

MEMORANDUM OF SETTLEMENT

Employers Representatives :-

1. Avishek Roy, H.R., OTPC.
2. Champa Pal, H.R.,OTPC.
3. Manjusa Chawale, H.R., Manager, OMS.
4. Dr. P.C. Panda, OMS.
5. Deepak Debnath, H.R., OMS.

Employees Representatives :-

1. Litan Majumder, President, OTPC Palatana Power Project Employees Association.
2. Gautam Das, Gomati District President, BMS.
3. Swapan Mandal, Gomati District vice President, BMS.
4. Krishna Baidya.
5. Arindam Majumder.
6. Farid Miah.
7. Pradip Majumder.
8. Rajib Miah.
9. Tapas Chakraborty.
10. Chandan Debnath.

SHORT RECITAL OF THE CASE

A tripartite meeting was held on 28-09-2022 in the Conference Hall of the OTPC Power Plant Palatana, Udaipur, Gomati District for discussion on revision of basic minimum rates of wages of the workers working at OTPC Power Plant, Palatana. After prolonged discussion, it was requested by the management to re-schedule a next date for the settlement.

As, such in continuation to the previous meeting another rescheduled meeting was held in the chamber of the Labour Commissioner, 2nd Floor Shrama Bhavan, Office Lane, Agartala, West Tripura, on 30th November, 2022 at 12:00 noon. At the outset of the conciliation proceedings Labour Commissioner, Government of Tripura, being the Conciliation Officer appointed under Section-4(1) of the Industrial disputes Act,1947 appraised the house on the necessity of the settlement for revising the basic minimum wages of the workers working in OTPC Power Project, Palatana. Accordingly the following decisions are taken in the following terms & conditions.


TERMS AND CONDITIONS OF THE SETTLEMENT

1. It is agreed by both the parties that rates of wages of the workers engaged in OTPC Power Project, Palatana, Gomati District, shall be calculated on the existing agreed wages with Variable Dearness Allowance(VDA).

2. It is agreed upon by both the parties that the VDA on the existing agreed wages be revised twice in a year taking into account the change in the Consumer Price Index (CPI). Likewise the procedure followed for the schedule employments of the State and also requested the management of OTPC Power Project, Palatana, Udaipur, Gomati Tripura to adapt Industrial Standing Order for the smooth working conditions of the project area.
3. It is agreed by both the parties that the existing minimum rates of wages shall be enhanced to 20% for the categories of Highly Skilled, Skilled and Semi- Skilled workers and 25% increase for the un-skilled workers of OTPC Power Project, Palatana.
4. The agreed minimum rates of wages are as follows:-

Sl. No.	Category of workers	Revised Rates of basic wages (per day)	Total monthly wages
1.	Highly Skilled	Rs. 658.00	Rs.17,108.00
2.	Skilled	Rs.564.00	Rs.14,664.00
3.	Semi-skilled	Rs.490.00	Rs.12,740.00
4.	Un-Skilled	Rs.479.00	Rs.12,454.00

5. The agreed revised basic rates of wages will come into effect from 1st October, 2022.
6. The signature of the participants is at Annexure-I.


(Dr. Naresh Babu N.)
Conciliation Officer
Labour Commissioner
Government of Tripura