

MEMORANDUM OF SETTLEMENT.

Name of the participants.

Representatives of employers:-

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, Manu Valley Tea Estate and representing Surma Valley Branch, I.T.A., Silchar.

Representatives of employees:-

1. Sri Sudhamoy Maumder, General Secretary, Tripura Tea Workers' Union, C/o CITU Office, Office Lane, Agartala, West Tripura.
2. Sri Nirode Baran Das, Secretary General, Tripura Cha Mazdoor Union, Krishna Nagar, Nutan Pally, Agartala, West Tripura.
3. Sri Kanu Ghosh, Secretary, Tripura Tea Workers' Union, C/o CITU Office, Office Lane, Agartala, West Tripura.

SHORT RECITAL OF THE CASE.

General Secretary, Tripura Tea Workers Union, CITU and the Secretary General, Tripura Cha Mazdoor Union, INTUC have demanded for enhancement of wages for the tea plantation workers working in the tea plantations in Tripura and status of implementation of house construction of tea plantation workers and permanency of temporary workers. Accordingly, the Conciliation Officer i.e. the Labour Commissioner has taken up the matter and invited tripartite meetings on different dates. But no settlement has been arrived at in this regard. Lastly on 6th April, 2013 another tripartite meeting has been invited by the Conciliation Officer and after prolonged discussion the matter has been settled amicably under the following terms and conditions :-

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TERMS AND CONDITIONS OF THE MEMORANDUM

1. It is agreed by both the parties that the daily wages of tea plantation workers will be enhanced on the following manner:-

- i) Wages from Rs.58/- (Rupees fifty eight) only per day to Rs. 65/- (Rupees sixty five) only per day for adult male and female workers. w.e.f. 1st May, 2013.
- ii) Wages from Rs 29/- (Rupees twenty nine) only per day to Rs.32.50 (Rupees thirty two and fifty paise)per day for non-adult workers w.e.f. 1st May, 2013.
- iii) Wages from Rs.65/- (Rupees Sixty five) only per day to Rs. 71/- (Rupees Seventy one) only per day for adult male and female workers w.e.f. 1st May, 2014.
- iv) The workers will get attendance incentive at the rate of Rs.6/- (Rupees six) per day for adult and Rs.3/- per day for non-adult workers who perform the works for six days in a week.
- v) It is also agreed that the enhanced rates of wages will be effective from 1st May, 2013 but will be paid in cash by the management to their workers with effect from 1st June,2013 and the arrear for one month i.e. May,2013 will be paid to the workers by the management by August,2013.
- vi) The other facilities which are being given to the workers will not be affected due to this agreement.

2. The terms of settlement will remain valid for a period of 2(two) years w.e.f. 1st May, 2013 to 30th April, 2015.

Signature of the employers
Representatives.

Signature of the employees
Representatives.

- 1. Lujan Kumar
- 2. G. C. Das
- 3. P. K. Saha

- 1. Sujoy Kumar
G.S. Tripura Tea Workers Union CITU
- 2. Nirode Baran Das
Secretary Central TEA WORKERS UNION
- 3. Karu Gosh, Tripura Tea Workers Union
- CITU 6/5/13

66-03-2013

Dmr 6/5/13
(D. Acharjee)

Conciliation Officer.
(Labour Commissioner)
Govt. of Tripura

Witness,
1. Soma Deb. Joint Labour Commissioner

2. Anup Sobaz
CITU

3. *[Signature]*
6/5/13
C.L.O.