MEMORANDUM OF SETTLEMENT

1. Name of the Parties:
   Employers: Jute Mills of West Bengal
   ND
   Their women represented by:

   (1) Bengal Chatkal Mazdoor Union, 53, A.J.C. Bose Road, Kolkata-700 014.
   (2) National Union of Jute Workers, 418 Kabindra Sarani, 1st, H. Kidderpore, Kolkata-700 023.
   (3) Federation of Chatkal Mazdoor Union, 50/1, Nilmani Ch Street, Kolkata-700 013.
   (4) Rastriya Chatkal Mazdoor Union, C/o. Supreme Law Chamber, 5, K.S. Roy Road, Kolkata-700 001.
   (5) Jute Textile Workers Union, 5, Abhay Mynkherjee Lane, Kolkata-700 056.
   (6) Bengul Provincial Chatkal Mazdoor Union, 249, Jinping Behari Ganguly St, Kolkata-700 012.
   (7) Paschimbanga Chatkal Mazdoor Federation, 52/7, B.B. Ganguly Street, Kolkata-700 012.
   (8) All India Jute Textile Workers Federation, 26, Dr. Baidhir Bose Road, Port Sriman Bhawan
       Khidderpur, Kolkata-700 023.
   (9) National Union of Jute Workers, 24/0, Ekalapuran Lane, Kolkata-700 023, Corres. Address: 88,
       M.G. Road, P.O. Budge Budge, South 24 Pgs., Kolkata-700 137.
   (10) All India Jute Workers Federation, 53, A.J.C. Bose Road, Kolkata-700 015.
   (11) Indian National Jute Workers Federation, 177B, A.J.C. Bose Road, Kol-16.
   (12) Indian Federation of Jute Textile Workers, 10, Government Place, Kol-1.
   (13) West Bengal National Jute Mill Shramik Union, G. Mirbazar Street, Kolkata.
   (14) Jute Workers Federation, 354, G. T. Road(5), Howrah-711102.
   (15) All India Federation of Jute Workers, 50/1, North All Ch. Street, Kol-700 013.
   (16) Bharatiya Jute Mazdoor Sangh, 10 K.S. Roy Road, Kolkata-700 001.
   (17) Bengal Jute Mills Workers' Union, 48, Lenin Sarani, Kol-13, Corres. Address: 77/2/1, Lenin
   (18) West Bengal Chatkal Shramik Kamachari Union, 129/A, Karl Marx Sarani, Kolkata-700 023.
   (20) Bengal Chatkal Mazdoor Forum, 21/1/1, Creek Row, Kolkata-700 014.
   (21) National Federation of Jute Workers, A/18F/1, Mahaborg Road, Kolkata-700026.
   (22) State President, Indian National Trinamool Trice Union Congress, Trinamool Congress
       Bhawan, 36G, Topsia Road, Kolkata-700100.

Representatives of Employers:  

1. 
2. 
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(b) For Individual Jute Mills

1. Alliance Mills (Lesses) Ltd.
2. Aditya Translink Private Ltd.
3. Agarpada Jute Mills Ltd.
4. AmbicaMufibres Ltd. (Unit: Ambica Mills)
5. The Angus Co. Ltd.
6. Bally Jute Co. Ltd.
7. Birla Corporation Ltd.
8. Budge Budge Co. Ltd.
10. Choviot Co. Ltd.
11. Chitavis Jute Mills (Withard India Ltd.)
12. Calhousk Jute Co. Ltd.
14. Premium Agro Exports Ltd. (Unit: Eastern Jute Mills)
15. The Empire Jute Co. Ltd.
16. East India Commercial Co. Ltd. (Unit: Sh. Krishna Jute Mills)
18. Gloster Jute Mills Ltd.
19. Hasting Jute Mills (MurlidharRatanlal Exports)
20. Hooghly Mills Co. Ltd.
21. Hooghly Mills Projects Ltd.
22. Howrah Mills, Co. Ltd.
23. Jagat Jute & Industries Ltd.

Delhi,
29/4/15

[Signature]
Labour Commissioner
West Bengal
24. Kamarhati Co. Ltd.
25. Trend Vyasari Pvt. Ltd.
26. Mahabir Jute Mills Ltd.
27. Mahadeo Jute & Industries Ltd.
28. Padam Mercantiles Pvt. Ltd. (Meghna Jute Mills)
29. Nalhati Jute Mills Co. Ltd.
30. Prabarta Jute Mills Ltd.
31. Reliance Jute Mills (International) Ltd.
32. Ramawaj Jute Mills (Winsome International Ltd.)
33. Vijayshree Ltd. (Fort William Jute Mills)
34. Al-Cham Ind. Ltd. (Anglo India Jute Mills)
35. Auckland International Ltd. (Auckland Jute Mills)
37. W.B. Agrotext Corp Ltd.
38. Al-Cham Industries Ltd. "Wellington Jute"
39. Caledonian Jute & Industries Ltd.
40. Delta Ltd
41. Kanoria Jute & Industries Ltd.
42. Kanke Rani Co. Ltd.
43. Ludlow Jute Mills.
44. Nafar Chand Jute Mills.
45. New Central Jute Mills Co. Ltd.
46. Northbrook Jute Co. Ltd.
47. KMP Jute Mills Ltd. (Nuddea Jute Mills)
49. Gouri Shankar Jute Mills Ltd.
50. Tepcon International (India) Ltd. (Hanuman Jute)
51. RDB Textiles Ltd. (Victoria Jute Works)
52. Tirupati Jute Industries Ltd.
53. Loomtex Jagg Pvt. Ltd. (Titagarh No. 2 Jute Mill)

Representing Workmen / Union:

1. Bengal Chatkal Mazdoor Union
   Shri Rampradad Khajuria
   Shri T. Kharajpur

2. National Union of Jute Workers
   Shri Ganeshr Babu
   Shri M. K. Nigam

3. Federation of Chatkal Mazdoor Union
   Shri

4. Rastriya Chatkal Mazdoor Union
   Shri Dipakchand Beasdi
   Shri Ganesh Rao

5. Jute Textile Workers Union
   Shri Ram Pratap Yadav
   Shri Umashankar Shankar

6. Bengal Provincial Chatkal Mazdoor Union
   Shri Pravin Chand
   Shri Bikash Kumar Beasdi

7. Paschimbangla Chatkal Mazdoor Federation
   Shri Bhawani Prasad
   Shri Sayed Nasiruddin

8. All India Jute Textile Workers Federation
   Shri Ram Narayan Shukla
   Shri Dinesh Giri

9. National Union of Jute Workers
   Shri Sunanda
   Shri Bhagawati Shukla

[Signatures]
(10) All India Jute Workers Federation  
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SHORT RECITAL OF THE DISPUTE:

A group of twenty Trade Unions namely Bengal Chatkal Mazdoor Union, National Union of Jute Workers, Federation of Chatkal Mazdoor Union, Rastria Chatkal Mazdoor Union, Jute Textile Workers Union, Bengal Provincial Chatkal Mazdoor Union, Paschimbanga Chatkal Mazdoor Federation, All India Jute Textile Workers Federation, National Union of Jute Workers, All India Jute Workers Federation, Indian National Jute Workers Federation, Indian Federation of Jute Textile Workers, West Bengal National Jute Mill Shramik Union, Jute Workers Federation, All India Federation of Jute Workers, Bharatiya Jute Mazdoor Sangh, Bengal Jute Mills Workers' Union, West Bengal Chatkal Shramik Khanchari Union, National Union of Jute Textile Workers, Bengal Chatkal Mazdoor Forum operating in Jute Industry, National Federation of Jute Workers and Indian National Tarinool Trade Union Congress, West Bengal raised fresh Charter of Demands as the last tripartite agreement dated 12.02.2010 was expired after a period of three years from the date of settlement. On receipt of the Charter of Demands from the unions, the matter was taken up for conciliation and after several meetings, the matter was settled amicably before Sri Malay Ghosh, Minister-in-Charge, Labour Department on 02.04.2013 on the following terms and conditions:

TERMS OF SETTLEMENT

I. It is agreed by and between the parties that:

I. Regarding the existing workers of the mill, the Management agrees to pay onetime ad-hoc payment of Rs. 26/- per month (for 208 hours) to all categories of workmen including new entrants and it shall be added with the Basic Wage.

II. The DA shall continue as per the rise or fall of CPI @ Rs. 1.00 per point to the workmen in four quarters every year i.e. on 1st February, 1st May, 1st August & 1st November.

III. The new entrants after execution of this agreement shall be paid Rs. 257/- only per day in lieu of Rs. 157/- as the entry level minimum wage. They will also be entitled to future D.A. increase. The existing workers getting below the settled amount, if any, shall get the agreed amount on and from the date of execution of this agreement. On the other hand, the workers getting more than the agreed amount shall continue to enjoy the same.

IV. The Management shall ensure the payment of D.A., if unpaid, as per clause 5(1) of the agreement dated 12.02.2010.

V. The Management agrees to pay last drawn wages to the retired workers in cases of re-employment. However, it will not be applicable to those who have been paid all their retirement dues and after discontinuation of the employer-employees relationship.

VI. (a) A Committee consisting of the representatives of the Labour Department, workers and the Management headed by experts shall review the question of maintenance of the strength of permanent and special badges in the ratio of 90% and 20% respectively monthly and shall submit their report within six months to the Government, which will take steps to implement it.

For the time being, it is, however, agreed by and between the parties that 5000 (Five Thousand) workmen shall be made permanent from amongst the special badges in respect of all Mills proportionately and a similar number of badges will be promoted to the category of special badges.

[Signatures]
(b) That the payments of statutory dues like PF, ES, Gratuity, Bonus etc. shall be paid to the workers and in case of any default, the unions shall bring it to the notice of the Appropriate Authority apart from the Government and the mill will take its own course.

VII. The workers shall abide by the conditions laid down in the Standing Order regarding duty hours, absenteeism, etc. In default, the steps will be taken as per the standing order.

The Identity Cards will be issued to all workers and no worker will be allowed to work in the mill without the same.

VIII. There shall be no contractual worker affecting the existing workers inside the mill, both for perennial and other jobs.

IX. The demands for grades and scales of pay for the workers and related matters will be covered under the West Bengal Jute Policy.

X. It has been agreed that this settlement will remain in operation for a period of three years with effect from the date of signing of this bipartite agreement and shall continue to remain in operation thereafter till it is terminated by statutory notice in accordance with the provision of the Industrial Disputes Act, 1947.

XI. After execution of this agreement, the management shall not enter in any bipartite agreement at the mill level with regard to financial settlements covered by this agreement.

XII. House rent allowance will be paid as per law.

XIII. The Management shall provide and continue. Tar put facility in no-profit no-loss basis.

XIV. The mill Management shall arrange individual electric meter for every quarter and the electric consumption charge will be borne by the respective worker. However, the Management will make all efforts to provide domestic meter, if the electric supply authority allows.

XV. This agreement will be applicable to all operating 64 nos (list attached) jute mills existing in West Bengal.

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<thead>
<tr>
<th>SINGATURE OF THE EMPLOYERS</th>
<th>SINGATURE OF THE REPRESENTATIVES OF UNIONS</th>
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<tbody>
<tr>
<td>INDIAN JUTE MILLS ASSOCIATION</td>
<td>(1) Bengal Chattal Mazdoor Union</td>
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<td>Manoranjan Bhattacharya</td>
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<td>1.</td>
<td>(2) National Union of Jute Workers</td>
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<td>2.</td>
<td>(3) Federation of Chattal Mazdoor Union</td>
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<td>Premalal Thakur</td>
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| 3. | (4) Rastogi Chatkal Mazdoor Union  
    D. N. Prasad  
    Soniwar Rao |
| 4. | (5) Jute Textile Workers Union  
    Ramayam Yadav  
    Umakant Shankar Sharma |
| 5. | (6) Bengal Provincial Chatkal Mazdoor Union  
    Pramod Choudhury  
    Bapuji Kamar Shame |
| 6. | (7) Pashimbanga Chatkal Mazdoor Federation  
    T. Bhavan Charan Gay  
    Debabrata Chatterji |
| 7. | (8) All India Jute Textile Workers Federation  
    Ram Narayan Chakraborty  
    Dinesh B. R. |
| 8. | (9) National Union of Jute Workers  
    Anand  
    Shri Prabir Kumar Ghosh |
| 9. | (10) All India Jute Workers Federation  
    Chandan Roy  
    N. K. Halder  
    A. C. D. |
| 10. | (11) Indian National Jute Workers Federation  
    Chandan Roy  
    N. K. Halder  
    A. C. D. |
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<td>(13) West Bengal National Jute Mill Shramik Union</td>
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<td>(14) Jute Workers Federation</td>
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<td>16.</td>
<td>(17) Bengal Jute Mills Workers' Union</td>
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<td>(Dilip Pradhan)</td>
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<td>AKAZAL SEN</td>
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<td>17.</td>
<td>(18) West Bengal Chatkal Shramik Karmachari Union</td>
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[Signature: LABOUR DIRECTORATE]

[Stamp: GOVERNMENT OF WEST BENGAL]
<table>
<thead>
<tr>
<th>No.</th>
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<tr>
<td>18</td>
<td>National Union of Jute Textile Workers</td>
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<td>21</td>
<td>State President, Indian National Trinamcoil Trade Union Congress</td>
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**INDIVIDUAL JUTE MILLS**

1. Alliance Mills (Leasos) Ltd.

2. Aditya Translink Private Ltd.
3. Agarpada Jute Mills Ltd.

4. Ambica Multifibres Ltd. (Unit: Ambica Mills)

5. The Angus Co. Ltd.


7. Birla Corporation Ltd.

8. Budge Budge Co. Ltd.


10. Chevillot Co. Ltd.

11. Chitralahar Jute Mills (Willard India Ltd.)

12. Dalhousie Jute Co. Ltd.
13. Delta Limited

14. Premium Agro Exports Ltd. (Unit: Eastern Jute Mills)

15. The Empire Jute Co. Ltd.

16. East India Commercial Co. Ltd. (Unit: Sh. Krishna Jute Mills)


18. Giosner Jute Mills Ltd.

19. Hastings Jute Mill (Muridhur Ratanlal Exports)

20. Hooghly Mills Co. Ltd.

21. Hooghly Mills Projects Ltd.

22. Howrah Mills Co. Ltd.
23. Jagatdai Jute & Industries Ltd.

24. Kamarhatty Co. Ltd.

25. Trend Vyapaar Pvt. Ltd.

26. Mahabir Jute Mills Ltd.

27. Mahadeo Jute & Industries Ltd.

28. Padam Mercantiles Pvt. Ltd. (Meghna Jute Mills)

29. Naihati Jute Mills Co. Ltd.

30. Prabartak Jute Mills Ltd.

31. Reliance Jute Mills (International) Ltd.
32. Rameswara Jute Mills (Winsome International Ltd.)

33. Vijayshree Ltd. (Fort William Jute Mills)

34. A.I. Champdany Ind. Ltd. (Anglo India Jute Mills)

35. Auckland International Ltd (Auckland Jute Mills)


37. W.B. Agro Text. Corp Ltd.

38. A.I. Champdany Industries Ltd. (Wellington Jute)

39. Caledonian Jute & Industries Ltd.

40. Delta Limited
41. Kaneria Jute & Industries Ltd.

42. Kanknarrah Ch. Ltd.

43. Ludlow Jute Mills.

44. Naffar Chand Jute Mills Ltd.

45. New Central Jute Mills Co. Ltd.

46. North Bank Jute Co. Ltd.

47. KMP Jute Mills Ltd. (Naddea Jute Mills)


49. Gouri Shankar Jute Mills Ltd.
50. Tepcon International (India) Ltd. (Hanuman Jute)

51. RDB Textiles Ltd. (Victoria Jute Works)

52. Trupati Jute Industries Ltd.

53. Loom Engineering Pvt. Ltd. (Titagarh No.2 Jute Mill)

Labour Commissioner
JAWAD SARHARI
CONCILIATION OFFICER &
LABOUR COMMISSIONER
WEST BENGAL

Witness:
Additional Labour Commissioner
West Bengal

Joint Labour Commissioner
Govt. of West Bengal

Assistant Labour Commissioner
Govt. of West Bengal

Date: 02-09-15

Date: 21-01-15

Date: 27-01-15

Date: 22-01-15
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