

MEMORANDUM OF SETTLEMENT

PARTICIPANTS :

Employers' Representative

1. Sri Joypal Kanti Saha
2. Sri Tapan Kr. Nag
3. Sri Soumedra Nath Goswami
4. Sri Arabinda Laskar.
5. Sri Ajoy Paul

Employees' Representative

1. Sri Tapan Das, General Secretary, Tripura Itt Bhatta Aramik Union.
2. Sri Kanu Ghosh,
3. Sri Amaresh Deb
4. Sri Subir Sen
5. Sri Laxman Das

SHORT RECITAL OF THE CASE

The General Secretary, Tripura Itt Bhatta Shramik Union, Rajya Committee, affiliated to CITU, Office Lane, Agartala and others have made a deputation on 5th October, 2015 to the Hon'ble Minister, Labour Department and submitted 13 point charter of demands in respect of revision of rates of wages and various problems of brick kilns' workers working in the **Brick Industry** in Tripura. It was decided in the deputation that a tripartite meeting will be convened after Durja Puja festival, 2015 for revision of rates of wages and other issues of the workers engaged in the employment of Brick Industries in Tripura. Accordingly, tripartite meetings were held on 5th & 18th November, 2015 in the chamber of Labour Commissioner, Labour Directorate, Agartala for revision of minimum rates of wages and different problems of the workers engaged in the aforesaid segment but no decision could be arrived at.

Lastly, on 04-01-2016 another tripartite meeting was held in the chamber of the Labour Commissioner, Labour Directorate, Agartala for the said purpose. During the meeting, both the representatives of workers' and employers' Associations briefed their problems and interacted with each other. After prolonged discussion, it was decided that **23%** wages will be increased on the existing rates of wages and **Rs.225/-** per day only for daily rated workers of all the Brick Manufacturing Industries in the State of Tripura 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 molding per 1,000 (one Thousand) only green bricks would be raised from Rs. 540/- to Rs.664/- in total consisting of the following items:-

Sl. No	Items	Existing rate of wages	Revised rate of wages w.e.f. 1 st November, 2015
1	2	3	4
1.	Pathai/Karigar	Rs. 119/-	Rs. 146/-
2.	Mukh filling/Mukh Khata	Rs. 55/-	Rs. 68/-
3.	Top Men		
	(a) Aga Top	Rs. 61/-	Rs. 75/-
	(b) Gora Top	Rs. 61/-	Rs. 75/-
4.	Math Khola	Rs. 74/-	Rs. 91/-
5.	Dunda Man	Rs. 80/-	Rs. 98/-
6.	Jaziri & Zangia	Rs. 34/-	Rs. 42/-
7.	Ring Zaru	Rs. 27/-	Rs. 33 /-
8.	Bullock Man	Rs.30/-	Rs.37/-

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

Sl. No	Items	Existing rate of wages	Revised rate of wages w.e.f. 1 st November, 2015
1	2	3	4
1.	Loading of 1,000 green bricks	Rs. 181/-	Rs. 223/-
2.	Un-loading of 1,000 green bricks	Rs. 124/-	Rs. 153/-
3.	Daily rated workers	Rs. 162/-	Rs. 225/-
4.	Fire Man	Rs. 5,670/- P.M.	Rs. 6,974/- P.M.
5.	Loading Mistry	Rs. 5,535/- P.M.	Rs. 6,808/- P.M.
6.	Un-loading Mistry	Rs. 5,535/-P.M.	Rs. 6,808/-P.M.
7.	Earth cutting (per 1,000 Cts.)	Rs.2,025/- upto 100 ft. distance lead Rs.270.00 or every additional 130 ft. lead and thereafter.	Rs.2, 491/- upto 100 ft. distance lead Rs.332.00 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:-

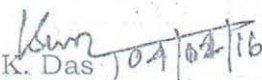
Sl. No	Items	Existing rate of wages	Revised rate of wages w.e.f. 1 st November, 2015
1	Manager/In-charge	Rs. 5,805.00 only per month inclusive of fooding etc.	Rs. 7140/- only per month inclusive of fooding etc.
2	Official Staffs	Rs. 4,,050.00 only per month inclusive of fooding etc.	Rs. 4,982/- only per month inclusive of fooding etc.
3	Existing Staffs enjoying higher wages shall get	At least 35% hike in addition.	At least 23% hike in addition.

4. It was also agreed by both the parties that 100% implementation of the following demands will be fulfilled by the management for welfare and improvement of living conditions of the Brick Kiln workers in the state of Tripura.

- a) To open bank account in favour of each and every worker and pass book to be handed over to the workers.
- b) To provide electricity, drinking water, water filter, latrines, toilets, fire-wood/gas, pucca house as per specification of the house, medical facility etc.
- c) Registration of the Brick Kiln workers should be made properly and it should be available in all, the Brick Kilns and Labour Directorate/District Officers.
- d) Insurance coverage for the Brick Kiln workers should be made so that they can get insurance benefits in case of accidents.

5. It is further agreed that the terms and conditions contained in this Memorandum of settlement would be effective from **1st November, 2015** and will remain valid for **1(One) year** from the date of effective.

Sl. No	Signature of the employers' representative	Sl. No	Signature of the employees' representative
1	<i>Tapu B. Das</i>	1	<i>Laxman Das</i>
2	<i>Jaypal Banti Saha</i>	2	<i>Sukir Sen</i>
3	<i>Somen Banti Goswami</i>	3	<i>Rana Ghosh. 11.1.2016</i>
4	<i>Arun Das</i>	4	<i>Tapu B Das</i>
5		5	<i>Anirish Das</i>
6		6	
7		7	


 (S. K. Das) 01/02/16
 Conciliation Officer
 Labour Commissioner
 Government of Tripura

NO.F.22 (19)-LAB/ENF/MW/BRICK/2011/
GOVERNMENT OF TRIPURA
LABOUR DIRECTORATE

Dated, the 4th January, 2016

To

1. The President/Secretary, Tripura Brick Manufacturers' Association, Madhyapara, Agartala.
2. The President, Tripura Itt Bhatta Shramik Union, Rajya Committee (CITU affiliated) Office Lane, Agartala.
3. The General Secretary, Tripura, It Bhatta Shramik Union, Rajya Committee (CITU affiliated), Office Lane, Agartala.
4. Sri Kanu Ghosh, CITU, C/o CITU Office, Office Lane, Agartala.
5. Sri Dipak Dey, CITU, C/o CITU Office, Office Lane, Agartala
6. The CLO/LO, West/North/South/Dhalai/Khowai/Sepahijala/Unakoti

Copy to : Gomati for information and taking necessary action.

1. PS/PA to the Hon'ble Minister, Govt. of Tripura, Labour Department for kind information of the Minister.
2. The Managing Director, TSIC Ltd., Agartala

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Labour Commissioner
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