

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 R. Saikia | } | Indian Tea Association |
| 2. Shri Arijit Raha | | |
| 3. Shri S. Ghosh | | |
| 4. Shri D. Chakraborty | | |
| 5. Shri A. Tiwari | } | Tea Association of India |
| 6. Shri T. 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
14. Shri S. Rafique

} North Eastern Tea Association

REPRESENTATIVE OF THE EMPLOYEES:

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

SHORT RECITAL:

The ACMS vide their letter dated 19.05.2015 requested a review of the Memorandum of Settlement dated 26th June, 2012 in the light of revision of wages for their workers. Bilateral discussions were held between the Employers' Associations and the Employees' Union and it was decided to terminate the existing agreement and enter into a fresh agreement w.e.f. 01.07.2015 for pay scales for Subordinate Staff and Other Monthly Rated Employees.

TERMS OF SETTLEMENT:

- 1.(a) With effect from 1st July, 2015 the new pay scales will be as follows for the Assam Valley:

FOR ESTATES OF 250 ACRES AND ABOVE:

Grade	I	: 3415-30-3715-38-4095
Grade	II	: 3277-29-3567-34-3907
Grade	III	: 3125-26-3385-31-3695

FOR ESTATES OF BELOW 250 ACRES:

Grade II : 3277-29-3567-34-3907
Grade III : 3125-26-3385-31-3695



1.(b) On the Basic Pay as per scales mentioned in Clause 1.(a) Dearness Allowance of 40% will be paid.

1.(c). The Basic Pay and Dearness Allowance as per Clause 1(a) and 1(b) of the Memorandum of Settlement will together correspond to the average All India Consumer Price Index Number for the year 2014 being 6850 (1949=100)



1.(d). All employees covered by this agreement shall be fitted in the new scale at the corresponding stage (on a point to point basis) as on 1st July 2015 and the next increment would be on 1st April, 2016.

1.(e). To neutralize any rise in the average All India C.P.I. Number there will be a provision for payment of V.D.A. during the period beginning 1st July, 2016 and 1st July, 2017. For the above periods the V.D.A will be paid at the rate of 0.3% of basic pay per point rise in the average increase in the All India C.P.I. Number during the years 2015 and 2016 subject to the maximum to 20 points.

1.(f) Those employees who have already the top of their respective scales prior to commencement of this Agreement shall receive one increment on 1st July, 2015 under this Agreement.

1.(g) This agreement will be given effect to in the pay scale of January, 2016 and the arrears arising out of this agreement for the period 1st July, 2015 to 31st December, 2015 and would be paid by 31st March, 2016.

2. This Agreement will remain valid upto 30th September, 2018.

3. The gardens in financial distress shall refer the matter to the concerned Branch Secretary, Assam Chah Mazdoor Sangha and the Secretary of their respective Employers' Association who will decide by discussion among themselves about the mode and date of payment of arrears.

4. During the pendency of this Agreement the employees and Union will not raise any industrial dispute in respect of the issues covered by this agreement.

