

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

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International Women's Day

Women Field Workers voice their demands



International Women's Day programme, Kottayam, KMSRA

The International Women's Day, originated from the women workers strike demanding better and equal wages and right to vote more than a century ago. This year it was decided to observe 8 March 2022 as "Working Women's Action Day". In line with the theme of the year the members of FMRAI celebrated International Women's Day in the state units and subunits in a befitting manner by organizing meetings, participation in rallies, felicitating the women workers and explaining the causes of their sufferings. Their exploitation, oppression, deprivation in respect to education, health, recognition, wages have increased manifold in the Covid period. They work from morning to night for the family, for the society but their work but remain unrecognized.

In West Bengal at Kolkata, a joint platform of working women led by CITU organized a Dharna/demonstration where WBMSRU members participated. At Malda and Siliguri, meetings were organized at rest houses. Earlier, on 5 March a central meeting of women workers was organized at Kolkata. The meeting gave a call to make the 28-29 March strike successful. CITU leader Gargi Chatterjee addressed the gathering. General Secretary, FMRAI greeted the members. All India Women Coordination Committee convenor Arpita Mitra Roy, General Secretary WBMSRU Basab Roy Chowdhury, Treasurer WBMSRU Tinka Majhi, State Women Sub Committee Convener Tandrima Nandy also addressed the meeting. In total 80 women participated. In Kerala, at Thrissur a meeting was conducted at the

District committee office where KMSRA women field workers shared many challenges faced by them during the pandemic period. In Kottayam, the women sub-committee celebrated the day with mothers staying at Sneha Bhawan, an old age home for women. In Patna state centre, a meeting was organized where Demand papers on women field workers were discussed. Rampayri Devi of CITU addressed the women members. At Ranchi, the day was observed along with CITU. At Jamshedpur, Blood Bank and Pratik Foundation felicitated women field workers; the unit also felicitated two women doctors at their chambers. At Bokaro, two women field workers were felicitated by the unit and a Memorandum was sent to the Prime Minister through the District Authority along with AIDWA. In total 28 women members attended. The day was celebrated at Guwahati, Dibrugarh, Jorhat, Nalbari, Silchar, Shillong, Nagaon, Tezpur where 53 women sales promotion employees participated. In Dibrugarh and Jorhat members also participated in a joint program with AIDWA. In Uttar Pradesh, the day was celebrated in Lucknow, Kanpur, Gorakhpur, Shahjahanpur, Varanasi, Prayagraj, Raibareilly and other units. In Maharashtra, the day was celebrated at many units like Satara, Nasik, Nagpur etc. At Jalgaon, meeting was organized jointly involving all sections of women. In Madhya Pradesh the day was observed at Jabalpur and Indore. A meeting was conducted by Delhi state unit at BTR Bhawan, New Delhi. The day was also celebrated in other state units.

26th Conference of FMRAI resolves to Reoccupy the field space and Intensify Aggressive Movements

The 26th Conference of FMRAI was held in Kota in the state of Rajasthan from 10-12 March, 2022. The venue of the conference, Radhika Resort was named as N.I. Joseph Nagar and the stage was named as Apurba Ghosh and N.K. Tarafdar Manch. Two gates were named after M.S. Parchure and R.P. Singh along with four martyr's column in the name of N.P. Saini, Salim Patel, Kalyan Bose and S.K. Talukdar. This was a tribute to these departed leaders of FMRAI who contributed and sacrificed for the organisation in the

development in the country in the present context which started with the general strike of 26th November, 2020 and compelled the Modi government to withdraw all the three agricultural laws. He emphasised on the importance of the general strike to be held on 28 and 29 March, 2022 as this will be a big step towards abolishing the four labour codes. Rakesh Galav, Convenor of the organizing committee of the conference, welcomed the delegates. Ravindra Shukla, Chairman, Reception Committee and President of

that the medical representative is an important link between the doctor and the patient and opined that medical representatives should reach their families on time, after finishing their work in stipulated time decalred by the state government. Duli Chand, Vice President, Kisan Sabha, Rajasthan, Pushpa Khichi, People's Women's Committee; Hans Raj, People's Writers Association, SFI and other mass organizations also addressed the inaugural session and wished all success of the conference. All the



Flag hoisting, 26th FMRAI conference, Kota, Rajasthan

past. On 9th March, 2022 a press conference was organised in the afternoon at hotel Paras Royal where prominent electronic and print media were present. On 10th March, 2022 the conference started with the hoisting of organisation flag by the president, Ramesh Sundar followed by floral tribute to the martyr's column by the leaders and delegates. The open session of the conference was inaugurated by J S Majumdar, National Vice President of CITU. In his deliberation, he highlighted the rich history of our organization and its conceptualization by some freedom fighters who took the job of medical representatives after independence at the behest of some industrialist who closely helped the freedom movement. His heart touching narration on the grit of these freedom fighters to oppose the policies of the employers and build the organization of the medical representatives on the basis of their experience in the freedom movement enthused the delegates. He interweaved the historical background of sacrifice and struggle with the recent Mazdoor Kisan Ekta, a big

Rajasthan state CITU, while welcoming the delegates from all over the country in the conference, narrated the history of the glorious labour movement of Rajasthan and Kota city, emphasizing that such movement can be made successful only by understanding the politics behind the policies and reaching to the mass of the workers. Addressing the inaugural session, Mukesh Galav, Joint General Secretary, All India Railway Men's Federation (AIRF), said that the country is passing through a very difficult situation. Workers from railways, coal, banking, insurance, defense sectors and other sectors are struggling to save their industries.

In the name of labour reforms, the government is surrendering to the industrialists and hastily passed the four labor codes in the Parliament by abolishing all labour laws. He expressed serious concern regarding 'Fixed term employment' which is bent to destroy the future of the youth of the country. Dr. Sanjay Jaiswal President, IMA, Kota greeted the delegates and said that it is a matter of pride for the city of Kota to have this national conference. He said

guests were honored by with mementoes on behalf of the Reception Committee. Jitendra Singh Naruka, General Secretary of RMSRU placed the vote of thanks. The business session commenced with the placement of condolence resolution, formation of committees and presidential address to the delegates. The general secretary and treasurer's reports were placed by Santanu Chatterjee and Partha Rakshit, respectively. The discussion on the reports started on the first day by the delegates. A colourful and mesmerizing cultural programme was organised by the reception committee after the session on the first day. On 11th March, 2022 the delegate session started with discussion on reports from all the affiliated state units of FMRAI. The Vision 2025 document highlighting the agenda of action of the organisation was placed by Ramesh Sundar, President, FMRAI followed by discussion and opinion of the state units. The suggestions of the state units will finalised the incoming secretariat of FMRAI and ratified in the working committee meeting for

Editorial

Importance of being earnest

On the first day of the working class strike, 28th March, 2022, the workers in the V. O. Chidambaranar port in Tuticorin (Thoothukudi), the workers displayed great courage in making the strike a success. They did it in the face of opposition. The port management was determined to defeat the strike, and so were determined the strikers. The management called the Central Industrial Security Force to forcibly start the voyage of the cargo ships. At this point of time five workers of the VOC port jumped into the seawater, from the deck and swam in front of the moving ship, risked their lives and stopped the cargo. At the end of the day, the strikers smiled and the ships were anchored back to the port. This event, in the one hand, evokes memory of early days of the field workers' movement and on the other hand, proves that the working class movement is spreading to the newer territories and attaining newer height not only in head count, but also in the remarkable spirit of the struggle. These two days of working class strike, soon after the conference of FMRAI at Kota, witnessed large participation of workers throughout the country, along with field workers demonstrating enormous enthusiasm, gut and gumption, of the working class in their just struggle in defense of their rights and against the awful selling out of the nation to an exceedingly small number of private corporations. The field workers' movement that attempt to resist the oppressors, by independent and joint struggles, salutes these unnamed cadres, who are courageous, inspired and whose understanding about the cause of the struggle is presumably clear. Stock of such cadres constitutes the most valuable wealth of an organization. Such conviction is a wealth of

enormous value in every victorious struggle. With such intrinsic wealth alone, the field workers movement too has survived over every bleak and bitter season over the years. Invoking this legacy, the recently held conference FMRAI at Kota, Rajasthan concludes that the field workers' movement must occupy the field, consolidating in the existing areas and spreading to newer locations. This conference contemplates the win over the situation not with any artificial optimism, but with its inherent wealth of evolving newer and newer tactics and by the ability in making sacrifices, not religious sacrifices, but sacrifices combined with tactics and common cause. The conference cautioned, especially in the context of council movement, that tactics divorced from the ability to make sacrifices, may lead to unsolicited compromise, gradual loss of rights, and decay. In every movement, be it council movement, policy level movement or state related movement, new space has to be occupied. As far as issues are concerned, the organization has to live up the moment to address the issues quickly. But dealing issues alone is not enough; in fact, it takes the field workers' movement to a kind of defensive track. Council movement aspires to achieve collective bargaining right, state related movement desires to get minimum wage, policy level movement wants that the law of the land should specify the job, describe job responsibility of the field workers and abolish private the working rules. These aspirations of the field workers' movement cannot be met by dealing with the victimization issues alone. Therefore, the field workers' movement has, as always had, positive, and aggressive, agenda: occupy new space, fight and advance. For this,

the task of perennial renewal of organization was contemplated long before. Implementation of these contemplations started at Patna, in Patna conference of FMRAI, in 2019. This policy and practice has been carried forward in this conference at Kota. With a view to ensure entry of newer comrades, the organization has to bid farewell, with heavy heart and with tearful smile, to a couple of senior, able and efficient compatriots who contributed to the organization for long with great commitment and sacrifice. Now, the field workers' movement will definitely see, at this crucial hour, that this legacy of commitment and self-denying sacrifices is exemplified by the newer comrades in more and more newer context. In this connection, learning, from the history of our own organization, is extremely relevant. FMRAI is a unique organization. It fights out many employers, of many industries, together, in one go. It fights policies, it discharges social responsibilities, it stands by the side of the people in devastation and distresses, it raises demands not only their own, but also of the people. FMRAI conducts field workers' movement in several formats, all at the same time. The task is momentous with a strength which is not numerically so big in a country with such a vast population, but it has an innate strength, by virtue of its spatial presence in so many significant geographical locations across the country, which makes it quite competent to perform many tasks at the same time. The tasks are carried on by hundreds and thousands of motivated cadres to lead the mass of workers in an organization like FMRAI. For this, perennial renewal of organization is essential, which indeed is a two-sided process: bidding farewell to

the veteran with tears and ushering in and building up the new with cheers. Kota conference outcome evidently assigns the task of being earnest in identifying the cadres from within the organization, whose faces are still unknown, but who, definitely, remain attached to and gather untiringly, round the flare of the field worker' movement, in hundreds and thousands. It will be great, and grave, loss not to find them out with due attention and through a series of contemplated processes. This pool of dedicated and motivated cadres will adopt the task of expanding the organization and heightening and broadening the movement. Aggressive movements have to be carried out across the landscape of the country to enforce the existing and applicable laws, to achieve the working rules as statute, and to achieve legally-binding working hours. The field workers movement will also see that every assault on the union or on the life and livelihood of the field workers is repaid in the currency of befitting counter attack. Field workers' movement, will definitely imperil the

peace and prosperity of those employers who imperil the life and livelihood of the field workers. The able cadres are the most outstanding wealth of FMRAI. These cadres, when engaged in struggle, can tear asunder the conspiracies conceived by the ill-minded employers. The conscious propaganda on the demands, on the burning issues, keeping guard against twosome deviations of adventurism and opportunism, and above all, organizing propaganda and agitation simultaneously, by active involvement of these countless number of hard-working cadres, will be instrumental in producing more concrete outcome in every ongoing and future struggle of the field workers. This FMRAI conference recommends appreciation and appropriation of these valuable instruments in the coming days. FMRAI is earnest and the field workers' movement understands the importance of being earnest, at this hour. Every time the unfavourable season returns with unforeseen hostility, the field workers' movement will resist and advance.

Price control or market control: fate of essential medicines in India

The Indian Government has recently given permission for linking the wholesale price index with the price control mechanism in the country. With this about 850 drugs which have been categorised as essential medicines and was within the price control mechanism of the government, will undergo upward price revision very soon. Experts say that prices of commonly used drugs like Paracetamol, Azithromycin and others will be raised to the tune of 10.8 per cent, in line with the WPI increase last year in the country. This is the first time when the prices of the scheduled drugs have allowed to increase more than that of the non-schedule drugs, which are without any control on their prices. Any control over prices actually means restraining the limitless profits or mark up on the medicines by the pharmaceutical companies. It is with this background that the National Pharmaceutical Pricing Authority or the NPPA decides on controlling the prices of medicines in the country. The essential list of medicines is prepared after lot of consultation and consideration by the experts in the field. Till date the majority of the drugs manufactured and marketed by the pharma companies in our country remain beyond any control on their prices. The companies are free to decide

their profits on these molecules / brands. It is only on the 850 odd drugs included in the NLEM that was given a modicum of protection from the aggressive profiteering of the pharma companies by the government. It was done looking into the necessity of these drugs in the treatment of a plethora of diseases suffered by mostly the common people of India. Naturally the pharma oligarchy in this country has been lobbying very hard with the government to remove all control (read barriers) to increase the prices of these drugs. The COVID situation came handy as there was disruption in the supply of raw materials from China and some increase of the prices took place. Now with this announcement all shackles of unbound profiteering have been removed by the government and 850 drugs will see more than 10% price hike from April. FMRAI has been demanding that the principle of price control should be based on the mark up levels of the drugs considering the production costs and not any market related mechanism. This is essential as these are the drugs on which the everyday treatment of majority of the people of this country depends. Unfortunately the present government was never a believer of the impact unbound profiteering can cause on the health of the common people. Allowing pricing of controlled drugs

to be fixed on the basis of WPI basically means totally relinquishing the basic fundamentals of price control and moving towards a market determined pricing of drugs under NLEM. As such the out of pocket expenditure for buying medicines in India is already one of the highest in the world. This insensitive decision of the government is bound to burn the pockets of the common people of the country in a much extensive way. The pharma lobby is naturally happy and expressed great satisfaction with the decision. It is also quite pertinent to note that while the companies themselves demand for a price increase of the controlled drugs citing hike in the prices of raw materials and logistics parameters, they are not ready to accept the same logic when it comes to increase the reimbursements of daily expenditures of their sales promotion employees. The ever increasing rise in fuel prices and consequent transport fares compelled FMRAI to put forward a common demand to the industry to increase the daily field work allowances of their medical representatives. There has been a stoic silence on this very important issue from all the companies. The dichotomy in the approach of the companies is amply clear visible.

Settlement of Allowance in Union Drugs



Successful settlement took place between the committee of FMRAI and the management of Union Drugs on the 24th of March, 2022. This settlement was specifically on the daily allowances and fare per kilometre for the Medical Representatives working in the company. As per the existing practice, the settlement for the above purpose have been taking place separately for the SPEs after the wage negotiation has been concluded. The wage settlement took place on September, 2019, but the process of the allowance settlement got inordinately delayed because of the COVID pandemic and consequent restrictions and lockdown. FMRAI however patiently pursued the charter with the management and after several meetings with the management, could finalise the signing of the charter. There have been upward revisions of the existing daily allowances of HQ from Rs. 150 to Rs. 175, Ex HQ from Rs. 165 to Rs. 185 and Out station from Rs. 190 to Rs. 210. The Metro city allowances have been upgraded from Rs. 500 to Rs. 700 per month. The fares have been revised from Rs. 2.00 per Km to Rs. 2.50 per

Km. It has been decided that during company conferences, the management will provide accommodations and food over and above the daily allowances meant for HQ working. The procedures for preparing Standard fare Charts according to distances have also been finalised. It has been decided that for any distances being covered for working stations, 5 more kilometres will be added in the fare chart for local coverage during work. The settlement will be applicable from April, 2020 on all Medical representatives working in the company. The management have also agreed to pay a lump sum of Rs. 18000 as arrears to all SPEs. The settlement was signed between Mrs. Sreeparna Bhattacharya, Director; Mr. Saumen Ghosh, Vice President from Union Drugs and Santanu Mitra, Secretary FMRAI; Sutapa Chakraborty, WCM FMRAI; and Kaushik Sen and Bhaskar Das representing the negotiating committee of FMRAI. The negotiations concluded with a happy note ensuring strengthening of bilateralism between both FMRAI and Union Drug management.

State Conference of KMSRA

► from Page 4
success at the call of all Central Trade union and independent federation on 12 points of demand. Others resolutions adopted against reckless digitalization by the employers infringing on the privacy of the SPEs, against Communalism, attack of the managements of Dr Reddy's Labs & British Biologicals etc., and congratulating the LDF Government of the state of Kerala for their pro-workers policies. The conference elected 15 office bearers, with P.K.Santhosh as

President, P. Krishnanand as General Secretary, and M M Haneefa and Thomas Mathew as Jt. General Secretaries and Saji Somanath as treasurer. A. V. Pradeep Kumar, T G. Ajayan, E. P. Shibu, K. V. Shaju and Anuroop Raja as Secretaries, Ramavarma Raja, C.S. Jayan, Shine, Ramakrishnan and P Babu as Vice -Presidents. The total 65 members has been elected as a state committee members in the conference. There are four women elected as state committee members including invitees.

Countrywide General Strike on 28 & 29 March, 2022

Resounding Participation by the Fieldworkers

On 28th & 29th March, 2022 the all India General Strike at the call of Joint Platform of Trade Unions (JPTU) and national federations in pursuance of 12 point demands against the anti-people, anti-peasant and anti-worker policies of the Central Government was a complete success. The BJP Government is aggressively pursuing liberalization, privatization and globalization policies since 2014 to benefit the big corporate houses. This was the 21st Countrywide General Strike against the retrograde neoliberal policy regime since its official

success. Strike impact had been massive and strike participation by the fieldworkers was prominent in all 389 major cities and towns besides numerous other smaller towns across the country. Field workers hugely participated in around 2100 picketing points in their places of work. Prior to strike there had been conventions, colourful rallies and street corner meetings. On the first day of strike fieldworkers participated in dharna, demonstration, street meetings and campaign among the doctors, chemists, customers and the masses in all places individually and jointly

with CITU and other fraternal organizations. Attempts of various companies to conduct meetings / conferences at far off places from the cities and towns had been foiled by the intervention of the state units and protests of the fieldworkers. On the second day of the strike in most of the state capitals demonstrations were organised by

state units against the unfair labour practices unleashed by the management of M/S Albert David on the unionized section of the sales promotion employees. In this company, the sales promotion employees had trade union, legal and collective bargaining rights since long. But in the recent past, the attacks of the management is a fall out of the anti-worker policies of the Central Government and

at Kolkata where hundreds of fieldworkers exhibited anger and protest against the atrocities of the management. Similar, flash demonstrations were also organized by the state units on 29 March in front of company premises at Mumbai, Delhi, Chennai, Lucknow, Patna, Jaipur, Ernakulam, Vijaywada, Hyderabad, Raipur, Guwahati etc. The demands of the two days strike were vigorously campaigned amongst masses taking this opportunity of the gate meeting and demonstration. The strike has been total and spontaneous in Punjab, Chandigarh, Rajasthan, Uttar Pradesh, Uttarakhand and Himachal Pradesh. Even at Delhi there has been significant impact of the strike. In the southern states, the strike has been total



Strike programme at Shimla, HPMRA

railway station by Bolangir unit. Rallies were conducted by Bhawanipatna, Sambalpur, Raygada, Bargarh, district committee of OSRU. Several company meetings were called off by the management after the intervention of Lucknow unit of UPMSRA. Pratapgarh unit observed strike programme by organizing a rally. Members participated in large numbers in Gorakhpur, Allahabad, Jaunpur, Kanpur and other units of UPMSRA. Picketing points had been

organized in Mandi, Shimla, Dharmashala, Solan, Hamirpur, Una and Bilaspur in HPMRA. A protest programme has been organized by the members of Mandi unit along with CITU at Seri Munch. In Ludhiana and Chandigarh by PCMSRU, at Junagadh, Bhavnagar, Rajkot, Valsad, Ahmedabad and Navsari by GSMRA, at Bhopal, Mandsaur, Raipur, Khargone, Bilaspur, Chhatrapur, Jabalpur,



Strike programme at Bhavnagar, GSMRA

in all the states with big participation of field workers in Telengana, Andhra Pradesh, Tamilnadu, Kerala, Karnataka and Puducherry. In the western states, the strike programmes have been successfully implemented in Maharashtra, including Mumbai, the nerve center of the pharmaceutical industry. The strike has been resounding success at Madhya Pradesh and Chhattisgarh. The strike has made substantial impact in many towns and cities in the state of Gujarat, Goa, Assam, Tripura, Meghalaya, Manipur and Mizoram. In West Bengal, Bihar, Jharkhand and Odisha the striking workers took to street taking their demands to the market places receiving remarkable support from the rank of the common people. In the sub units of BSSRU like Dhanbad, Jamshedpur, Ranchi, Bethia, Darbhanga and other places fieldworkers participated in huge number. Strike programme has been organised in Balasore, Cuttack, Keonjhar, Bhubaneswar, Jaipur and Angul in OSRU. Picketing point was conducted in

Durg, Satna, Ambikapur, Ratlam and Chhindwara by MPMSRU, at Satara, Aurangabad, Nandurbar, Jalna, Usmanabad, Malegaon, Pune, Beed, Parbhani, Bhandara, Chandrapur, Nanded, Dhule, Akola, Bhandara and Jalgaon by MSMRA, at Hyderabad, Jagtial, Karimnagar, Khammam, Kothagudem, Kukatpally, Mahabubnagar, Mancherla, Nalgonda, Secendrabad, Siddipet and Warangal by TMSRU, at Kolkata, North & South 24 Parganas, Howrah, Hooghly, Burdwan, Siliguri, Coochbehar, Midnapore and other districts by WBMSRU, in Trichy, Kanchipuram, Dindigul, Thirunelveli, Erode, Vellore and Madurai by TNMSRA, in Kollam, Trivandrum and other places by KMSRA and in various sub units of KSM&SRA, CRU, RMSRU and HSMSRU, the sales promotion activities were completely paralyzed. The fieldworker's massive participation in two strikes in the months of January and March of the year 2022 for three days with indomitable spirit and vigor has created a milestone in working class movement in the country.



Strike programme at Kanchipuram, TNMSRA

advent in 1991. This Strike was supported by the Samyukta Kisan Morcha (SKM), the biggest ever farmers platform in independent India. This strike was in continuation of the ongoing joint struggle of the two broadest national platforms of the workers and farmers, since 26th November 2020 mainly against three retrograde Farm Laws; four Labour Codes; massive privatization drive including PSUs, government

departments, like defence, health, public sector and government infrastructures through National Monetization Policy (NMP); and for other major demands like price rise etc. of the common people. Fieldworkers participated in an unprecedented manner in both strike days in all the states and union territories in the country. More than 1.5 lakh of fieldworkers got involved in this strike resulting in complete cessation of sales promotion activities in the workplaces throughout the length and breadth of the entire nation. Prior to the General Strike fieldworkers observed all India Strike on 19th January 2022 in pursuance of 16-point demand of FMRAI to central government, state governments and employers. The demands of the General Strike contained demands of the Sales Promotion Employees also. Earlier, the 26th conference of FMRAI held at Kota unanimously adopted a resolution to make the General Strike a grand



Strike programme at West Midnapur, WBMSRU

repealing of the labour laws. In order to dismantle the unity of the fieldworkers and snatch away their hard earned rights, the management has initiated various unfair means. Despite several endeavor of FMRAI to maintain harmonious industrial relations the management is rigid to move ahead with their anti-worker policies in contravention to the legal provisions. Fieldworkers are transferred to distant places in the guise of management policy and retrenched summarily. A massive demonstration was held in front of the head office of the company

Demonstration against Caplet management



Caplet India is a pharmaceutical company based at West Bengal and operating in Eastern Zone states along with Chhattisgarh and Uttar Pradesh. Zonal council exists in Caplet. With intervention from organization pay scale could be introduced with seniority weightage and VDA. Bilateral discussions with organization were also held through which issues and grievances of the fieldworkers could be addressed. Recently the Caplet management with a definite intention to adopt anti worker policies, unilaterally changed the salary structure, removed pay scale and reduced statutory benefits. FMRAI immediately raised protest to the management. The management went further by introducing GPS enabled tracking and call to call reporting in Chhattisgarh and Uttar Pradesh. Fieldworkers of these two states though not organized, but initially

Ambikapur headquarter, started submitting reports through the new reporting system. Management denied access of the existing reporting system to Pravin and all his wages and expenses were put on hold by the management. Management also initiated introduction of the new reporting system in other states. A deputation from FMRAI met the management in West Bengal and demanded to resolve all issues including regularizing the existing reporting system through discussion. During the discussion, management assured to continue discussion, but later called Pravin at Kolkata office and threatened to terminate if he did not accept GPS enabled mobile reporting with tracking. He resisted the pressure and denied the unilateral imposition of new GPS based reporting as per guideline of FMRAI. Management with an eye to suppress any

form of resistance summarily terminated his services throwing all forms of principles of natural justice into the wind.

To protest this despotic action, a demonstration programme on 30th March, 2022, in front of the head office at Kolkata were organized. The demonstration programme was presided by Arpita Mitra Roy, Vice president FMRAI and addressed by Santanu Mitra, Secretary, FMRAI, Basab Roy Chowdhury, General Secretary WBMSRU and other working committee members based at Kolkata. The programme was attended by a huge number of WBMSRU members from adjacent districts of Kolkata and North 24 Parganas. Demonstration was also held in front of Caplet establishment at Patna on 28th march, 2022. From UPMSRA a delegation submitted memorandum to Caplet management and demanded to resolve all the issues including termination of Pravin Kumar Sing. MPMSRU has already raised a dispute with the labour authorities against this unjust termination of our member. Demonstration in front of CFA/stockist was done in Ambikapur, Durg, Raipur, Raigarh, Raipur in Chattisgarh. At Lucknow memorandum submission was done in CFA. Demonstration was also done in front of CFA in Cuttack.

Wage Settlement in Pfizer



The 5th consecutive wage settlement was signed in Pfizer on 28th of February 2022 at Mumbai office. The minimum benefit is Rs. 4168/- and the maximum benefit is Rs 8552/- resulting in an average benefit of Rs 8500/-. The benefit of the settlement is 65% in wage component and 35% in non wage component. In wage component the increase will be spread over basic pay scale, supplementary salary and fixed dearness allowance whereas in non wage component, the increase is spread over HRA, medical allowance and conveyance allowance. All other components not mentioned or discussed remains unchanged in this settlement. The period of the settlement is for 3 years effective from 1st of January 2022 to 31st of December 2024. On behalf of the Management, Shilpi Singh, Director HR, Piyush Kohli Manager HR, Suminder Behal, Business Unit Lead, Sameer Kazi, Cluster Legal Head and on behalf of the Committee Sudip kr. Roy, All India Convener, Devashis Roy, Jt. All India Convener, Joydeep Nath, Milind Manohar, Sudhakar V Reddy, L. K. Dixit, K. M. Surendran (all Committee Members) signed the settlement.

Historic 50th State Conference of KMSRA

The 50th State conference of Kerala Medical and Sales Representatives' Association (KMSRA) was held at Thrissur on 19th and 20th of March 2022. The conference venue was named K.V. Krishnakumar Nagar, in memory of the



Flag hoisting in KMSRA Golden Jubilee conference

member of KSMRA and All India Convener of All India Council. A colorful rally (Vilambara jatha) on the previous day evening marched across the city holding flyers, placards, banners and balloons. On 19 March the flag hoisting at the conference venue was followed by floral tribute to martyr's column. The General session of conference was inaugurated by K. Chandran Pillai, National Secretary of CITU. He appreciated the efforts of KMSRA and FMRAI fighting against the multinational aggression. The chairman of the Reception Committee Murali Perunelli, MLA welcomed all the delegates in the meeting. K.M Surendran, President, KMSRA presided over the session. Santanu Chatterjee, General Secretary, FMRAI briefed about the political situation in the country, the present working conditions of the sales promotion employees including newer challenges and newer situation which are being faced by the field workers.

Ramesh Sundar, President, FMRAI, explained the country wide movement against the harmful policies of the central Government. He also explained the movement of FMRAI in this backdrop. K.N. Gopinath, State Secretariat, CITU, Chandrababu, U.P. Joseph, State Vice - President, CITU, U. Sathish Kumar, General Convener also greeted the conference along

with Leaders of various Fraternal Trade Unions. The plenary session was inaugurated by Santanu Chatterjee, General Secretary of FMRAI. Mohan.C.Nair and P.K. Santhosh placed the General Secretary's and Treasurer report respectively in plenary session. On very first



Ramesh Sundar, President FMRAI addressing day in the evening, a special session called "Suvarna Smrithi" has been organized as remembrance to the past struggles and movements of the organization and to honor the former leaders. The Hon'ble Minister for Parliamentary affairs K. Radhakrishnan inaugurated the session in which B. Vijayan, Former Secretary of FMRAI, G. Madhu, Former Vice-President of FMRAI, Paul Varghese, Former General Secretary, KMSRA were honored with other dignitaries. In the plenary session 35 delegates participated in the discussion representing of 14 district units, other industries and women workers. General Secretary Mohan C Nair and P.K. Santhosh replied to the discussion and both the reports were unanimously adopted.

The conference adopted resolutions to make the General Strike on 28-29th March 2022 a

► to Page 2

26th State Conference of RMSRU

The 26th state conference of Rajasthan Medical and Sales Representatives Union state was held on 12th and 13th March, 2022 at Thegda, Kota. The conference commenced with flag hosting by the state president Rakesh Galav, followed by floral tributes to the martyrs' column by J. S. Naruka, state General Secretary followed by other state secretariat, delegates and leaders of fraternal organization. The conference was inaugurated by CITU President, Ravindra Shukla. He highlighted the historical importance of Kota in the connection with trade union movement. In his deliberation he briefed on neo liberalization and anti-labour policies of the central government and called upon the delegates to make the 2 day General Strike on 28-29 March a thumping success. The conference were attended by Santanu Chatterjee, General Secretary FMRAI, Partha Rakshit, Treasurer, Sanjeev Khandelwal, former Joint General Secretary, FMRAI and Pranab Roy, former All India Council Sub Committee Convener and Secretary, FMRAI. Addressing the delegates in the inaugural session General Secretary, FMRAI, elaborated about the

current situation in pharma industry and ongoing challenges faced by the field workers in day to day trade union practice. He also discussed about the role and responsibility of our members to fight against this onslaughts. J S Naruka and Parminder Singh placed the General Secretary and Treasurer report respectively. In the plenary session 32 delegates participated in the discussion representing of 19 district units. General Secretary and treasurer replied to the discussion and both the reports were unanimously adopted. The conference adopted three resolutions in support of two days General Strike, for increased daily allowance and travel fare and on membership. The conference elected Rakesh Galav, Gyaneshwar Choudhary and Parminder Singh as State President, State General Secretary and Treasurer. Conference also elected Jitendra Kumbhaj as Joint General Secretary, Sanjeev Dhamija as an assistant Treasurer. Sanjay Mathur, Anil Sharma, Harjeet Chahal, Pramod Kashyap, R K Padiyar were elected as vice Presidents and Dinesh Soni, Pritam Singh, Sumir Jha as Secretaries along with 31 State working committee.

Felicitations of Jamshedpur unit of BSSRU



On 25 March 2022, Jamshedpur unit of BSSRU was felicitated by a prominent NGO "Anwasha" for their humanitarian contribution

and service to the society during pandemic days. During desperate times they provided masks, sanitiser, PPE kit to the frontline workers; arranged lifesaving medicines, oxygen, plasma to those in need; conducted medical camps in rural areas to provide basic health support to the marginalized section; ensuring availability of blood by arranging blood donation camps. Alpana Bhattacharya, office bearer of the said NGO, handed over the memento to the unit president Pijush Ranjan Gupta. Unit secretary Binay Kumar and Deep Sen were also present at the event. The ceremony extended gratitude to all the members of Jamshedpur unit to accomplish this daunting task.

FMRAI protests against lowering of interest rate by EPFO

Pounding a body blow to the future savings of estimated 6 crore employees of this country, EPFO announced a lower interest rate of 8.1% for the financial year 2021-22. This is the lowest rate after 1977-78, when it was fixed at 8%. CBT (central body of trustees), the apex body of EPFO chaired by Labour and Employment minister Bhupinder Yadav, recommended a rate cut of 0.4% from the existing 8.5%. The decision added salt to the injuries to the working class populace who are already inflicted by the higher rate of inflation due to hike in petroleum prices and other essential commodities. FMRAI, sent a protest letter to the concerned minister demanding immediate revocation of the rate cut and maintain the previous rate of 8.5%.

26th Conference of FMRAI

► from Page 1



Santanu Chatterjee, General Secretary addressing circulation. At the end of the second day J.S. Majumdar, National Vice President of CITU gave deliberation and placed his observation with some suggestive points on the movement and organisation for future. The Website of FMRAI has been given a new look which was placed by Ramesh Sundar, President, FMRAI. The all India councils of Astra and Strassenburg made donations to FMRAI special fund on account of wage settlements in the company. The sub units who have accomplished the task of one thousand membership and above were felicitated.

On 12th March, 2022 resolution on 'Fight Against Communism', 'All India General Strike on 28 - 29 March, 2022', 'to Central Government to Frame and Notify Statutory Working Rules', 'Against Growing Attacks on Job of Sales

Promotion Employees', 'Medicine Related Demands of the People' and 'Against Price Rise' was placed. These six resolutions were unanimously adopted in the conference. Santanu Chatterjee, General Secretary and Partha Rakshit, Treasurer replied to the discussion on the reports by the delegates. In his reply General Secretary, stressed on overcoming the hurdles caused in the pandemic times and increase physical connect with the members across the country to strengthen the organisation at all levels and advance the movements in all spheres. He specially emphasized on generating continuous movement for framing



J. S. Majumder addressing in 26th FMRAI conference

and notification of statutory working rules for the sales promotion employees in coming days. Both general secretary and treasurer's reports were unanimously adopted by the house. The state units, retired leadership and

secretariat members were felicitated with mementos. Credential report was placed and passed. 555 delegates attended the conference. The 26th Conference of FMRAI unanimously elected 257 General Council Members, 76 Working Committee Members and 20 Office Bearers with Ramesh Sundar as President, Santanu Chatterjee as General Secretary, K.B. Kadam and K. Sunil Kumar as Joint General Secretaries and Partha Rakshit as Treasurer. The conference successfully concluded with vote of thanks by the President. The conference was planned well in advance and the delegates were enthusiastic to break the shackles created by Covid and travel from across the country, but the organizing unit of RMSRU were in jittery due to the imposition of various

Partha Rakshit, treasurer addressing

curbs imposed by the government due to the third wave of Covid. It was only in 20 days that the total organization machinery in Rajasthan and specifically in Kota swung into action to make the total arrangements for a smoothly organized All India Conference with such a large gathering. FMRAI greeted the comrades of the host unit and also other state units, donors and well-wishers for financially contributing to make the conference a grand success in such a short time.