

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 A. Krishan	}	Indian Tea Association
Shri M. Dasgupta		
Shri Arijit Raha		
Shri. Mrigendra Jalan		
Shri S. Ghosh		
Shri Debasish Chakravarti		
Shri Anil Tewari	}	Tea Association of India
Shri P.K.Bhattacharjee		
Shri J.N.Baruah		
Shri Ranjan Paul		
Shri. Mayank Agarwalla	}	Bharatiya Cha Parishad
Shri Nalin Khemani		
Shri Raj Barooah	}	Assam Tea Planters' Association
Shri Prabhat Bezboruah		
Shri D. Bora		
Shri. A. Bhuyan		

Shri Bidyananda Barkakoty
Shri Manoj Jallan
Smti Manisha Sharma



North Eastern Tea Association

REPRESENTATIVES OF THE EMPLOYEES:

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

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:

<u>Period</u>	<u>Wage per day</u>
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

[Handwritten signatures and dates]
 26.2.15
 Alaha 26.2.15
 Higashida Jale
 Rayi Tui
 26/2/15
 2

[Handwritten signatures]
 Rajkumar
 26/2
 26/2/15

Representatives of the

Assam Chah Mazdoor Sangha

[Handwritten signatures and dates]
 26/2
 26/2
 26/2

[Handwritten signatures and text]
 Manoj Jallam
 NETA
 Manisha Sharma,
 NETA
 Dated 26/2/2015
 Dikruarath.