

## MEMORANDUM OF SETTLEMENT

## NAME OF PARTIES

The Tea Industry of Assam Valley represented by the Five Employers' Associations,  
viz :


Indian Tea Association  
Tea Association of India  
Bharatiya Cha Parishad  
Assam Tea Planters' Association  
North Eastern Tea Association

AND

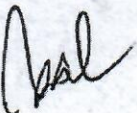
The Employees represented by the Assam Chah Mazdoor Sangha (ACMS)

## PRESENT

## REPRESENTATIVES OF THE EMPLOYERS

 Shri Apurba Chutiya  
Shri Arijit Raha  
Shri Debasish Chakravarti  
Shri Abhijit Sharma  
Shri Madhurjya Barooah

} Indian Tea Association

  
Shri P K Bhattacharjee  
Shri Dipanjal Deka  
Shri Ranjan Paul

} Tea Association of India

Shri Sarvesh Saharia  
Smt Dolly Kalita

} Bharatiya Cha Parishad

Shri Samudra Baruva  
Shri Anjan Bhuyan

} Assam Tea Planters' Association

Shri Ajay Dhandharia

} North Eastern Tea Association


Smt Manisha Sharma

## REPRESENTATIVES OF THE EMPLOYEES

Shri P S Ghatowar, President (Ex-MP)  
Shri Rupesh Gowala,(MLA) Generral Secretary  
Shri N.C Keot  
Shri S.S Gour  
Shri S.Kujur  
Shri L.S Tanti  
Shri G.Barhoi  
Shri B.N Tanti  
Shri H.N Gorh  
Shri B.L Sahu  
Shri N.Gowala  
Shri Boloram Tanti  
Shri N.Kurmi

Shri R.Sahu  
Shri P.Nag  
Shri P.Das  
Shri T.Karmakar  
Shri S. Tanti  
Shri S. Tuty  
Shri B.Rajuwar  
Shri R.Tanti

## SHORT RECITAL

 The ACMS vide their letter dated 16.06.2025 requested for revision of the pay scales of the Sub-staff i.e. Other Monthly Rated Employees (OMRE), the earlier Memorandum of Settlement dated 24.01.2023, in respect of pay scales of the sub-staff (OMRE) having expired on 31.05.2025. Bilateral discussions were held between the Employers' Associations and the Employees' Union on 08.08.2025 (virtual) 12.02.2026, 30.04.2026 and 29.05.2026 (virtual) wherein, following protracted discussions, an agreement was arrived at between the parties on 29.05.2026 on the following terms :

## TERMS OF SETTLEMENT

1(a) With effect from 01.06.2025, the new pay scales of Sub-staff (OMRE) would be as under for the Brahmaputra Valley Tea Estates :

### FOR ESTATES OF 250 ACRES AND ABOVE

Grade	I	8474 - 74 - 9214 - 94 - 10154
Grade	II	8133 - 73 - 8863 - 86 - 9723
Grade	III	7755 - 63 - 8385 - 77 - 9155

### FOR ESTATES OF BELOW 250 ACRES

Grade	II	8133 - 73 - 8863 - 86 - 9723
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Grade III 7755 – 63 – 8385 – 77 – 9155

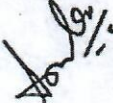
1(b). On the Basic Pay as per scales mentioned in Clause 1(a) above, Dearness Allowance (DA) of 40% of the Basic Pay would be paid.

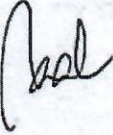
1(c). The Basic Pay and Dearness Allowance as per Clause 1(a) and 1(b) would together correspond to the average All India Consumer Price Index Number for the year 2024 being 11312 (1949 = 100).

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 01.06.2025 and the next increment would be on 01.04.2026.

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 01.04.2026 and 01.04.2027. 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 2025 and 2026, 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 01.06.2025 under this Agreement.

 1(g). This agreement will be given effect to in the payment of salary for June 2026 and it is agreed that the arrears arising out of this agreement would be paid in 2 (two) installments as below :

 From 01.06.2025 to 30.11.2025 by 31.07.2026  
From 01.12.2025 to 31.05.2026 by 31.12.2026

2. This Agreement would remain valid from 01.06.2025 to 30.11.2028.

3. The gardens facing financial difficulty in payment of arrears 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 among themselves about the mode and date of payment of arrears.

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

5. This Agreement will be deemed to be a "Settlement" as defined in Section 2 (z) of The Industrial Relations Code 2020 and will be binding on the parties as provided for in the aforesaid Code.

Representatives of  
Employers' Associations

*[Handwritten signatures]*  
M Bawani - 29/5/26

*[Handwritten signature]*  
29/5/26

*[Handwritten signature]*  
29/05/2026

*[Handwritten signature]*  
29/05/2026

Date : 29<sup>th</sup> May 2026

Representatives of  
Assam Chah Mazdoor Sangha

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29/5/26

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29/5/26

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29/05/2026

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29/05/26

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29.5.26

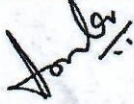
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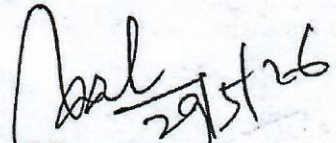
**AGREEMENT OF CONTRIBUTION PAYABLE TO THE  
ASSAM CHAH MAZDOOR SANGHA (CENTRAL) DIBRUGARH**

In pursuance of the agreement reached between the Employers' Associations and the Assam Chah Mazdoor Sangha on 29.05.2026, revising the pay scales of Sub-staff (Other Monthly Rated Employees), the ACMS requested that an amount equivalent to 7 % (Seven per cent) on the total arrear amount payable to the OMRE under the agreement be collected from each (OMRE) by the Management and 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 the Demand Draft/Cheque.

  
Chairman

Assam Valley Branch CCPA



  
General Secretary

Assam Chah Mazdoor Sangha

Dated

**Proceedings of Bipartite Discussions between the Employers' Associations  
Under Assam Valley CCPA and the Union – ACMS**

Bilateral discussions between the Employers' Associations and the Union were held over four rounds on various dates, starting from 8<sup>th</sup> August 2025 to conclusion on 29<sup>th</sup> May 2026 and attended by representatives of both parties in connection with the following:

**(A) Revision of Pay-scales of OMRE (Sub-staff)**

The discussions were concluded by way of a Memorandum of Settlement (MOS) dated 29<sup>th</sup> May 2026 wherein the terms of settlement and the list of attendee representatives on behalf of the Employers' Associations (i.e. the Management) and the Union are mentioned.

**(B) Other Issues**

The Management's representatives presented an overview of the industry covering inter-alia various matters including increased production, price stagnation and their overall stressful impact on the industry's strained finances.

The Management also highlighted the need for rationalization of the existing pattern of posts in OMRE grades which has been continuing for decades. The need for categorization / re-categorization of some of the posts which are irrelevant or will become so in future based upon the evolving changes in the industry from time to time was elaborately explained by the Management's representatives.

The Union contended that this matter will need examination, while they are open to discussing the issue, subject to protection of the employees' interests.

For Management

*[Handwritten signatures for Management: Raja, H. Bhowmik, K. Bhowmik, etc.]*

*[Handwritten signature: D. Bhowmik 4/16/26]*

For Union

*[Handwritten signature: D. Bhowmik 29/5/26]*

*[Handwritten signature: Bal.]*

Date: 29<sup>th</sup> May 2026