

MEMORANDUM OF SETTLEMENT

PARTICIPANTS :

Employers' Representative

1. Sri Subhash Ch. Ghosh, President, The Tripura Brick Manufacturers' Association
2. Sri Gouranga Ch. Das, Vice-President, The Tripura Brick Manufacturers' Association
3. Sri Tapan Kr. Nag
4. Sri Soumedra Nath Goshami
5. Sri Arabinda Laskar.

Employees' Representative:

1. Sri Pijush Nag, CITU
2. Sri Sankar Prasad Datta, President, Tripura Itt Bhatta Sramik Union.
3. Sri Kanu Ghosh, Vice-President, Tripura Itt Bhatta Sramik Union
4. Sri Samar Chakraborty, CITU
5. Sri Tapan Das, General Secretary, Tripura Itt Bhatta Aramik Union
6. Sri Manoranjan Das

SHORT RECITAL OF THE CASE

The President, Tripura Itt Bhatta Sramik Union affiliated to CITU has submitted 15 Point charter of demands on 08-11-2013 to the Labour Commissioner, Labour Directorate, Govt. of Tripura regarding revision of wages and other issues of the workers working in the **Brick Industry** in Tripura. The President and Vice-President, The Tripura Brick Manufacturers' Association have also submitted representations on the said issue. The Labour Commissioner (Conciliation Officer) has taken up the matter in conciliation proceeding. Accordingly, a tripartite meeting was invited on 20-12-2013 at 2.30 P.M. in the chamber of the Labour Commissioner, Labour Directorate, Agartala. During the meeting, both the representatives of workers' and employers' Associations briefed their problems and interacted with each other. After prolonged discussion, a settlement was arrived at with a new inclusion in regard to introduction of rates of wages of staff and workers working in the Brick Industry as per terms and conditions appended below :-

TERMS AND CONDITIONS OF THE SETTLEMENT

It is agreed by both the parties that the rate of wages in respect of moulding per 1,000 (one Thousand) only green bricks would be raised from **Rs. 400.00 to Rs. 540/-** in total consisting of the following items :-

Sl.No.	Items	Existing rate of wages	Agreed rate of wages w.e.f. 1 st December, 2013
1	2	3	4
1.	Pathai/Karigar	Rs.88.00	Rs. 119/-
2.	Mukh filling/Mukh Khata	Rs.41.00	Rs. 55/-
3.	Top Men		
	(a) Aga Top	Rs. 45.00	Rs. 61/-
	(b) Gora Top	Rs. 45.00	Rs. 61/-
4.	Math Khola	Rs. 55.00	Rs. 74/-
5.	Dunda Man	Rs. 59.00	Rs. 80/-
6.	Jaziri & Zangia	Rs.25.00	Rs. 34/-
7.	Ring Zaru	Rs.20.00	Rs. 27/-
8.	Bullock Man	Rs.22.00	Rs.30/-

2. It is agreed that the rates of wages of the following items would be as follows:-

Sl. No.	Items	Existing rate of wages	Agreed rate of wages w.e.f. 1 st December. 2013
1	2	3	4
1.	Loading of 1,000 green bricks	Rs.134.00	Rs. 181/-
2.	Un-loading of 1,000 green bricks	Rs.92.00	Rs. 124/-
3.	Daily rated workers	Rs.120.00	Rs. 162/-
4.	Fire Man	Rs.4,200.00 P.M.	Rs. 5,670/- P.M.
5.	Loading Mistry	Rs.4,100.00 P.M.	Rs. 5,535/- P.M.
6.	Un-loading Mistry	Rs.4,100.00 P.M.	Rs. 5,535/-P.M.
7.	Earth cutting (per 1,000 Cft.)	Rs.1,500.00 upto 100 ft. distance lead Rs.200.00 for every additional 130 ft. lead and thereafter.	Rs.2,025/- upto 100 ft. distance lead Rs.270.00 or every additional 130 ft. lead and thereafter.

3. It is also agreed that the Minimum Wages of official Staffs and Workers are as follows:-

- i) Manager/In-charge –Rs. 5,805.00 only per month inclusive of fooding etc.
- ii) Official Staffs – Rs. 4,050.00 only per month inclusive of fooding etc.
- iii) Existing Staffs enjoying higher wages shall get at least 35% hike in addition.

4. It is further agreed that the terms and conditions contained in this Memorandum of settlement would be effective from 1st December,2013 and will remain valid for 1(One) year from the date of effective.

Signature of the employers' representative

Signature of the employees' representative

1. Subhas Chandra Chakrabarti

1. Sunil Kumar Datta

2. Gouranga Chandra Das

2. Pyensh Nag

3. Tapan K. Nag

3. Tapan Das

4. Somnath Goswami

4. Kamalesh

5. Manoharan Das

6. Samar Chakrabarti

(S. Nama)

Conciliation Officer
Labour Commissioner