

**ASSAM TEA PLANTERS' ASSOCIATION : : JORHAT – 785001  
A.T. ROAD, TARA JAN, POST BOX NO. 21 : : : : : ASSAM  
FAX NO. 0376 – 2371487, E-MAIL : info@atpa.in**

Ref. No. G-45/52

Date : 27/08/2011

ALL MEMBER TEA ESTATES  
A.T.P.A.

**Memorandum of Settlement dated 26/8/2011**

The A.C.M.S. was requesting the Employer Associations in the Tea Industry of Assam to discuss and decide on the following issues :-

- (i) Review of Dry Tea issued to the workers.
- (ii) Supply of fire-wood to Sub-staff.
- (iii) Incentive to sprayers during the Ticca period.

Following several rounds of Bilateral Discussions held between the representatives of the A.C.M.S and the Employer Associations in the Tea Industry of Assam an Agreement is reached at on 26/8/011 at B.C.P. Hall, Dibrugarh.

A copy of the Agreement is attached herewith for information and necessary action by Member Tea Estates.

Sd/- ( D. Bora )  
SECRETARY,  
ATPA, Jorhat

Attachment : As stated.

Copy to:-

- (i)The Chairman, ATPA
- (ii)The Vice-Chairman, ATPA
- (iii)The Circle Chairman,  
All Circles, ATPA
- (iv)All Members  
Executive Committee, ATPA  
--- For information.

SECRETARY  
ATPA, Jorhat

**MEMORANDUM OF SETTLEMENT**

**NAMES 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

AND

The Employees represented by the Assam Chah Mazdoor Sangha.

**PRESENT**

**REPRESENTATIVES OF THE EMPLOYERS :**

- |   |   |                                 |
|---|---|---------------------------------|
| <ol style="list-style-type: none"> <li>1. Shri C S Bedi</li> <li>2. Shri A Awasthi</li> <li>3. Shri R K Gogoi</li> <li>4. Shri M Dasgupta</li> <li>5. Shri A Raha</li> <li>6. Shri Dhiraj Kakati</li> <li>7. Shri Sandip Ghosh</li> </ol> | } | Indian Tea Association          |
| <ol style="list-style-type: none"> <li>8. Shri Sudhir Prakash</li> <li>9. Shri H Dutta</li> <li>10. Shri J N Baruah</li> <li>11. Shri Ranjan Paul</li> </ol>  | } | Tea Association of India        |
| <ol style="list-style-type: none"> <li>12. Shri Ranjit Bagaria</li> <li>13. Shri Robin Borthakur</li> </ol>   | } | Bharatiya Cha Parishad          |
| <ol style="list-style-type: none"> <li>14. Shri A R Kasera</li> <li>15. Shri D Bora</li> </ol>  | } | Assam Tea Planters' Association |
| <ol style="list-style-type: none"> <li>16. Shri Bidyananda Barkakoty</li> </ol>   | } | North Eastern Tea Association   |

**REPRESENTATIVES OF THE EMPLOYEES :**

1. Shri P S Ghatowar, Minister, President, ACMS.
2. Shri D Tanti, Ex-MLA, General Secretary, ACMS

**Contd...**

- |                              |                        |
|------------------------------|------------------------|
| 3. Shri R P Singh (MLA)      | 16. Shri B B Tanti     |
| 4. Shri R Sahu (MLA)         | 17. Shri S S Gaur      |
| 5. Shri A Tirkey (Ex-MLA)    | 18. Shri D S Kujur     |
| 6. Shri N Tanti              | 19. Shri C K Prajai    |
| 7. Shri L S Tanti            | 20. Md. Nasuruddin     |
| 8. Shri U Sahu               | 21. Shri T S Kurmi     |
| 9. Shri N Patra              | 22. Shri P Nag         |
| 10. Shri H N Gorh            | 23. Shri G Lohar       |
| 11. Shri R Gowalla           | 24. Shri P C Kumbhakar |
| 12. Shri S R Singh           | 25. Shri N Keot        |
| 13. Shri B N Bhuyan (Ex-MLA) | 26. Shri N Kurmi       |
| 14. Shri B Nag               | 27. Shri P Das         |
| 15. Shri B N Tanti           | 28. Shri Indra Nayak   |
|                              | 29. Shri T Keot        |

**SHORT RECITAL :**

The Union had requested review of dry tea issued to daily rated workers and enhancement quantity of firewood for members of sub-staff.

The Union also requested that incentive be given to workers engaged in spraying operations during ticca plucking season.

Following several rounds of bilateral discussions between the Union and the AVBCCPA, an agreement has been arrived at on the following terms.

**TERMS OF SETTLEMENT :**

**1. Dry Tea :**

(a) Dry tea issue as per **Clause B – Fringe Benefits** of Agreement dated 10<sup>th</sup> November, 1979 fixed at 600 gms. per family per month for permanent workers would be enhanced to 900 gms. per month and for single workers would be enhanced from 300 gms to 450 gms. per month with effect from 01.09.2011.

(b) Similarly, the entitlement for dry tea of sub-staff and other monthly rated employees would be enhanced from 950 gms per family per month (Clause 2 of Agreement dated 16<sup>th</sup> November, 1995) to 1425 gms per family per month with effect from 01.09.2011. Single workers entitlement would be enhanced from 475 gms per month to 715 gms per month.

(c) Other conditions remaining the same temporary workers will receive dry tea at an enhanced rate of 300 gms per month with effect from 01.09.2011.

**2. Firewood issued to Sub-Staff :**

The firewood entitlement of Sub-Staff as per Agreement dated 10<sup>th</sup> November, 1979 was fixed at 228 cft. with effect from cold weather of 1979-80. As a special token gesture and without setting a precedence, the firewood issue for members of Sub-Staff will be increased to 342. cft with effect from the cold weather of 2011-12, the other conditions of issue remaining unchanged.

The above arrangement/ agreement will be interim arrangement till such time LPG is made available as per agreement dated 10.06.1992.

**Contd...**

**3. Incentive to Sprayers during ticca period :**

It was decided that sprayers engaged in spraying will get an additional compensation of Rs. 3.00 per day during the ticca period only commencing from 1<sup>st</sup> August, 2011.

4. The terms of this Agreement shall not affect any existing arrangement between individual managements and workers which are considered to be more beneficial.

**Representatives of the  
Employers' Associations**

**Representatives of the  
Assam Chah Mazdoor Sangha**

**Dated, Dibrugarh, the 26<sup>th</sup> August, 2011**