MEMORANDUM OF SETTLEMENT

NAME OF PARTIES:

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

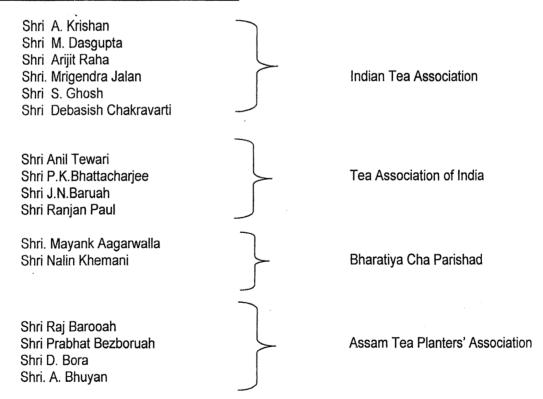
Indian Tea Association Tea Association of India Bharatiya Cha Parishad Assam Tea Planters' Association North Eastern Tea Association

AND

The Employees represented by Assam Chah Mazdoor Sangha(ACMS).

PRESENT

REPRESENTATIVES OF THE EMPLOYERS:



Shri Bidyananda Barkakoty Shri Manoj Jallan Smti Manisha Sharma North Eastern Tea Association

REPRESENTATIVES OF THE EMPLOYEES:

Shri P S Ghatowar (Chief Ad Shri B.N. Tanti, MLA Shri D. Tanti, Ex-MLA Shri R.P. Singh, MLA Shri Raju Sahu, MLA Shri Lakheswar Tanti Shri G. Lohar Shri D.S. Kujur Shri U.N. Sahu Shri P. Nag Shri R. Gowala Shri H.N. Gorh Shri C.K. Projai Shri N. Gond Shri N. Kurmi Shri S. Tanti	viser) Shri Amen Bour Shri B Rabidas Shri P.N. Murmoo Shri H. Chanda Shri B. Tanti Shri P.C. Kumbhakar Shri B Gosait Shri N.C. Keot Shri T. Keot Shri B.B. Tanti Shri L. Kurmi Shri T Kurmi Shri T Kurmi Shri S.S. Gorh Shri K. Bibhar Shri M. Goala	Shri Amen Bour Shri Tapeswar Naik Shri Boga Nag Shri. P.K. Das Shri B Gonju Shri S Chowra Shri G Dhanowar Shri J Karmakar Shri PK Tantabai Shri A Kumar
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SHORT RECITAL

The Wage Agreement dated 01.03.2012 for daily rated workers of the Tea Industry in the Assam Valley having expired on 31.12.2014; the Assam Chah Mazdoor Sangha placed their demand for revision of wages. Discussions were held in this connection between the Employers' Associations and the Union on 27.12.2014, 29.01.2015, 25.02.2015 and 26.02.2015 leading to a settlement covering the period 01.01.2015 to 31.12.2017 on 26.02.2015 at Dibrugarh on the following terms and conditions:

Terms of Settlement

1. The wages of daily rated workers of Assam Valley would be revised as follows:

Period	vvage per day
01.01.2015 to 31.12.2015	Rs 115/-
01.01.2016 to 31.12.2016	Rs 126/-
01.01.2017 to 31.12.2017	Rs 137/-

2. To curb absenteeism, it is agreed that an attendance allowance at the rate of Re 1 per day would be paid to those workers who will work for five or more days in the week. For this purpose authorized leave, festival holidays with pay and authorized sick leave will be deemed as a day worked. This attendance allowance will be computed on week to week basis.

- 3. The terms of this settlement will be given effect from the wage period commencing on or after 01.03.2015 and arrear wages for the applicable period from 01.01.2015 will be paid by 30.06.2015.
- 4. The Union raised the issue of parity of the wage for Tea Plantations with other Scheduled Employments. The CCPA stated that the Tea Estate workers receive fringe benefits under welfare provisions of the Plantations Labour Act and bilateral agreements. It is also a matter of record that the composite structure of wages comprising of cash and in-kind fringe benefits has also been recognized by minimum wage notifications applicable to Tea Plantations.
- 5. This settlement shall come into force w.e.f 01.01.2015 and shall remain in force upto 31.12.2017. In case a minimum wage under the Minimum Wages Act is notified by the Govt. of Assam, the notified minimum wage will apply prospectively. It is agreed that in computing the minimum wage the value of fringe benefits / in-kind wages provided to workers shall be taken into consideration as per law
- 6. This agreement will 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 in Section 18 of the Act.

Representatives of the

Employers' Associations

Assam Chah Mazdoor Sangha

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