

FMRAI surges ahead- Highest ever membership recorded

The indomitable spirit of growing the organization defeated all odds. The Diamond Jubilee Year concluded in grand manner with FMRAI recording **1,10,047** membership which is the highest ever membership recorded in a single calendar year since 1963. The momentum generated early successfully continued till the last day of the year. Series of activities, campaigns and most importantly the call of the organization to increase the connectivity with sales promotion employees at the sub units yielded the desired results. This year the major point of campaign was the role of FMRAI in framing laws for sales promotion employees and right of a sales promotion employee to carry on sales promotion work. Additionally, the state units designed their own campaign material and campaigned in the marketplace for enrollment of fieldworkers as members of FMRAI. The members united under the banner of the organisation are fighting courageously against multifaceted attacks of the employers influenced by the ongoing policy regime at the center. This

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20th December 2023 FMRAI strikes again

The Sales Promotion Employees (SPEs) across the country acted in unison on 20th December, 2023, to strike back against the anti-worker, anti-people policies formulated by the Union Government and registered protest against the attack of the employers on the job and service conditions. This strike was expected as the union Government remained indifferent and silent onlookers regarding enforcement of law and violation of the legal provisions by the employers. The Industrial Tripartite Committee meeting held way back in August, 2017 decided to frame Statutory Working Rules for the SPEs. Even the draft rules were published in the website and opinions were asked from the stakeholders. Accordingly, FMRAI promptly sent the necessary amendments

to the draft notification. But more than five years have passed since then and not a single step or initiation is visible on the part of the Union Government. This is also to be noted that during this five-year period several representations were made from FMRAI by meeting the officials of Labour department, Government of India. Dharna at Jantar Mantar during November, 2021 and discussion after that could not fetch the much desired Statutory Working Rules for the SPEs. The Government inaction was at its highest point always whenever the matter of worker's genuine demands were raised by FMRAI. It was noted with utter dismay that the Union Government went for creating confusion by sending advisory to the state governments to look after the demands served through notice

of strike whereas the five point demands to Union Government were not at all relevant for the state governments. Notifying Statutory Working Rules and the order to ban entry of SPEs in Centre run hospitals is not a subject to be addressed by the state governments. GST on medicine and medical devices is a matter to be decided by the Union Government only. This deceptive attempt to divert from actual solution of the demands placed by FMRAI compelled the SPEs to go for the 25th strike of FMRAI in the Diamond Jubilee Year which resulted in complete shutdown of sales promotion activity in the country. The one-day strike was initially planned on 30th November, 2023. But in between the announcement of Assembly Election of

five states prompted for deferment of strike day on 20th December, 2023. But the mood didn't change a bit, rather the momentum continued in all the affiliated state units and sub units. Series of preparatory programmes were planned and executed successfully in every state unit which attracted the attention of the common people. A sizable section of print and electronic media covered the strike preparatory programmes and strike day programmes. In the initial phase the memorandum submission through District Magistrate's offices and dharna were implemented. First round of campaign started with special general body meetings and conventions across the sub units. It was

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Settlement in German Remedies

1 5th settlement signed in German Remedies even after takeover by Zydus Health care Ltd and negotiating committee of FMRAI on 22/12/2023. The legacy of settlement in German Remedies council under the banner of FMRAI started in the year of 1977.

This settlement is special as once again it set an example of workers unity as well as the firmness of FMRAI on principal demands.



GR council has a history of struggle throughout the period. After acquisition by Zydus the SPEs fought unitedly for

the recognition and they were able to re-establish the majority by legal and united council movement thus re-established the

bargaining forum and signed the COD after removing the derogatory work norms and linkage of MOU with settlement. In 2013 once again the

management tested the strength of council unity by settling the COD with the parallel union with many derogatory work norms. The council unity exhibited a historical fight in legal corridor and United movement as per the guidelines of FMRAI for 27 months, which compelled the management to sign the settlement with the majority components of German Remedies. In

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A look back in the Diamond Jubilee Year

FFMRAI since the beginning of its journey has travelled through uncharted path. From 1963 to 2023, the fieldworkers organized under FMRAI faced a plethora of unseen situations and developed its own road map to resist and combat the attacks of the employers and the anti-worker policies framed by successive governments at center and states. FMRAI has never deviated from the path of struggle against oppression during these sixty years and all movements were generated to carry forward the struggle which, in the process could unify the sales promotion employees (SPEs) across the country working under different employers. During the onset of the Diamond Jubilee Year in 2023, FMRAI decided to celebrate this tremendous journey of sixty glorious years by consolidating the organization and increasing the connectivity at the sub units, i.e. the head quarter of an SPE with the slogan of "Protect Jobs, Right, Health and Privacy". The General Council Meeting held at Guwahati set the tone of celebration. Diamond Jubilee Flags were handed over to all state units. Throughout the year, the programmes to celebrate the Diamond Jubilee Year were mostly held at sub units. Special meetings involving members, seminars, cultural programmes, sports events were organized. On 26th August, 2023, a special session was organized in all sub units on the topic of "Changing Employment Relation & its impact on the Working Class". The Secretariat, Working Committee Members, General Council Members of FMRAI visited all the sub units to address the members on this day. During the entire year through

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EDITORIAL

Sixty years of FMRAI: Strong and vibrant as ever

The members of FMRAI proved once again that the zeal to fight against injustice and oppression that started with the formation of FMRAI sixty years back has not slowed down a bit. The 20th December strike touched the field workers on a pan India basis bringing forward the contemporary demands of the Sales Promotion Employees as well as genuine demands of the people. Originally planned for 30th of November, the strike date was deferred to accommodate the assembly elections in five states. Series of programmes were designed to bring forward the demands and put pressure on the Central Government as well as the employers. While the government is out to destroy the rights of the field workers by finishing the SPE Act, 1976, the employers are reluctant to implement any legal provision in the job of the field worker. Taking full advantage of the absence of any statutory working rules for the field worker, the employers of the pharma industry has continued imposing myriad private working norms and practices of their own complicating the professional lives of the SPEs. In the advent of the digital world, this has increased multi fold and has gone tremendously in advantage of the management. The first step in this diamond jubilee year was to specify the contemporary issues that is disturbing the SPEs the most. This was done by finalising the working paper in the Guwahati GCM which was subsequently adopted in the WCM in Kolkata. Year long programmes were scheduled with an aim to touch the maximum field workers in the country and bring them in combative struggle.

One crucial factor which determined the destiny of FMRAI as a fighting organisation was decided sixty years back in a chilly winter day. On the 28th of December, 1963, members of FMRAI decided that their organisation will be registered as a trade union. A lot of debate preceded the event as there was considerable difference of opinion on whether it is to be registered under trade union act or under the societies act which will render the organisation as any other common social group sapping the organisation of its struggling character. Since then, FMRAI has lived to its reputation as a foremost worker's organisation of the country engaging in serious struggles against the oppression of the employers in the industry and also against the retrograde policies of the successive governments.

Throughout the diamond jubilee year, the state units of FMRAI have reached field workers hitherto untouched, bring them into the mainstay of fight and convince them on reposing their trust on the only all India organisation which will fight for them. At the same time the policies of the central government that has caused the toxic increase of prices because of biased pricing and GST on medicines was also continuously highlighted through programmes involving the mass and other fraternal organisations.

Two fresh challenges that came up in the diamond jubilee year although seemingly unconnected but has got adverse impacts on the professional stability and security of the SPEs are created by the government itself. First, the restriction of work of the SPEs of the pharma industry to work in central government institutions and the other is promotion of generic medicines. These are threats to the profession of Sales Promotion itself. Both of these threats are also challenged by FMRAI adequately. In conclusion it can be safely said that in the diamond jubilee year the organisation is in very firm foundation identifying, dissecting and resisting all kinds of challenges for the field workers in India. With the milestone of ever highest membership having achieved in the diamond jubilee, the field workers of the country have also expressed unwavering faith on FMRAI as the only organisation that can lead them. This faith bestows an enormous responsibility on the organisation and will remain as the guiding light in years to come.

Spirited struggle against Wallace

Tracking and Surveillance has become a major threat to the field workers in industry, and Wallace Pharmaceuticals has recently joined in the bandwagon. The management resorted to various forms of threats on the SPEs (irrespective of designations) to dissociate from the notified strike of 27 November, 2023, in pursuance of justified demands. Overcoming all hurdles created by management, the SPEs working in the company, across divisions, participated massively in the one day strike to pursue their demands. It is unfortunate to note that instead of initiating discussion on the issues of concern as notified in the strike notice dated 8th November, 2023, the Company continues to keep the reporting portal of the sales promotion employees for DCR submission

blocked until or unless they share their location of the personal device with an ulterior motive to track them which is a violation of Indian Telegraph Act, 1885 and The Information Technology Act, 2008. In this regard FMRAI clarified that the sales promotion employees have continued with the electronic process of DCR submission over a decade that confirms the acceptance and compliance with lawful electronic system. The Company has brought the sudden changes in the system introducing Geo tagging making sharing location of the personal device mandatory for work report, thus unilaterally altering condition of services of the SPEs. The circular of the Company attracts "Notice for Changes" under section 9A of ID Act, 1947, which empowers workers and their union to put forward their viewpoints objecting

the unlawful application methods therein. Hence, in application under section 36 of I D Act, 1947, Federation of Medical and Sales Representatives' Associations of India (FMRAI) gave a notice vide letter dated 8th November, 2023 giving opportunity to the Company to initiate discussion, which was ignored by the Company. FMRAI rightly noted with concern that being a private employer the Company has gone beyond the law by bringing surveillance on the field work of the sales promotion employees. Section 69 of Information Technology Amendment Act, 2008 only gives power to government to use it in case of any criminal activities. Thus, FMRAI contested the right of any private employer including Wallace Pharmaceuticals to do illegal surveillance on the field work of the sales promotion employees.

... German Remedies

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this settlement also management once again settled COD with parallel union with unacceptable work norms. The committee stood firmly on principal issue and compelled the management to settle with the majority of SPEs in pharma division. Total beneficiaries of the settlement is 524 out of this 309 are FMRAI members. The objectionable points were

1. Linkage of settlement with derogatory work norms.
2. Deduction of Daily allowance of SPE's in sales closing day including CNF visit day if calls are less than 5 for the day.
- 3 Most importantly parallel union signed

Individual work of Executives in field in case of long absentees.

4. Violation of leave rules in case of absentees in joint work, unplanned leave in sales closing day including deduction of Daily allowance.

5. Trying to establish all the sales responsibilities of sales of a particular H.Q. by submitting the CCF format.

The right intervention by FMRAI enabled the committee to sign the MOU after deleting all the above points.

In this settlement the average gain is Rs 6300. There is a hike in FDA, HRA, other allowances including daily allowance of Rs 40 for HQ, EX HQ and outstation.

... Diamond Jubilee Year

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implementation of various programmes at sub units, the connectivity with the members and mobilization increased which is evident from the expanding membership and better participation in programmes. On 28th

December, 2023, the culminating programme was organized across the country by hoisting the Flag and through special meetings, cultural events etc. FMRAI is committed to continue its journey with the slogan of "Protect Jobs, Right, Health and Privacy".

... strikes again

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followed by submission of strike notices to the employers from the FMRAI center and to the executives in the field. During strike campaign the demand for zero GST on medicine and medical devices was raised to the common people that struck a chord with the masses. On the strike day large section of SPEs came out in support of strike at their respective headquarters and participated in mass meetings, rallies, processions and street corners. Huge rallies were organized in state capitals. Such was the applicability and authenticity of the demands that even the SPEs not associated with FMRAI, participated whole heartedly and came out on the streets. The shutdown was complete and the SPEs sent clear and loud message to the employers and the Union government that the combative protest action shall continue until the Union Government frames the Statutory Working Rules and addresses the other demands.

Obituary

Saurabh Gautam



Z o n a l
Convenor and
Progressive
Committee
member of
SPIL who

has passed away on 13th December early morning due to multiple organ failure.

He was transferred on 28th August, 2023 and fighting legally. This was his 3rd transfer since 2015. He has been regularly in touch with the leadership in legal proceedings and had been to Mumbai last month and spent 4 days in drafting the petition.

Saurabh Gautam was suffering from Tuberculosis for more than 7 months and was under treatment. He developed MI on 11th Dec late night and admitted at a Government Hospital in Udaipur and after examination it was found that his kidneys stop functioning and put on dialysis. He was then shifted to a private hospital on 12th night for further treatment where he succumbed to illness and left forever. FMRAI deeply condoles the death of this fighting member.

Chiranjib Kumar Mitra



Working for
Akumentis
Health care
died of illness
on 29th
December,

2023. He had to be operated due to spinal cord disorder and suffered brain infarction. He was a member of Singdarja Local unit of Purba Burdwan sub unit of WBMSRU. He is survived by his mother and wife. FMRAI deeply condoles his death and send heartfelt condolence to the bereaved family.

... Highest membership recorded

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expanding base of membership in the year of 2023 is a definite boost to this fight. Presence of FMRAI in remotest part of the country shall ensure that this fight and struggle shall continue. FMRAI congratulates all the state units and the members. The "Vision 2025" of reaching to newer milestone in membership is not far away.

Culmination of Diamond Jubilee on 28th December

The date of 28th December itself carries immense significance to all of us as it has directed the journey of FMRAI which is now synonymous to Movements & Struggles for the plight of SPEs & Society.

There was dilemma/contradiction within the organisation at that time in 1963, whether new congregation of SPEs on national level as federation of different state Unions, to be registered under Societies Act or T.U Act 1926, which eventually got correct directions & registered under TU Act 1926 on 28th December, 1963 & emerged as champion for field worker's movement.

The Diamond jubilee year is marked with series of programmes to extend the ambit of the organisational strength. Immediately after GCM members participated in Mahapadav, the Workers-Peasants joint movement on 5th April in New Delhi, followed by month long programme in June on Medicine related demands of FMRAI such as conventions, street corner meetings, rallies, memorandum submissions from every subunit, addressed to the Prime Minister of India. The continuous programmes finally has culminated in successful implementation of Strike on 20th December, 2023 related to 8 points demand to Union Government & employers. In all the programmes including the massive Strike on 20th December across the Country members participated in large numbers. The mobilization by the sub units reflected in enrolling highest membership ever in 2023 within 31st December.

The Diamond Jubilee year will be cherished forever for remarkable response & enthusiastic participation of the members. The day of 28th December, 2023 was celebrated by Flag Hoisting, popular lecture, blood donations in the subunits to mark the closing ceremony of Diamond Jubilee year of FMRAI in a grand way with a pledge to excel our beloved organisation to stride to reach 125000 memberships in 2025 set in Kota Conference in 2022.

Assault on democracy & its impact on Workers

FMRAI has just concluded Diamond jubilee celebration on 28th December few days back and is relentlessly fighting to protect the interests of the Sales Promotion Employees from its inception since 1963. The organisation has passed through many ordeals in its trajectory including Emergency period between 1975-77 for 21 months, but never been so apprehensive about the future of their members' rights after observing the present autocratic attitude of the incumbent Government at the Centre in recent years.

FMRAI and its members always abide by the Laws of the Land, enshrined in the Constitution of India but has observed the functioning of the Legislators at the apex level has been not with par with the highest standard set by their predecessors to uphold the democratic values of our Nation. The vengeful attitude of the majoritarian block in the Parliament to throttle the voices of dissent is very much against the principles of Democracy. The recent phenomenon in the temple of democracy is having shivering effects and ramifications in the Society where 146 people's representatives are suspended within a span of three days in Winter Session to make smooth inroads of much debated & controversial three bills pertaining to criminal justice system to govern the country. The Parliamentarians are suspended from both the Lower & Upper houses of the Parliament because they have demanded the Statement from Home Ministry & Head of the Government of their colossal failure to

protect the Parliament from breaching the highest-level Security by the intruders who possessed Passes of Parliament from the MPs of the Ruling party.

FMRAI being industry wise Union for Sales Promotion Employees is a keen observer of the progresses made in Indian Labour Conference for last 6 decades. What is most significant & alarming is, the present incumbent ruling class in their discourse of governance has reiterated time & again about inclusive growth for all with everyone's participations in this process, but has bypassed the collective wisdom of Indian Labour Conference which is a mouthpiece of around 60 crore workers of the Country represented by 12 Central Trade Unions. The last ILC was convened in 2015 by the Union government after they very aggressively pursued & passed the controversial four Labour Codes repealing existing 44 Labour Laws (Including SPE Act, 1976) at the time when entire Country was reeling under Covid pandemic & Parliamentary functioning was in doldrums due to meagre presence of MPs.

We also have observed how the Government has misled Farmers to withdraw their yearlong protest at Delhi borders where more than 700 become martyrs to protect their livelihoods & retreated from their struggle. The apathy & impassive attitude of the present ruling incumbency towards the workers & peasants distresses is clearly established by open Government-Corporate nexus to exploit the workers, peasants and

the common people to facilitate wind fall profits for the big corporates, while in every passing year our country's position in World Hunger Index is deteriorating. 35 crore citizens of the country go to sleep remaining hungry, 20 crore youths are unemployed, poorer 50% populace is holding only 3% of wealth of the country but contributing 64% of GST collections, malnutrition & children (below 5 years) deaths are only comparable with sub-saharan Africa. In this scenario, who would raise the voices of dissent of the society in the Parliament, if opposition MPs are either been suspended or expunged from their duties by the rulers? To pave the way of their autocratic rulings, the government has adopted old imperialistic tactics to divide & rule the Country by creating rifts amongst the religious beliefs and ethnicities which is creating catastrophic effects in the country.

FMRAI strongly urges the Government to reverse their course of governance & allow opposition MPs to raise the issues against Govt's indifferent attitudes towards the citizen's/workers' / peasants' causes and their failures to execute their commitments to the Society. They should immediately convene much awaited pending ILC, withdraw 4 Labour Codes, discuss and honour the demands raised by the 12 Central TUs, remove GST from Medicines & Medical Devices or else the people of this country will definitely decide for their own interest against the autocratic regime as they have done on multiple occasions in the past.

Response of Union Govt to the demands of FMRAI

The Aspirations of lakhs of Sales Promotion Employees have not etched any dent in the conscience of Union Government, on the plethora of woes raised by their Union for a resolution. Over the years due to absence of any definite working rules & the greed of humongous profits of the Employers has pushed the working conditions of SPEs into an unbearable condition. The Employer-Employee relation in the industry has converted into almost a Master-Servant relation. Employers have nefariously dumped the onus of sales, as a part of Service conditions for SPE. The attrition rate in this Sales Promotion profession is becoming abysmally high & has reached its pinnacle and compelled many to sacrifice their lives under barbaric pressure to perform. Still neither the Government has declared Sales Promotion as Industry nor has formulated Statutory Working Rules for them, for which already FMRAI members have resorted 25 Strikes in over four decades. The advent of superior telecommunication technology has become a curse to the lakhs of SPEs as every movement is tracked through which privacy & human rights of a SPE are violated which is fundamental right of every citizen of the Country.

The Union Government has not paid any heed to the demands sent to the Labour Ministry for implementation, nor have they called for any tripartite meeting which is long pending as assured to the federation after reconstitution of Tripartite committee. It is understandable from where the impediments are coming from. The unholy bonhomie

between Govt & Corporates is already exposed to FMRAI & its members. The pouring in of hundreds of crores Electoral bonds into Ruling party's account is a clear reflection of the nexus existing between the corporates of India and the Government. It is clear now that few corporates' interests is more important to the Union Govt than to protect the interest of lakhs of employees. The wellbeing of workers is never prioritised in the agenda of the Union Govt, rather they support the ruthless oppression of the workers, otherwise union govt shouldn't have abdicated their responsibility by transferring the onus to the state labour departments citing demands of FMRAI as a state subject. This very union govt has passed OSH code through which they repealed Sales Promotion Employees (Conditions of Service) Act, 1976. The Govt at Centre doesn't have any conspicuous answer against the Demand FMRAI has raised for free access to work for SPEs at all govt hospitals & institutions. FMRAI categorically has mentioned that any statute of working condition cannot be under a state's purview when profession is spread pan-india basis. The Ministry of Labour has acted irresponsibly by bypassing any cognizance to the 5 points demand raises to them. The historic Strike by lakhs of FWs all over the country exhibits total support to FMRAI's call for immediate resolution from Government at Centre. The apathetic attitude of the Central Govt is absolutely unacceptable and is damaging for lakhs of SPEs, whose sufferings are been lingered for the inactions of the rulers of the country.

Increasing participation of Women fieldworkers

Women field workers are not lagging behind during any movement now a days. They register their protest to all oppressions overcoming all social hindrance. On 20th December pan India all Sales promotion activity have been silenced by the FMRAI strike, and the women field worker's

participation almost in all the states were very significant. Starting from strike campaigns, women field workers took part in every strike related activity during last one month. They participated in posterings, Doctor and chemist campaigns, addressed public meetings, attended local and state level rallies and also attended

strike conventions. Women SPEs are significantly lesser in number as compared to men in our profession. Most of the times working women vary various with social and family responsibilities on their shoulders, making it quite difficult in participating in public activities. This is more observed in certain areas of

our country. But in this strike, women field workers presence in strike picketing point and rally on road was remarkably seen, especially in state units like CRU, PCMSRU, UPMSRA, DSMRO, MSMRA where women members are less. Women field workers of WBMSRU and KMSRA took part in all activities as their usual practice.



1st All India conference of Lupin council

Forty years since its formation in 1983, All India council of Lupin held its first conference at Sundaraiya Vigyana Kendram situated in the historical tech-city of Hyderabad on December the 10th, 2023. In spite of hindrances caused by many train cancellations due to heavy rain in Chennai, 186 members were present out of 250. Out of the 186 attendees, 78 belonged to non-bargainable category. The conference began with flag hoisting by com Santanu Chatterjee, General Secretary, FMRAI. The conference was inaugurated by Santanu Chatterjee with his opening speech. The inaugural session

was also greeted by Bhanu kiran, president TMSRU, I. Raju Bhat, General Secretary of TMSRU, A. Nageswar Rao, Jt. General Secretary. TMSRU and Dilip Menon, WCM of FMRAI. All India committee felicitated all the leadership present on the dais. The business session was presided by All India and Jt. All India Conveners of Lupin Council. All India Convener placed his report. Two resolutions, in favour of all India strike called by FMRAI on 20th Dec'23 and on expansion of council, were placed before delegates for adoption. 18 Delegates attending from respective state

units discussed, shared thoughts, opined on the report placed by AIC. Post lunch session AIC replied on the overall discussions and queries from the delegates. The report of the All India Convener and two resolutions were adopted unanimously. Credential report was placed by Pandarinath (Joint Zonal convener of West). Sunil Kumar, Joint General Secretary of FMRAI on his keynote address, briefed overall on council movement, the present political scenario and how it is affecting overall trade union movement of our country. Vote of thanks was given by Sushant Roy (Convener, BSSRU).

5th All India conference of J&J at Vijayawada

J&J All India Council successfully concluded its 5th conference at Vijayawada on 3rd and 4th December, 2023 beginning with hoisting of FMRAI flag by AIC Anand Kumar, followed by the inaugural speech by Ramesh Sundar, President, FMRAI. The session was greeted by General Secretary of APMSRU, U.V. Krishnaiah. Report of the conference and accounts statement was placed by the Anand Kumar. 13 delegates discussed on the AIC's report. Two resolutions,



on combating anti labour and anti people policies by central govt. and on fighting communalism, were adopted. Felicitation of 4 retirees took place including ex-All India Convener, Soumitra Mukherjee and CGC member Sathyanarayan. Sunil Kumar, Joint General Secretary, FMRAI, delivered his keynote address on council movement and present situation of field workers' movement in our country. The Conference elected S. Srinivasan and Manojit Chattopadhyay as new CGC members. 59 out of 92. council members attended the conference which concluded successfully after adopting a resolution appreciating members of APMSRU.

FMRAI conveys New Year greetings to all its members and FMRAI News readers. Let struggle be our motto in this new year with an eye to establish our rights.

HAPPY NEW YEAR 2024

The operational office of FMRAI is shifted to WBMSRU, 5, Sarat Ghosh Street, Kolkata - 700014. Please send all correspondence to the new address till further notice.

Development in Sanofi

The management of Sanofi announced that the company Sanofi India Limited (SIL) will be demerged into a new entity in India named Sanofi Consumer health Care Limited (SCHIL) thereby creating two separate companies SIL and SCHIL. They also said that the products earlier promoted by the Consumer Health Care (CHC) division will be transferred to the new entity called SCHIL and with that all SPEs involved in the promotion of these products will be transferred to the new company. In SIL recognition of HAIRC exists and the bilateralism is of 50 years. The above announcement of the company caused serious concern with the trade union, collective bargaining and legal rights of the members of HAIRC as 98 members were identified by the management whose job is deemed to be transferred to the new entity where the future of these rights and recognition remained obscure and uncertain. It is worth recalling that HAIRC has been fighting the illegal termination of its members working in the CHC flag for the last two years and the case is now in the Industrial Court of Mumbai. The new threat in the form of job transfer of its remaining members has come as a shock to the union and it was decided that the process of demerger will be challenged in

appropriate forum of the Government apprehending that the management is in the process of snatching the existing rights of HAIRC members and weaken the union. It is also noteworthy that a petition was filed in the Industrial Court under MRTU apprehending impact on the job security of its members as there were rumors of restructuring in the company that started with the selling of the CHC products to an unknown company called Universal Nutrisciences two years back. After strong persuasion and appealing to appropriate authorities, finally the management of SIL was compelled to sign an agreement with HAIRC upholding all rights and privileges of its members in the new company SCHIL. The MOU signed on 22nd December, 2023 assures that the members of HAIRC upon transition to the new company will not only enjoy the benefits of the last signed settlement, but all existing working rules will be applicable as earlier. The MOU also says that the members will be free to form their own committee to discuss which will engage in bilateral talks with Sanofi Health Care management. This settlement is quite notable in the prevailing industrial scenario and will go a long way in protection of the rights of the unionised field workers in Sanofi.

Settlement in Union Drug

One more successful allowance settlement is signed between Union Drug management and Negotiation committee of FMRAI on 19th December 2023. 6th wage settlement took place in the month of March then allowances are settled separately as usual. The benefit is extended for all SPEs working in the company. The settlement was about Dally Allowance and kilometer fares for ex-stations and out-stations which was pending from April 2023 and negotiation was going on between the committee and the management. There has been upward revision of existing



dally allowance of HQ from 175.00 to 210.00, ex HQ from 185.00 to 220.00, Out station from 210.00 to 235.00. The per Kilometer fare has been increased from 2.50 to 3.00. The Metro city allowance also have been increased from 700.00 to 1000.00, internet allowance from 160.00 to 225.00. Arrears of increased allowances

would be given with in stipulated time. The settlement was signed in presence of Sreeparna Bhattacharjee, Director and Soumen Ghosh Vice President on behalf of Union Drug Management and Santanu Mitra, Secretary and Sutapa Chakraborty WCM on behalf of FMRAI. The Negotiating Committee

members also present in that occasion were Bhaskar Das, Convener, Deb Kumar Banerjee and Swarup Patra. The settlement was signed with mutual agreement and with the promise to continue with good working atmosphere by maintaining healthy bilateralism with FMRAI.



प्रदीप पाल

हनुमानदा। अजितल भारोय
संजितल एकपक्षभारोयको अङ्गान
पर पुरे भारत के मेडिकल
रिजिस्ट्रेंट्स (एमआर) अपनी ८
सुयोगी माँगों को हस्ताक्षर कर
एक पत्र की हस्ताक्षर पर रहे।
हस्ताक्षर पर रहकर पञ्जाब के
कम्पनी से संबंधित कार्य का पूर्ण
रूप से बहिष्कार किया। जिला
मुख्यालय पर मेडिकल
रिजिस्ट्रेंट्स ने राक्षस्य मेडिकल
एंड सेल्स प्रिजेंटेटिव युनियन
काईस हनुमानदा के बैनर तले
जिला भर कल्याण अधिकारी
कायस्थ के सामने एकातिर ओकरा
नाराज्यी कर शिरोध धरकाया
ओर माँग के संबंध में प्रधानमंत्री
के नाम जिला भर कल्याण
अधिकारी के नाम जापन किया।
युनियन पदाधिकारियों ने बताया कि
मेडिकल रिजिस्ट्रेंट्स को ओर से
बिकरी संवर्धन कर्मचारी (सेवा की
शर्त) अधिनियम, 1976 की
विकरी संवर्धन कर्मचारी को
के जिला सेनितिक कर्मचारी यूनियन के



को लेकर समझ-संझ पर आंदोलन किया-जिसे आता प्रतिक्रिया के प्रवेश पर लेने सभी प्रतिक्रिया के तथा संस्कार और कथने अधिकारी का कार्यलय पर कहे भी लागू एए। अगर अब न उठको मौका पर भी नही किया जाये तो अधिकार प्रशासन संयुक्त एएएमआरएआई के आह्वान पर आगामी आंदोलनकारक कदम उठाये जाएगा। इस मौके पर राखसम मेडिकल एण्ड सेक्स रीजिस्ट्रेशन एक्ट विरुद्ध कोर्टो में नये दोकस शरीर, मरणादि स्थिति, नयेनो गामन, विश्वी डोडो सहित कई अन्य मेडिकल रीजिस्ट्रेशन गामन लेने



पटना (आसस) । फेडरेशन ऑफ मेडिकल एंड सेल्स रिप्रेजेंटेटिव्स एसोसिएशन ऑफ इंडिया के आव्हान पर 20 दिसंबर को अपनी लॉजिंग मांगों को लेकर मेडिकल एवं सेल्स रिप्रेजेंटेटिव्स के एक दिवसीय अखिल भारतीय हड़ताल के तहत बिहार झारखंड के सदस्यों ने काय बंद कराने का निर्णय लिया है। एसोसिएशन के महासचिव शशिप्रकाश ने केन्द्र सरकार से



मांग किया है कि मेडिकल एवं सेल्स रिप्रेजेंटेटिव्स के लिए लागू सेल्स प्रमोशन एम्प्लाइज एक्ट, 1976 के बरकरार रखते हुए उन्हें लागू किया जाए, मेडिकल एवं सेल्स रिप्रेजेंटेटिव्स के लिए निर्धारित काम को वैधानिक कार्य नियमावली का तैयार किया जाए, काम करने के लिए अधिकार के तहत मेडिकल एवं सेल्स रिप्रेजेंटेटिव्स के कार्यस्थल, सरकारी अस्पताल



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■ Amravati Bureau

MAHARASHTRA Sales and Medical Representative Association (MSMRA) on Wednesday observed daylong strike and also organised a bike rally on District Collectorate for pressing their long pending demands including to frame statutory working rules and protection of the Sales Promotion Employees (Condition of Service) Act, 1976 has not been acted upon and others.

The strike was observed as part of nationwide strike called by Federation of Medical



Medical representatives and others participated in the rally.	
gans. A delegation led by Jayesh Chandak and Taher Akolawala and other office-bearers and	tion of the Sales Promotion Employees (Condition of Service) Act, 1976 has not been

data privacy. While as per their demand related to the employers of pharmaceutical companies, they have demanded to stop sales related harassment and victimisation, no intrusion in privacy through tracking and surveillance, ensure unhindered entry to workplace and others.

Jayesh Chandak, Unit Secretary of the association, Dinesh Thakare, Joint Secretary, Ananta Bhombe, Joint Secretary, Ajay Sethe, Joint Secretary, Shrikant Tekade, Joint Secretary, Vijay Thokal, Treasurer, Tahir Akolawala, CSC Convenor, Manish Nanoti, State Working Committee

