

MEMORANDUM OF SETTLEMENT

Name of Parties:

The Tea Industry of Assam Valley represented by the five Employers' Associations, namely:

1. Indian Tea Association
2. Tea Association of India
3. Bharatiya Cha Parishad
4. Assam Tea Planters' Association
5. North Eastern Tea Association

AND

The employees represented by the Assam Chah Mazdoor Sangha.

PRESENT:

REPRESENTATIVES OF THE EMPLOYERS:



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| 1. Shri S.K. Bohra
2. Shri Arijit Raha
3. Shri D. Chakravarti
4. Shri Abhijit Sarmah
5. Shri M. Barooah | } | Indian Tea Association |
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| 6. Shri Tapan Kumar Deka
7. Shri P. K. Bhattacharjee
8. Shri J.N. Baruah
9. Shri R. Paul | } | Tea Association of India |
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| 10. Shri Mrigendra Jalan
11. Shri Nalin Khemani
12. Smt. Doli Prova Kalita | } | Bharatiya Cha Parishad |
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| 13. Shri Arun Thekedath
14. Shri A. Bhuyan | } | Assam Tea Planters' Association |
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| 15. Shri Nepul Saikia
16. Shri Sunil Jallan
16. Smt. Manisha Sharma | } | North Eastern Tea Association |
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REPRESENTATIVE OF THE EMPLOYEES:

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| 1. Shri, P.S. Ghatowar President (Ex-MP) | 15. Shri P. Nag |
| 2. Shri D. Tanti, G.S. (Ex-MLA) | 16. Shri N. Kurmi |
| 3. Shri S.S. Gour | 17. Shri N.Gond |
| 4. Shri R.P. Singh | 18. Shri T. Keot |
| 5. Shri L.S. Tanti | 19. Shri P. Das |
| 6. Shri U. Sahu | 20. Shri T. Karmakar |
| 7. Shri B. Bhumij | 21. Shri N. Guwala |
| 8. Shri H.N. Garh | 22. Shri B. Robidas |
| 9. Shri R. Sahu | 23. Shri Boloram Tanti |
| 10. Shri N. Keot | 24. Shri T. Nayak |
| 11. Shri R. Guwala | 25. Shri G.S. Barhoi |
| 12. Shri S. Tanti | 26. Shri D.S. Kujur |
| 13. Shri D. Robidas | 27. Shri B. N. Tanti |
| 14. Shri A. Kumar | |



SHORT RECITAL :



The Assam Chah Mazdoor Sangha raised the demand for enhancement of House Rent Allowance granted to the permanent workers in tea plantations vide agreement, the last one of which was signed between the ACMS and the Employers' Associations on 13th December 2012.

At a bipartite meeting held at Dibrugarh on 4th June 2018 the following agreement has been reached with regard to House Rent Allowance:

TERMS OF SETTLEMENT:

- a) i) That a non-resident permanent worker of a tea plantation residing in his own accommodation outside the estate entitled to a housing accommodation within the plantation under Section 15(B) of the Plantation Labour Act will receive a House Rent Allowance of Rs300/- (Rupees Three Hundred) per month.
- ii) Eligible permanent workers residing within the estate if not provided any housing accommodation will be entitled to House Rent Allowance at the same rate as above per month till such time he/she is provided housing accommodation.
- b) In the event of any such worker refusing allotment of housing accommodation offered by the management, the worker will not be entitled to receive House Rent Allowance.

- c) If any non-resident/resident permanent worker is already in receipt of better facilities in respect of housing he/she would continue to enjoy the same but in that case the concerned worker will not be entitled to the house rent.
- d) This agreement will take effect from 1st June, 2018.

**Representatives of the
Employers' Associations**

Maha 4/6/18.
 K. Gauravanti 4/6/18
 H. S. 4/6/18
 V. S. 4/6/18
 S. S. 04/06/2018
 J. S. 4.6.18
 Ray: In 04/06/2018
 S. S. 04/06/18
 S. S. 4.6.18
 S. S. 04-06-2018
 S. S. 4-6-18
 S. S. 04/06/18

**Representatives of the
Assam Chah Mazdoor Sangha**

S. S. 4.6.18.
 S. S. 4/6/18
 S. S. 04/6/18
 S. S. 4/6/18
 S. S. 4.6.18
 S. S. 4/6/18
 S. S. 4.6.18
 S. S. 4/6/18
 S. S. 04/06/18
 S. S.

Dated, Dibrugarh the 4th June, 2018