

MEMORANDUM OF SETTLEMENT

Representatives of employers:-

1. Shri Kajal Deb, HR Manager, PRAN Beverages (India) Pvt. Ltd.

Representatives of employees:-

1. Shri Subhash Dey, CITU,
2. Abdul Haque, BMS,
3. Shri Sukhen Ghosh, Worker, PRAN Beverages (India) Pvt. Ltd.
4. Shri Prasenjit Das, PI Worker, PRAN Beverages (India) Pvt. Ltd.

SHORT RECITAL OF THE CASE

Management of PRAN Beverages (India) Pvt. Ltd. had approached the Labour Commissioner, Labour Directorate, Government of Tripura for streamlining and fixation of minimum wages for the workers engaged in their various manufacturing process at Bodhjungnagar Industrial Growth Centre. Accordingly, Labour Commissioner being the Conciliation Officer under Section 4 of the Industrial Disputes Act, 1947 and vide notification no.F.86(13)-LAB/IDA/77/7854-63, dated, 27/08/2013 of the State, convened a tripartite meeting on 16/05/2025 in presence of the HR Manager, PRAN Beverages (India) Pvt. Ltd. and employees representatives. In that meeting, it was decided to hold a joint inspection in the establishment of PRAN Beverages (India) Pvt. Ltd., Bodhjungnagar Industrial Growth Center to ascertain the existing wages of the workers and categorization of workforce at the said unit. Thereafter the joint inspection team headed by Sri Nitai Sen, Inspector of Factories & Boilers and accompanied by Smt. Manjushri Roy, Labour Inspector, West District Labour Office and Sri Ajoy Kumar Sharma, Labour Inspector, Old Agartala R.D. Block visited PRAN on 19th May, 2025 and submitted the report on 21st May, 2025 before the Conciliation Officer in the existing rate of wages of the workers/employees in three categories randomly, i.e. Skilled, Semi Skilled & Trainee (i.e. un-skilled) categories of workers engaged in the manufacturing unit of the PRAN Beverages (India) Pvt. Ltd. at Bodhjungnagar. Accordingly, Labour Commissioner (Conciliation Officer) convened another tripartite meeting on 10-07-2025, at 12noon. After prolonged discussion the issue for fixation of minimum wages was considered amicably in the following terms & conditions.

TERMS AND CONDITIONS

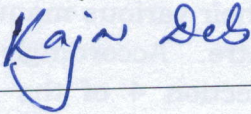
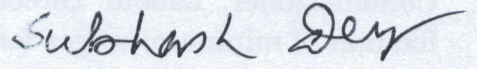
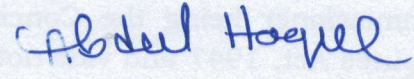
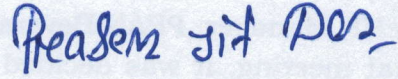
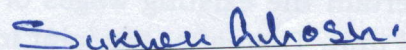
1. It is agreed by both the parties that the fixation of minimum wages of workers/employees of manufacturing unit of the PRAN Beverages (India) Pvt. Ltd. will come into effect from **1st August, 2025**.
2. It is also agreed that from the date of its effect on minimum wages decided for the workers/employees of PRAN Beverages (India) Pvt. Ltd., Bodhjungnagar, will not be hampered or affected from receiving the existing benefits like fooding,

lodging, transportation, **higher pay**, medical facility, ESI, EPF etc. from their employer without any obligation. But those workers who are in recipient of less than the decided minimum wages of that category will be eligible to receive the decided wage rate.


3. Further it is also agreed that the **minimum wages** for workers/employees of manufacturing unit of the PRAN Beverages (India) Pvt. Ltd., Bodhjunnagar is decided in the following categories:-


- (i) **Un-skilled category (i.e. Apprentice) workers @ ₹.8,000/-**
- (ii) **Semi- skilled category workers @ ₹.11,000/-**
- (iii) **Skilled category workers @ ₹.14,000/-**
- (iv) **Highly-skilled category workers @ ₹.17,000/-**

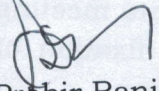
4. Further, it is also agreed that the agreed minimum rate of wages will remain valid for 02(two) years i.e. **31st July, 2027**. However, if any doubt or dispute arises on the agreed minimum wages, intermittent meeting may be held if the Conciliation Officer deem it fit proper.

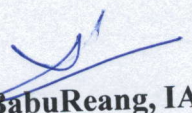
Signature of the Employers representatives	Signatures of the Employees representatives
	
	
	
	

Witness :-


Shri Binoy Bhushan Das
Joint Labour Commissioner
Labour Directorate


Shri Nitai Sen
Inspector of Factories
Factories & Boilers Organisation


Shri Prabir Ranjan Das
Labour Officer
West District Labour Office


(Dhan Babu Reang, IAS)
Conciliation Officer
(Labour Commissioner)
Labour Directorate
Government of Tripura