

MEMORANDUM OF SETTLEMENT

Name of Parties

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

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 Karmachari Sangha

PRESENT

REPRESENTATIVES OF THE EMPLOYERS

Shri D S Chouhan
Shri A Raha
Shri D Chakravarti
Shri A Sharma
Shri M Barooah
Shri P P Sharma
Shri M Baruah

} Indian Tea Association

Shri P K Bhattacharjee
Shri G Hazarika
Shri D Deka
Shri R Paul

} Tea Association of India

Shri Nalin Khemani
Smt. Doli Prova Kalita

} Bharatiya Cha Parishad

Shri Gautam Barooah
Shri A Bhuyan

} Assam Tea Planters Association

Shri Sunil Jallan
Smt Manisha Sharma

} North Eastern Tea Association

REPRESENTATIVE OF THE EMPLOYEES

Sri Rishav Kalita
Md. H. Zamal
Sri B. Adhyapak
Sri D. Borgohain
Sri P. Gayan
Sri H. Baruah
Sri R. Kakoty
Sri B. D. Goswami

SHORT RECITAL :

The tenure of the Agreement dated 3rd November 2017 in respect of Leave Travelling Assistance for Clerical, Medical and Technical Staff, having expired in December 2018 the Assam Chah Karmachari Sangha demanded an increase in LTA with effect from 2019. In this regard, the Union's demand submitted vide letter dated 29.2.2019 & 8.10.2020, 19.11.2020 refer. The Employers' Association representatives expressed their inability to meet the expectations of the Union as per Union's letter dated 19.11.2020 due to the financial problems faced by the industry. However, with a view to maintaining continuity of settlement and cordial relations, the following composite rates for the period under reference were settled by and between the parties payable in respect of leave for the years 2019, 2020 and 2021 in the virtual meetings held first on 5th April 2021 and thereafter on 5th August 2021 as per the following terms :

TERMS OF SETTLEMENT

1. (a) For Estates of 250 Acres and above :

Married Employee	-	Rs.	16,400 per annum
Single Employee	-	Rs.	8,200 per annum

(b) For Estates below 250 Acres but over 100 Acres

Married Employee	-	Rs.	13,850 per annum
Single Employee	-	Rs.	6,925 per annum

(c) For Estates of 100 Acres and below :

Married Employee	-	Rs.	11,665 per annum
Single Employee	-	Rs.	5,833 per annum

2. It is also agreed that where a husband and wife are both employees in the same garden, they will each receive Leave Travelling Allowance at the single rate and that where wife is an employee on one tea estate and the husband an employee of another tea estate, each will be entitled to Leave Travelling Allowance at single rate from their respective employers.
3. In all other cases, a married employee (where male or female) will receive Leave Travelling Allowance at the double rate.
4. The arrears arising out of this Agreement will be paid by 15th November 2021
5. This settles the matter fully and finally.

Representatives of the
Employers' Associations

Representatives of the
Assam Chah Karmachari Sangha

[Handwritten signatures and names of Employer representatives]

Secy, ABITA.

Secy, ABITA 21

Secy. BCP.

TAI, 06/08/21

Secretary, Zone-2, ABITA

Secretary, NETA

Chairman ATPA.

Secy ATPA.

Chairman, NETA.

Secy, TAI

Dated - 5th August 2021
Virtual (Zoom)

[Handwritten signatures and names of Assam Chah Karmachari Sangha representatives]

RKALIA
05/8/2021

05/8/21

D. Adhikari
05/08/21

05/08/21

5/8/21

5/8/21

5/8/21

5/8/21