

MEMORANDUM OF SETTLEMENT

Participants:

Sl. No	Representing Employers.	Sl.No	Representing Workers
1.	Shri Swapan Ch.Saha,Secretary Sonamura	1.	Shri Biplab Majumder, Sepahijala Tripura Bus Jeep Chalak Sangh
2.	Shri Dilip Kr. Debnath, Sonamura Bus Owner's Syndicate, Nagerjala, Battala, West Tripura	2.	Shri Indrajit Ray, Tripura Khudra Ponnyo Bahi Jaan Chalak Sangh.
3.	Shri Pabitra Nama	3.	Shri Prasanta Kr.Deb, Gen. Secy. Nagerjala Stand
		4.	Shri Swapan Chakraborty, President Chandrapur ISBT
		5.	Shri Koushik Deb, Vice President Chandrapur ISBT,
		6.	Shri Biplab Kr. Roy, President INTUC,
		7.	Shri Manik Kr. Saha, Gen. Secy. TMSU
		8.	Shri Asis Naha Biswas, TMSU Sadar D/C Truck Driver
		9.	Shri Dulal Karmakar,TMSU Sadar D/C Truck Driver
		10.	Shri Pranesh Datta
		11.	Shri Ashim Datta, BMS A.D. Nagar
		12.	Shri Chandra Nath Saha, TMSU

SHORT RECITAL OF THE CASE

A tripartite meeting is held on **29/08/2025 at 3.00 P.M.** in Labour Directorate, Shrama Bhavan, Office Lane, Agartala for fixing the rate of bonus/ex-gratia for the workers/employees employed in the **Public Motor Transport**. After prolong discussion the matter has been settled amicably in the following terms and conditions:-

TERMS AND CONDITIONS

1. It is agreed that, where 10 or more workers/ employees are employed in the **Public Motor Transport** shall be paid Bonus as per provision of Payment of Bonus Act, 1965 subject to the minimum of @ **8.33 %** of their wages/salaries.
2. It is also agreed that, the ex-gratia will be paid to the workers/ employees employed by the employers in the said segment where less than 10 are employed, where the payment of Bonus Act is not applicable shall be paid in the following:-

Sl. No.	Categories of employees/workers.	Rates of Ex/gratia During 2024.	Rate of Ex-gratia agreed to be paid before Durga Puja, 2025.
1	2	3	4
i)	Bus/Mini Bus including Night Super		
	a) Driver.	Rs.1,830/-	Rs. 2300/-
	b) Conductor.	Rs.1,760/-	Rs. 2200/-
	c) Assistant.	Rs.1,725/-	Rs. 2100/-
ii)	Jeep/Taxi Mahindra FC &/ Maruti /Commander/ (Light Vehicle)		

	a) Driver.	Rs.1,745/-	Rs.2200/-
	b) Assistant.	Rs.1,670/-	Rs.2100/-
(iii)	Truck		
	a) Driver	Rs.1,950/-	Rs.2400/-
	b) Assistant	Rs.1,825/-	Rs. 2300/-
	c) Office Staff/Transport Goods/Delivery Man/Peon/N.G.	Rs.1,805/-	Rs. 2200/-

3. It was also agreed that the employers shall pay the Bonus / Ex-gratia to the workers related to Public Motor Transport sector within 15th September, 2025 for ensuing **Durga Puja festival, 2025.**
4. Further it is also agreed that, the payment of Ex-gratia/Bonus to the workers/employees of the Public Motor Transport 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	Swapan ch. Saha	1	Ashim Datta
2	Parittra Nanna	2	Biplab Majumdar
3	Dilip Kumar Deb Nath Ad. SNM BMO Sp.	3	Prasanta Kr Deb (Tinku)
		4	Swapan Chandra Saha -
		5	Koushik Deb.
		6	Indrajit Roy
		7	Biplab Kr. Roy -
		8	Manik Kr. Saha TMSU.
		9	Asis Naha Biswas TMSU
		10	Dulal Kumar Kar = T.M.S.U.
		11	
		12	

Witness 29/8/25

29/8/25
Conciliation Officer,
Government of Tripura,
Labour Directorate.