field workers faces days in, days out. These questions, in fact, constitute nothing but hollow nationalism. In the main body of the act itself, in the '**Statement of Objects and Reasons**' in the very introduction of the SPE Act, 1976, states, '**keeping in view the justification of the demand of the sales promotion employees, and the recommendation made by the Committee on Petitions, and taking other relevant aspect into consideration, it is considered more appropriate to have a separate legislation for governing the conditions of service of sales promotion employees...**'. The act itself, describes the perspective of the promulgation of the act. This part of the act makes it clear that on the basis of '**a petition made by the Federation of Medical Representatives' Associations of India, the Committee on Petitions (Rajya Sabha) in its thirteenth report submitted on March 14, 1972, came to the conclusion that "the ends of social justice to this class of people will be met only by suitably amending the definition of the term 'workman' in the Industrial Disputes Act, 1947 in a manner that the medical representatives are also covered by the definition of 'workman' in the said Act". The Committee also felt that other workers engaged in sales promotion should similarly be considered as workmen.**'

True to the spirit of an act promulgated in a democratic country this part of the act admits that '**as such**' the field workers '**have no protection regarding security of employment**'. Thus, when the question of 'nationalism' was not just a matter of preaching but that of a practice, then the specific need of 'protection' of a particular section of workers was recognized. At that time some nationalist ideas of those days made ways for a specific new law for the field workers.

Now, it is different. Government aspires to make Indian economy as big as an elephant or as strong as lion. Therefore, the animal

instinct of the economy is unleashed. This is neoliberal economy studded with policy of taxing the poor (through indirect taxes like GST), withdrawal of subsidy for the poor, giving subsidy and concession instead to the big business, ease of big business and withdrawal of assurance of life and livelihood of the common people. This economy is equal to unemployment, retrenchment, wage freeze and price rise.

The government plans to manage the new economy by recklessly attracting more and more investment. Government attempts to lure the investors at any cost. The investors demands of destruction of the public sector. Government does it. Government sells out the properties of public sector to the private investors at throw away prices. These investors further demand of 'labour reforms'. Government says, 'Yes sir, come and invest, we are quickly marginalizing our labour!' In the name of labour reform Government attempts to repeal SPE act though some contents of this repealed act, however, find place in the reconstituted mixture of OSHWC code bill (13 acts mixed). Through this field workers are threatened to lose protections which they got through SPE Act. Besides, a good number of important acts under which they were covered and benefits of which they have availed through SPE act in all these years, are set to be withdrawn.

The OSH & WC Code does not, either explicitly or implicitly, guarantees or mentions, that the field workers will continue to get the coverage of Industrial Disputes Act, 1947, Workmen's Compensation Act, 1923, Maternity Benefit Act, 1961, Payment of Gratuity Act, 1972. In fact, through OSH & WC Code, field workers lose the applicability of these acts.

The OSH & WC Code continues the benefit of earned leave and sick leave but does neither guarantee nor mention that the existing benefits like casual leave (15 days), quarantine leave (30 days), study leave and compensatory holidays will be continued. That the field workers will be issued appointment letter is not mentioned in the new code, neither does it prescribe a form or format for issuance of appointment letter. There is also no mention, in the codes, of any register for SPEs or a service book for them, as

mentioned in the rules under the SPE act.

It is believed that rules under this code will be framed and some of the elements mentioned above may or may not find place there. However, some new rules under the SPE act (or for that matter the rules under the impending the OSH & WC Code) is already a contentious issue for the field workers, especially in relation to statutory working rules. FMRAI has already rejected the draft of statutory working rules which has been prepared by the NDA government in the previous term without recognizing the need of giving protection to the field workers (in the context of imposition of anarchic and arbitrary private working rules by the employers) and in complete departure from the recommendation of the tripartite committee and only at the dictates of the lobbying employers.

In both the Wage code and the OSH & WC Code the terms like 'workers', 'employees', 'industry', 'sales promotion' are either not well defined or loosely defined or they are ambiguously employed in the main text keeping room for confusion, doubt, vagueness and thereby throwing open the scope for unseemly or even unscrupulous interpretations. This creates uncertainty in applicability of the codes for the field workers

Thus, the Wage code, through which the Minimum Wages Act, 1948 and the Payment of Bonus Act, 1965 has been repealed, reconstituted and mixed, somewhat ambiguously mentions 'Sales promotion employees' for coverage of field workers under the code.

Through wage code Government attempts declaration of some pittance called National Floor Level Wage. The government proudly asks the state government that the minimum wage declared by the state should not be below the National Floor Level Wage. In fact, the new formula of the central for arriving at the quantum of minimum wage makes minimum wage piteously low and in fact, no state government will remain prepared to be shamed by the keeping the minimum wage lower than the National Floor Level Wage. They will neither be able to keep it much above the National Floor Level Wage as they may fear that the investors will run away and go to other states where such wages are

close to National Floor Level Wage. Thus, the wage code attempts to impoverish the workers who are already impoverished enough. Through all these codes this nationalist Government permanently impose upon the workers 'a system designed to maintain the inferiority of their lives'

'Unspeakable horror' of employers' brutality is nothing new, either in India or in the sales promotion industry. What is new is the withering of the already-thin veil of the welfare state. The introduced codes (and some more upcoming codes) attempt to make the weaker further weak and the stronger further strong. It attempts to perpetuate the brutality of the employers.

What kind of nationalism is this that surrenders to neoliberal plunder? In fact, it is a nationalism that has been unsuitably married off to the neoliberalism. In this ghastly marriage 'labour reform' is the dowry that is being given to the neoliberalism. For this unreasonable dowry the workers are made to pay. For this unscrupulous marriage workers are made to suffer the most.

The NDA government is doing things most arrogantly, more aggressively, more shamelessly than any other previous governments in independent India. The people who voted this Government to power need to take a break and ponder over the new realities. There is no reality that will drop from the sky. There is no reality for the workers beyond their lives, their livelihoods and their rights. Now, we have to decide. Now, we have to choose. We have to choose between silence and eloquence. In the language of Martin Luther king Jr., it is the time when 'silence is betrayal'.

FMRAI is well aware about it. Therefore, following the betrayal of July (OSH & WC Code) field workers take to the streets across the country in the month of August. This August too celebrated Independence Day with great passion. With a view to defend the freedom of life and livelihood field workers cried foul in this August only and demanded justifiable protection in the hell of labour reform. Now, it is time for further eloquence and at this hour mass of field workers must be introduced to the truth. The truth lies in the struggle and there alone lies the pass for a dignified life.

CITU GCM

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against mechanical way of functioning and emphasized upon importance of internalization of the content and spirit of the decisions and appealed for introspection on the approach to the tasks ahead. She elaborated on the political, social background in the context of the movement of the working class.

Tapan Sen placed the General Secretary's Report. While placing the report he elaborated the continuous struggles of the working class, the peasants and other sections of toiling masses, during the last few years. He reminded the GCM of the pledge of reaching the unreached and that of reflecting upon the everyday issues and called upon for accomplishment of fundamental task of linking

issues with the policies and exposing the politics that give birth to policies'. The general secretary's report placed by him dealt in detail the imminent activities on the occasion of the golden jubilee of CITU, described the tasks related to the 16th conference, other organizational initiatives and the immediate movemental tasks.

Seventy five general council members participated in the discussion on the general secretary's report. 5 representatives of the fraternal trade union organisations also spoke. Santanu Chatterjee, General Secretary, FMRAI, in his deliberation shared the experiences of the intense struggles of the field workers confronting the onslaught of neoliberal restructuring. Hannan Mollah, general secretary of All India Kisan Sabha greeted the meeting. He requested the CITU to take initiative for joint activities of

workers and peasants at the grassroot levels. Tapan Sen, while responding to the deliberations on the report, summed up entire discussions and clarified certain points raised by the GCMs. He also presented the immediate tasks as per the proposal of the CITU secretariat.

The general secretary's report along with the proposed tasks and the accounts were passed unanimously by the general council. The general council called upon all the CITU committees, federations and affiliated units to start preparation for organizing strike over multiple days, in the background of severe attacks on the working class and in view of discussion among central trade unions in this matter. The details are yet to be finalised.

The GCM decided that the campaign for such strike should begin right away. Imposition of slave-like conditions on working

class through labour law 'reforms' has to be challenged through nationwide agitation and propaganda. Working class campaign shall focus on self-reliance and sovereignty of the country, expose the evil policies which caused massive job losses and unemployment. CITU campaign shall contest the politics of creating all kinds of artificial division among the workers in the name of religion, race, caste and gender and shall expose the BJP-RSS in this context. CITU general council also decided to hold joint demonstrations with the peasants in commemoration of the day this year on 5th September 2019.

In this GCM simultaneous translation in six languages (Bengali, Hindi, Kannada, Malayalam, Tamil and Telugu) was arranged, on a trial basis. The same convenience has been planned during the 16th conference of CITU scheduled

to be held at Chennai in January 2020

In her concluding address, the president of CITU thanked the organizers and the young volunteers for their hard work for successfully hosting the GCM. She called upon the general council members to keep the CITU's constitutional objective in mind while making efforts to implement the decisions. She emphasized on the need of realizing and following the directions of the Kozhikode document on organisation and called upon all for strengthening democratic functioning by involving the mass of workers, particularly the young workers in the day to day activities of the organisation. KSM&SRA members off Hassan unit manned the medical camp on all days of the GCM apart from actively carrying out other organizational tasks entrusted on them by the reception committee.

The 3rd death anniversary of D. P. Dubey

Commemoration through discussion on attacks on labour laws

D. P. Dubey, the former General Secretary of FMRAI passed away on 26th August, 2016. He made immense contribution for building the organisation and spearheading the movements especially since 1991 when he became the General Secretary. Like every year, this year also the 3rd death anniversary of D. P. Dubey was observed throughout the length and breadth of the country in a befitting manner. State units and sub units organized hall meetings or conventions at the state capitals and major cities. As decided the topic for the meeting this year was 'Change of Labour Laws and Consequences on the Sales Promotion Employees'. The BJP led NDA government at the centre in its second innings, with its characteristic pro-corporate and anti-worker policies is attempting to replace all the 44 labour laws into 4 Codes. The SPE Act, 1976 enacted through relentless struggle of the fieldworkers, is also set to be repealed by one Occupational Health, Safety, and Working Conditions Code (OHSC). The field workers' united resistant movement is the need of the hour to protect the SPE Act and other labour laws. In view of this the topic was decided. The present critical scenario demands of recalling the contribution of D. P. Dubey, especially in the



D. P. Dubey Memorial Lecture at Giridih, BSSRU

perspective of defending the legal rights of the fieldworkers. Kurnool conducted special general body meeting consisting of 110 members on 25 August. Manohar state secretary member deliberated on the occasion. In Basti, a hall meeting was held in presence of hundred members where State Executive member Mohd. Fuzail, Treasurer D.N. Singh and Secretary Ranjeet

Srivastava discussed contribution of D.P. Dubey. In Jaunpur, a meeting with 80 members was held and addressed by Niraj Srivastava WCM, FMRAI, Vijay Pratap Singh from Lawyers Association and Kiran Shankar Raghubansi (CITU). TMSRU organised a Convention at Nizamabad on 24 August, 2019, presided by Com.K Srinivas Raju, President, Nizamabad, addressed

by S. Veeraha, Chief Editor, Navatelangana and A Nageswara Rao, Joint General Secretary, TMSRU. Around 60 members participated at Hyderabad on 26 August, 2019 which was presided over by I. Raju Bhat, General Secretary, TMSRU, speakers were Mr S Veeraha, Chief Editor, Navatelangana and digital presentation by K Sunil Kumar, Secretary, FMRAI. Around 40

members participated at Karimnagar on 27 August, 2019 where G. Vidya Sagar, Vice President, TMSRU, K. Venu Gopal Rao, President, SCZIEF (AIIEA) and P. Murali, President, TMSRU deliberated on the occasion. In West Bengal, at Burdwan, Partha Ray, WCM, FMRAI explained in details the legal benefits of SPE Act, and FMRAI movement in this regard. The meeting at Paschim Midnapore was greeted by S.M. Roy, WCM, FMRAI. Similar meetings were held in Jamsedhpur, Giridih, Kanpur, Basti, Gorkhpur, Raebareilly, Jaunpur, Karimnagar Nizamabad and at BTR Bhavan at New Delhi. In Chennai the hall meeting was addressed by Ramesh Sundar, President, FMRAI. In Kolkata, a hall meeting at CITU State Centre on the life and contribution of D.P. Dubey was organised by WBMSRU where Amab Nag, General Secretary, WBMSRU, Santanu Chatterjee, General Secretary, FMRAI addressed. The main speaker on the auspicious occasion was Partha Rakshit, Treasurer. He briefed the role of D. P. Dubey in building the organization and spearheading the movement in all spheres. He also pointed out the challenges posed in front of the SPEs by the Central Government through repealing of labour laws including the SPE Act.

Field workers come down to street to protect SPE Act

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Employees working in different industry and different parts of the country. FMRAI has decided to launch series of agitations including strike. Meanwhile, a delegation from FMRAI met the Labour Officials, Central Government and all of our subunits including state units have sent memorandum to Hon'ble Labour Minister of Central Government. As a form of mass protest, hundreds of protest memoranda, addressed to the Central Labour Minister demanding protection of SPE act, were signed by thousands of

held with great enthusiasm and determination in the subunits. Regular campaign, gate and group wise meetings, hand written posters, campaign in social media, were conducted. In CRU all the Whats app group profile and individual members profiles were replaced with the photo of the badge that reads 'Protect SPE Act'. Cru organized demonstrations in all its unit in Assam and other states including Imphal in Manipur where the programmes reached a new height with hitherto unprecedented mobilization. Demonstration was staged in front of collectorate office in



Protect SPE Act, Madurai, TNMSRA

Haridwar was conducted. A massive rally was organized in Lucknow. The programme generated immense mobilization in Kamareddy, Khammam, Nizamabad, Warangal, Karimnagar, Mancherial, Seunderabad, Jagtial, Hyderabad and Kukatpally, Madurai, Trichy, Tirunelveli, Nagerkoll, Khammam, Mahabubnagar, Salem, Raichur, Hasan, Kalaburagi, Mandya, Sirsi. Demonstration was staged in front of Rajbhavan at Trivandrum. Memorandum submitted by APMSRU to State

Labour department. All the sub units of Maharashtra carried out the programme in a befitting manner at Gondia, Nagpur, Jalna, Akola, Sangamner, Wardha, Sholapur, Aurangabad, Malegaon, Nasik, Satara, Ahmednagar, Parbhani, Sangli, Shrirampur, Sangamner and Latur. The entire programme was a grand success in Sitapur Bhopal, Raipur, Gwalor, Mandsaur, Jabalpur and Bilashpur. All the state and sub units have carried out the programme to protect SPE Act, in a glorified manner involving members of the organization.



Protect SPE Act, Nanded, MSMRA

field workers, both members and non-members. Half-day-long Dharnas and demonstrations were staged in front of the offices of the District Magistrates and Labour Offices were organized. Memoranda were handed over to the authorities in these programmes throughout the month of August, 2019. Rallies were conducted in different places and street corner meetings were held in protest across the country. Members wore demand badges prior to and on the day of the programme. Programmes were

Begusarai. Jamshedpur, Patna, Deheri on sone, Siwan, Gaya, Samistipur, Munger, Dhanbad, and Jamshedpur. All the programmes were successfully implemented in East Burdwan, Kolkata, South 24 Parganas, Purba Midnapore and other districts of West Bengal including Kolkata where a mass meeting was addressed by Santanu Chatterjee, General Secretary, FMRAI, dharna at collectorate office at Kota, Robertganj, Ballia, Mau, Gazipur, Raiberely and dharna at Barabanki at DM office at



Protect SPE Act, Khammam, TMSRU

State Rally

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President, WBMSRU. The Labour Secretariat was met in deputation and a memorandum was handed over. The Sales Promotion Employees working in the State of West Bengal are deprived of Minimum Wages through gazette notification by Government of West Bengal. In absence of such, the Sales Promotion Employees are exploited by the employers and are compelled to continue their life and livelihood in hardship and difficulties. WBMSRU has been pursuing the issue since 2013. Several programmes were carried out across the state and the Labour Minister was met in deputation in the past. Earlier, the demand for declaration of Minimum Wage for the Sales Promotion Employees was raised in the floor of the assembly by Dr. Sujan Chakraborty, Left Front leader of Legislative Assembly of West Bengal and State CITU has also raised the issue in the Wage Board Meeting. Despite our endeavour, the gazette notification of Minimum Wages for the Medical and Sales Representatives still remain unaddressed due to inaction of the Government. Besides, since long, WBMSU is also pursuing with the State Government to notify the 8 hours work time frame for the Sales Promotion Employees. In absence of this, the workers are forced by their employers to work beyond 8 hours without any statutory benefit like overtime etc. Similar rallies were also carried out in the districts throughout the state and memoranda were handed over to the District Labour Authorities throughout the month of August, 2019 in pursuance of declaration of Minimum Wages and 8 hours work time frame. WBMSRU has decided to intensify the movement till the demands are accomplished.

WBMSRU

State Rally



In pursuance of the demands of Minimum Wage and 8 hours work time frame, a State Rally was organized on 7th August, 2019. The rally consisting of around 3000 members from Howrah, North and South and Kolkata, commenced from WBMSRU office, Entally and culminated into a mass meeting at Rani Rashmoni

Road. The mass meeting was addressed by Shubrangshu Bhattacharyya, Secretary, WBMSRU, Sasanka Mouli Roy, Secretary, WBMSRU, Partha Rakshit, Treasurer FMRAI and Dr. Sujan Chakraborty, Left Front leader of Legislative Assembly of West Bengal. The meeting was presided over by Sisir Saha,

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Joint All India Council meetings at Nagpur



The all India council of 14 companies were organised at Nagpur on 3rd August, 2019. The companies are AFD, Abbott India, Abbott Healthcare, Albert David, Bharat Serum, Glenmark, Hetero Drugs, Indoco, ICPA, Intas, IPCA, J. B. Chemicals, Ozone and Svizera. Total 270 leaders of these companies from across the country attended the Joint session and then individual all India council meeting of their respective company. In the joint session

President and General Secretary, and convener, council subcommittee addressed. The present position of council movement and attack on council movement was elaborately dealt in this meeting. In consonance with the decision of 25th Conference of FMRAI new all India council leaders of each individual council were elected. New movemental task were taken based on the present situation of the particular company.

MPMSRU

Trade Union Training and Workshop

MPMSRU has organised a state level trade union training and workshop at AICUF Ashram, Bhopal on 6th and 7th July, 2019. This workshop had been decided in their 39th Conference held at Rewa. Training and workshop were attended by state secretariat members, unit presidents, unit secretaries and unit treasurer. In this training and workshop the subject was "Trade Union Movement in today's context". Organisational aspects and Guidelines for unit functionaries on victimisation, legal and trade union rights, FMRAI

membership Portal and accounts / funds" were explained. Pramod Pradhan, General Secretary, Madhya Pradesh, CITU, Shailendra Sharma, General Secretary, MPMSRU, S. K. Talukdar, Vice President, MPMSRU, V. S. Rawal, Secretary, MPMSRU and Anurag Saxena, Treasurer of MPMSRU dealt on the above subject in the workshop. To face the challenges for present situation this workshop will equip the leadership to implement the programmes and advance our movements.

Protest day against Change of Labour Laws

2nd August, 2019

Collector along with fraternal trade unions. 13 Subunits either met in submitted memorandum. 10 subunits sent memorandum by mail to



2nd August, Kolhapur, MSMRA

delegation or conducted demonstration before Labour Authorities and Union Labour Minister. Around hundred members participated in Telangana



2nd August, Chandigarh, PCMSRU

in the protest programmes with wide media coverage. In MSMRA at Nagpur, Amravati, Nashik, Aurangabad, Ahmednagar, Jalna, unit protest day was observed and Jalgaon unit arranged rally, demonstration and submitted memorandum. Memorandum submission done by Bhandara, Chandrapur, Gondia, Wardha, Buldhana, Nanded, Latur, Malegaon, Dhule, Sangamner, Shrirampur, Sangli, Akola, Kolhapur and Satara unit. At Jamsedhpur, Dhanbad, Daltonganj, Begusarai, Naogaon, Dibrugarh, Gazipur, Lucknow, Shimla, Dharamsala Hamirpur, Mandi, four sub units In Karnataka including Begaluru and Mysore, Dehradun, Moradabad, Jalandhar Chandigarh Ludhiana, Midnapore, Malda, Howrah, Hoogly and Kolkata and other sub units Protest Day was observed with CITU and other trade unions and memorandum submitted to labour authority, demonstration held and rallies organized in protest.

United forum of councils is prepared to combat

In the backdrop of present political scenario where NDA Government is trying to abolish all existing labour laws, achieved through long drawn struggle by the Medical and Sales representatives of the country and Industry is also trying to advance with their anti labour policies to exploit the workers, first All India Council sub Committee meeting was successfully held on 4th August, 2019 at Nagpur after the 25th Conference of FMRAI to decide the future task to advance the council movement in this present scenario. Com. Ramesh Sunder, President FMRAI presided over the meeting and inaugurated the meeting. The meeting was participated by 22 All India conveners & 23 Joint All India conveners along with some of the office bearers of FMRAI. 29 councils participated in this meeting. Total 65 leaders participated in the meeting. Pranab Kr. Ray, Convener, All India Council Subcommittee placed the note on behalf of the core committee of All India Council subcommittee. The attack on council movement in the form of de categorization, division alisation and de recognition has been explained. In today's prospective the meeting mainly discussed the task off collective movement for the year in this note with a



specific time frame identifying some of the companies where attacks are common in nature. The meeting decided that the movemental platform will collectively fight the present challenges to achieve, advance and defend rights. Santanu Chatterjee, General Secretary, appreciated the activity carried out through council subcommittee in different States/Sub units during the period. He has elaborately explained that the achieved rights of the field workers are under tremendous attack at present and the anti-worker role of the Government. He also condemned the activity of

NDA government in regard to attempt of changing all existing labour laws including the SPE Act 1976 applicable for the Sales Promotion Employees of the country. The deliberation explained the adverse effect of this new Wage Code bill 2019 and Code on Occupational safety, Health & working condition which will affect the entire working class and the sales promotion employees in specific in coming days. At this crucial hour the need of united movement of councils was acknowledged by the participants in their deliberation. The meeting unanimously decided to improve further the

functioning of this council subcommittee at all level, with more integration in all sub units and collectively to fight against the organized attack of the Industry along with the policies of the Central Government. Future struggle of FMRAI will definitely combat the present situation and advance further with united movement of councils. In this direction from September, 2019 onwards state and sub unite of FMRAI will hold their council subcommittee meetings across the country, for uniform understanding of all India decisions up to the members at all level and move together to advance further.