

MEMORANDUM OF SETTLEMENT

1. Name of the Parties

:Employers : Jute Mills of West Bengal
ND

Their workmen represented by:

- (1) Bengal Chatkal Mazdoor Union, 53, A.J.C. Bose Road, Kolkata-700 014.
- (2) National Union of Jute Workers, 41B Kabitirtha Sarani, 1st Fl. Kidderpore, Kolkata-700 023.
- (3) Federation of Chatkal Mazdoor Union, 50/1, Nirma 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, Abhoy Mukherjee Lane, Kolkata-700 056.
- (6) Bengal Provincial Chatkal Mazdoor Union, 249, Bipin Behari Ganguly St, Kolkata-700 012.
- (7) Paschimbanga Chatkal Mazdoor Federation, 52, B.B. Ganguly Street, Kolkata-700 012.
- (8) All India Jute Textile Workers Federation, 26, Dr. Sudhir Basu Road, Port Sramik Bhawan Khidderpur, Kolkata-700 023.
- (9) National Union of Jute Workers, 24/D, Ekbalpur Lane, Kolkata-700 023, Corres. Address: 88, M.G. Road, P.O- Budge Budge, South 24 pgs., Kolkata- 700137.
- (10) All India Jute Workers Federation, 53, A.J.C. Bose Road, Kolkata-700 016.
- (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, Mirbahar Street, Kolkata.
- (14) Jute Workers Federation, 154, G. T. Road(S), Howrah - 711102.
- (15) All India Federation of Jute Workers, 50/1, Nirma 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, Corrs. Address: 77/2/1, Lenin Sarani, Kol-13
- (18) West Bengal Chatkal Shramik Karmachari Union, 129/A, Karl Marx Sarani, Kolkata-700 023.
- (19) National Union of Jute Textile Workers, 2A, Halim Md. Mahasin Square, Kolkata-700 016.
- (20) Bengal Chatkal Mazdoor Forum, 21/1/1, Creek Row, Kolkata-700 014.
- (21) National Federation of Jute Workers, A/18F/1, Mahanagore Road, Kolkata-700026.
- (22) State President, Indian National Trinamool Trade Union Congress, Trinamool Congress Bhawan, 36G, Topsia Road, Kolkata-700100.



Representatives of Employers:

(a) For Indian Jute Mills Association:

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Sumant Poddary

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A. Ghosh

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(b) For Individual Jute Mills

1. Alliance Mills (Lesses) Ltd.
2. Aditya Translink Private Ltd.
3. Agarpara Jute Mills Ltd.
4. Ambica Multifibres Ltd. (Unit: Ambica Mills)
5. The Angus Co. Ltd.
6. Bally Jute Co. Ltd.
7. Birla Corporation Ltd.
8. Budge Budge Co. Ltd.
9. The Calcutta Jute Mfg. Co. Ltd.
10. Cheviot Co. Ltd.
11. Chitaval Jute Mills (Williard India Ltd.)
12. Calhousie 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)
17. The Ganges Mfg. Co. Ltd.
18. Gloster Jute Mills Ltd.
19. Hasting Jute Mills (Murlidhar Ratanlal Exports)
20. Hooghly Mills Co. Ltd.
21. Hooghly Mills Projects Ltd.
22. Howrah Mills. Co. Ltd.
23. Jagatda Jute & Industries Ltd.



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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 Engg Pvt. Ltd. (Titagarh No. 2 jute Mill)

Representing Workmen / Union :

(1) Bengal Chatkal Mazdoor Union

Shri Ramprasad Kundu

Shri Akhaisine

(2) National Union of Jute Workers

Shri GANESH SARKA

Shri Master Nizam

(3) Federation of Chatkal Mazdoor Union

Shri

Shri

(4) Rastriya Chatkal Mazdoor Union

Shri Dinakant Das

Shri Ganyani Rao

(5) Jute Textile Workers Union

Shri Ramayan Yadav

Shri Uma Shankar Shaw

(6) Bengal Provincial Chatkal Mazdoor Union

Shri Barun Chaudhuri

Shri Bipin Kumar Shaw

(7) Paschim Banga Chatkal Mazdoor Federation

Shri Shyam Charan Gauri

Shri Subodh Chatterji

(8) All India Jute Textile Workers Federation

Shri Ram Narayan Shah

Shri Animesh Cini

(9) National Union of Jute Workers

Shri S. Sanyal

Shri Bhagawan Gupta



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(10) All India Jute Workers Federation

Shri *Shri Lata Chakraborty*
Shri *Ranu Chakraborty*

(11) Indian National Jute Workers Federation

Shri *Chandrama Ray*
Shri *Prabir Adhikari*

(12) Indian Federation of Jute Textile Workers

Shri *SK. Matin Ali*
Shri *Lok Babu Singh*

(13) West Bengal National Jute Mill Shramik Union

Shri *S. S. Rai Khari*
Shri *Ranu Chandra Chakraborty*

(14) Jute Workers Federation

Shri *H. D. S. S. S.*
Shri *An. Prakash Shaw*

(15) All India Federation of Jute Workers

Shri *Hemant Ch. Bandyopadhyay*
Shri *Rajendra Prasad*

(16) Bharatiya Jute Mazdoor Sangh

Shri

Shri

(17) Bengal Jute Mills Workers' Union

Shri *Dipak Bhattacharya*
Shri *Anil Sen*

(18) West Bengal Chatkal Shramik Karmachari Union

Shri

Shri

(19) National Union of Jute Textile Workers

Shri *Jang Bahadur Sen*
Shri *Ramjanam Mondal*

(20) Bengal Chatkal Mazdoor Forum

Shri

Shri

(21) National Federation of Jute Workers

Shri *Subhendra Chatterjee*
Shri *Pratim Chatterjee*

(22) State President, Indian National Trinamool Trade Union Congress

Shri *DOLA SEN, ALL INDIA PRESIDENT INTUC WMP*

Shri *ARJUN SINGH, NORTH 24 PGS INTUC MIA, CHRMN, Bidyut Raut, HOOGHLY DIST. PRESI, INTUC*
ARUPESH BHATTACHARYA, HOWRAH DIST. PRESI, INTUC
TAPAS DASGUPTA, NORTH 24 PGS DIST Wkg. Presi INTUC
RAMKRISHNA PAL, NORTH 24 PGS INTUC
VICE CHRMN, Bngl. Muz. Wkg. Union
ONKARNATH SHAW, NORTH 24 PGS INTUC

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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, Rastriya 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 Karmachari Union, National Union of Jute Textile Workers, Bengal Chatkal Mazdoor Forum operating in Jute Industry, National Federation of Jute Workers and Indian National Trinamool 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 Moloy Ghosh, Minister In-Charge, Labour Department on 02.04.2015 on the following terms and conditions:-

TERMS OF SETTLEMENT

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 hour) to all categories of workmen including new entrants and it shall be added with the Basic Wages.
- II. The DA shall continue as per the rise or fall of CPI @Rs.1.90 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 payment. 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 employee 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 badlies in the ratio of 90% and 20% respectively mill-wise 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 badlies in respect of all Mills proportionately and a similar number of badlies will be promoted to the category of special badlies.



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(b) That the payments of statutory dues like PF, SI, 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 law 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 tripartite 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 emoluments covered by this agreement.
- XII. House rent allowance will be paid as per Law.
- XIII. The Management shall provide and continue Canteen 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 84 no.s (list attached) Jute mills existing in West Bengal.

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Shahar
H. H. Khan
Pranab Chakraborty

SIGNATURE OF THE EMPLOYERS	SIGNATURE OF THE REPRESENTATIVES OF UNIONS
INDIAN JUTE MILLS ASSOCIATION	(1) Bengal Chatkal Mazdoor Union <i>Rampersad Ghosh</i> <i>Archalipone</i>
1. <i>[Signature]</i>	(2) National Union of Jute Workers <i>Ambar Dasgupta</i> <i>M. Master Nizam</i>
2. <i>Inmanant Lodday</i>	(3) Federation of Chatkal Mazdoor Union <i>Ramesh Dasgupta</i> <i>Bijoy Sangupta</i>



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3.	(4) Rasthya Chatkal Mazdoor Union Dina Nath Prasad Gangaji Rao
4.	(5) Jute Textile Workers Union Ranayan yadar Uma Shankar Shaw.
5.	(6) Bengal Provincial Chatkal Mazdoor Union Pran chandhuri Bipray Kumar Shaw.
6.	(7) Paschimanga Chatkal Mazdoor Federation 1) Shyam Charan Gaur 2) Girdas Chatterji.
7.	(8) All India Jute Textile Workers Federation Ran Narayan Chak. Dinesh B. 'R.'
8.	(9) National Union of Jute Workers Sh. Samrat Sh. Bhagawan Gupta
9.	(10) All India Jute Workers Federation
10.	(11) Indian National Jute Workers Federation Chandramas Roy Rakesh Adhikari SK. Hatan Aft.

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West Bengal



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11.	(12) Indian Federation of Jute Textile Workers <i>Lab. Babu Singh</i>
12.	(13) West Bengal National Jute Mill Shramik Union <i>Bisai Khan</i> <i>Rajendra Chandra</i>
13.	(14) Jute Workers Federation <i>H. H. Khan</i> <i>Om Prakash Shaw</i> <i>N. P. Singh</i>
14.	(15) All India Federation of Jute Workers <i>Hemantesh Ch. Bandy</i> <i>Rajendra Prasad</i>
15.	(16) Bharatiya Jute Mazdoor Sangh <i>Sanjay Kumar Rai</i> <i>SONIL VARMA</i>
16. <i>51</i>	(17) Bengal Jute Mills Workers' Union <i>Dilip Bhattacharya</i> <i>Amal Sen</i>
17.	(18) West Bengal Chatkal Shramik Karmachari Union



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West Bengal*

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18.	(19) National Union of Jute Textile Workers Tang Bahadur Saik
19.	(20) Bengal Chatkal Mazdoor Forum Atanu Chakravarty Nalendra Sengupta
20.	(21) National Federation of Jute Workers S. Subhas Chandra Bose Pratimoy Chatterjee Babulal Bhunia Jyoti Chatterjee
21.	(22) State President, Indian National Trinamool Trade Union Congress S. Subhas Chandra Bose Pratimoy Chatterjee Babulal Bhunia Jyoti Chatterjee

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West Bengal

INDIVIDUAL JUTE MILLS

1. Alliance Mills (Lesses) Ltd.

2. AdityaTranslink Private Ltd.



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3. Agartara Jute Mills Ltd.

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

5. The Angus Co. Ltd.



6. Bally Jute Co. Ltd.

7. Birla Corporation Ltd.

8. Budge Budge Co. Ltd.

9. The Calcutta Jute Mfg. Co. Ltd.

10. Cheviot Co. Ltd.

11. Chitavalsah Jute Mills (Willard India Ltd.)

12. Dalhousie Jute Co. Ltd.

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| 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) | |
| 17. | The Ganges Mfg. Co. Ltd. |  |
| 18. | Gloster Jute Mills Ltd. | |
| 19. | Hastings Jute Mill (Murlidhar Ratanlal Exports) | |
| 20. | Hooghly Mills Co. Ltd. | |
| 21. | Hooghly Mills Projects Ltd. | |
| 22. | Howrah Mills Co. Ltd. | |



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23. Jagatdal 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.

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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)

36. Baranagore Jute Factory Plc.



37. W.B. Agro Text. Corpn.Ltd.

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

39. Caledonian Jute & Industries Ltd.

40. Delta Limited

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41. Kanoria 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 Book Jute Co. Ltd.

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

48. Bristi Vinimay Pvt. Ltd. (Permchand Jute Mills)

49. Gouri Shankar Jute Mills Ltd.

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50. Tepcon International (India) Ltd. (Hanuman Jute)

51. RDB Textiles Ltd. (Victoria Jute Works)

52. Tirupati Jute Industries Ltd.



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

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Labour Commissioner
(JAWAID AKHTAR)
CONCILIATION OFFICER
&
LABOUR COMMISSIONER
WEST BENGAL

Witness:

[Signature]
Additional Labour Commissioner
West Bengal.

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24/4/15
Joint Labour Commissioner
Govt. of West Bengal.

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02.04.15
Assistant Labour Commissioner
Govt. of West Bengal.

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List of Jute Goods Producing Units Operating in WB

SL. NO.	MILL CO.	SL. NO.	MILL CO.	SL. NO.	MILL CO.
1	AGARPARA	31	INDIA	61	SARADA JUTE
2	ALLIANCE	32	JAGATDAL	62	BELAKOBA JUTE MILL
3	AMBICA	33	KALIYAGUNJ	63	CRESENT JUTE MILL
4	ANGLO INDIA	34	KAMAKSHI	64	EASTERN JUTE WOOL PVT.LTD.
5	ANGUS	35	KAMARHATTY	65	G.S.JUTE MILL
6	AUCKLAND	36	KANKNARRAH	66	HAKIM JUTE MILL
7	BALLY	37	KINNISON	67	JAYSHREE FIDRE PRODUCTS
8	BARNACORE	38	KELVIN	68	JUTEX INDUSTRIES
9	BHARAT	39	LUDLOW	69	KAJARIA YARN & TWINE
10	BIRLA	40	MAHADEO	70	KALINGA AGRO TRADING P.LTD.
11	BOWREAH	41	MEGNA	71	KAMAKSHYA JUTE MILL
12	BUDGE BUDGE	42	NAIHATI	72	NAKASHIPARA JUTE FIBRE P.LTD.
13	CALCUTTA	43	NAFFAR CHANDR	73	PROGRESSIVE INDUSTRIES
14	CHAMPDANY	44	NEW CENTRAL	74	RISHAB JUTE MILL
15	CHEVIOT	45	NORTH BROOK	75	RIVER VIEW JUTE INDUSTRIES
16	CALEDONIAN	46	PRABARTAK	76	SHALIMAR ROPE
17	DALHOUSIE	47	PREMCHAND	77	SHANKAR JUTE
18	DELTA	48	RELIANCE	78	SREE DURGA FIBRE
19	EASTERN	49	SAMNUGGUR	79	TIRUPATI TWINE INDUSTRIES
20	EMPIRE	50	KHARDAH	80	SHALIMAR UNIT-A.I. CHAMPDANY
21	GANGES MFG	51	TEPCON	81	BELDANGA UNIT-A.I. CHAMPDANY
22	GANGES PVT	52	TIRUPATI	82	BARSHUL TEXT
23	GLOSTER	53	TITAGHUR	83	BIMAL JUTE INDUSTRIES
24	GONDALPARA	54	VICTORIA	84	MANGALPUR JUTE MILL
25	GOURI SHANKAR	55	VIJAY SHREE		
26	HASTINGS	56	WAVERLY		
27	HOOCHLY	57	UMA SPINERS		
28	HOWRAH	58	KANORIA JUTE		
29	HSB AGRO	59	JAI JUTE		
30	HUKUMCHAND	60	ESSEM JUTE		



On 24/11/15
Labour Commissioner
West Bengal

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