

## **MEMORANDUM OF SETTLEMENT**

### **NAME OF PARTIES :**

The Tea Industry of Assam Valley represented by the five Employers' Associations, viz.

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

**A N D**

The Employees represented by the Assam Chah Mazdoor Sangha

### **PRESENT:**

#### **REPRESENTATIVES OF THE EMPLOYERS:**

- |                              |   |                                |
|------------------------------|---|--------------------------------|
| 1. Shri R. Saikia            | } | Indian Tea Association         |
| 2. Shri Arijit Raha          |   |                                |
| 3. Shri S. Ghosh             |   |                                |
| 4. Shri Debasish Chakravarti |   |                                |
| 5. Shri A. Tiwari            | } | Tea Association of India       |
| 6. Shri T. K. Deka           |   |                                |
| 7. Shri P.K. Bhattacharjee   |   |                                |
| 8. Shri J.N. Baruah          |   |                                |
| 9. Shri R. Paul              |   |                                |
| 8. Shri Mayank Agarwalla     | } | Bharatiya Cha Parishad         |
| 9. Shri Nalin Khemani        |   |                                |
| 10. Shri D.K. Barman         |   |                                |
| 11. Shri Raj Barooah         | } | Assam Tea Planters Association |
| 12. Shri D. Bora             |   |                                |
| 13. Shri A. Bhuyan           |   |                                |
| 13. Shri Manoj Jallan        | } | North Eastern Tea Association  |
| 14. Shri S. Rafique          |   |                                |

**REPRESENTATIVE OF THE EMPLOYEES:**


- |                        |                     |
|------------------------|---------------------|
| 1. Shri, P.S. Ghatowar | 11. Shri L.S. Tanti |
| 2. Shri D. Tanti       | 12. Shri R. Guwala  |
| 3. Shri A. Tirkey      | 13. Shri T. Keot    |
| 4. Shri R.P. Singh     | 14. Shri P. Nag     |
| 5. Shri S.S. Gour      | 15. Shri P. Das     |
| 6. Shri G. Lohar       | 16. Shri N. Kurmi   |
| 7. Shri U. Sahu        | 17. Shri N. Gond    |
| 8. Shri H.N. Garha     | 18. Shri H. Chanda  |
| 9. Shri R. Sahu        | 19. Shri B. Robidas |
| 10. Shri N. Keot       | 20. Shri T. Nayak   |

**SHORT RECITAL :**

The ACMS had been demanding revision of the plucking incentive rates applicable to daily rated workers engaged in plucking in Tea Estate of Brahmaputra Valley, the last revision having come into effect vide agreement dtd. 18<sup>th</sup> March 2013. The issue of improvement of productivity was discussed at length and after protracted discussions the following settlement was reached by and between the parties at the meeting held at Dibrugarh on 8<sup>th</sup> July, 2016.

**TERMS OF SETTLEMENT:**

**INCENTIVE:**

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1. Both parties agreed that with a view to improving productivity, the plucking incentive during ticca period would be as follows for output above minimum task of 24 kg, in three slabs, from plucking season 2016

25 kg to 30 kg @ Rs 2.00 per kg

31 Kg to 35 kg @ Rs 2.30 per kg

Above 35 kg @ Rs 3.00 per kg

**DISINCENTIVE:**

2. It has also been agreed that disincentive during ticca period for output below 24 kg minimum task, in the form of deduction, will be the mirror image of the incentive slabs given in Clause 1 above.

3. The Additional compensation being paid to factory workers during ticca period would be revised to Rs 7.50 per day with effect from plucking season of 2016 .
4. The existing rates of plucking commission payable to sardars as applicable to individual estates shall not be affected by this agreement.
5. Both the parties expressed their concern about growing absenteeism and have resolved to jointly address this issue.
6. This Agreement shall be deemed to be a "settlement" as defined in Section 2(p) of the Industrial Disputes Act and will be binding on the parties as provided for Section 18 of the said Act.

**Representatives of the  
Assam Chah Mazdoor Sangha**

*[Handwritten signatures and initials]*

(D.K. BARMAN)  
SECY, BCP.

8/7

8/2/06

8/7/16

8/07/2016

Date: 8<sup>th</sup> July 2016  
Dibrugarh

SECI  
NETA