

FMRAI NEWS

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

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Diamond Jubilee Jatha Programmes



■ Diamond Jubilee Jatha by CGSPEU members

From the very first day of the inception, FMRAI continuously pursued the Agenda to reduce Medicine Prices to the respective Union Governments & jumped into protracted struggles against the different anti-people policies for last 60 years. The Organisation has championed this issue & able to extract attention of different Governments & deter them from implementing more aggressive pro corporate policies by exposing corporate-government nexus to the people, time & again. The decision by the Central Government, allowing Companies to increase medicine prices under DPCO, by 12% is going to put major burden on the Mass. This development needs to be campaigned extensively through public meetings, street



■ Street corner on medicine related issue in Kolkata

corners etc. along with the campaign for reduction of drug prices through removal of GST on essential medicines and medical devices. The Clarion call of Guwahati GCM to strengthen Subunits to fight against the unbridled attacks unleashed upon the Field Workers in the Sales Promotion Industry with active indulgence from Govt's

indifferent attitudes towards the miseries of affected workers & commoners, has been duly reciprocated by the members all over the Country. In different states in many subunits, hundreds of members have participated in Rallies with special. Diamond Jubilee Flag of FMRAI reached to the members campaigning against government

policies of steep price rise of Medicines, against 4 Labour Codes. In Chhatisgarh with Diamond Jubilee Flag the Jatha had been flagged off from Bilaspur by the President of CGSPEU on 2nd June, in presence of many leaders of the Organisation & fraternal organisations, travelled through 5 Subunits & Satellite units to culminate in Raipur at state centre in the presence of GS, CITU Chhatisgarh State Committee & GS CGSPEU. 650 members had participated in the 10-day long Jatha in Chhatisgarh. In West Bengal, WBMSRU Subunits had organised programmes against the steep rise of Medicine prices. Rallies, street corner meetings were organised in all subunits in multiple numbers. The campaign had made good impact in the districts of WB & able to draw attentions of the people starting from Coochbehar, bordering Assam down to Kolkata. Members' participation were encouraging everywhere. A Convention was also organised in Howrah by District Committee where leaders from mass fronts had deliberated in support of our demands in presence of huge gathering of our members.



■ Demonstration by UPMSRA in Lucknow

Countrywide protest programmes against Pfizer

The management of Pfizer resorted to mass terminations in the disguise of redundancy of job roles of fieldworkers during the month of June, 2022. But as the time progresses it is becoming evident day by day that instead of promoting their portfolio of products, Pfizer is depending on franchise fieldworkers recruited through third party with inferior service conditions and remunerations. It is the same old tactics of oppression described in the pretext of strategic decision. Pfizer wants to garner profit by reducing liabilities in the head of statutory benefits and other perks, allowances of the employees. Moreover in a franchise set up, the service conditions of the fieldworkers can be altered at will at any point of time. The ever increasing greed of Pfizer at the expense of job of its employees must be exposed.

organized massive demonstration in front of Pfizer C&F establishment.

In Lucknow, members of UPMSRA organized demonstration which was addressed by the state leadership and FMRAI Working Committee members. In Madurai, in spite of administrative high handedness, TNMSRA members submitted memorandum and organized protest meeting in front of sales depot of Pfizer. At Kolkata and Mumbai, the management of Pfizer lodged false and fabricated complaint against FMRAI to put an administrative embargo on the peaceful protest demonstration. Members at both the places responded in magnificent manner by assembling in large numbers in front of Pfizer offices at Kolkata and Mumbai and organized massive demonstrations. Memorandums were also submitted through distributors, C&F agents of Pfizer in different parts of the country. The distributors are also being made aware about the misdeeds of Pfizer by organizing regular campaign in all major cities, districts, smaller towns wherever there is existence of business of Pfizer. The terminated fieldworkers are also in the path of determined struggle to get back their jobs and members of FMRAI shall shoulder the responsibility to carry the struggle forward.

As a part of its ongoing protest programmes on 6th June, 2023, exactly after one year from the date of issuing mass terminations, FMRAI organized country wide protest demonstration on 6th June, 2023, to expose the heinous design of the company. At Indore the members of MPMSRU participated in demonstration and raised slogans against the mass terminations. Members of BSSRU

Regional women convention in MSMRA

With the objective of more consolidation of women field workers, Maharashtra state unit planned region wise women conventions. Two conventions were held this year, for Vidharbha 2 region at Amravati Union office and western Maharashtra region at Kolhapur on 18th June where fifty women field workers attended the convention from three units of each region.

They placed a note on present condition of women field worker and twelve point demands of FMRAI for women. Members were informed about new challenges of the industry and the necessity of more unified movement of women. Shrutika Jain and Anjum Shaik were elected as coordinator from each region. Secretariat members of MSMRA addressed in the meetings.



■ Participants of the women's convention in Maharashtra

EDITORIAL

Combat and resist to protect employment relations

The oppressions on the sales promotion employees and spate of attacks on the organized work force in the pharmaceutical sector by their employers have increased manifold. The digital universe has opened up newer areas of curtailment of rights of the workers either in the form of direct/indirect surveillance or violation of established method of work of the Sales promotion Employees. The advent and rapid boom of artificial intelligence is also posing a threat to traditional face to face sales promotion of medicines to the health professionals as mandated by law.

Simultaneously, these workers are continuously allured through various financial baits to earn money violating all principles, conventions and ethics of the profession. They are forced to shun their rights only for transient gains. They are instructed to conduct activities which do not come under purview of sales promotion activity. All these are designed to compel the SPEs to achieve their sales budgets by all means and tremendous pressures are generated by the management towards that. With these newer forms of baits, surreptitiously, monthly sales which is the culmination of a cumulative and collective activity, is totally thrust upon the SPE as his lone responsibility. Thus, sales are rapidly being made as a service condition of the hapless employee. To achieve the management designed arbitrary sales budgets, the field worker is being made to work in the field without any time schedule and work specification. The same is further leading to increase in workloads on them continuously.

The above areas are important when

we consider that relentless attacks have been mounted on the organized section of employees making these strategies as weapons to dismantle field workers councils. The fundamental plan of the employers is to transform the field workers from a collective, organized identity to a totally individualized, lonely entity where no one will talk about rights, laws and resistance any more. The only discussion that will be permitted within a limited and defined spectrum by the management will be individual gains; collective resistance will wither away to give place to total compliance. For this the union needs to be destroyed, the field worker needs to be isolated like an island in the sea of exploitation.

It is to find out a sturdy and enduring solution to the above attacks that in the last General Council Meeting the participants put their brains together and charted the road map for befitting reply to the conspiracies designed by the employers to change the nature of employment relation in pharma industry. It will involve massive and widespread campaign amongst all throughout the country. At the same time combative struggles will be built up against individual companies and the industry as a whole to push them back from all nefarious plans that they are designing to put in place. In the Diamond Jubilee year of FMRAI, the onus lies on the leaders and members of our organization to unite all sales promotion employees working in pharmaceutical industry and build massive resistance in the sub units across the country 'to protect jobs, rights, privacy and against all other attacks on our profession.



■ Newly elected District Committee members of Coochbihar

Sub Unit Conferences of WBMSRU

The year of 2023 is the year of holding bi-annual conferences in WBMSRU. The state committee always put their attention so that in its three tier organization, the process of organizing the conferences and electing leaderships through democratic process involving the members concludes within a stipulated period. Accordingly the conferences of local and base units, the primary tier of WBMSRU, were held in the month of March and April. The second tier, i.e. sub unit conferences called District Committee conferences were organised by twenty sub units since 23rd April, 2023. Darjeeling DC held their sub unit conference on 23rd April, 2023. Subsequently on 21st May, 2023, four DCs, namely Nadia, Murshidabad, Jalpaiguri and Howrah District Committees organized their conferences. On

8th June, 2023, East Burdwan DC organized the sub unit conference. On 10th & 11th June, 2023, Hoogly DC organized their conference. South Dinajpur DC also organized the conference on 11th June, 2023. Paschim Burdwan and Paschim Midnapur DCs organized the conference on 15th June, 2023. On 18th June, 2023, Malda and Coochbihar DCs organized the conference. On 17th & 18th June, 2023, Kolkata DC organized the conference at Kolkata. District Conference of Purba Midnapur was held on 20th June, 2023. On 24th and 25th June, 2023, North 24 Parganas DC organized its conference. Birbhum DC also organized the conference on 25th June, 2023. The rest of the sub units shall organize their conference during July. In all the conferences resolutions on membership, on medicine related demands, against attack of the employers

were unanimously adopted. The delegates critically analysed the position of organization and movement. The need to combat the challenges arising due to digitalization were also consisted a significant part of the discussion. The leadership of WBMSRU and of FMRAI were present in almost all the conferences and summed up the discussion. The Diamond Jubilee programmes were also highlighted. All the sub units planned and organized jatha programmes on medicine related demands prior to conference and reached to the common people through rally, street corners etc. The sub unit conferences further consolidated the organization and the momentum of activities. The programmes shall lead to the state conference of WBMSRU scheduled to be held on and from 8-10 September, 2023 at Siliguri, the centre of Darjeeling District.



■ Council sub committee meeting in session in MSMRA

CSC meetings in June'23

As a part of the continuing countrywide programme to strengthen council organization, all affiliated units of FMRAI have been on the process of organizing sub unit level meeting since April'23. In the month of June the following units have organized CSC meetings in their respective sub units.

In BSSRU, out of 20 sub units, 9 sub units concluded the meeting in 3 different dates, rest 9 sub units are scheduled to conduct in the month of July. Out of 11 sub units, 8 sub units of KMSRA organized sub unit level council subcommittee meetings in the month of June and the rest 3 are to take place in coming months. Nadia sub unit of WBMSRU conducted

CSC platform meeting in the month of June. Whereas Kolkata and 24pgs(n) have already completed the task in the months of May and April respectively. 135 members out of 1400 have attended in Kolkata and 35 SPEs attended in 24pgs(n). In TMSRU, 13 SPEs out of 200, were present in council subcommittee meeting of Karimnagar sub unit.

Obituary

Mohanraj Dilli



He was aged about 54 yrs, working with Lupin Ltd., based at Chennai HQ, passed away on 8th June

2023. Mohanraj had a difficult battle with carcinoma and finally succumbed to it. He had worked in Lupin for last 31 years. FMRAI mourns the death of Mohanraj.

Ayan Bandyopadhyay



We regret to announce the passing of Ayan, 32, a field worker of British Biologicals and resident

of Baharampur, West Bengal, after a motorcycle accident. He is survived by his parents and his bereaved wife. FMRAI conveys heartfelt condolences to the bereaved family members.

Pintu Chatterjee



He was a member of Purba (East) Burdwan sub unit of WBMSRU, working in Marino

Industries Ltd, met with an accident at Burdwan railway station. After a brief struggle at a Burdwan hospital and later at a multispecialty hospital in Kolkata, he breathed his last on 23rd June. He is survived by his family and a six month old girl child. FMRAI mourns his untimely sudden demise.

Tanmoy Banerjee



He was working in Deep Pharma lost his life in a gruesome lightning strike in his residence on

28th June 2023. His father also lost his life in the accident. He was a member of WBMSRU South Dinajpur District Committee. FMRAI deeply mourns the untimely death of this young member.

Programme against Indoco

The management of Indoco Remedies has been continuing with all forms of repressive measures and unfair labour practices against the sales promotion employees of the company across all divisions flouting the law continuously. In a recent development, the management has once again unilaterally changed the service conditions of a section of sales promotion employees violating the provisions of law. It has been reported that the management has changed the designation of the sales promotion employees across divisions, from Medical Representative (MR) to Field Sales Officer (FSO). The sales promotion employees have received a letter of increment where the management has declared the change of designation from MR to FSO unilaterally. Also, the management has stated that this change from MR to FSO is a



promotion and that the FSO will be put in the managerial category. In view of the above, it has been decided that the SPEs whose designation has been changed in either manner will send a letter to the management requesting the management to change their designation to MR from FSO. MSMRA organized a

huge demonstration along with the Mumbai unit in front of INDOCO REMEDIES Head Office at Mumbai. A huge number of comrades participated in the program. Memorandum was also served to the INDOCO management at various places to protest against these unlawful activities by this notorious management.

INDUSTRIAL ACTION AGAINST ADL

Industrial action continues against Albert David. Last month TMSRU, TNMSRA, UPMSRA, BSSRU, OSRU state units of FMRAI's deferent zone organised demonstration program in front of company's establishment and WBMSRU organised in front of head office. As always, a huge number of leadership and general

members assembled to make those programs success. Campaigning amongst the doctors is also going on, in all state units phase by phase against the atrocities of ADL with active participation of FMRAI members. Protest demonstrations in front executive in the field continue. The position of the company in front of the doctors is

worsening day by day because of the policies yet management is adamant to defend their misdeeds. In the legal corridor management of Albert David has failed to show any logical stand against any victimization, and submitted writ petition against four transfer issues which were referred to Tribunal for Adjudication.

New building inaugurated at Sikar unit of RMSRU

On 27th, June-2023, Tuesday, the inauguration of the 7th office building of Rajasthan Medical and Sales Representatives Union took place at Laxmi Market, Station Road-Sikar. On this occasion, RMSRU President Rakesh Galav, General Secretary Jitendra Kumbhij, FMRAI Vice President Jitendra Singh Naruka, Vice President Anil Sharma, Former Vice President Jagmohan Joshi, IMA District President Dr. Ramdev Chowdhary, IMA District Secretary Dr. Ravindra Dhabai, CITU District Secretary Brij Sundar Jangid, Secretary of Khet Mazdoor Union Ram Ratan Bagadia, Chemist Association District President Sanjiv Nehra, District Secretary Manish Didwania, Chemist Association former President Anil Bansal, Ajitpal Jain, Pawan Kumar Agarwal, Manoj Jain along with many dignitaries present on this occasion made the program successful. RMSRU President Rakesh Galav,



General Secretary Jitendra Kumbhij, FMRAI Vice President Jitendra Singh Naruka, former Vice President Jag Mohan Joshi, IMA District President Dr. Ramdev Chowdhary, District Secretary Dr. Ravindra Dhabhai while addressing the present members and guests appreciated this achievement and discussed other achievements in detail. District Secretary of Sikar unit Bhoop Singh Naruka thanked all the visiting guests and members for their important contribution in making this event historic and more than 300 members of the unit welcomed the visiting guests by garlanding them.

Court decides against transfer order in Sun Pharma

In a landmark judgement delivered by the Hon'ble Labour Court, Dhanbad, on 28th June 2023, Ashok Kumar Chandra, Sales Promotion Employee of SUN Pharma and a member of BSSRU was directed to be reinstated with 75% of back wages from February 2016 till his reinstatement. The Court set aside

the transfer order dated 14th January, 2016 by management of SUN Pharma which was challenged by the SPE in the Labour Commissioners office. The LC allowed reference to Labour Court on 26th March 2018. The SPE was transferred from Dhanbad on 14th January, 2016 which he refused and was subsequently charge

sheeted by the company on 31st May, 2016 and Domestic Enquiry was initiated against him. The management challenged the maintainability and the workman status of Ashok Chandra to which the court ordered against the management. The court also decided that the transfer order of Ashok was unjustified. Hon'ble Labour Court

also directed the management to pay Rs. 50000 as court fee of Ashok Chandra. The above judgement will go a long way in giving confidence to all Sales Promotion Employee of the country in fighting the victimisations of the management and taking recourse to the law of the land with the help of FMRAI and the state units.

Spontaneous protest in Win Medicare

In M/S Win Medicare a disturbing trend is emerging to flout the long standing bilateral relations by the management of the company with the sole purpose to de-unionize, terrorize the SPEs and interfering in their legitimate rights of exercising trade union activities. In the above background FMRAI as a responsible partner of the bilateralism, drew attention of the management by sending

a letter addressing to the Vice President of the company. Meanwhile, two SPE namely Com. Prashant Palekar, a state council convener based at Jalna and Mr. Champalal Patil, state leader, based at Jalgaon, Maharashtra have been transferred from their respective Head Quarters to distant places because they played the role of leading functionaries and involved in regular trade union activities. The

All India Win Medicare Council (FMRAI) tried their best to resolve the transfer issues amicably but due to the adamant stance of the management the issues remained unresolved. The situation compelled the sales promotion employees of Win Medicare to manifest their protest by sending SMS as a mark of protest demanding of the followings:
Revoke the transfer order of 2 sales

promotion employees from Maharashtra restore field work in their existing HQS.
Stop all forms of violation of the provisions of MOU on day to day work system
Resolve all other transfer issues.
Stop all forms of humiliation, harassment and victimization to the SPEs based up on sales criteria.
371 number of SPEs sent the SMS on 12th June, 2023



■ Newly elected state committee of PCMSRU alongwith FMRAI leadership

State Conference of PCMSRU

On 25th June at Shaheed Kartar Singh Nagar (Ludhiana), President of PCMSRU, Vineet Singh hoisted the Organisation Flag in the presence of 200 delegates from 11 units. GS, FMRAI Santanu Chatterjee, Secretary Siv Awaasthi, AIKS Leaders, CITU Leaders along with other leaderships made floral tribute to the Martyr's

column. Meeting hall was named in memory of late Raghunath Singh. Dr. Gurwinder Singh the Chairman of the Reception Committee welcomed all the Delegates. Leaders from AIKS & CITU, Punjab; also greeted the delegates on the occasion. 12 delegates had participated in the discussion on GS & Treasurer reports

placed by BS Saahi & Vinod Rajput. Santanu Chatterjee put his valuable deliberation highlighting the continuous shrinkage of our working space in different Govt. Hospitals & the action plan hitherto against such moves & guided the delegates to uphold the Guwahati GCM

call. The Conference unanimously elected the following: President-Vinit Sharma, Vice Presidents- Aman Kapoor & Navdeep, General Secretary-B.S Saahi, Treasurer-Sachin Wadera, Jt.GS-Vinod Rajput, Jt Secy-Rajiv Sharma Ganesh & 10 state working committee members. 2 Secretariat position remained vacant.

G C M of HPMRA vows to reach the unreached worker

General Council Meeting of HPMRA was held at Gopalpur near Palampur District Kangra, HP on 10-11 June, 2023. The inaugural session started with the Diamond Jubilee flag hoisting by President of HPMRA. General Council Meeting was inaugurated by National Secretary of CITU Dr. Kashmir Singh Thakur on 10th June, 2023. The General Council Meeting was also addressed by CITU District President of Kangra Kewal Singh and FMRAI Secretary Shiv Awasthi. Dr. Kashmir Singh Thakur criticised the central government for amendment of labour laws in to 4 wage codes to facilitate the corporate by snatching the rights of the workers working in different pharmaceutical industry of the country. He also appealed the members to raise their voices against growing unemployment, rising inflation, industrial stagnation and other challenges which are affecting the working class of the country. FMRAI Secretary, Shiv Awasthi placed a detailed work report of upcoming programs of FMRAI during the Diamond Jubilee Year of the organisation. He also placed a detailed note on SPE act where in the GC Members were briefed about the role and struggle of FMRAI to achieve this act for the sales promotion employees of the country. In his address he appealed the members to be in

line with the FMRAI and CITU to further advance the struggle against growing attacks of pharmaceutical companies on SPE's and that of the Central Government on the entire working class of the country. In the business session HPMRA General Secretary Jagdish Thakur and Treasure Vinay Kapoor placed their reports in the General Council meeting. 62 delegates participated in the GCM from all units. On 11th June, 2023 the session started with formation of three commissions: Organisation, Council and Related Movements, State Related Issues/ Programs and Newer Forms of Attacks. All the GCM s discussed their particulars via observations/ suggestions on their specific commissions and on General Secretary and Treasurer reports for more than 2 hours. 15 delegates spoke on the commissions and Reports of General Secretary and Treasurer, there after both general secretary and treasurer replied on queries, issues and suggestions raised by the delegates of GCM participating from different units of HPMRA. The GCM was concluded with State President of HPMRA Hukam Sharma, appealing the members to reach the unreached and keep the fight continued against the attacks on the rights of working class including sales promotion employees under the banner of HPMRA, FMRAI and CITU.

Reception Committee formation for 19th Conference in WBMSRU



■ WBMSRU President Sanjay Sen unveiling the Logo of 19th Conference

The 19th State Conference of WBMSRU will be held at Siliguri from 8th to 10th September, 2023. Reception committee for successful

accomplishment of the conference was formed on 3rd June, 2023. A meeting called for this purpose was attended by many eminent personalities

and organizations of Siliguri. Sanjay Sen, President, Basab Roychowdhury, General Secretary, Dipankar Pal, Vice President, Tinka

Maji, Treasurer, and Debabrata Majumder, Secretary were present from state secretariat. Santanu Mitra, Secretary, FMRAI also attended the meeting. Nearly 200 members of Darjeeling District attended the meeting. A broad based Reception Committee was formed. Dr. Subal Dutta, a renowned physician of Siliguri was elected as Chairman of the Reception Committee. Ashok Bhattacharya, Former minister to Government of West Bengal and Former Mayor, Siliguri Municipal Corporation was named as Chief Patron. Amit Sankar Roy and Prasenjit Nandi were elected as Secretary and treasurer respectively of the Reception Committee.



■ GCM of HPMRA at Dharmashala