

## MEMORANDUM OF SETTLEMENT

### 1. Name of the Parties:

The employers of (1) Sponge Iron, (2) Ferro Alloys, (3) Induction Furnace and (4) Rolling Mill industries of West Bengal represented by West Bengal Iron & Steel Manufacturers' Welfare Association, 1, R.N.Mukherjee Road, Martin Burn House, Ground floor, Kolkata-700 001

And

Their workers represented by-

- (1) Indian National Trinamool Trade Union Congress, INTUC, West Bengal, Trinamool Bhavan, 36G, Topsia Road, Kolkata-700 100.
- (2) Co-ordination Committee of Trade Union of Small, Medium Iron and Steel Industries (CITU), 53, Acharya Jagadish Chandra Bose Road, Kolkata-700 016.
- (3) West Bengal Pradesh National Trade Union Congress, INTUC, Maruti Building, Ground Floor, 12, Loudon Street, Kolkata-700 017.

### 2. Representing the Employers:

- I. Shri Shankar Agarwal, W.B.I&S.M.W. Association
- II. Shri Arijit Bose, WBSIMA,
- III. Shri D. Chakraborty, Director, Sponge Iron Mfg. Association
- IV. Shri Ashis Routh, Sponge Iron Mfg. Association
- V. Shri Vivek Adukia, Chairman, Steel Rolling Mills Association Of Indian,
- VI. Shri G.K.Sharan, Chief Mentor, Super Smelter
- VII. Sri Sutanu Mallik, , Rashmi Group
- VIII. Sri Aritra Mallik, Rashmi Group
- IX. Shri Deepak Shaw, Shyam Steel Group
- X. Sri Mrityunjay Karmakar, Shakambhar Group

### 3. Representing the Workers:

(1) INTTUC: Smt. Dola Sen, State President, INTTUC.

(2) CITU:

1. Sri Manoj Dutta, CITU,
2. Sri Runu Dutta, CITU,
3. Sri Biprendu Chakraborty, CITU,
4. Sri Mrinal Karmakar, CITU,
5. Sri Tapas Kabii, CITU,
6. Sri Umapada Gope, CITU

(3) INTUC:

- I. Shri Bikash Ghatak, President, INTUC, Burdwan District
- II. Shri Uma Pada Das, Vice President, INTUC, Burdwan District
- III. Sri Mrinal Basu INTUC,

Members present: As per list attached.

### 4. Short Recital of the Case:

The trade unions mentioned above affiliated to the Central Trade Unions, like, INTTUC, CITU, INTUC representing the workers of different units of Sponge Iron, Ferro Alloy, Induction Furnace and Rolling Mill Industries of West Bengal submitted their charters of demands on different dates in March, 2020 to the managements of the units and the regional labour offices of the area for settlement of the issues mentioned. The charters of demands included, inter alia, the demands for a new wage settlement for the workers of the Sponge Iron, Ferro Alloy, Induction Furnace and Rolling Mill Industries of West Bengal in view of the expiry of the last industry-wise Tripartite Agreement. The matter was taken up for conciliation at tripartite level by Labour department, Government of West Bengal. Due to pandemic situation prevalent throughout the country during 2020, the conciliation proceedings have



Mrinal Karmakar  
5/2/21

1) Vivek Adukia  
2) G.K. Sharan  
3) D. Chakraborty

S. M. Das  
Tapas Kabii

Mr. Chakraborty  
Biprendu Chakraborty  
5/2

Umapada Gope  
5/2

Mr. Das  
5/2

to be deferred. Ultimately, after protracted discussions in several separate and joint conferences, the dispute is settled between the parties this day of 05.02.2021, in presence of Sri Moloy Ghatak, Hon'ble MIC, Labour Department, Govt. of West Bengal, Sri Tirthankar Sengupta, Additional Labour Commissioner, Government of West Bengal and others on the following terms and conditions:

**5. Terms of Settlement:**

It is agreed by and between the parties that-

- (1) Enhancement of Rs. 1001/- (Rupees One Thousand and One only) per month over and above the existing basic wages of each workman.
- (2) Enhanced amount shall be effective from 01-04-2019.
- (3) For each worker, per day increment shall be as follows:
  - (a) For 1st year Re. 1/- per day over and above the existing increment i.e. Rs. 9/- per day X 26 = Rs. 234/- per month and
  - (b) For the next year another Re.1/- per day over and above the existing increment i.e. Rs. 11/- per day X 26 = Rs. 286/- per month
- (4) The terms and conditions of this settlement shall be applicable to all categories of workers including un-skilled, semi-skilled, skilled, highly-skilled, loading and un-loading workers and supervisory staff who are treated as workers engaged directly or indirectly or through contractors, by the employers. Piece-rated workers engaged directly or indirectly or through contractors, by the employers will also get benefit of the revised wages proportionately.
- (5) The terms and conditions of this settlement will be applicable to all industrial units of Sponge Iron/Ferro Alloy, Induction Furnace and Rolling Mill Industries in the State of West Bengal.
- (6) The total arrear wages payable to each worker consequent to the revision of Wages and Allowances under this agreement will be paid to each worker in 12 installments.
- (7) If any dispute arises in the matter of implementation of any terms and conditions of this agreement, it will be resolved in tripartite level.
- (8) Both sides, the management and the workers will co-operate each other to maintain normalcy with respect to production. The workers shall maintain discipline at the work place by following the Rules and Regulations of the organization.
- (9) The agreement will be operative from 01-04-2019 to 31-03-2022. However, the unions and the management will sit for a discussion regarding the duration of the agreement within the time frame of the validity of the agreement.
- (10) All existing facilities will continue.

This settles the dispute fully and finally. No further action is necessary.



(Tirthankar Sengupta)  
Additional Labour Commissioner  
West Bengal

SIGNATURE OF THE EMPLOYERS' REPRESENTATIVE

SIGNATURE OF UNIONS' REPRESENTATIVES

*(Signature)*

*Umapada*

*Prasenjit*

*Prasenjit*

*Prasenjit*

*Prasenjit*

*Mural Karmakar*  
*5/2/21*

*Prasenjit*  
*5/2/21*