

**ASSAM TEA PLANTERS' ASSOCIATION : : JORHAT - 785001
A.T. ROAD, TARAJAN, POST BOX NO. 21 : : : : : ASSAM
FAX NO. 0376 - 2371557, E-MAIL : info@atpa.in**

CIRCULAR No.G-49/32

Date : 27.07.2013

All Member Tea Estates,
A.T.P.A.,

L.T.A. to Sub-Staff

This is in continuation of our Circular No.G-28/2 dated 12.04.2007, in respect of the subject quoted above.

After a protracted discussion the said L.T.A. has been revised as under for a period of 5 years (i.e. for 2011-12, 2012-13, 2013-14, 2014-15 & 2015-16), with effect from 2011 payable in 2012.

For detail information a copy of the Agreement as arrived at in the Bilateral Discussion between the Employers' Association with the A.C.M.S. on 26/07/013 at Dibrugarh is attached herewith.

Encl: As stated above.

Addl. 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 :

- | | | |
|-------------------------------|---|---------------------------------|
| 1. Shri Chandan Bora | } | Indian Tea Association |
| 2. Shri Sudhir Prakash | | |
| 3. Shri M. Dasgupta | | |
| 4. Shri A. Raha | | |
| 5. Shri Dhiraj Kakati | | |
| 6. Shri M. Baruah | | |
| 7. Shri C. P. Sharma | } | Tea Association of India |
| 8. Shri Kalyan Basu | | |
| 9. Shri J. N. Baruah | | |
| 10. Shri Ranjan Paul | | |
| 11. Shri S.K. Lohia | } | Bharatiya Cha Parishad |
| 12. Shri Mayank Agarwalla | | |
| 13. Shri Tapojit Bagchi | | |
| 14. Shri Muktikam Bordoloi | | |
| 15. Shri G. Beria | } | Assam Tea Planters' Association |
| 16. Shri D. Bora | | |
| 17. Shri A. Bhuyan | | |
| 18. Shri Bidyananda Barkakoty | } | North Eastern Tea Association |

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REPRESENTATIVES OF THE EMPLOYEES :

- | | |
|---|---------------------------|
| 1. Shri B.N. Tanti (MLA) President | 15. Shri A. Tirky (MLA) |
| 2. Shri D. Tanti (Ex-MLA) General Secretary | 16. Shri S.S. Gour |
| 3. Shri L.S. Tanti | 17. Shri D.S. Kujur |
| 4. Shri U. Sahu | 18. Shri S. Tanti |
| 5. Shri N.C. Keot | 19. Shri C.K. Projai |
| 6. Shri R. Guwala | 20. Shri B.B. Tanti |
| 7. Shri R. Sahu (MLA) | 21. Md. Nasiruddin |
| 8. Shri R.P. Singh (MLA) | 22. Shri P.C. Kumbhakar |
| 9. Shri H.N. Garh | 23. Shri T. Keot |
| 10. Shri G.Lohar | 24. Smt. D. Bhattacharjee |
| 11. Shri P. Nag | 25. Shri Bilati Tanti |
| 12. Shri P. Das | 26. Shri R.K. Bhakta |
| 13. Shri N. Gond | 27. Shri J. Das |
| 14. Shri T. Karmakar | |

SHORT RECITAL :

The tenure of the Agreement dated 11th April, 2007 in respect of Leave Travelling Allowance for the Subordinate Staff and Other Monthly Rated Employees having expired, the Assam Chah Mazdoor Sangha demanded revision of rates of the said Allowance. In view of the period between 2002 to 2006 during which there was no revision of LTA, the Union demanded additional benefit for the period.

The matter was discussed in details in many bipartite meetings. Finally at a bipartite meeting held on 26th July, 2013 at Dibrugarh, after protracted discussion, a settlement was arrived at on the following terms:

TERMS OF SETTLEMENT:

1. It was agreed that permanent Sub-Staff and Other Monthly Rated category of employees will be entitled to draw Leave Travel Allowance on the leave earned with effect from the year 2011 and payable with effect from 2012 as per scales given below:-


<u>Category</u>	<u>Per Annum</u>
Married Employees	Rs. 1500 Per year
Single Employee	Rs. 750 Per year

2. This Allowance will normally be paid by the Management to the eligible employees prior to their proceeding on Annual Leave.
3. This Agreement will remain valid for five years i.e. upto leave earned for the year 2015, LTA payable during the year 2016.
4. If the wife/husband of an eligible employee under the agreement is entitled to received Leave Travel Allowance under any other agreement, than he/she shall not be entitled to draw L.T.A. under this Agreement but the spouse will get higher benefit under any other Agreement.

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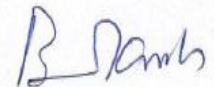
5. If both husband and wife are members of the Sub-Staff and O.M.R.E., only one of them shall be entitled to receive Leave Travel Allowance at the married employees' rate.
6. Those employees who have already drawn their LTA (leave a/c 2011) in 2012 at the old rate shall be paid the difference between the old and new rates by 30th September, 2013.
7. During the pendency of this Agreement the employees and the Union will not raise any dispute in respect of the issues covered in this Agreement.

**Representatives of the
Employers' Associations**


Mudra Bisht
26.7.13
Meher/26.7.13.
Hemant/26/7
Devi
26/07/13
Sara
26.7.13
Kunru
26/7/13
Raj. Pan
Tob
Sipin
Prabhu
26/7/13

Dated, Dibrugarh; the 26th July, 2013

**Representatives of the
Assam Chah Mazdoor Sangha**


Ranb
Ranb
Ranjit Das
Arun
26/7
Sandeep
26/7
S.
26/7/2013
Ran
26/7
Ran
Ranjit
M. Gaudin
DBhattacharjee
An.
26/7