

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:

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


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REPRESENTATIVE OF THE EMPLOYEES:

- | | |
|--|----------------------|
| 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 B. 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 ACMS had been demanding revision of LTA applicable to Other Monthly Rated Employees (OMRE) in Tea Estates of the Brahmaputra Valley, the tenure of the last Agreement dated 26th July 2013 in respect of LTA for the year 2011 to 2015 payable during the years 2012 to 2016 having expired. In this regard, the ACMS had submitted their Charter of Grievances vide letter dated 06.09.2016. The issue was discussed at length on 10th November 2016, 10th January 2017, 8th May 2017, 30th August 2017, 2nd November 2017, 19th December 2017, 29th December 2017 and 25th April 2018. After protracted discussions, the following settlement was reached by and between the parties at the meeting held at Dibrugarh on 25th April 2018.

TERMS OF SETTLEMENT :

1. It was agreed that the permanent Sub-Staff and Other Monthly Rated category of employees will be entitled to draw Leave Travel Allowance for the leave earned with effect from the year 2016 and payable with effect from 2017 as per scales given below :




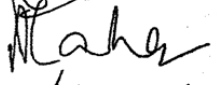
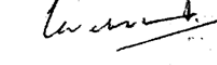
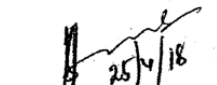
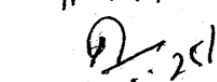
<u>Category</u>	<u>Per Annum</u>
Married Employee	Rs. 3000/-
Single Employee	Rs. 1500/-

2. This Allowance will normally be paid by the Managements to the eligible Employees prior to their proceeding on Annual Leave.
3. This Agreement will remain valid for five years i.e. upto leave earned for the year 2020 payable in 2021.

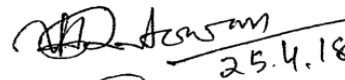

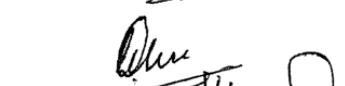




4. If the wife / husband of an eligible employee under the Agreement is entitled to receive Leave Travel Allowance under any other Agreement, then he / she shall not be entitled to draw LTA under this Agreement but the spouse will get higher benefit under any other Agreement.
5. If both husband and wife are members of Sub-staff and OMRE, only one of them shall be entitled to receive Leave Travel Allowance at the married employees' rate.
6. Those employees who have already drawn their LTA (Leave A/c 2016) in 2017 at the old rate shall be paid the difference between the old and new rates by 30th June, 2018.
7. During the pendency of this Agreement the Employees and the Union will not raise any dispute in respect of the issues covered in this Agreement.

**Representatives of the
Employers' Associations**

**Representatives of the
Assam Chah Mazdoor Sangha**

[Signature]
25/4/2018.

[Signature]
25/4/18.

Rajib

[Signature] 25/4/18

Meghna Jali BCP

[Signature] BCP 25/4/18

Dated, Dibrugarh, April 25, 2018

[Signature] 25/4/18

[Signature]
25/4/18
Japankarmok

[Signature] 25/4/18

[Signature] 25/4

A. Kumar
25/4/2018

[Signature] 25/4/2018

Devi Kishor
B. K. A.

[Signature]
25/4/18