

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

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Unrelenting arrogance rebuffed Wallace field workers strike again



Wallace Strike, Kerala, KMSRA

Management denies discussion with the negotiating committee. In spite of all persuasion, patient persuasion and every kind of informal contact the management has not only remained rigid but also opted for aggressive precipitation. Grievances of field workers are piled up since 2012. Management denies discussion with the committee. The Management says, disciplinary actions are their 'prerogative'. They overemphasize on 'prerogative' and want to exercise the 'liberty of victimization'. If this be so, should the cardinal demands of the

council movement have a leg to stand on?

The Management wants to cause rupture in the union and with a view to do this they float 'individual settlement' (against the memorandum of settlement through discussion with the union for all) and forces field workers to sign on the dotted lines. Management aspires to corner the field workers of the unionized pharma division and therefore, they shift some major products to a new created un-unionized

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All India Council Sub Committee meeting plans future task



and present activity / future task for group wise movemental programmes adopted in the last all India council subcommittee meeting at Bengaluru. The meeting emphasized the importance of strengthening the united forum in the area of Reorientation, Consolidation and Integration effectively to put united resistance before the newer attacks in the Industry. After critical review it was concluded that during this period, the capacity of implementation of movemental programmes has

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Larger organization bigger task

FMRAI bids farewell to the year 2018 reaching a new height in membership. In 2017 FMRAI crossed the long-dreamed-of objective of one lakh membership. Now, the year 2018 outnumbers 2017 to make FMRAI numerically larger than ever. It is pleasant to have some success and it is pleasant again to repeat the success.

What is notable at this hour is that the field workers' organization, FMRAI, continues to remain attractive to the common field workers across the country and across the zone. It is worthy of attention that our organization has become larger throughout the landscape in East, West, North and South zone. WBMSRU, OSRU, CRU, BSSRU, UPMSRA, DSMRO, MSMRA, GSMRA, Goa MRA, APMSRU, KMSRA, KSM&SRA and TMSRU surpassed the records of their past years' membership. Now two subunits (24 Parganas North and Kolkata) are over 3000 and one sub unit is over 2000 (Bardhaman) in WBMSRU. Thirteen Subunits across the nation is over one thousand now (Hooghly,

New year's Greetings

FMRAI greets all readers, field workers and all well-wishers across the country at the advent of New Year, 2019. The intense struggle and movement for policy change looks forward for a new sun rise in 2019. We believe that the year 2019 will bring 'happiness' to the people and accomplishment of the task ahead will not go in vain.

Darjeeling in West Bengal, Ernakulam, Malappuram, Thiruvananthapuram, Trissur, Kannur and Calicut in Kerala, Madurai and Salem in Tamilnadu, Vijayawada in Andhra Pradesh, Hyderabad in Telangana, Jodhpur in Rajasthan, Bardhaman, Kannur and Malappuram have reached their

new landmarks for the first time in 2018. Among state units W B M S R U, UPMSRA, MSMRA and TMSRU have crossed their own respective landmarks. FMRAI takes occasion to greet all the members for their deep involvement in the task of the organization. Notwithstanding this, in the advent of the New Year 2019, FMRAI urges upon all to take this success with modesty. We choose to remain modest as we are more eager to pass on this profit of numerical stride over to the organization and movement. Numerical advancement gives us responsibility and ignites us for performing the task exploring newer possibilities in view of qualitative change in the sphere of organization and movement.

Spectacular one day strike in ICPA



ICPA field workers resorted to one day Strike on 4th December, 2018. The participation and involvement of the ICPA field workers in the strike has been spectacular. The management ICPA had triggered nonstop onslaught upon the field workers using all their guns to silence the field workers. The management issued threat, made efforts to terrorize the field workers and then, they denied of increment for last two years. Reporting portal was arbitrarily locked and then, wages and expenses were deducted for the locked period.

The field workers suffered injury but they implemented the agitational programmes with courage and conviction. This event infuriated the management and then they started acting revengefully against the field workers instead of coming to terms.

Exhausting all weapons of intimidation, the ICPA management floated some deceitful offer as bait to allure the field worker and to make them leave the union, abandon their rights and surrender at the feet of

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The All India Council Sub Committee meeting was held on 9 December, 2018 at Kolkata. The meeting reviewed the activity carried out during the interim period and finalised the future movements to resist the increasing attacks on council movement. The meeting was attended by all working committee members and state council sub committee conveners.

R. Viswanathan presided over the meeting. A note on review of last 3 All India Council Sub

Committee meetings was placed by Pranab Kr. Ray, Convener, All India Council sub-committee. 46 All India council leaders, 6 state council sub-committee convener and 37 Working Committee members discussed and placed their views on the ongoing struggle and for finalization of the future task for advancing council movement.

The meeting reviewed the "Role and Responsibilities" of the leadership of 46 All India Councils in strengthening the Council Sub Committee platform

Editorial

Right Ambiance for Two Day's Strike

Count down has started, total ambiance is ready. All sections of the people of the country are ready on their mark to give the biggest jolt to the Modi led central government demanding policy change. After two massive strikes in 2015 and 2016 in pursuance of 12 point charter of demands of the joint trade union movement, not only the toiling people of the country plunged into series of movements including industry wise-sector wise strikes; but the country has witnessed innumerable agitation programmes including mammoth rallies of the peasantry across the country, which have accentuated the movement against the anti-worker, anti-people, anti-national and pro-corporate policies aggressively pursued by the central government pushing the Indian people to a disastrous condition. The Maha Padav before the Parliament in November 2017, Jail Bharo jointly with the Kisan Sabha and Agricultural workers' Union on 9th August this year, Samuhik Jagaran on the eve of Independence Day and have set the ambiance. The joint trade union movement of the country from the dias of national convention in September 28, declared two Day's countrywide General Strike on 8-9 January by all section of people of the country for policy change.

FMRAI, as a constituent of joint trade union movement of the country, undertook massive campaign for the strike beyond its members, amongst the people through its state units and 393 sub units across the country. In addition to 12 point demands of the joint trade unions, FMRAI has raised 6 point demands which include Zero GST on Medicines and Medical Devices, Punishment clause in uniform code on pharmaceutical marketing practice for the erring companies, Statutory working rule in consonance with the minute of the industrial tripartite committee, compliance of law, no victimization on sales ground and no invasion on privacy through surveillance.

FMRAI state units have organized hundreds of general body meetings, numerous street corners, campaigned with tens and hundreds of leaflets amongst the people and also to the doctors; pasted posters, stickers; displayed hundreds of banners, flexes; brought out big rallies and organized mass meetings in all district towns and state capitals, squads in the small areas, wore strike badges, submitted strike notices to the executives of all companies in the field during last one month and also to the state and zonal offices by the councils and council sub committees. Strike committees have been formed for appropriate implementation of the tasks taken.

Owing to the anti people, anti-worker, anti-national policies of the Modi government, the condition of the people of the country has worsened. Sky kissing price of all essential commodities including food grains, fuel and medicines, rampant bending of laws by the employer and change of labour laws in their favour, loss of job, massive contractualization, cut in social securities, indiscriminate disinvestment of PSUs, loot of banks and expropriation of public money by close business associates of the ruling party, rampant scams, well designed attack on the secular texture of the Indian society have crossed the tolerance level of the people. All commitments have proven to be "Zumlas" or hoax.

Feeling the increasing heat of anger and discontentment of the people, BJP and its mentor RSS, along with its outfits have brought the issue of Ram and Ram Mandir as a divisive game plan throughout the country. But, in recent assembly polls, people rejected the gimmick.

Perhaps this is the first time in post independent India, all the central trade unions, industry wise employees' federations and the peasants' organizations of the country are in the path of joint movement in pursuance of common demands, which is very much significant. Besides, the organization of the students, youths, women, have also joined their hands with the workers'- peasants' joint movement. Naturally, with irresistible power and indomitable will the entire cross section of the people of the country are ready, not merely to fight, but to defeat the policy bearers to reverse the situation and a new chapter will be written in history of the struggle and movement of India, massive success of 8-9 January's countrywide General Strike is the preface of that history. All members of FMRAI are proud to be an active part of this historic event.

Working committee prepares for Installing more liveliness to the organization

Working committee meeting was held at Sramik Bhaban, Kolkata on 8th and 9th December, 2018. R Viswanathan, president, presided over the meeting. The meeting observed one minutes' silence and adopted condolence resolution in memory of departed leaders, members and the citizens. FMRAI Working Committee greeted the members for greater involvement in the united working class struggle for policy change especially for successfully implementing the agitational programmes including those held on 9th August, 14th August, 5th September and 10th September, 2018. The meeting elaborately discussed, reviewed and planned for making the forthcoming All India Strike on 8th & 9th January, 2019 a success in every nook and corner of the country and called upon all field workers, members or non-members, to join strike and to report 'General Strike' on that day. The working committee rejects the draft statutory working rule, recently aired by the central government, firstly on the ground that the draft is dismissive of the principal draft placed by the Government in Industrial Tripartite meeting and secondly for the fact that the draft is violative of the discussion and decision of the said meeting held on 8th August, 2017 and thirdly on the ground that the draft is pro employer and it

embodies crude violation of the laws of the land. FMRAI submitted memorandum and Central Trade Unions wrote letter to Minister of Labour & Employment protesting this pro employer draft. The protest memoranda have been sent by the state units and similar memoranda will also be sent by subunits. Further campaign and agitation involving members will be organized in days to come. The meeting also recorded that the FMRAI representatives successfully attended National Health Assembly, at Raipur and world health assembly at Dhaka. Meeting recorded with satisfaction that Section 2(s) of the ID act has recently been amended in Bihar. With this amendment, the supposed ambiguity about workman status of the field workers will cease to exist in Assam, Meghalaya, Nagaland, Tripura, West Bengal, Jharkhand, Odisha, Bihar, Punjab, Rajasthan, Andhra Pradesh, Telangana, Tamil Nadu and Kerala. The meeting decided to intensify campaign on lawful Bonus, ESIC benefits and 60 years of retirement age.

With the slogan of 'unite, resist and advance', the 25th (silver jubilee) conference of FMRAI will be held between 14th and 17th February, 2019 at Patna. K Hemalata, President CITU will inaugurate and Tapan Sen, General Secretary, CITU will address the concluding part of the Conference. J S Majumdar,

Vice President, CITU will address in one of the Sessions. Special Session and Mass Meeting will also be organized during the conference and eminent speakers and leaders of the mass movement will address there. The Conference venue will be named after Vijaykant Thakur (Nagar) and Falgun Trivedi (Manch). Cultural programme will be held on 16th February, 2019.

The meeting finalized a policy so that newer and younger cadres are inducted regularly in the leadership through a process. The policy is meant to ensure gradual replacement of senior leaders (on attainment of superannuation age) with new serving leaders. Cadre development and continuous up-gradation of the existing leadership is the mainstay of this policy. FMRAI working committee contemplates installing more vitality in the organization in keeping with the existing requirement and future challenges. A resolution to this effect will be adopted in the 25th Conference. The meeting decided to create a National Level Membership Portal.

General Body Meeting in Kalaburgi unit of KSM&SRA

Biannual General Body Meeting in the Kalaburgi unit of KSM&SRA (Karnataka) was held on 23rd December, 2018 with participation of 150 members. The meeting discussed regular agenda along with a special session on organizational activities and functioning. In this session the main subject matter was introduced by General Secretary, KSM&SRA with power-point presentation. In this session some case studies on handling of issues with reference to existing labour laws were also presented. The meeting reviewed the organizational activities and functioning. Significant number of

members from the unit attended the Bengaluru rally. '8 hours' of work' has been successfully implemented in the field in Kalaburgi with the involvement of the unit. With a view to spread awareness and intensify campaign workshop on ESIS facilities was also organized previously in Kalaburgi unit with participation of ESI authorities. The Kalaburgi unit of KSM&SRA has recorded significant advancement in memberships in 2018 and has planned for 1000 membership in 2019. Unit leadership was unanimously elected from the meeting.

Obituary



Amol Rao Deshmukh (39), a field worker of B.E, in the designation of Territory Manager, based at Durg, Chhattisgarh, and a member of MPMSRU, passed away in November, 2018 following an incidence of severe cardiac arrest. He left behind his aged mother, his wife and his two sons of tender age. FMRAI deeply condole his untimely death.

Corrigendum

Dr. Amit Sengupta tragically died in an accident on 28th November, 2018. In FMRAI News December, 2018, the date has been wrongly printed as 28th December, 2018.

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strength to the organization was the objective.

FMRAI News

Prompted by the Kochi conference, publication of FMRAI News has been regularized. Sincere labour has been employed to make it more informative and more mature. Editorial and articles on multiple subjects and relevant issues were prepared and published in view of strengthening the campaign in tune with the requirement of the organization. FMRAI News also played the role of organizer during this period.

Training and workshop

Again in consonance with the recommendation of the Kochi conference workshop with cadres and leaders, of the general unity structures and council unity structures, were organized at the all India level. Workshop and



Women's day in Kolkata March 2018

(below 40 years of age) in all India level at the initiative of FMRAI. Such workshops were also organized at state level in different states.

Policy for cadre development

During this period concrete policies were also formulated for cadre development and for the purpose of continuous renewal of the organization. Training, upgrading and



Women's day in the field at Jamshedpur March 2018

equipping the cadres in the young has to be made a continuous process either in the general unity or in the council unity structure. Successful implementation of this policy will ensure continuous inflow of young and serving workers in the leadership of the organization in all and every organizational structures. Ever-greening of the organization is the mainstay of this policy. This policy will ensure that neither energy or nor experience will go in



Working Women's Convention in Manipur August 2018

short supply in the organization at any point of time in future. This is significant policy decision in the realm of organization during this period.

FMRAI occupies little more space in the national landscape



Relief work by FMRAI Members across the country



FMRAI has not only grown in number but also expanded the organization in newer landscape. During this period several sub-units built up their own union office building, new satellite units were formed and organization and its area of functioning expanded.

By the side of the people in distress

During this period FMRAI members stood firmly by the side of the people and offered their hands to the people in distress. Be it natural calamities like flood or be it the malaria epidemic or the ailing workers in the tea gardens, the members of FMRAI and its state units moved,



sometimes at the cost of their personal suffering and yet sometimes at the risk of their own life and reached with their modest relief to the people in distress. Such worthy example cannot go into oblivion.

Battles well-fought

There has been some memorable struggle during this period. Mumbai rally(November , 2017) , Bengaluru



rally(June, 2018) and Mazdoor Kisan Sangharsh Rally(September, 2018) are the notables among them. Workers of pharmaceutical and different other industries went on strike at the call of FMRAI with their own demands and the medicine related demands of the people on 3rd February, 2017. FMRAI members



actively participated and organized General Strike together with the entire working class at the call of the central trade unions and federations on 2nd September, 2016. Field workers joined spontaneously in countrywide Hartal on 10th September, 2018.



Nation-wide strike were organized in different companies in protest against the violence of the employers and in defense of rights of the field workers. different forms of struggles including Strikes, Hunger strike , head office march, mass casual leave, Dharna and demonstrations by the field workers of the respective companies at the call of FMRAI with the support and active participation of other sections of the field workers were organized in SPIL , BE, Wallace, USV, Indoco, Alembic, Macleods, Meyer, ICPA, Alkem, Ozone, Medley and Micro. Various other movemental programmes were also organized against the anti-worker activities of Elder, Geno, Ricoh, Glenmark, Svizera and Abbott India at the all India level beside agitational programmes organized against many other companies at the state level.

There has been successful mobilization of, and intervention in the issues of, field workers from other industries and those of women field workers in different states during this period

Revealing truth, debunking myth

Campaign and propaganda were organized (especially through FMRAI news, leaflet , seminar, group meeting , public meeting , street corners etc.) and in relation to the



From 24th conference to 25th conference

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Not the tale of an amateur traveller



Past three years have been eventful and have revealed diverse colours and shades. In this period field workers' movement has passed through some stations those are brightly lit and again some other stations still covered under terrible darkness. But the journey of the field workers' movement had never become the tale of an amateur traveller. The path of field workers' movement, unfamiliar more often than not, has remained rude and uphill during this period too. The social landscape has been more noisy and discordant than ever with cloud of hatred collecting overhead



across the country. Political weather have been stormy and revealed much truth which was hitherto hidden under the thin veil of 'welfare state'. Economic maelstrom has made the journey even worse than ever. FMRAI had to undertake its journey through the garbage that this rich men's globalization has created. De-industrialization, de-monetization, de-construction of Indian economy, predatory tax regime(like GST) imposed on the common people, daylight robbery of rights of the peasants' and the workers' are some examples of incremental attack on the common people of the country . This period witnesses the heyday of the looters in India. In the past three years since Kochi conference (Feb, 2016) there have been unexampled distress for the workers, the peasants



and the common man. The period also has seen extraordinary resistance by the workers and the peasants. Field workers had to struggle harder to earn their rights

and also to protect their rights. Field workers had to struggle harder to earn minimum wages, remunerative wages, justifiable working hours or even for their very right to work in their obvious and also lawful, places of work. During this period field workers movement fought bitter battle when they were being thrown out of their jobs on the question of purported sales performance. There has been bitter battle for trade union rights, for right of collective bargaining, for legal rights and for promulgation of meaningful statute to safeguard the field workers from the atrocities of the



employers. There have been larger struggles for common demands of the working class shoulder to shoulder with other class and mass organizations.

Statutory working rule more visible than ever

In spite of all this field workers' organization and movement has gone a step forward. The field workers movement went aggressive for change of policy of the employers



and the government especially in relation to service and working condition of the field workers and the on the question of medicine access and access to healthcare by the common people of the country. Aggressive movement



yielded significant result and the avowedly anti-worker



government was compelled to call Industrial tripartite committee meeting in 2017. The government that abrogated the exiting Industrial tripartite committee then not only re-instituted the committee and also called its very first meeting.



The discussion in the Industrial tripartite committee was on the basis of representations, submissions and notes made by FMRAI. All central trade unions stood firmly by the side of the FMRAI and the meeting decided that Statutory working rules under SPE Act will be farmed and the service condition of field will no longer be ruled by whims and fancies of the individual employers or their self-styled private working rules. Decision of framing of Statutory working rules came through 40 years of ceaseless struggle. in this meeting held at Shramshakti Bhawan on 8th August, 2017 both the secretary and the minister (labour and employment) concluded that the statutory working rules will soon be framed by the ministry and be notified under Section 12 of the Sales Promotion Employees (condition of services) Act, 1976 . But, with the skill of a chameleon, the government changed its colour and exposed its true character and made bare



its precise class loyalty. A draft of Statutory working rules has been prepared in complete denial of the recommendation of the Industrial tripartite committee and at the instance of the employers. This is a betrayal to the cause and concern of the field workers' movement by the present government. FMRAI has rejected this draft forthwith.

Field workers movement will earn Statutory working rules in due course of struggle. "This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. ... Men may not get all they pay for in this world, but they must certainly pay for all they get. If we ever get free from the oppressions and wrongs heaped upon us, we must pay for their removal. We must

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do this by labor, by suffering, by sacrifice, and if needs be, by our lives and the lives of others". (From Two Speeches by Frederick Douglass, Rochester, New York, 1857, Page 21 -22). "If there is no struggle there is no progress. Those who profess to favour freedom and yet depreciate agitation, are men who want crops without plowing up the ground, they want rain without thunder and lightning. They



want the ocean without the awful roar of its many waters (Ibid). Field workers movement inherits all the glorious traditions of struggle in India and the field workers movement will not buy their rights cheap but will be obliged to pay any price whatever the unforeseeable future may ask for. In spite of this betrayal statutory working rule is more visible than ever. The legitimate rights of the field may be



blocked for few more days, few more hours or few more years, but finally it has to be framed. The struggle for statutory working rule has been elevated on a higher plane.

Now Government seeks views of FMRAI as stakeholder in the matter of medicine access



Agitation and propaganda in the area of medicine access and access to healthcare by the common people has heightened in this period. The present government had to call FMRAI in 2017 for consultation on framing of new pharmaceutical policy and FMRAI placed its alternative proposals and views both during the course of discussion and also through written submission. FMRAI also participated in discussion with the government, where FMRAI has put on record its clear views and proposals, for farming of uniform code for pharmaceutical marketing practices(UCPMP) with due penal provision, but the

government did not act as such action would have displeased the pharmaceutical lobby. In relation to consistent struggle as a trade union engaged in pharmaceutical sector, FMRAI represented India in the



international forum of trade unions (in heath industry) in France in 2017.FMRAI also participated in world health assembly-4 at Dhaka in 2018. FMRAI's demands were also echoed in the Indian parliament during this period. Tapan Sen, M.P and General Secretary CITU, addressing the speaker in Rajya Sabha in the Zero Hour on 2nd February, 2017 raised the



demands of the country-wide Strike(3rd February, 2017) of the field workers . Tapan Sen also wrote letter to central minster and demanded for making end to corrupt practices in Pharmaceutical marketing.

A step ahead in Council and Council related movements

In an opportune atmosphere the employers have renewed their attacks on the three rights of the field workers. Parallel to this, there has been simultaneous attack on the council organization of the field workers. Emboldened by the policies and practices of the government, a bunch of employers, made efforts once again to overturn the



wheel of history and wanted to re-introduce some sort of modern-day slavery in the industry of sales promotion. Some of the giant companies started this misadventure Sun and Zydus Cadila , two large Indian pharmaceutical companies, among few others, showed the way, in this period.



When Sun Pharma acquired Ranbaxy labs Ltd, then Sun pharma, in an additional affidavit in Punjab & Haryana High Court pledged that the trade union, collective bargaining and legal rights of the field workers of erstwhile Ranbaxy shall remain protected and the sun pharma as the new employer will follow all legally signed agreements and settlements. Under these conditions the court allowed the merger scheme and the merger was completed in



March 2015. Following peaceful merger Sun pharma showed its terrible face. In Nov 2015, sun management terminated the last wage settlement and attempted to terminate all previous settlements and agreements. In quick succession to this, the management transferred 54 field workers of bargainable category in one single stroke and thereby making it the biggest mass transfer of unionized field workers not only in the current period but also in the history of field workers' movement. So in one fine morning when the drum of liberalization was being beaten at the instances of the big business, a big battle was forced upon the field workers' movement. Field workers of erstwhile Ranbaxy did not get cowed



down. The struggle was fought gloriously by the erstwhile Ranbaxy Field workers hand in hand with other section of field workers at the call of the council sub-committees and that of the state and the subunits of FMRAI. When erstwhile Ranbaxy Field workers and all section of field workers fought this big battle fearlessly, the management of sun displayed a fear reaction and floated a false designation named Sales Executives with a view to take a section away from union and to divide the rank of the union. But this trick did not work. On the contrary, the entire weapon in the armory of the management got

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exhausted and this giant company earned nationwide wrath of the medical fraternity for all their foul acts and deeds. This situation made the ground fertile for truce. In April 2017, through sixteen months of courageous struggle in the face several challenges, the sun management signed agreement with FMRAI's Committee. All the transfer issues



were resolved and bilateralism was restored. This big battle was indeed being watched by scores of other employers, the lesson of which, if learnt, shall have lasting imprint in the industry. In German remedies (Cadila Healthcare) management made efforts to make work norms as part of wage agreement and encouraged splinter entities, and made efforts to put them up, parallel to FMRAI. Following 15 months of struggle, sacrificing monetary benefits the 11th wage agreement was signed between FMRAI and Cadila Healthcare delinking memorandum of understanding on work norms from memorandum of settlement of wages and allowances. This is yet another positive development during this period. There has been ever-highest mobilization of Macleods



field workers in zonal conventions and the subsequent movemental programmes. There has been significant mobilization of Alembic field worker to their Head office in Vadodara, Gujarat in this period. There have been large scale of mobilization of the members of the respective councils in company wise demonstrations programmes in Mumbai rally and Bengaluru rally.



In this period since Kochi conference Wage Settlements were signed between FMRAI and several other companies including Biochem, Lupin, Solvay component of Abbott, Albert David, Dey's Medical, Anglo French, Astra



Zeneca, Emcee, Strassenburg, Stadmed , Khandelwal ,Drakt international and Union drug . Emcee settled with FMRAI for the first time. Settlement was signed in Anglo French after long drawn struggle. There was upward revision in Allowances and Travel Fare through bilateral

agreement in Dey's Medical. Through organizational intervention retirement age lifted up from 55 years to 58 years in Intas (March, 2018) and from 58 years to 60 years in Albert David, Stadmed etc.

Council expansion in the era of globalization



After adjournment of negotiation on travel policy in 2015 the Franco management tried to test the unity and strength of All India Council of Franco field workers and that of FMRAI. The management unilaterally circulated Travel policy and expected that field workers will fall for monetary gains, give up their rights and abandon the union. But their daydream was belied and the field workers rejected this unilateral offer with indignation and fought for their right of being represented by trade union and the right of collective bargaining. The aggressive actions of the management were fittingly rebuffed by consolidating the existing council in Classical and Diabetix divisions and further expanding it to Zinda division. Unimpaired unity and courageous actions of the Field workers discouraged Franco management and the management abandoned adventurous path and the negotiation resumed again. Franco field workers turned the table and wage agreement for all division including Zinda (who were hitherto employed in non-bargainable category) were settled. With this trade union rights, wage agreement, bilateral understanding on day to day work inputs and recognition of grievance redressal forum was renewed in exiting divisions and was extended to Zinda division for the first time in October, 2016. The myth of 'there is no alternative' (TINA) had once again been debunked and an instance created where law of globalization was set aside for the time being.

Modest progress in State related movement

During this period through consistent agitation and persuasion of BSSRU Bihar Government declared working hours (October, 2016) and section 2(s) of ID act was amended in Kerala and Bihar. For realization of state related demands State Rallies were organized at the call of APMSRU, TMSRU, KMSRA, TNMSRA, MPMSRU, CRU, WBMSRU, BSSRU and OSRU. MSMRA organized one day Strike across the state on state related demands. Against ban on hospital work field workers took to the street at the call of BSSRU and OSRU. Agitational programmes were organized by UPMSRA in Uttar Pradesh and Uttarakhand against pro-employer retrograde change in SPE Act.



Turn around in the sphere of organization

Taking cue from the discussion and constructive criticism by the delegates in the 24th conference special initiative was taken in weaker areas of organization. Through



consistent efforts by the state units and FMRAI significant improvement was possible in the various areas of functioning especially in the areas of council functioning,



council sub-committee functioning, membership and FMRAI news. Sincere efforts were made to realize the objective of Collective functioning and democratic functioning at every level. There were involved efforts to practice timely intervention which have been widely-discussed since long.

Repetition of success is yet another success

Through these practices only the much-sought after objective of one lakh membership was attained in 2017. This success has been predictably repeated in 2018. Repeating the success has been yet another success. It



also proved the point that spatial and numeric expansion of FMRAI is not accidental but incidental to unrelenting laborious efforts of the members of FMRAI and its state units. In the area of enrollment of new members, renewal, keeping membership records and most notably, in the area of timely deposition of membership to FMRAI centre, there has been significant progress. There has been a step ahead in democratization in the council structure with enhanced monitoring of FMRAI on the all India Council functioning. In the face of relentless attack on council organization and movement by the employers with the help of government and the brokers of globalization, the council sub-committee structure and network, remained alert as watchdog in defense and for expansion of council movement. This watchdog role of all India council sub-committee has been very crucially important to neutralize the incessant attacks on the councils during this period of



prime times of the looters. As per recommendation of Kochi conference, intervention in weaker areas of council movement was also organized through large scale mobilization of all India council leaders. Following Cuttack GCM of FMRAI office bearers of FMRAI and the members of all India council subcommittee (who had the earned the rights and struggle experience in their own organized companies) visited the northern part of the country for mobilizing the field workers working in Punjab-Chandigarh, Haryana and Delhi in April 2017. Reaching the unreached, further consolidation and further expansion of council movement and infusing more

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issues concerning the field workers and those of the working class including wage , bonus and social security, service condition, working conditions, statutory working rules, rights, of working women, against robbing of workers' rights, against regressive change in labour laws, against objectionable policies of the government (like fixed term employment), Price rise in petrol diesel and other commodities , in defense of workers' rights, including right to trade union and that of collective bargaining, against

abuse of internet which are incidental to e reporting, tracking and surveillance and against other retrograde polices of the government.

Consistent Campaign and propaganda were also organized for reduction of medicine prices, against patent aggression and monopoly, for universal healthcare and medicine access , against unethical marketing and trading for uniform code of marketing practices with penal provision , against irrational and substandard medicines, exposing deceitful governmental policies in relation to healthcare like Ayushman Bharat, against online sale of medicines, removal of GST on medicines and medical devices,etc.

Key to newer heights

In contemporary India attacks on workers are relentless. Field workers are no exception. No doubt, there has been significant arousal of the mass of the workers and the peasants. No doubt, field workers are resisting the onslaught of globalization with all their might. Still adverse changes are many and it has been manifold in recent years. In one success or another field workers are inspired and their desire for fighting out the onslaught has re-kindled once again. In one step ahead and another, field workers see for themselves that the reversal

of this monstrous globalization is real, virtual and possible. Struggle experiences show enough of evidences that no monster is invincible. The ability to organize the struggle, the ability to strike with all might and the ability to make sacrifices decide the course of a struggle. In this context only building up an organization, robust enough for all situation and seasons, is necessary. At this hour, it is foolish to 'become intoxicated with' some small accomplishment. Field workers movement emphatically rejects either self-contentment or vanity. 'We have done enough' is a stupid axiom. This self-satisfaction is putrefaction and death. The field workers movement refuses to fall in this trap.

Rights are flagrantly violated and life and livelihood is stamped under foot by the employers and the government. The arousal of the masses is unprecedented in recent time.

This is no time for sitting idle. Huge mass of work waits for us. Analyze the movement, both success and failure, in the light of organization. Examine the organization in the very motion of movement. Examine dispassionately, examine with dissatisfaction, in the examination table of an able surgeon. Desire alone is not enough. Wishing for change without struggle is illusion and opportunism. Unvanquished desire and struggle with vision hold the key. Say nay to surrender! Future is ours!

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39th State Conference of MPMSRU

FMRAI, discussed on the industry wise issues. He stated that this central government is trying to push a statutory working rule for the sales promotion employees, which is absolute departure from the understanding and the minute of the industrial tri partite committee and is totally pro employer. FMRAI has rejected it upright and already it has been protested. He also briefed about the company wise struggles being pursued by FMRAI. He requested the leadership to reach to the members with the call of two days' strike, renewal of membership and with the collection programme for 25th conference of FMRAI to be held during 14-17 February at Patna.

64 delegates participated in discussion on the report of General Secretary and Treasurer placed by Shailendra Sharma and Anurag Saxena respectively and both the

reports were adopted unanimously following reply.

The conference unanimously adopted resolutions on state related demands and on all India strike on 8th & 9th January, 2019 called by Central Trade Unions and National Federations.

The conference elected 44 State Working Committee members including one woman comrade and 14 Office Bearers and 110 General Council Members. Sanjay Singh Tomar , Shailendra Sharma and Anurag Saxena were elected as President, General Secretary and Treasurer, respectively. 171 delegates including one woman and 8 observers from 24 units of Madhya Pradesh and Chhattisgarh attended the conference. The Conference also elected 49 delegates for 25th FMRAI Conference going to held at Patna. The Conference gave a call of united fight to advance the movement of FMRAI and workers and toiling people in M.P. and Chhattisgarh.

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Spectacular one day strike in ICPA

the management. But all these did not work. Field workers across the country stood firm in the face of all these attacks showed their stamina in the struggle and joined strike.

The discussion on charter of demand is pending since 2017. Management called the FMRAI's committee at head office in Mumbai and assured settlement of pending issues and grievances. On request of the management, the agenda for discussion was also sent to the management. But when committee members arrived at the head office then the management declared that they have 'cancelled' the meeting. Then, the committee members met the managers who were available at the head office at that time. But when the committee members came back and sat to submit their reports they found that their reporting for the specific dates, when they conducted journey and arrived office for discussion, had been locked and those days had been considered as unauthorized leave effecting wage deduction. This incidence is not just betrayal

but also speaks volume about very low moral values of the ICPA management.

In this context only the struggle of ICPA field workers is impressive and laudable. The Strike was total in Madhya Pradesh-Chhattisgarh (MPMSRU), Kerala (KMSRA), Tamilnadu (TNMSRA), Uttar Pradesh-Uttarakhand (UPMSRA), Punjab (PCMSRU),Himachal Pradesh (HPMRA), Bihar-Jharkhand (BSSRU), Odisha (OSRU), North Eastern States (CRU) and West Bengal (WBMSRU). Dharna and demonstrations were organized in front of the company's establishment across the country in major cities including Patna, Ranchi, Cuttack, Kolkata, Guwahati, Jabalpur, Nagpur, Coimbatore and Kochiby the council subcommittee, state units and with the participation of ICPA field workers.

Preceding the strike memoranda were submitted by state council subcommittees to the executives of ICPA in the field during October-November, 2018. ICPA field workers are implementing 'Work to rule'programmes. Unlawful, irrational and arbitrary punitive actions are also being challenged, and vigorously pursued, in the court of law.

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All India Council Sub Committee

improved in different companies but participation of the members of 46 companys needs serious introspection and further improvement. Some new innovative programmes were applied in our movemental approach. Finally it was emerged that strong and proper persuasion and follow-up by the respective AICC members are necessary for effective and wider implementation.

The initiative taken for organizing training and workshop in April and September, 2018 was appreciated where many aspects of steering the council movement were dealt including the need of united movement to face the present challenges.

While placing the note, convener urged upon to improve the activity, specifically in the area of i) Periodical conduction of State Council Core Committee Meetings; ii) Planed approach in State Council Sub Committee meetings iii) Formation Council Subcommittees in all 346

Subunits , strengthening it and holding of periodical meetings.

In the area of Newer Attacks the issues emerged were consequences of a) Selling of established brands b) Mergers/Acquisitions and c) Introduction of electronic gazettes, surveillance and frequent unilateral changes in e-reporting system. The new situation will be dealt appropriately by United Forum of Councils.

Through the more effective and innovative movement of United Forum, councils will advance in future in council and related movements.

Santanu Chatterjee, General Secretary FMRAI, in his sum-up deliberation appreciated the activity carried out through council subcommittee in different States/Sub units during this period. He has urged upon to improve further the functioning of this council subcommittee, with more integration and collectively to fight against the organized attack. Some company wise issues, developments and future tasks were also dealt by him. He called upon the council leadership to ensure 8- 9 January all India general strike a grand success.

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Participative conference of OSRU in Balangir

and adopted.

Deepak Kr Bhattacharyya, Joint General Secretary, FMRAI, and Sanjay Chatterjee, Secretary, FMRAI, attended the conference and addressed the delegate session.

The conference elected a 29 member State Committee with Subhankar Das as President, Bijoy Krushna Das & Anirudha Mohapatra as Vice Presidents, Satya Brata Mohapatra as General Secretary and Ashutosh Dash as Treasurer. 274 delegates from 16 districts have attended the conference. The conference was participative with exercise of democratic choice. A presidium consisting of Bijoy Krushna Das, Anirudha Mohapatra and Tapas Kr Mohanty constituted the presidium.

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Wallace field workers strike again

division named Gastrova. What the field workers will do? FMRAI wants resolution of everything through discussion. Field workers of Wallace have expressly expressed this desire for discussion. But discussion, like love, cannot be unilateral. Discussion is the way where vehicle moves in both direction, it is not a one-way lane. If management is inflexible or arrogant, field workers do not have any other option but to go for mass action and industrial action. Arrogance of the Wallace management is not subjective, but it is reflected in their actions of further precipitation. Wallace management is retaliating upon the field workers on the question of sales performance being oblivious of their own responsibilities and being unmindful of other factors. Field work of the sales promotion employees has been confined to their headquarters, on sales ground, in several headquarter in Punjab and two headquarters in Tamilnadu. The management has arbitrarily transferred Sunil Garg from Bhatinda to Delhi and Chirag Gupta from Bulandsahar to Akbarpur, on sales ground. Field workers of Wallace are being harassed on the ground of sales performance. Expenses of the field workers are being cut or withheld as retaliatory measures. Management is also violating the existing memorandum of understanding and trying to impose irrational work load and work systems, beyond existing norms and practices.

The individual settlement has been forced upon a section of field workers. Through threat and coercion and by alluring with some petty gain, a section of field workers have been robbed of their right of collective bargaining. New field workers are being recruited in the pharma division in the non-bargainable category. Now one section of field workers who have been bullied to sign the purported settlement, are getting few bucks more with all their rights surrendered at the feet of the management. Now two sections of field workers draw different wages for the same and similar work and service. This is not only ethically dishonest, but it is also violative of the legal principal of 'equal pay for equal work' set by the Supreme Court. However, this situation blisteringly exposes the moral bankruptcy of the Wallace management.

So, the field workers of Wallace went on successful strike. There was complete shutdown of all marketing activities in entire Wallace Group, irrespective of division and designation, in both the days. Dharna and demonstration was held at state capitals in front of company's establishments and demonstration was held in front of the stockists by the members of the council sub-committee and the members of the state units and also in the Medicine markets in the district towns involving Wallace field workers on 17th and 18th December, 2018.

Dharna and demonstration was organized at Vijayawada, Hyderabad, Chennai, Bengaluru, Ernakulam, Mumbai (previously) , Indore, Lucknow, Kolkata, Bhubaneswar, Ranchi, Patna and Guwahati. Wallace field worker joined strike in Andhra Pradesh, Telangana, Tamilnadu, Karnataka, Kerala, Maharashtra, Goa, Gujarat, Rajasthan, Punjab, Haryana, Himachal Pradesh , Utter Pradesh , West Bengal, Odisha, Bihar, Jharkhand and in seven Northeastern States . Filed workers of Jammu and Kashmir also joined the strike. Prior to strike, Strike Notices were served by the respective state council committee of Wallace to the management in their offices of Wallace and by the members of the council subcommittee in the field. Subsequent to strike, campaign among doctors and chemists explaining the demands of Wallace field workers will be conducted. Strong demonstrations in the field in front of the managers of the Wallace are being organized by respective state and sub-unit council subcommittee in the territories where the field workers have signed the individual settlement.

39th State Conference of MPMSRU



39th State Conference of MPMSRU, was held at Com. Mohammad Amin Manch, Hotel Rama Palace, in Com. Sukomal Sen Nagar, Rewa, during 21 to 23 December, 2018. After hoisting the flag by Naveen Gupta, President, MPMSRU floral tributes were paid ceremoniously on the martyrs' column by the leadership. S. K. Talukadar, Vice President, placed the condolence resolution. In the inaugural speech, Kashmir Singh, the National Secretary of CITU narrated the socio-economic condition and the increasing attack on the workers and toiling people of the country due to the policy pursued by the central government for ease of doing business by the corporate. He highlighted about the emergence of massive united struggles in all sectors and spheres of the country which are converging against the central government. He called upon the members of MPMSRU to make the two days' general strike on 8-9 January a

reckonable one in the states of Madhya Pradesh and Chhattisgarh and the union should take active part in accomplishing this task. Dr. A. K. Tiwari Chairman of Reception Committee and Secretary IMA, Rewa, Ramvilas Goswami, President CITU, MP, State Committee, Dr. V. P. Tiwari, Secretary, NIMA, Rewa, Bharat Shrivastava, Secretary SDIEU, Rewa Unit, G. P. Tripathi, Secretary INTUC, Rewa, Keshori Verma General Secretary Anganwadi Union and Naveen Gupta, President, MPMSRU addressed the inaugural session of the conference.

A colorful rally was taken out on the inaugural day, which covered the heart of the town with slogans. Pramod Pradhan, General Secretary, CITU MP State Committee, and Manas Nandy, former Vice President of FMRAI greeted the conference in delegate session. Santanu Chatterjee, General Secretary,

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Central trade unions demands of the labour ministry 'Convene Industrial Tripartite meeting immediately, scrap the draft statutory working rule'

In the Industrial tri partite committee meeting held on 8th August, 2017, all central trade unions unanimously opined that in absence of a statutory working rule, the sales promotion employees are being exploited by their employers and a submission was placed by FMRAI in that meeting, which was supported by the central trade unions. On this basis the minute of the meeting was prepared. On 26 October, 2018 draft working rule for the sales promotion employees prepared by the government was put up in the public domain for opinion, which did not reflect the understanding of the tripartite meeting neither was in the line of the minutes of the meeting. It was totally pro employer and against the interest of the sales promotion employees. FMRAI and its sub units have sent protest letters to the central labour minister and met the minister in deputation and also the secretaries of the department demanding an



FMRAI leadership handed over memorandum to central labour minister for scraping the draft statutory working rules

immediate meeting of the tri partite committee to discuss the issue. CITU, INTUC, AITUC and other central trade unions have already recorded their protest against the said draft and objecting to the contents, have urged upon the ministry to call an emergent meeting of the tri partite committee to reframe the same.

Participative conference of OSRU in Balangir

The 34th Conference of OSRU was held on 22nd and 23rd December, 2018 at Balangir, a city in western Odisha. The conference venue was named after D P Dubey (Auditorium) and the locality was named after Md. Amin (Nagar). On the occasion of the conference the city was decorated with big hoardings, banners, gates, poster and red flags.

A colourful rally was taken out on 22nd December, 2018. The rally travelled the main thoroughfare of the city. Delegates, members of OSRU belonging to the Balangir district and the members of fraternal unions participated in the rally. Fraternal unions and mass organizations greeted the rally at different points during the course of the rally. The open session held on 22nd December, 2018 was addressed by Janardan Pati Vice President, CITU and Narasingha Mishra, the Leader of Opposition in the Legislative Assembly of Odisha and the chairman of the reception committee. Both of them urged upon the working class and the people to make 8th-9th January, 2019 countrywide strike the complete success. Following the open session a cultural programme was organized where the traditional Sambalpuri dance was performed.

Janardan Pati, inaugurated the conference. Inaugurating the conference Janardan Pati brought the attention of the delegates to the challenging



background in which the conference was being held. In his deliberation he identified the source of the all the distresses of the working class, and those of the peasant community and those of the common people. The nonstop attacks on the life and livelihood of the common people have been incidental to government policy of pleasing the big business houses, the corporate and the wealthy elites. This policy of liberalization, privatization and globalization is transferring wealth of the nation to the giant corporations. This policy has brought the prime time for the robbers and looters. The rightwing politics is making effort to divert the people's attention from genuine questions by floating false issues. Democratic values and institutions are under serious attack under the present

regime. The secular and democratic constitution is under grave attack. The Government institutions like RBI, CBI, ED etc. are set to be dismantled or diluted. In these situations the field workers movement need to join in the struggle with further vigour hand in hand with other sections of the class and the masses.

Subhankar Das, General Secretary and Ashutosh Dash, Treasurer placed their reports on behalf of the State committee. 34 delegates discussed on the reports, made critical observation, gave suggestions and endorsed the reports. Both the reports were passed unanimously by the delegates. Resolutions on State Related Movements and All India Strike on 8th-9th January were placed

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Conference of Macleods All India Council was held at Jaipur



Conference of Macleods All India Council was held at Jaipur, Rajasthan on 16th December, 2018. 348 delegates representing 13 State units attended the conference. Sanjeev Khandelwal, Secretary, FMRAI inaugurated the conference. The report of the All India Council Committee on organization, movement and fund was placed by Rahul Mishra, All India Convener. 13 comrades

participated in discussion, made critical observations and forwarded suggestions and endorsed the report. Report was passed unanimously. One resolution, pertaining to the grievances and issues of the field workers, was adopted from this all India conference. J S Naruka, General Secretary, RMSRU greeted the conference. Santanu Chatterjee, General Secretary, FMRAI addressed in

the concluding part of the conference, explained the existing situation and the task ahead and expressed confidence that through united struggle Macleods field workers will earn all their rights, the collective bargaining rights, the trade union rights and the legal rights.

Wage settlement in IND.

On 2 December, 2018 the 8th consecutive wage settlement between IND and WBMSRU was signed. IND is a small scale sector pharmaceutical company of West Bengal, maintaining bilateral relation with WBMSRU over more than two decades. The settlement is effective for three years from April 1, 2018. On account of revision in wage and allowances, there will be an average benefit of Rs.2250/- per month for each sales promotion employee. On behalf of the management, Mr. Malay Roy Choudhury -Managing Director, Mr. Kashinath Deb-Sr. Sales Officer and on behalf of WBMSRU, Sisir Saha, Basab Roy chowdhury and the council leadership signed the settlement.