

MEMORANDUM OF SETTLEMENT

List of participants:-

Sl. No.	Employers Representative	Sl. No.	Workers Representative
1	Shri Chiranjib Banik, Development Officer, Rubber Board	1	Shri Biplab Sanyal, Secy. TRSU State Committee
2	Shri Sali. N, Jt. Rubber Production Commissioner, Rubber Board	2	Shri Nirode Saha, CITU
3.	Shri Jaymalya Bhattacharjee Executive Director, TFDPC Ltd.	3	Shri Jiban Chakraborty, President TRSU
4.	Shri Santosh Debbarma, Dy. Manager, HQ TRPCL	4	Shri Swapan Dey, General Secretary, INTUC

SHORT RECITAL OF THE CASE

A tripartite meeting is held on **29.08.2025 at 11:00 a.m.** in the Chamber of the Labour Commissioner, Government of Tripura, Labour Directorate, Shrama Bhavan, Office Lane, Agartala for fixing the rates of Bonus/Ex-gratia for the workers/employees employed in the **Rubber Plantation Sector**. After prolong discussion the matter has been settled amicably in the following terms and conditions for payment of Bonus/Ex-gratia to the workers those who were employed in the Rubber Plantation sector for ensuing **Durga Puja Festival, 2025**.

TERMS AND CONDITIONS

It is agreed that the workers/employees employed in public undertaking and private growers in the rubber plantation sector will get ex-gratia in the following manner: -

- i) It is agreed that, the plantations having 1 to 9 workers will get ex-gratia @ **₹ 5,500/- (Rupees Five Thousand five hundred) only**.
- ii) It is also agreed that, the workers/employees engaged in the Rubber Plantations run by TFDPC, TRPC, Rubber Board, where the Payment of Bonus Act, 1965 is applicable will be paid bonus @ minimum 10% subject to maximum of **₹ 8,000/- (Rupees Eight Thousands) only**.
- iii) It is further agreed that, the amount of ex-gratia/bonus as fixed on the above will be paid to the workers/employees in various Rubber Plantations within 15th September, 2025 by the employers for ensuing Durga Puja Festival, 2025
- iv) Lastly, it is also agreed that, the Payment of Ex-gratia/Bonus to the workers/employees of rubber plantation sector will remain valid for ensuing **Durga Puja Festival, 2025 only**.

Sl. No.	Signature of the Employers representative	Sl. No.	Signature of the workers representative
1	Jaymalya Bhattacharjee. ED, TFDPC Ltd.	1	Biplab Sanyal
2	Chiranjib Banik Jt. Rubber Board	2	Nirode Saha
3	Santosh Debbarma	3	Jiban Chakraborty
4	Sali. N	4	Swapan Dey

Witness :-

[Handwritten Signature]
29/8/25

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29/8/25
(B. Paul, TCS, SSG)
Conciliation Officer
(Labour Commissioner),
Government of Tripura.

MEMORANDUM OF SETTLEMENT

List of participants:-

Sl. No.	Employers Representative	Sl. No.	Workers Representative
1	Shri Debasish Majumder, ATTD, Tech. Corpn. Building, Agartala	1	Shri Asis Naha Biswas, Truck Driver (TMSU)
2	Shri Debraj Saha, ATPDA (Secretary)	2	Shri Dulal Karmakar, Truck Driver (TMSU).
3	Shri Khokan Saha, ATPDA	3	Shri Ranjan Dey, Secretary (INTUC)
4	Shri Shyamal Kr. Saha, President, ATPDA		
5	Shri Sukhendu Deb, ATPDA (Vice President)		
6	Smt. Srabani Saha, (E.C. member) ATPDA		
7	Shri Aldrin Saha, ATPDA		
8	Shri Joydeep Podder, ATPDA		

SHORT RECITAL OF THE CASE

A tripartite meeting is held on **30.08.2025 at 11:00 a.m.** in the Chamber of the Labour Commissioner, Government of Tripura, Labour Directorate, Shrama Bhavan, Office Lane, Agartala for fixing the rates of Bonus/Ex-gratia for the workers/employees employed in the **Petrol Pump, Oil & LPG, Gas, Tanker etc.** After prolonged discussion the matter has been settled amicably in the following terms and conditions: -

TERMS AND CONDITIONS

1. It is agreed that the workers/employees employed in the establishment of a Petrol Pump, Oil & LPG, Gas, Tanker etc. where 10 or more workers are being employed shall be paid Bonus not less than the minimum @ **8.33%** in accordance with the existing provisions of the Payment of Bonus Act, 1965.
2. It is also agreed that in any Petrol Pump, Oil & LPG, Gas, Tanker etc., where less than 10 workers/employees are being engaged or employed, an ex-gratia shall be paid @8.33% on the salary or wages earned and additional amount of ₹ - 300/- shall be included and be paid to every employee or workmen by the Employers for ensuing Durga Puja Festival, 2025.
3. It is also agreed that, the employers shall pay the Ex-gratia/Bonus to the workers related to Petrol pump, Oil & LPG, Gas, Tanker sector within 15th September, 2025 for ensuing **Durga Puja Festival, 2025.**



4. Further, it is also agreed that, the payment of Ex-gratia/Bonus to the workers/employees of the Petrol Pump, Oil & LPG Tanker sector will remain valid for ensuing Durga Puja Festival, 2025 only.

Sl. No.	Signature of the Employers representative	Sl. No.	Signature of the workers representative
1	Debasish Majumdar	1	Asis Naha Bhattacharya
2	Debajit Saha	2	Dulal Kumar Karmakar
3	Amit Saha	3	
4	Debanjan Saha		
5	Sukumar Das		
6	Sayan Kumar Saha		
7	Khokan Das		
8	Tapas Pal		

Witness :-

[Signature]
30/8/25

[Signature]
30/8/25

**Conciliation Officer,
Government of Tripura
Labour Directorate.**

MEMORANDUM OF SETTLEMENT

List of participants:-

Sl. No.	Employers Representative	Sl. No.	Workers Representative
1	Shri Bijay Natta Das, B.N. Das Co.	1	Shri Swapan Dey. GSGU INTUC
2	Shri Bhaskar Shome, North East Security	2	Shri Sadhan Ch. Bose, (CITU)
3	Shri Sanjay Dutta, Security & Personnal Service Pvt. Ltd.	3	Shri Tapash Gupta,
4	Shri Brajendra Das, Anukul Facilities & Services Pvt. Ltd.	4	Shri Jaharlal Das, CITU
5	Shri Sunil Paul, Tripura Ex-Security Service Society	5	Smt. Sampa Das,
6	Shri Bikash Ch.Das, Brave Active Security	6	Smt. Mithu Nama Das
7	Shri Jaydev Paul, Swift Security Service	7	Smt. Jyotsna Debbarma
8	Shri Ajit Krishna Deb Roy, Hawk Eye Security & Management Service	8	Smt. Sabita Urang
9	Shri Sumit Nandy, Green Security Service	9	Smt. Joya Sutradhar
10	Shri Shubham Chakraborty, Tripureswari Security Guard Private Service		
11	Shri Mintu Ch.Deb, Ex-Para Military Association		
12	Shri Mithun Roy, ATSF Agency		
13	Shri Nababrata Dhar, Indian Private Security		
14	Shri Rajesh Kumar Sharma, SIS India		
15	Shri Barun Dey, Nilabhru Accurate Brilliant Security(NABS)		
16	Shri Mohanlal Das, Special Security Guard Pvt. Service		
17	Shri Santanu Chowdhury, Skilful Trustful		
18	Shri Jatiswar Chakraborty & Narayan Bhattacharjee,Tripura,		
19	Shri Apan Shib,		
20	Shri Dilip Shil		
21	Shri Ranabir Paul		
22	Shri Shibu Sarkar		
23	Shri Rahul Majumder		
24	Shri Sujoy Das		
25	Shri Kajal Deb		
26	Shri Barun Debnath, Agartala Security Service		
27	Bijan Das, AK Security		

SHORT RECITAL OF THE CASE

A tripartite meeting is held on **27.08.2025 at 11:00 a.m.** in Labour Directorate, Shrama Bhavan, Office Lane, Agartala for fixing the rates of Bonus/Ex-gratia for the workers/employees employed in the **Private Security Agencies/Manpower Outsourcing Agencies**. Both the Employers and Employees representatives have put their views while fixing the rates of Bonus/Ex-gratia for ensuing Durga Puja Festival, 2025.

After prolong discussion the matter has been settled amicably in the following terms and conditions: -

TERMS AND CONDITIONS

- 1] It is agreed that the workers/employees employed in the establishment of a Private Security Agency/ Manpower Outsourcing Agency where 10 or more workers are engaged shall be paid Bonus not less than @ **10.00%** in accordance with the existing provisions of "**The Payment of Bonus Act, 1965**" for ensuing Durga Puja Festival, 2025.
- 2] It is also agreed that in any Private Security Agency/ Manpower Outsourcing Agency, where less than 10 workers/employees are engaged or employed, Ex-gratia @ **3,500/-** shall be paid to every employee or workman by the employers for ensuing Durga Puja Festival, 2025.
- 3] Further, it is also agreed that the Employers of Private Security Agency/ Manpower Outsourcing Agency shall pay Bonus/Ex-gratia to their employees/workers minimum of 10 (Ten) days prior to commencement of Durga Puja Festival, 2025.
- 4] Further it is also agreed that, this agreement shall remain valid for ensuing Durga Puja Festival, 2025 only.

Sl. No.	Signature of the Employers representative	Sl. No.	Signature of the workers representative
1	Ajit Krishna Deb Roy	1	Tapash Gupta (CITU)
2	Nabobroda Dhar	2	Taherul Das C.I.T.U
3	Shubham Chatterjee	3	Sankar Ch. Bose (CITU)
4	Subhankar	4	Swapan Dey (INTUC)
5	Brijendra Das	5	Sampo Das
6	Pratik Paul	6	Mithunama Das
7	Pratik Ch. Deb	7	Pratik DIB
8	Kajal Deb	8	Sabita Prang
9	Pratik (Signature)	9	Tapa Sutra Dhar
10	Pratik Ghose	10	Anjana Bhattacharya Roy

11	Bikas Ch. Das		
12	Bijan Das		
13	Lupit Ch. Pml		
14	Shibu Sarkar		
15	Mithan Roy		
16	Das		
17	Sanjay Das		
18	Rahul Majumder		
19	Sujay Das		
20	Ankarna GON		

Witness

[Signature]
27/8/25

[Signature]
27/8/25
Conciliation Officer
Government of Tripura
Labour Directorate

MEMORANDUM OF SETTLEMENT

Representatives of employers:-

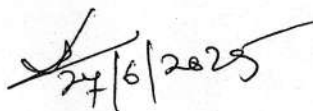
1. Anjan Kr. Das, T.T.A.I.
2. Sumanta Poddar, Sr. Manager, Manu valley T. Estate.
3. Satya Narayan Pandey, Maheshpur TE
4. Partha Pratim Nandy, Golakpur TE
5. A.K. Biswas, Mekhlipara T. Estate.
6. Krishna Kumar Yadav, Sarala Tea Estate.
7. Ajay Kumar Singh, Ranibari Tea Estate.
8. Biswanath Banik, Binodini Tea Estate.
9. Sujit Barai, Narendrapur Tea Estate.
10. Vishal Mittal, Mahabir Tea Estate.
11. Dwaipayan Chakraborty, Rang Rung TE
12. Kishore Dutta, TTDC Ltd.
13. Ratan Kumar Hajari, Leelagarh TE
14. Bipul Saha, Laxmilunga TE
15. Santanu Chakraborty, Huplongcherra T E

Representatives of employees:-

1. Kanu Ghosh, C.I.T.U.
2. Amrita Lal Saha, TCMU
3. Ashit Kr. Sen, TCMU
4. Shribatsa Tanti, TCMU
5. Tapan Mahali, TCMU
6. Kanu Dey, TCMU
7. Netai Das, TCMU
8. Paresh Paik, C.I.T.U.
9. Arjun Bonarj, CITU
10. Anjan Singh, TTMS
11. Shyamalendu Bikash Pal, B.M.S.
12. Haripada Nayek

SHORT RECITAL OF THE CASE

The revision of fixation of salary for the staff and sub-staff of the Tea garden of the State was last done on 10-01-2023 at a tripartite agreement. The period of agreement was effective upto 31st March, 2025. Hence to revise the Pay Scale of staffs and sub-staffs of tea garden, the Conciliation Officer i.e. Labour Commissioner took up the matter and invited tripartite meetings on 27-06-2025. A prolonged discussion is held on the issue for revision of salary for the staff and sub-staff of the Tea garden of Tripura. The Labour Commissioner appraised the house on the necessity of the settlement for revising pay scale for the staff and sub-staff employed in various tea gardens in the State of Tripura. After discussion on various issues


24/6/2025

and taking into consideration of the views of the employers and employees representatives, following decisions are arrived in the following terms & conditions.

TERMS AND CONDITIONS

1. It is agreed by both the parties that the revised basic pay of staff and sub-staff will come into effect from **1st April, 2025** and will remain valid upto **31st March, 2028**.
2. Further it is also agreed that 18% fixation benefit on the amount of existing basic pay after allowing one increment on the pre-revised pay scales at the rate as due in each staff and sub-staff is payable as on **1st April, 2025**.
3. The amount arrived at, on the fixation benefit, 20% DA and 20% VDA are to be added.
4. The due arrears at revised rate w.e.f. **1st April, 2025** will be paid to the staff and sub-staff in 3 (three) equal instalments within **31-12-2025**.

Signature of the **Employers** representatives

Deja on Beharimur J. T. Plant /
Aniya Kanti Biswas, Associate
Mekhlipara, T.E.
Krushna Kumar Yadav
Biswanath Bora
Binodini Tea Estate
27/06/25 - Huplongchura Tea Estate
Ajay Kumar Singh,
Ranibari T.E.
Parma Pratham Nandy
Golobpur Tea Estate
Dwijayan Chakravarti.
Sabyaschay on Pandey
Meharpur T.E.
Srejit Barua
Narendrapur, Cha Bagan.
Vishal Mittal
Mahabir Tea Estate
Ratan Kr. Hajari
Lachagash T.E.
Kisor Datta, AM, TTDC Ltd.

Signatures of the **Employees** representatives

Kame Ghosh. CITU-94364
2. Asmit Lal Saha INTUC-TMC0780
3) Ashit Kumar Sen - INTUC-TMCU
4) Kama Beg - INTUC-TMC
5) Sribalshanti T.M.C.U
6) Nitai Beg - T.M.C
7) Tapan Meher T.M.E
8) Goutam Chakraborty (ITU)
9) Pooja Paul CITU
10) 213 013 ANCO
11) Arjun Singh (TTMS)
12) Shyamgandu Beharal (BME)
27/6/2025
(Dhan Babu Reang, IAS)
Conciliation Officer
(Labour Commissioner)

Witness

(Binoy Bhushan Das)
Joint Labour Commissioner,
Labour Directorate,
Govt. of Tripura.

MEMORANDUM OF SETTLEMENT

Participants:

Sl. No	Representing Employers.	Sl.No	Representing Workers
1.	Shri Swapan Ch.Saha,Secretary Sonamura	1.	Shri Biplab Majumder, Sepahijala Tripura Bus Jeep Chalak Sangh
2.	Shri Dilip Kr. Debnath, Sonamura Bus Owner's Syndicate, Nagerjala, Battala, West Tripura	2.	Shri Indrajit Ray, Tripura Khudra Ponnyo Bahi Jaan Chalak Sangh.
3.	Shri Pabitra Nama	3.	Shri Prasanta Kr.Deb, Gen. Secy. Nagerjala Stand
		4.	Shri Swapan Chakraborty, President Chandrapur ISBT
		5.	Shri Koushik Deb, Vice President Chandrapur ISBT,
		6.	Shri Biplab Kr. Roy, President INTUC,
		7.	Shri Manik Kr. Saha, Gen. Secy. TMSU
		8.	Shri Asis Naha Biswas, TMSU Sadar D/C Truck Driver
		9.	Shri Dulal Karmakar,TMSU Sadar D/C Truck Driver
		10.	Shri Pranesh Datta
		11.	Shri Ashim Datta, BMS A.D. Nagar
		12.	Shri Chandra Nath Saha, TMSU

SHORT RECITAL OF THE CASE

A tripartite meeting is held on **29/08/2025 at 3.00 P.M.** in Labour Directorate, Shrama Bhavan, Office Lane, Agartala for fixing the rate of bonus/ex-gratia for the workers/employees employed in the **Public Motor Transport**. After prolong discussion the matter has been settled amicably in the following terms and conditions:-

TERMS AND CONDITIONS

1. It is agreed that, where 10 or more workers/ employees are employed in the **Public Motor Transport** shall be paid Bonus as per provision of Payment of Bonus Act, 1965 subject to the minimum of @ **8.33 %** of their wages/salaries.
2. It is also agreed that, the ex-gratia will be paid to the workers/ employees employed by the employers in the said segment where less than 10 are employed, where the payment of Bonus Act is not applicable shall be paid in the following:-

Sl. No.	Categories of employees/workers.	Rates of Ex/gratia During 2024.	Rate of Ex-gratia agreed to be paid before Durga Puja, 2025.
1	2	3	4
i)	Bus/Mini Bus including Night Super		
	a) Driver.	Rs.1,830/-	Rs. 2300/-
	b) Conductor.	Rs.1,760/-	Rs. 2200/-
	c) Assistant.	Rs.1,725/-	Rs. 2100/-
ii)	Jeep/Taxi Mahindra FC &/ Maruti /Commander/ (Light Vehicle)		

	a) Driver.	Rs.1,745/-	Rs.2200/-
	b) Assistant.	Rs.1,670/-	Rs.2100/-
(iii)	Truck		
	a) Driver	Rs.1,950/-	Rs.2400/-
	b) Assistant	Rs.1,825/-	Rs. 2300/-
	c) Office Staff/Transport Goods/Delivery Man/Peon/N.G.	Rs.1,805/-	Rs. 2200/-

3. It was also agreed that the employers shall pay the Bonus / Ex-gratia to the workers related to Public Motor Transport sector within 15th September, 2025 for ensuing **Durga Puja festival, 2025.**
4. Further it is also agreed that, the payment of Ex-gratia/Bonus to the workers/employees of the Public Motor Transport sector will **remain valid for ensuing Durga Puja Festival, 2025 only.**

Sl. No	Signature of the Employers representative	Sl. No	Signature of the workers representative
1	Swapan ch. Saha	1	Ashim Datta
2	Pabitra Nanda	2	Biplab Majumdar
3	Dilip Kumar Deb Nath Ad. SNM BMO Sp.	3	Prasanta Kr Deb (Tinku)
		4	Swapan Chandra Saha -
		5	Koushik Deb.
		6	Indrajit Roy
		7	Biplab Kr. Roy -
		8	Manik Kr. Saha TMSU.
		9	Asis Naha Biswas TMSU
		10	Dulal Kumar Kar = T.M.S.U
		11	
		12	

Witness 29/8/25

29/8/25
Conciliation Officer,
Government of Tripura,
Labour Directorate.