

## MEMORANDUM OF SETTLEMENT

### List of participants:-

Sl. No.	Employers Representative	Sl. No.	Workers Representative
1	Shri Chiranjib Banik, Development Officer, Rubber Board	1	Shri Biplab Sanyal, Secy. TRSU State Committee
2	Shri Sali. N, Jt. Rubber Production Commissioner, Rubber Board	2	Shri Nirode Saha, CITU
3.	Shri Jaymalya Bhattacharjee Executive Director, TFDPC Ltd.	3	Shri Jiban Chakraborty, President TRSU
4.	Shri Santosh Debbarma, Dy. Manager, HQ TRPCL	4	Shri Swapan Dey, General Secretary, INTUC

### SHORT RECITAL OF THE CASE

A tripartite meeting is held on **29.08.2025 at 11:00 a.m.** in the Chamber of the Labour Commissioner, Government of Tripura, Labour Directorate, Shrama Bhavan, Office Lane, Agartala for fixing the rates of Bonus/Ex-gratia for the workers/employees employed in the **Rubber Plantation Sector**. After prolong discussion the matter has been settled amicably in the following terms and conditions for payment of Bonus/Ex-gratia to the workers those who were employed in the Rubber Plantation sector for ensuing **Durga Puja Festival, 2025**.

### TERMS AND CONDITIONS

It is agreed that the workers/employees employed in public undertaking and private growers in the rubber plantation sector will get ex-gratia in the following manner: -

- i) It is agreed that, the plantations having 1 to 9 workers will get ex-gratia @ **₹ 5,500/- (Rupees Five Thousand five hundred) only**.
- ii) It is also agreed that, the workers/employees engaged in the Rubber Plantations run by TFDPC, TRPC, Rubber Board, where the Payment of Bonus Act, 1965 is applicable will be paid bonus @ minimum 10% subject to maximum of **₹ 8,000/- (Rupees Eight Thousands) only**.
- iii) It is further agreed that, the amount of ex-gratia/bonus as fixed on the above will be paid to the workers/employees in various Rubber Plantations within 15<sup>th</sup> September, 2025 by the employers for ensuing Durga Puja Festival, 2025
- iv) Lastly, it is also agreed that, the Payment of Ex-gratia/Bonus to the workers/employees of rubber plantation sector will remain valid for ensuing **Durga Puja Festival, 2025** only.

Sl. No.	Signature of the Employers representative	Sl. No.	Signature of the workers representative
1	Jaymalya Bhattacharjee. ED, TFDPC Ltd.	1	Biplab Sanyal
2	Chiranjib Banik Dy. Rubber Board	2	Nirode Saha
3	Santosh Debbarma	3	Jiban Chakraborty
4	Sali. N	4	Swapan Dey

Witness :-

*[Handwritten Signature]*  
29/8/25

29/8/25  
(B. Paul, TCS, SSG)  
Conciliation Officer  
(Labour Commissioner),  
Government of Tripura.