

INDIAN TEA ASSOCIATION

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ROYAL EXCHANGE
6 NETAJI SUBHAS ROAD
KOLKATA 700 001

Circular No. 117/2022-23

27th January 2023

TO : ALL MEMBER COMPANIES WITH INTEREST IN ASSAM VALLEY

**Memorandum of Settlement on Revision of Pay Scales of
Other Monthly Rated Employees (OMRE) employed in the Brahmaputra Valley Tea Estates**

Further to the Association's Circular No.35/2020-21 dated 6th July 2020.

Members are hereby informed that bilateral discussions were held on 01.12.2022, 10.01.2023 and 24.01.2023 on Revision of OMRE Pay scales between the Employers' Associations and Assam Chah Mazdoor Sangha (ACMS) which has been concluded with an Agreement reached on 24.01.2023 at Dibrugarh.

This Agreement is effective from 01.02.2022. The salient features of this Agreement are given below:

- The revised Pay scales of OMRE w.e.f. 01.02.2022 are as follows :

FOR ESTATES OF 250 ACRES AND ABOVE:

Grade I	:	6420-56-6980-71-7690
Grade II	:	6161-55-6711-65-7361
Grade III	:	5875-48-6355-58-6935

FOR ESTATES BELOW 250 ACRES:

Grade II	:	6161-55-6711-65-7361
Grade III	:	5875-48-6355-58-6935

- The Agreement covers a period of 40 months from 01.02.2022 to 31.05.2025
- On the new Basic Pay, Dearness Allowance (DA) @ 40% will be admissible. Variable Dearness Allowance (VDA) @ 6% will be admissible from 01.02.2023 and another 6% from 01.02.2024.
- 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 01.02.2022 and the next increment is to be given from 01.04.2023.

- Those employees who have already reached the top of their respective scale will receive one increment on 01.02.2022 as per Clause 1(f) of this Agreement.
- This Agreement will be given effect to in the salary for February 2023 and the arrears arising out of this Agreement shall be paid in two installments as given below :

1st Installment – For the period from 01.02.2022 to 31.07.2022 by 15.04.2023

2nd Installment – For the period from 01.08.2022 to 31.01.2023 by 31.08.2023

Managements facing difficulties in payment of arrears within the afore-mentioned dates due to any financial constraint can take up the matter with the Union office bearers at the Branch level and their respective Zone Secretary of ABITA for mutual and amicable resolution of the payment schedule locally.

A copy of the Memorandum of Settlement is enclosed for Members' information and necessary action.

Members are advised to take necessary action towards implementation of this Agreement. For any clarification, the member gardens may contact the Branch / Zone Secretaries.



D Chakravarti
Secretary

Encl : As stated

DB:IB
dc:agreement-assam-brahmaputra