

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

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Kisan Bharat Bandh on 8th December, 2020

Field workers extend Solidarity



Kisan Bharat Bandh, Uttar Dinajpur, WBMSRU

The Bharat Bandh called by the farmers' organisations on given by the united platform of peasants' organizations who



Kisan Bharat Bandh, Khammam, TMSRU

2020 pressing for outright repealing of the anti-farmer, farmers' organizations who are peacefully, and with grit and



Kisan Bharat Bandh, Jalandhar, PCMSRU

8th December, 2020 evoked spontaneous response across the country. The bandh call was have been camping near the borders of the national capital of Delhi since 26th November,



Kisan Bharat Bandh, Kolhapur, MSMRA

anti-people and anti-national farm bills. An exemplary unity is exhibited among the 500 plus determination, continuing the massive struggle, demanding

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Biological E.

Nationwide demonstration against new offensive



BE demonstration, Raipur, MPMSRU

The management of has resorted to various attacks on the field workers during the pandemic, in continuation with their agenda of dismantling the unity of the field the workers across designation through their various anti-labour policies. The attempt of the management of unilateral changes in service and working conditions had been protested throughout the country by the majority of the Sales Promotion Employees in the company, irrespective of their designation (regardless of false nomenclature assigned to them by the management) just a month back. All the sales promotion employees, Territory Managers and Medical Representatives, fought courageously against unilateralism in the face of management's threat and illegal withholding of three month's salary.

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Anglo French Drugs

Demonstration across the country



AFD demonstration, Thrissur, KMSRA

AFD (Anglo French Drug & Industries Limited) management continued to adopt various unilateral actions which are unjust, arbitrary and against the spirit of bilateralism and grossly violating of the rights of the field workers working in the company. During Covid19 lockdown, extended lockdown, different phases of unlock when entire country was passing through uncertainty of life and livelihood, AFD management resorted to various repressive measures, ignoring genuine difficulties in

conducting regular sales promotion activities and the realities in the field and disregarding various concerns raised by the field workers. In the lockdown period only, the management of AFD transferred fourteen field workers to distant places in arbitrary, vindictive and unlawful manner.

The AFD Management suspended the work of four sales promotion employees, who are the member of WBMSRU, UPMSRA and

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New year 2021

FMRAI greets readers

FMRAI greets all readers, field workers and all well-wishers across the country on arrival of New Year, 2021. Wish that the intense struggles of the people, of the peasants, of the workers, of the women, of the students and youth and those of the field workers will bring about significant changes in all spheres in 2021.

Humanity has paid a high price in 2020 for pointless destruction of nature, for extravagant, wasteful, discriminatory, greed-based social system that is unsustainable. The pride of civilization of man is somewhat shaken in the face of a tiny virus.

We hope that 2021 will be more safe, peaceful and prosperous.

We hope to build 2021 upon the hard lessons of 2020. Once again, FMRAI warmly greets all for the year 2021.

For fieldworkers of Rajasthan

8 hours work time frame notified

Rajasthan Government has notified concrete time frame for 8 hours working for the Medical Representatives (Sales Promotion Employees employed in the pharmaceutical industry) working in the state of Rajasthan. The notification was issued on 9th November, 2020 after ten years of relentless struggle and follow up (with the state Government and labour department) by RMSRU. The clocking of working time has been framed by the state government in consultation with RMSRU. Earlier the members of RMSRU participated in district level, state level Rallies and Dharna in pursuance of their demands. Thousands of signatures endorsing the demand of clocking of hours were collected from members and deposited to the labour department, large number of e mails were also sent by the members, campaign undertaken on Twitter and submission of memorandum across the state were done to draw the notice of the state government which paved the way for 8 hours work notification. The 8 hours time frame for Jaipur, Kota, Bikaner, Ajmer, Udaipur, Alwar and Bharatpur is 10.00 am to 4 pm in the morning including one hour (from 10 am to 11 am) for clerical work and one hour for lunch break (3 pm to 4 pm) and 6.00 pm to 8.00 pm in the evening. In rest of Rajasthan, the working time is 11 am to 7 pm with one hour each for clerical work (11 am to 12 noon) and lunch break (3 PM to 4pm).

Looking at the amazing spirit of the ongoing farmers' struggle

"As long as Modi Sahab wants us to be here," she laughs, "It is for him to decide how long he wants to keep people on the roads. There are seven-year-olds here and those above 90, in the cold". This was the reply of a mother at the farmers' protest site near Delhi who had left her children with her in-laws as she and her husband joined the protests (telegraphindia.com, 17.12.20).

Yes, it is cold. In the middle of December, temperature dropped to 5 and in end-December it is close to one degree Celsius. It is icy cold. More than forty-six farmers are dead before the first sun of new calendar year rises. Some of them died of hypothermia (freeze to death). When scores of rich people from India escape to luxury hotels in breezy Maldives to avoid cold waves (mumbaimirror.indiatimes.com/22.12.20), farmers light bonfire at night to combat biting winter wind.

The farmers have fire in their hearts too. They stay put on the road under open sky. More than a month is already over. But they remain unmoved. They are firm: repeal the terrible farm laws. It appears that the farmers are ready to pay any price to get their demands met. Not just fair price, but also any unfair price that the government may ask them to pay for.

The government is unfazed by the distress of the farmers. PM appears calm and composed. He is composing refined rhetoric and poetry in his everyday speech. But, his party colleges are composing verses of hate, calling names of the farmers and ridiculing them with vilified titles (Khalistani, Pakistani, Maoist etc.). Farmers say they will sit till their demands are met, may be six months or even one year. Farmers have learnt from Shaheenbug protest last December that government is not as sensitive as may be expected.

Some of the features of the ongoing farmers' struggle are really amazing. Firstly, the uniqueness of nationwide unity of large number of organizations of farmers and agricultural labourers. The platform of All India Kisan Sangahrsh Coordination Committee (AIKSCC) unites over 500 farmers' union in this historic protest. Tens of thousands farmers from Punjab, Haryana, Uttar Pradesh, Uttarakhand, Madhya Pradesh, Maharashtra and Rajasthan have joined protest sites at the Singhu, Tikri, Ghazipur, Palwal and Shahjahanpur borders of the national capital of Delhi. There have been ill-efforts of dividing the farmers, which have not succeeded. The deep agrarian crisis, pent up grievances and burning issues of the farming community have brought all of them together and have ignited the spirit of struggle to create unprecedented unity. Enactment of corporate-friendly laws has acted like a spark and the good faith of the farmers on the Modi government has shaken. Now, their unity is as hard as nails.

The Second feature is the mass support for the movement. Daily rations for the farmers are pouring in from across the

country from different states. Dispatches are inspired by not only sense of duty but also love and affection. Supply of vegetables, wheat, rice, milk is coming not only from Delhi, Punjab and Haryana, but also far-off states. A distance of 2600km becomes little distance when trucks loaded with pineapples pour in from Kerala. A range of organizations, individuals, have come out to support the farmers. Doctors and volunteers, including FMRAI volunteers, set up medical camps. Even library has been set up at the protest site. Several community kitchens (like Langars) have been set up by various Gurdwaras and others. Women from neighbouring villages of the protest sites are coming to cook food for the protesters. No movement in India, post independence, has gained as massive a support as this farmers' struggle has already gained.

Third feature is the mass character of the movement. In geology, 'mass movements' occur owing to gravitational forces. When gravitational forces overcome restrictive forces mass movement of earth or rock takes place. Here the price of the farm produce becomes the gravitational force. Fair price of the farm produce is the very central demand around which all sections of farmers, big, medium, small and marginal farmers, have gathered together. Remunerative price of farm produce is not a revolutionary demand (like socialization of all the wealth of the entire nation etc.), but a very primary demand that attracts every section of the farming community, even the poorer than the poorest among the farmers. It is not a demand of the advanced section of the farmers, but also the demands of those who are economically backward including the agricultural labourers (as the wage of the daily labourers is finally linked to the price of the farm produce). Therefore, it is not a movement of one section or another section, it is mass movement. It achieves the character of a mass movement. Even if this mass movement is of great and far-reaching political implication, it is not a political mobilization organized. This movement will definitely strengthen people's struggle for better tomorrow and strengthen the struggle for democracy, yet this struggle cannot be branded as a political movement. Most of the opposition political parties have lent support to this movement, but the farmers themselves have carefully protected the mass character of this movement from any kind of regimentation. The political parties have been requested by them not to speak from their platform (hindustantimes.com/29.11.20). Given this mass character of the farmers' movement the efforts of the Government and the ruling party to describe it as a political conspiracy, has utterly failed.

Fourth important feature is the very fighting spirit of the movement. Definitely, the farmers are waging a propaganda war as well, against the lies and bare lies of the ruling elites and mainstream

media. But, it is not just war of words. They stake their life in this struggle. This is struggle sacrificing life. Struggle under the sky, away from family and home, in the cold wintry wind is not a safe struggle. It is extremely unsafe. This is a risky struggle. Up to this point it does not appear that they are prepared for a 'respectable compromise' getting a bite in the bread. They are ready to fight to the end to get the whole of the bread. No one should think that it is a fight to finish. It is not either a finish without fight. It is a fight with all might which will probably enable them to capture a new outpost in their struggle against corporate-sponsored atrocity towards them.

These are the beautiful features of this struggle that the nation stands to witness. Field workers' movement keenly observes this movement with polite appreciation and stands firmly beside this struggle. Irrespective of the final outcome, this struggle is already momentous. The features like unity of purpose and action, mass character (preventing regimentation), the spirit of fighting and that of making sacrifice are the big take home of this struggle. Since the inception of FMRAI, field workers' movement has always made efforts to achieve utmost unity of thought and action and to organize fearless fight against atrocities of the employers. In the struggle led by FMRAI hundreds of field workers have risked their wage, their job and even their whole life. They have made sacrifices with smile in their face and joy in their heart. Remembering martyrs in conferences of FMRAI (and its state units) are not a mechanical exercise, not an ungainly ritual but a conscious practice of admiring and respecting every memorable sacrifice. FMRAI, all along, has remained careful in protecting the mass character of its movement and has kept the organization (and movement) open for all field workers irrespective of their political belief. In struggle against evil policies of the employers or the government FMRAI has always stayed away from the path of narrow regimentation. This remarkable movement of the farmers reaffirms, once again, that the path of the field workers movement is the right path.

FMRAI and its state units are not just some dry, lifeless numbers. The essence of FMRAI is unity, struggle and sacrifice. Till the time these key words remain guiding force in the movement and organization of FMRAI, the field workers movement will remain formidable force.

Field workers movement absorbs everything that is good and imitable in the ongoing struggle. FMRAI members draw inspiration from the valiant struggle of the farmers. A new India is rising in this peaceful march of them. A sunrise in the people's struggle appears not to be too far. Winter too cannot survive for long. Be it as it may, field workers' movement will not shy away. Field workers will step in shoulder to shoulder in this forthcoming new season of people's struggle in the country.

Obituary

Monahar S. Parchure

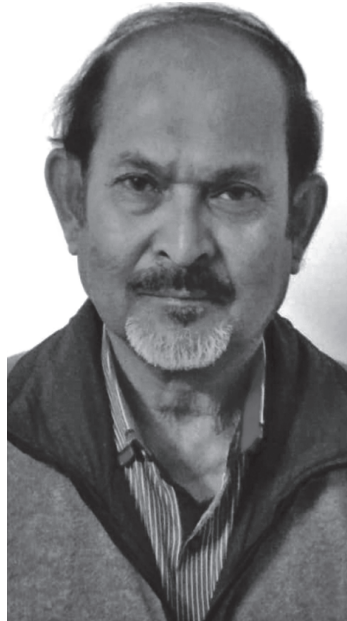


Monohar S Parchure, former General Secretary of FMRAI, breathed his last in Nagpur on 3rd December, 2020 after brief illness. He was elected as General Secretary of FMRAI in the year 1965 at Indore in the 3rd Conference of FMRAI. He was then elected as the President in the year 1968 in the 5th Conference of FMRAI held at Patna. Parchure worked in Glaxo as Medical Representative in the period between 1953 and 1969 at different headquarters including Nagpur, Raipur and Ambala.

He earned rich experience in law and served the organization by imparting his experience in pursuing legal battle on behalf of the field workers. He was honoured with Shetimitra (friend of agriculture) Award in 2003 by Government of Maharashtra for his special contribution in agriculture-related field. The institute or person who is not a farmer but has special contribution in agriculture or agriculture-related field is honoured with this award.

FMRAI will always remember his contribution in the fieldworkers' movement in the country. FMRAI grieves his death and conveys condolence to his family, friends and all his comrades-in-arms.

S. K. Talukdar



Former General Secretary of MPMSRU, S.K.Talukdar passed away in Bhopal on 30.12.2020. He was elected as General Secretary of MPMSRU since its formation in 1995. He served as General Secretary of MPMSRU till 2010. He was also elected as President of

MPMSRU from 2010 to 2016. He also served as Working committee member of FMRAI and as Vice President of CITU in Madhya Pradesh.

He joined as a field workers of Bengal Immunity in Rewa in the year 1977. Thereafter he joined Mendine Pharmaceutical. He voluntarily left his job in 2000 and started serving the organization as a whole timer. He fought against disruptors in field workers movement in Madhya Pradesh in 1994 and defended the line of FMRAI.

FMRAI deeply condole at his death and conveys heartfelt condolence. FMRAI will always remember his contribution in the fieldworkers' movement in the country and in Madhya Pradesh and Chhattisgarh (MPMSRU).

W B Jambekar



W B Jambekar, who was formerly employed in USV in Karnataka (KSM & SRA), breathed his last on 11th December, 2020

at his own residence. FMRAI grieves his sudden death and extends sympathy and conveys heartfelt condolence to his family. W B Jambekar continued to serve in his earnest till the last day of his life in different responsibilities and positions of the organization. Formerly, he served the organization as the State Convener of USV Council. He was with the struggle throughout his service and remained attached to the council even after retirement. FMRAI and KSM & SRA will continue to remember W B Jambekar for his contribution in the fieldworkers' movement in Karnataka.

Suraj Sharma

Suraj Sharma, a field worker employed in Aristo (Otsira Genetica) based at Gorakhpur and a member of U P M S R A succumbed to death on 9th December, 2020 in a road accident. FMRAI deeply condole and conveys condolence to the bereaved family.

Devendra Pratap Singh



Devendra Pratap Singh, a field worker employed in RB&Co (Eidios Division) based at Varanasi and a member of

UPMSRA died on 14th December, 2020 in a road accident.

Jitendra Singh

Jitendra Singh a field worker employed in Macleods (Pharma Division) based at Fatehpur and a member of U P M S R A breathed his last on 24th December, 2020 following liver diseases. FMRAI deeply condole at his death and conveys condolence to the bereaved family.

Manoj Halder

Manoj Halder, a field worker of Classic Division of Sun Pharma and a member of Shyamnagar Local committee in the North 24 Parganas District of WBMSRU passed away following Cardio-Respiratory failure on 1st July, 2020. He was started his career as a field worker in Delcure and joined Sun Pharma in 2015. FMRAI deeply condole at his untimely death and conveys sincere condolence to his family.

Biological E. Nationwide demonstration against new offensive

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Since long, the management of Biological E is trying to deprive all the field workers (regardless of category) of their legitimate rights. All the field workers of Biological E across designations are agitating since long for their trade union, legal and collective bargaining rights, united, ignoring their financial

for strike. The field workers of the company have responded quickly, exhibited their resentment against anti-labour activities to all the managers of the company at every available opportunity and have strictly followed work to rule.

On the 22nd of December, 2020, all state units of FMRAI organized Dharna and



BE demon stration, Hyderabad, TMSRU

deprivation and six charters for upward revision of service conditions of the field workers are pending in various legal forums for adjudication.

Two very important Tribunal awards on charters of demands have been pronounced in favour of all section of all field workers irrespective of their designations (M.R or T.M). However, the management procured stay orders and have delayed the process. Finally, the Supreme Court has also intervened and asked the High Court of Hyderabad to complete proceedings on all matters linked to charters of demands immediately without extending the abnormal long stay orders further.

Under this background, FMRAI has no other alternative but to intensify agitation against these disgraceful acts of the management with a view to give a befitting reply to stop all the inhuman, vindictive, malafide moves of B.E management.

Council meetings of BE were held on an urgent basis throughout the country in order to mobilize all field workers for future struggle and to prepare

demonstration before the company's establishment and distribution points at the call of FMRAI. Dharna was organized by APMSRU in Vijayawada, in Raipur by MPMSRU. A gate meeting was organized by TNMSRA in front of the CFA at Chennai. A delegation comprising of the state leadership of TMSRU submitted memorandum to the CFA at Hyderabad. A massive demonstration was also organized by the members of WBMSRU at Kolkata in front of the office of the company. A prolonged discussion with the management was done by APMSRU in Vizag and memorandum was also submitted to the management by the union in a meeting where ten field workers from Odisha were called.

Demonstration was also organized by UPMSRA at Lucknow in front of the establishment of the company.

With these programmes taking place all over the country, the field workers of BE are preparing for three days strike in the month of January 2021.

FMRAI Issues

Press statement in support of farmers' struggles

FEDERATION OF MEDICAL AND SALES REPRESENTATIVES' ASSOCIATIONS OF INDIA (F M R A I)

(Reg. No. 4580 under Indian Trade Union Act.)

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Press Release

Federation of Medical and Sales Representatives' Associations of India (FMRAI) and it's state units across the country stand firmly in support of the struggles of the farmers organized by the united body of the farmers organizations. FMRAI supports the cause and demands of their struggles. These struggles of the farmers have reached such an unprecedented height which independent India didn't have any occasion to see in the past. The farmers organizations have given Call for Bharat Bandh on 8th December, 2020. FMRAI calls upon all for organising solidarity action in wholehearted and spirited manner and in a way as befits the local situation. The solidarity action of the field workers at the call of FMRAI and its state Units will be public, demonstrative, vociferous and eloquent involving common masses and other organizations.

The farmers are demanding disbanding of draconian Agricultural laws, the and anti- people Electricity (Amendment) Bill 2020. They demanded a new legislation that will guarantee Minimum Support Price (MSP) for their agricultural produce.

The farmers have been pushed to the wall by the corporate friendly policies and laws of the NDA government. So are the workers and common people. The recent labour legislation by the NDA government attempts to condemn the workers to statutory serfdom. Joblessness among youth has spread as quickly as an epidemic disease across the country. Wages and incomes are increasing at snail's pace. Sharp rise in prices of essential items, especially food and energy prices, are melting the monthly wages and incomes within first few days of the month. While food prices are rising food producers are not getting some rewarding prices for their produce and they are unable earn enough to support their family.

Therefore the struggles of the farmers, of the workers, of the youth, of the women and of the common people are increasing day by day.

FMRAI upholds the valiant struggle of the farmers and greets them wholeheartedly for their firm resolve in resisting the brutal attacks by the joint venture of the corporate and the government.

The Joint Platform of Trade Unions welcomed the firm resolve and determination of the united platform of Farmers Organizations to intensify the struggles countrywide and extended all support to their call for Bharat Bandh on 8th December, 2020.

FMRAI once again calls upon all to organize active solidarity to the call for Bharat Bandh on 8th December, 2020 by the Farmers' Organizations.

For and on behalf of FMRAI

Santanu Chatterjee

General Secretary

Kisan Bharat Bandh, 8th December, 2020

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most of the states across the country.

Numerous demonstrations by workers, peasants, and other sections of toiling people took place spontaneously in downtown of the cities, in the neighbourhood of the district towns and municipalities. Solidarity rallies travelled the streets in hundreds of locations, sit-in dharnas were organized on the highways, railway stations and in several location protesters occupied the railway tracks throughout the

country. Use of brute force, lathi-charge, and arrest by the police in several states could not deter the demonstrators from their determined united action.

FMRAI and its state units across the country stood firmly in support of the struggles of the farmers and supported the cause and demands of their struggles. The members of RMSRU, PCMSRU have joined in the dharnas at different locations. MSMRA members joined the flag off ceremony of Kishan Jatha in the various

towns of Maharashtra and handed over essential medicines. Other state units of FMRAI have extended financial support to the struggling farmers. A large section of the fieldworkers of the neighboring states of Delhi are joining the gathering of the farmers. In support of the Bharat Bandh a Press Statement was released by FMRAI expressing solidarity. FMRAI called upon all state and sub units for organizing solidarity action in wholehearted and spirited manner involving

common masses and other organizations. The fieldworkers in state units and sub units of FMRAI throughout the nation responded quickly. The fieldworkers and members of FMRAI joined protest in Bhubaneswar, Cuttack, Patna, Ranchi, Samastipur, Begusarai, Hyderabad, Chennai, Bhopal, Raipur, Kolhapur and in several cities and towns in Odisha, Bihar, Jharkhand, West Bengal, Madhya Pradesh, Chhattisgarh, Telangana, Tamil Nadu, Kerala, Karnataka, Maharashtra, Uttar Pradesh, Uttarakhand, Himachal Pradesh and Rajasthan; in the national capital region of Delhi

and in Punjab and Chandigarh etc. The members of APMSRU joined the bandh in Vizag, Vijaywada, Amalapuram, Ongole, Tirupati and Kakinada and several other places in Andhra Pradesh. The members of CRU joined in Guwahati, Jorhat, Agartala and other places in the states of Assam, Manipur, Meghalaya and Tripura. The members of KMSRA in Trivandrum and other places in Kerala took to street and organized several programmes eloquently, vociferously and actively, either independently or jointly with other organizations, in support of the Bharat Bandh

8th December, 2020

Kisan Bharat Bandh

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the repeal of the draconian pro-corporate Farm laws and the Electricity (Amendment) Bill,

friendly policies and the new laws enacted by the NDA government. Despite the severe cold wave sweeping across

farmers have reached such an unprecedented height which independent India has not witnessed in the past.



Kishan Bharat Bandh, Andhra Pradesh, APMSRU
2020. They demand a new legislation that will guarantee Minimum Support Price (MSP)



Kishan Bharat Bandh, Bhopal, MPMSRU
The Bharat Bandh at the call of the farmers at a very short notice was amazingly total, both



Kishan Bharat Bandh, South Chennai, TNMSRA
for their agricultural produce. The farmers have been pushed to the wall by the corporate



Kishan Bharat Bandh, North Eastern States, CRU
thereby broadening and strengthening the struggle further. The struggles of the

Biological E.

Nationwide demonstration against new offensive

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In November, 2020, management has issued transfer orders to five leading council

action of the management is designed to terrorize all the field workers and it is a contemplated step of the management to



BE demonstration, Vijayawada, APMSRU

functionaries including one Grievance committee/ Negotiating Committee member to distance places from Bihar, Orissa, Madhya Pradesh, Kerala and Uttar Pradesh in the name of business exigency. This is new spate of attack by the management inspired by the ill intention of avenging against the united action of the field workers and the council.

FMRAI through its letter to the management has strongly contested this gross unfair labour practice of the management during the pandemic and demanded for immediate revocation of all transfer orders which are revengeful, unlawful and arbitrary.

This motivated and vindictive

dismantle the united strength of the union in the company. Biological E management has records of two decades of anti-labour policies which are exclusively directed against its own employees. The management created false category named Territory Managers with a view to separate a large section of field workers from the ambit of trade union and collective bargaining right and to isolate them from the mainstream of field workers' movement. But this nefarious plan failed miserably. Large number of Territory managers in the company is united in councils and they are leading the council movement in various states.

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Medical Camps amongst the protesting farmers



RMSRU medical camp at Saharanpur border



DSMRO medical camp at protest site

The farmers of the country have finally revolted against the age-long neglect and deprivation of the farming sector of the country by successive Indian governments. The final blow upon the farmers by the Modi Government has been in the form of gifting the entire agricultural sector in a platter to the corporate. This has been challenged directly by the farmers all over the country. As part of the agitation, thousands of farmers from Punjab and Haryana have been showing their dissent on the highways culminating in the national capital of Delhi. In the freezing cold of December, the custodians of the most precious natural resource of the country have put up tents beside the highways; organized mass meetings and

demonstrations and held rallies to urge upon the Modi Government to repeal the three farm bills passed in a jiffy in empty parliament.

It goes without saying that the harsh natural conditions have started to take its toll on the agitating farmers. 34 farmers have died battling the bitter cold of the region. Many others including the elderly are struggling to keep their spirit high in the severe winter. To keep the struggling farmers in good health, the Sales Promotion Employees under the banner of FMRAI have once again risen to this great occasion of saving our motherland from the clutches of the corporate. The members of DSMRO have put up medical camps across all borders of Delhi city along with the medical

fraternity (Progressive Medicos and Scientists Forum) to serve the farmers. Camps have been put up at Singu and Tikri borders by our members and medicines are being distributed to the ill and needy according to the advice of the attending physicians.

Likewise, the members of RMSRU have also set up medical camps to serve the farmers at Kisan Padav in the Jaipur- Delhi highway. Similar Medical Camps have been organized by PCMSRU and UPMSRA. While the farmers have launched this no-holds-barred fight against the anti-farmer, anti-worker, pro-corporate government, the solidarity being shown by the members of FMRAI has been truly appreciated by all struggling people across the country.

Anglo French Drugs

Demonstration across the country

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KMSRA, without any context or alleged reason. Back in April 2020 during the period of

subunits throughout the country have organized demonstration programmes in front of the establishment of the company



AFD demonstration, Patna, BSSRU

nationwide lockdown this management issued a letter to the Consultative Committee representing FMRAI and declared, arbitrarily and unlawfully, that the management had de-recognized the council. Thus, the management is making desperate efforts to deny legitimate trade union, legal and collective bargaining rights of the field workers.

Among the transferred field workers management has terminated six field workers (four field workers are members of BSSRU while the two field workers are members of APMSRU) disregarding the conciliation proceeding pending at the labour office and fraudulently claiming that they have willfully abandoned their services.

FMRAI has contested these gross anti-labour practices and have launched nationwide agitation against the unjust actions of the management. As decided by FMRAI, state and

in the month of December, 2020. Leadership of the state and subunits of FMRAI met the management in deputation and memoranda were submitted to the company through the stockists of the company.

During lock down period the management has also created a new division with mala fide intention and has transferred services some field workers (including committee members) to that division. While various agitation programmes, involving AFD field workers, are being organized, the good senses of the AFD management have not prevailed as yet.

In this background only, FMRAI will further intensify the movemental programmes in the month of January 2021. Massive demonstration in front of company establishments will be organized where all the members of AFD along with the members of council subcommittee will participate.