

MEMORANDUM OF SETTLEMENT

Name of the participants.

Representatives of employers:-

1. Sri Bhaskar Prasad Chaliha, Secretary, Surma Valley Branch, Indian Tea Association, Post Box No.8, PO-Silchar, Cachar, Assam, Pin-788001 (Fax-03842 234476)
2. Sri J. C. Das, General Manager, Manuvalley Tea Estate (ITA).
3. Sri P.K. Sarkar, Secretary & Labour Advisor, TAI, Tripura Branch, Agartala.
4. Sri Shantibrata Chakraborty, Tripura TAI.
5. Sri Narayan Karmaker, T.T.D.C. Agartala.

Representatives of employees:-

1. Sri Sudhamoy Majumdar, General Secretary, Tripura Tea Workers' Union, C/o CITU Office, Office Lane, Agartala, West Tripura.
2. Sri Kanu Ghosh, Secretary, Tripura Tea Workers' Union, C/o CITU Office, Office Lane, Agartala, West Tripura.
3. Sri Nirode Baran Das, Secretary General, Tripura Cha Mazdoor Union, Krishna Nagar, Nutan Pally, Agartala, West Tripura.
4. Sri Nibaran Debnath, Worker (CITU) 5. Sri Uttam Deb, Worker, 6. Sri Mintu Munda, Worker. 7. Sri Rajen Kal, Worker, 8. Sri Bipul Tanti, Worker, 9. Sri Arun Chatia.

SHORT RECITAL OF THE CASE

Secretary, Tripura Tea Workers Union, CITU and the Secretary General, Tripura Cha Mazdoor Union, INTUC have demanded for enhancement of wages/extra leaf price for the tea plantation workers working in the tea plantations in Tripura and implementation of housing condition of tea plantation workers. Accordingly, the Conciliation Officer i.e. the Labour Commissioner has taken up the matter and invited a tripartite meeting on 30-03-2015 and 20-04-2015. The above matters are discussed thoroughly but no settlement had been arrived at. Lastly on 25th April, 2015 another tripartite meeting has been invited by the Conciliation Officer and after prolonged discussion held between the parties and have arrived at the following settlement.

TERMS AND CONDITIONS

1. It is agreed by both the parties that the daily wages of tea plantation workers will be enhanced on the following manner:-
2. From Rs.71/- (Rupees seventy one) only per day to Rs.83 /- (Rupees eighty three) only per day for adult male and female tea plantation workers w.e.f. 1st May, 2015.
3. Rs.35.50 (Rupees thirty five and fifty paisa) only per day to Rs.41.50 (Rupees forty one and fifty paisa) only per day for non-adult male and female tea plantation workers w.e.f. 1st May, 2015.
4. During the 2nd year, from Rs.83/- (Rupees eighty three) only per day to Rs.93 /- (Rupees ninety three) only per day for adult male and female tea plantation workers w.e.f. 1st May, 2016.
5. During the 2nd year, from Rs.41.50 (Rupees forty one and fifty paisa) only per day to Rs.46.50 (Rupees forty six and fifty paisa) only per day for non-adult male and female tea plantation workers w.e.f. 1st May, 2016.


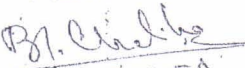
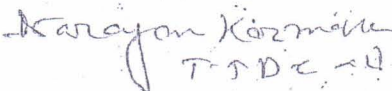
6. It is also agreed that during the 3rd year, from Rs.93 /- (Rupees ninety three) only per day to Rs.105/- (Rupees one hundred five)only per day for adult male and female tea plantation workers w.e.f. 1st May, 2017.

7. It is also agreed that during the 3rd year, from Rs.46.50 (Rupees forty six and fifty paisa) only per day to Rs.52.50 (Rupees fifty two and fifty paisa) only per day for non-adult male and female tea plantation workers w.e.f. 1st May, 2017.

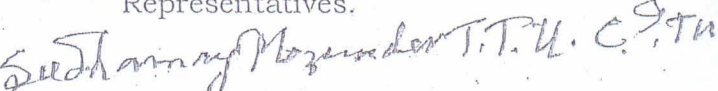
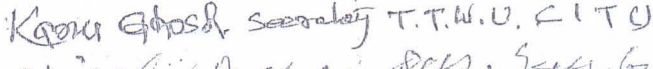
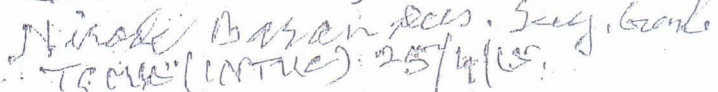
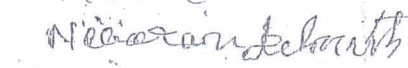
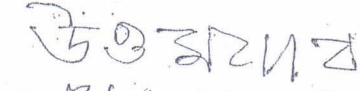


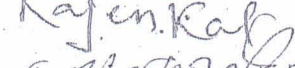

8. The terms of settlement will be valid for a period of **3(three) years w.e.f. 1st May, 2015 to 30th April, 2018.**

On the other hand Sri P.K. Sarkar, Secretary, and Labour Advisor and Sri Shantibrata Chakraborty of Tripura TAI were present in the conciliation meeting but they did not agree with this settlement and left the conciliation proceeding.

Signature of the **employers**
Representatives.

1. 
General Manager
Manuvalley T.E.
2. 
B.I. Chakrabarty
Secy SYBITA
3. 
Karayon Karmika
T.D.C. - 4

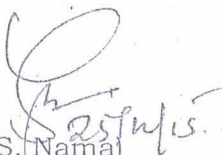
Signature of the **employees**
Representatives.

1. 
Sudhanshu Mozumdar T.T.U. C.T.U
2. 
Koush Ghosh Secy T.T.U. C.T.U
3. 
Nirali Basu Secy. Secy. Group
T.T.U. (INTUE) 25/1/15
4. 
Neeraj Kumar
5. 
G. B. Das
6. 
Bipul Kumar
7. 
Mintu Munda
8. 
Rajen Kalyan
9. 
Ananta Kumar

Witness.

1.

2.


(S. Nama)
Conciliation Officer
(Labour Commissioner)
Govt. of Tripura

Government of Tripura
Labour Directorate.

NO.F.22(15)- LAB/ENF/MW/TEA/91(A)/5401-35 Agartala, the 27th April, 2015

To

1. Sri Anjan Kumar Das, Chairman, TTAI, Office Quarter Lane, Agartala, West Tripura.
2. Sri P.K. Sarkar, Secretary & Labour Advisor, TAI, Tripura Branch, Agartala.
3. Sri J.C. Das, General Manager, Manuvalley Tea Estate, PO-Manuvalley, North Tripura, Pin-799277
4. Sri Bhaskar Prasad Chalija, Secretary, Surma Valley Branch, Indian Tea Association, Post Box No.8, PO-Silchar, Cachar, Assam, Pin-788001 (Fax-03842 234476)
5. The Managing Director, TTDC, Agartala, West Tripura.
6. Sri Nirode Baran Das, Secretary General, Tripura Cha Mazdoor Union, Krishna Nagar, Nutan Pally, Agartala, West Tripura.
7. Sri Sudhamoy Majumdar, General Secretary, Tripura Tea Workers' Union, C/o CITU Office, Office Lane, Agartala, West Tripura.
8. Sri Kanu Ghosh, Secretary, Tripura Tea Workers' Union, C/o CITU Office, Office Lane, Agartala, West Tripura.

9. The Manager/Proprietor

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10. The PS/PA to the Hon'ble Minister, Govt. of Tripura, Labour Department for kind information of the Hon'ble Minister.
 11. The PS to the Secretary, Govt. of Tripura, Labour Department for kind information of the Secretary, Labour Department.

(S. Nama)
Conciliation Officer
(Labour Commissioner)