

## 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

**A N D**

The Employees represented by the Assam Chah Mazdoor Sangha

### PRESENT :

#### REPRESENTATIVES OF THE EMPLOYERS :

Shri Sailendra Kumar Goswami	}	Indian Tea Association
Shri Arijit Raha		
Shri Debasish Chakravarti		
Shri Abhijit Sharma		
Shri Madhurjya Barooah		
Shri P.K. Bhattacharjee	}	Tea Association of India
Shri Ranjan Paul		
Shri Mrigendra Jalan	}	Bharatiya Cha Parishad
Shri Nalin Khemani		
Smt. Doli Prova Kalita		
Shri Debo Shyam Baruah	}	Assam Tea Planters Association
Shri Anjan Bhuyan		
Shri Kamal Jallan	}	North Eastern Tea Association
Smt. Manisha Sharma		

#### REPRESENTATIVE OF THE EMPLOYEES:

1. Shri, P.S. Ghatowar President (Ex-MP)
2. Shri Rupesh Gowala, (MLA) General Secretary
3. Shri S.S. Gour
4. Shri N. C. Keot

5. Shri S. Kujur
6. Shri L.S. Tanti
7. Shri G.S. Barhoi
8. Shri H.N Gorh
9. Shri N.Gond
10. Shri N. Kurmi
11. Shri N. Guwala
12. Shri R. Sahu
13. Shri B.L. Sahu
14. Shri T. Karmakar
15. Shri Boloram Tanti
16. Shri Rahul Tanti
17. Shri Sunil Tuti
18. Shri Sanjit Tanti

19. Shri P. Nag
20. Shri P. Das
21. Shri B. Rajowar
22. Shri P. Kujur
23. Shri B. N. Tanti
24. Shri B. Thakur
25. Shri T. Keot
26. Shri M. Singh Rajput

### SHORT RECITAL

The ACMS vide their letter dated 16<sup>th</sup> June, 2022 requested for a revision of the pay scales of the Sub-Staff and Other Monthly Rated Employees (OMRE), the earlier Memorandum of Settlement dated 2<sup>nd</sup> July 2020 in respect of pay scales of the Sub-Staff (MORE) having expired on 31<sup>st</sup> January, 2022. Bilateral discussions were held between the Employers' Associations and the Employees' Union on various dates on 1<sup>st</sup> December 2022, 10<sup>th</sup> January 2023 and finally on 24<sup>th</sup> January 2023 wherein, following protracted discussions, an agreement was arrived at between the parties on the following terms -

### TERMS OF SETTLEMENT

1(a) With effect from 01.02.2022, the new pay scales of Sub-Staff (MORE) would be as under for the Brahmaputra Valley Tea Estates -

#### 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 OF BELOW 250 ACRES

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

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

1(c). The Basic Pay and Dearness Allowance as per Clause 1(a) and 1(b) above, would together correspond to the average All India Consumer Price Index Number for the year 2021 being 9749 (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 01-02-2022 and the next increment would be applicable on 01-04-2023.

1(e). To neutralize any rise in the average All India Consumer Price Index Number, there would be a provision for payment of Variable Dearness Allowance (VDA) during the period beginning 01-02-2023 and 01-02-2024. For the above periods, the VDA would be paid at the rate of 0.3% of the basic pay per point rise in the average increase in the All India Consumer Price index Number during the years 2021 and 2022 subject to the maximum of 20 points.

1(f). Those employees who have already reached the top of their respective scales prior to commencement of this Agreement shall receive one increment on 01-02-2022 under this Agreement.

1(g). This agreement will be given effect to in the payment of salary for February, 2023 and it is agreed that the arrears arising out of this agreement would be paid in 2 (two) installments as below:

From 01-02-2022 to 31-07-2022 by 15-04-2023

From 01-08-2022 to 31-01-2023 by 31-08-2023


2. This Agreement would remain valid from 01-02-2022 to 31.05.2025.

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

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


5. This Agreement would be deemed to be a "Settlement" as defined in Section 2 (p) of the Industrial Disputes Act and would be binding on the parties as provided for in Section 18 of the said Act.

Representatives of  
Employers' Associations

  
Anirudh Raha 24/1/23  
La chun 24/1/2023

3

Representatives of  
Assam Chah Mazdoor Sangha

  
24.1.23.  
Anirudh Raha 24/1/23  
24/1/23

24/01/23

24/1/23.

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24/01/2023

24/01/2023

24.1.23

24.1.23

24-1-23

24/1/23

Date: Dibrugarh 24<sup>th</sup> January, 2023



**AGREEMENT ON CONTRIBUTION PAYABLE TO THE  
ASSAM CHAH MAZDOOR SANGHA (CENTRAL) DIBRUGARH**

In pursuance of the agreement reached between the Employers' Associations and the Assam Chah Mazdoor Sangha on 24-01-2023 at Dibrugarh, revising the pay scales of Sub-Staff (OMRE), the ACMS requested that an amount equivalent to 5% (five per cent) on the total arrear amount payable to the OMRE under the agreement be collected from each OMRE by the management and to remit the same to the General Secretary, ACMS Central Office. The Employers' Associations accepted this request and accordingly it was agreed that Management would collect the amount as mentioned above and remit the same to the General Secretary, ACMS Central Office by Demand Draft/Cheque.



(Sailendra Kumar Goswami)

Chairman

Assam Valley Branch CCPA



(Rupesh Gowala)

General Secretary

Assam Chah Mazdoor Sangha

Dated, Dibrugarh 24<sup>th</sup> January, 2023