

MEMORANDUM OF SETTLEMENT

1. Name of the Parties

Employers of Jute Mills in West Bengal
And
Their Workmen represented by :

- 1) Bengal ChatkalMazdoor Union, 53, A.J.C.Bose Road, Kolkata-700 014.
- 2) National Union of Jute Workers, 41B KabitirthaSarani, 1st. Fl. Kidderpore, Kolkata-700 023.
- 3) Federation of ChatkalMazdoor Union, 50/1, NirmalCh.Street, Kolkata-700 013.
- 4) RastriyaChatkalMazdoor Union, C/o. Supreme Law Chamber, 5, K.S.Roy Road, ,Kolkata-700 001.
- 5) Jute Textile Workers Union, 5, AbhoyMyukherjee Lane, Kolkata-700 056.
- 6) Bengal Provincial ChatkalMazdoor Union, 249, BipinBehariGanguly St,Kolkata-700 012.
- 7) PaschimbangaChatkalMazdoor Federation, 52/7, B.B.Ganguly Street, Kolkata-700 012.
- 8) All India Jute Textile Workers Federation, 26,Dr. SudhirBasu Road, Port SramikBhawan,Khidderpur, Kolkata-700 023.
- 9) National Union of Jute Workers, 24D,Ekbalpur Lane,Kolkata-700023,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, 41B KabitirthaSarani, 1stFl. Kidderpore,Kolkata-700 023.
- 12) Indian Federation of Jute Textile Workers, 10, Government Place,Kol-1.
- 13) West Bengal National Jute Mill Shramik Union, 1, Mirbahar Street, Kolkata.
- 14) Jute Workers Federation, 154, G. T. Road(S),Shibpur, Howrah - 711102.
- 15) All India Federation of Jute Workers, 50/1,Nirmal Ch. Street,Kol-700 013.
- 16) Bharatiya Jute MazdoorSangh, 10 K.S.Roy Road, Kolkata-700 001.
- 17) Bengal Jute Mills Workers' Union, 48, Lenin Sarani. Kolkata-700 013.
- 18) West Bengal ChatkalShramikKarmachari Union, 129/A, Karl Marx Sarani, Kolkata-700 023.
- 19) National Union of Jute Textile Workers, 2A, Hazi Md. Mahasin Square, Kolkata-700 016.
- 20) Bengal ChatkalMazdoor Federation, 21/1/1, Creek Row, Kolkata-700 014.
- 21) National Federation of Jute Workers. A/18F/1, Sahanagar Road, Kolkata-700026.
- 22) Bengal Jute ShramikSangh, 57A, Feeder Road, Mondalpara, Barrackpore, Kolkata-700120.
- 23) The State President, Indian National Trinamool Trade Union Congress, Trinamool Congress Bhawan, 36G, Topsia Road, Kolkata-700100.

2. A) Representatives ofEmployers :

For Indian Jute Mills Association

- a) (an MANISH PODDAR CHATMEN
- b) RAGHAV GUPTA
- c) (Dy. Chairman)
- d) RT
- e) (R.K. PODDAR)
- f) Chandra



State President I N T T U C

	11. Indian National Jute Workers <i>Chandrabans Roy Ishoke Khan</i>
12. <i>Lal Bahadur Singh (NF) TU</i>	12. Indian Federation of Jute Textile Workers
13. <i>Pradip Kumar</i>	13. West Bengal National Jute Mill Shramik Union <i>Pradip Kumar</i>
14. <i>Shankar Lal Mukherjee</i>	14. Jute Workers Federation <i>Om Prakash Shaw</i> <i>Shyamal K. Datta</i>
15.	15. All India Federation of Jute Workers
16.	16. Bharatiya Jute Mazdoor Sangh <i>Nikhil Mohan Mahanta Ransod Gisi</i>
17.	17. Bengal Jute Mills Workers' Union
18.	18. West Bengal Chatkal Shramik Karmachari Union
19. <i>Jang Bahadur Singh</i>	19. National Union of Jute Textile Workers,
20. <i>Ram Prasad Mishra</i>	20. Bengal Chatkal Mazdoor Federation
21.	21. National Federation of Jute Workers
22.	22. Bengal Jute Shramik Sangh <i>Pradyumn Singh</i> <i>Sumendra Ray</i>
23.	23. Indian National Trinamool Trade Union Congress, W.B. <i>Bidyut Raut</i> <i>Ankur Shaw</i>

13/03/18

INDIVIDUAL JUTE MILLS



st of mill
companies

Unit name

Dalhousie Jute
Company

Dalhousie

Aditya Translink Private Limited	Shyamnagar
Agarpara Jute Mills Limited	Agarpara
Alliance Mills Lessees Ltd	Alliance
Ambica Jute Mills Ltd	Ambica
Anglo India Jute And Textile Industries Pvt Ltd	Anglo India
The Angus Company Limited	Angus
Atlanta Modular Pvt. Limited	Atlanta
Auckland International Limited	Auckland
Bally Jute Company Ltd	Bally
The Barnagore Jute Factory Plc	Barnagore
Birla Corporation Ltd Unit Birla Jute Mills	Birla
Bowreah Jute Mills Pvt Ltd Unit Bowreah Jute Mill	Bowreah
Budge Budge Company Limited	Budge Budge
The Calcutta Jute Manufacturing Company Limited	Calcutta
Caledonian Jute And Industries Ltd	Caledonian
Ai Champdany Industries Limited Unit Wellington Jute Mills	Champdany
Cheviot Company Limited	Cheviot

Sunbeam Vanijya
Private Limited
Lessee The Eastern
Mfg Co Ltd

Eastern

The Empire Jute
Company Limited

Empire

Gs Jute Pvt Ltd

G.S Jute Pvt.

The Ganges
Manufacturing Co
Ltd

Ganges Mfg.

Ganges Jute
Private Limited

Ganges Pvt.

Gloster Limited

Gloster

Murlidhar Ratanlal
Exports Limited
Unit Gondalpara
Jute Mil

Gondalpara

Shree Gouri
Shankar Jute Mills
Limited

Gouri Shankar

Goyal Merchants
Pvt Ltd

Goyal Merchants

Murlidhar Ratanlal
Exports Limited
Unit Hastings Jute
Mill

Hastings

The Hooghly
Mills Co Ltd

Hooghly

Premier Digital
Solutions Pvt. Ltd.
(Unit-Howrah
Mills Co.)

Howrah

Hsb Agro
Industries Ltd

HSB Agro

Hooghly
Infrastructure Pvt
Ltd Unit
Hukumchand Jute
Mills

Hukumchand

Murlidhar Ratanlal
Exports Limited
Unit India Jute
Mill

India

(Loomtex Engg)
Titagarh Jute
Mill - 2

Titagarh

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13/12/19
13/12/19



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President 2000

Jagatdal Jute And Industries Limited	Jagatdal
JAI JUTE AND INDUSTRIES LTD	Nadia
Jutex Industries Pvt Ltd	Jutex
Kamakshi Jute Industries Ltd	Kamakshi
Kamarhatty Company Ltd	Kamarhatty
Kanknarrah Co Ltd	kanknarrah
Kanoria Jute And Industries Ltd	Kanoria Jute
Trend Vyapaar Ltd Unit Kelvin Jute Mill	Kelvin
Ludlow Jute And Specialities Ltd	Ludlow
Mahadeo Jute And Industries Limited	Mahadeo
Jankalyan Vinimay Pvt Ltd Processing Unit Megna Jute Mil	Megna
Kanknarrah Jute Private Ltd. Unit: Naffarchandra Jute Mills	N-CHANDRA
The Naihati Jute Mills Company Limited	Naihati
New Central Jute Mills Co Ltd	New Central

Northbrook Jute Company Limited	North Brook
Prabartak Jute Mills Ltd	Prabartak
Premchand Jute And Industries Pvt Ltd	Premchand
Reliance Jute Mills International Ltd	Reliance
SARADA JUTE MILLS PVT LTD	Sarada Jute
Tepcon International India Ltd Unit Shree Hanuman Ju	Tepcon
Uma Spinners Private Limited	Uma Spinners
Rdb Textiles Limited Licencee Victoria Jute Works	Victoria
Vijai Shree Pvt Ltd Unit Fort William Jute Mill	Vijay Shree
Weaverly Jute Mills Pvt Ltd	Weaverly
KALIYAGANJ AGRO TRADING PVT LTD	KALIYAGUNJ
Daaksh Jute Llp	DAAKSH JUTE
Shaktigarh Textile And Industries Ltd.	Shaktigarh Textile

Super P Chandra

NSW/2019

Witness :



Labour Commissioner
West Bengal

Labour Commissioner
West Bengal

9/11/19

Shakti-Prakash, 2019

BSS, Kanon Sate

For Individual Jute Mills

List of mill companies

Unit name

Aditya Translink Private Limited	Shyamnagar
Agarpara Jute Mills Limited	Agarpara
Alliance Mills Lessees Ltd	Alliance
Ambica Jute Mills Ltd	Ambica
Anglo India Jute And Textile Industries Pvt Ltd	Anglo India
The Angus Company Limited	Angus
Atlanta Modular Pvt. Limited	Atlanta
Auckland International Limited	Auckland
Bally Jute Company Ltd	Bally
The Barnagore Jute Factory Plc	Barnagore
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Bowreah Jute Mills Pvt Ltd Unit Bowreah Jute Mill	Bowreah
Budge Budge Company Limited	Budge Budge
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Caledonian Jute And Industries Ltd	Caledonian
Ai Champdany Industries Limited Unit Wellington Jute Mills	Champdany
Cheviot Company Limited	Cheviot

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Dalhousie Jute Company	Dalhousie
Sunbeam Vanijya Private Limited Lessee The Eastern Mfg Co Ltd	Eastern
The Empire Jute Company Limited	Empire
Gs Jute Pvt Ltd	G.S.Jute Pvt.
The Ganges Manufacturing Co Ltd	Ganges Mfg.
Ganges Jute Private Limited	Ganges Pvt.
Gloster Limited	Gloster
Murlidhar Ratanlal Exports Limited Unit Gondalpara Jute Mil	Gondalpara
Shree Gouri Shankar Jute Mills Limited	Gouri Shankar
Goyal Merchants Pvt Ltd	Goyel Marchants
Murlidhar Ratanlal Exports Limited Unit Hastings Jute Mill	Hastings
The Hooghly Mills Co Ltd	Hooghly
Premier Digital Solutions Pvt. Ltd. (Unit-Howrah Mills Co.)	Howrah
Hsb Agro Industries Ltd	HSB Agro
Hooghly Infrastructure Pvt Ltd Unit Hukumchand Jute Mills	Hukumchand
Murlidhar Ratanlal Exports Limited Unit India Jute Mill	India
(Co-mlte x 64) Titagash Jute Mill-2	Titagash

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Jagatdal Jute And Industries Limited	Jagatdal
JAI JUTE AND INDUSTRIES LTD	Nadia
Jutex Industries Pvt Ltd	Jutex
Kamakshi Jute Industries Ltd	Kamakshi
Kamarhatty Company Ltd	Kamarhatty
Kanknarrah Co Ltd	kanknarrah
Kanoria Jute And Industries Ltd	Kanoria Jute
Trend Vyapaar Ltd Unit Kelvin Jute Mill	Kelvin
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Prabartak Jute Mills Ltd	Prabartak
Premchand Jute And Industries Pvt Ltd	Premchand
Reliance Jute Mills International Ltd	Reliance
SARADA JUTE MILLS PVT LTD	Sarada Jute

9/11/18
13/03/18

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Sham
Chakraborty



Leaked
State Provisional
2/11/18

International India Ltd Unit Shree Hanuman Ju	Tepeon
Uma Spinners Private Limited	Uma Spinners
Rdb Textiles Limited Licencee Victoria Jute Works	Victoria
Vijai Shree Pvt Ltd Unit Fort William Jute Mill	Vijay Shree
Weaverly Jute Mills Pvt Ltd	Weaverly
KALIYAGANJ AGRO TRADING PVT LTD	KALIYAGUNJ
Daaksh Jute Llp	DAAKSH JUTE
Shaktigarh Textile And Industries Ltd.	Shaktigarh Textile

13/10/21

PS - KALIYAGANJ

B) Representatives of Workmen/Trade Unions:

1. Bengal Chatkal Mazdoor Union
2. National Union of Jute Workers
3. Federation of Chatkal Mazdoor Union
4. Rastriya Chatkal Mazdoor Union
5. Jute Textile Workers Union
6. Bengal Provincial Chatkal Mazdoor Union

7. Paschim banga Chatkal Mazdoor Federation
8. All India Jute Textile Workers Federation
9. National Union of Jute Workers
10. All India Jute Workers Federation
11. Indian National Jute Workers
12. Indian Federation of Jute Textile Workers



Lat Bahadur Singh Dub Panchal Pithor

13. West Bengal National Jute Mill Shramik Union

*Ismail Khan -
Sankarman*

14. Jute Workers Federation

*Om Prakash Shaw
Shyamal Mr Datta*

15. All India Federation of Jute Workers

16. Bharatiya Jute MazdoorSangh

*Shishu Nath Mahanta
Ramsagar Choudhary*

17. Bengal Jute Mills Workers' Union

18. West Bengal ChatkalShramikKarmachari Union

19. National Union of Jute Textile Workers,

*Jang Bahadur Singh
Ranjana Majhi*

20. Bengal ChatkalMazdoor Federation

21. Bengal Jute ShramikSangh

*Bhagwan Singh
Sumendra Ray*

22. National Federation of Jute Workers

*Protonmoy Chatterjee
Balaram Bhattacharya*

23. Indian National Trinamool Trade Union Congress, W.B.

*Sole In, State President
Ankur Shaw INTU UC
Bidyut Paul District President INTU UC Hooghly*

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NUS W.P.*

*6/1/2019
13/03/19*

3. SHORT RECITAL OF THE DISPUTE

The 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 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 Federation, National Federation of Jute Workers, Bengal Jute Shramik Sangh and Indian National Trinamool Trade Union Congress, West Bengal placed fresh charter of demands as the last Tripartite Agreement dated 2.4.2015 was expired after the period of three years from the date of settlement. On receipt of the Charter of Demands the matter was taken up for conciliation and discussed in several meetings and it was amicably resolved before **Shri Moloy Ghotok**, Minister In - Charge, Labour Department on 13/03/2019 on the following terms and conditions.

*Sole In
State President
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TERMS OF SETTLEMENT

It is agreed by and between the parties that -

- I. Regarding the existing Workers of the Mill, Management agrees to pay onetime ad-hoc payment of Rs. 52/- per month (for 208 hours) to all categories of workmen including new entrants and it shall be added with the Basic Wages.

In addition, Rs. 13/- per month (for 208 hours) shall be paid to all workmen except new entrants for at least 12 days attendance in a fortnight. Statutory leave and authorized leave (supported with proper documents like Doctors certificate in case of medical leave, accident etc.) shall be taken into account while calculating 12 days attendance in a fortnight.

- 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, "May, 1st August & 1st November.

- III. The new entrants after execution of this agreement shall be paid Rs.370/- (368+2 as per clause I) only per day in lieu of existing Rs.258/- as the entry level minimum payment. They will also be entitled to future DA increase. The existing workers getting below the settled amount, if any, shall get the agreed amount on and from the date of execution of the agreement. On the other hand, the workers getting more than the agreed amount shall continue to enjoy the same.

In addition, after calculating basic increase, Rs. 15/- per day for at least 12 days attendance in a fortnight will be given all such workmen enrolled at entry level wages of Rs 370/- per day vide this agreement. Statutory leave and authorized leave (supported with proper documents like Doctors certificate in case of medical leave, accident etc.) shall be taken into account while calculating 12 days attendance in a fortnight.

- IV. The Management shall ensure the payment of DA, if unpaid.

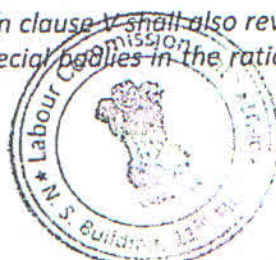
- V. The management agrees to pay the last drawn wages to the retired workers in case of reemployment. However, it will not be applicable to those who have been paid all their retirement dues and after discontinuation of the employer employee relationship.

- a) A **three-men-committee** would be constituted for the categorisation of workmen in jute industry. The Committee would be headed by a retired Judge of Calcutta High Court and consisted of other two experts as members. The State Government will issue a notification with terms of reference with due consultation with stake holders (Management and Unions). The committee will prepare the report in consultation with the management and the unions and submit the same within next three months to the Labour Department. And the Government will be taking necessary action for implementation in another three months.

- VI. Everybody supported the proposal of modernization in jute mills. It was agreed that the existing workers after properly trained up should be engaged in modernized looms and different places as required without affecting their existing benefits. The norms of modernization like man machine ratio etc. will be decided through discussion between the management and unions in Mill levels. But, if any dispute arises same shall be resolved at tripartite level.

VII.

- b) The committee as mentioned in clause V shall also review the question of maintenance of the strength of permanent and special grades in the ratio of 90% and 20% respectively mill wise



after hearing both parties i.e. the Management and the Trade Unions and shall submit their report within three months to the Government for taking necessary action for implementation in next three months.

- c) For the time being, it is, however, agreed to by and between the parties that 10,000 (ten 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 but it should be executed in all existing jute mills.

VIII. No worker will be engaged for job and paid wages in the Jute Mill without fringe benefit.

IX. The payment of statutory dues like PF, ESI, 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 Govt. and the law will take its own course.

X. The parties are agreed in principle to the revision of present standing order and necessary application for certification of a fresh Standing Order with required modification (relevant to jute industry) in consultation with the operating Trade Unions, before the Certifying Officer appointed under the Industrial Employment (Standing Orders) Act, 1946 on priority.

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, appointment letters and other documents as per the Standing order shall be issued to all workers.

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

XII. It has been agreed that this settlement will remain in operation for a period of three years will 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.

XIII. 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.

XIV. House Rent allowance will be paid as per law.

XV. The Management shall provide and continue Canteen facility in no-profit-no-loss basis.

XVI. 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.

XVII. Everyone agreed that absenteeism is a big issue and one must take leave with prior sanction except for emergency (sickness under authorised doctor's guidance, accident etc., supported with proper documents).



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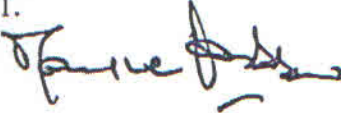









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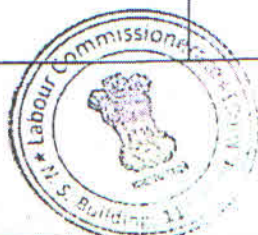
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III. The working hours in the mill shall be strictly followed as per the prevailing Acts and Rules applicable to the industry.

XIX. All the Trade Unions expressed their grave concerns over the suspension of work imposed in a few Jute Mills affecting large number of workmen. And they requested to the Govt. to move expeditiously to resolve it early.

XX. This agreement will be applicable to all operating jute mills existing in West Bengal and also any new jute mill starting operation in future.

Signature of the Employer (Indian Jute Mills Association and Jute Mills)	Signature of the Trade Unions
1. 	1. Bengal ChatkalMazdoor Union
2. 	2. National Union of Jute Workers Anesh Sarkar Master Nigam.
3. 	3. Federation of ChatkalMazdoor Union
4. 	4. RastriyaChatkalMazdoor Union Rajni Chandra, Sanyal Rao.
5. 	5. Jute Textile Workers Union Ramnayan Yadav Ankur Shah
6. 	6. Bengal Provincial ChatkalMazdoor Union
7. 	7. PaschimangaChatkalMazdoor Federation Rajibul Haque
8. 	8. All India Jute Textile Workers Federation Ram Narayan Shah, Nimesh Chandra
9. 	9. National Union of Jute Workers SK. Samrat
10. 	10. All India Jute Workers Federation



9/13/13
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State President INTTUE