



## MEMORANDUM OF SETTLEMENT

### 1. NAME OF THE PARTIES:

India Power Corporation Limited (IPCL), having its Registered Office at Plot No. X-1, 2 & 3, Block EP, Sector V, Salt Lake City, Kolkata 700091 and Central Office at Sanctoria, P.O. Dishergarh, Dist. Paschim Burdwan.

AND

Their Workmen/Employees working at or under Dishergarh Power Station, Seebpore Power Station & Luchipur Receiving Station and Central Office represented by: -

1. Dishergarh Power Workers' Union (INTUC), (Regd. No. 2938), Dishergarh Power Station, P.O. Sundarchak, Dist. Burdwan.
2. Dishergarh Power Workers' Union (UTUC), (Regd. No. 2938), Dishergarh Power Station, C/o. Sri Madhu Banerjee, Ex-MLA, P.O. Sundarchak, Dist. Burdwan.
3. United Dishergarh Power Supply Company Workers' Union (CITU), (Regd. No.13459), Dishergarh Branch, Dishergarh Power Station, P.O. Sundarchak, Dist. Burdwan.
4. Dishergarh Power Supply Mazdoor Union (AITUC), (Regd. No. 14634), Dishergarh Power Station, P.O. Sundarchak, Dist. Burdwan.
5. Nationalist Power Sector Mazdoor Congress (INTTUC), (Regd. No.25093) DPS Unit, Dishergarh Power Station, P.O. Sundarchak, Dist. Burdwan.
6. Electric & Power House Employees' Union (INTUC), (Regd. No. 1771), Seebpore Power Station, P.O. Jamuriahat, Dist. Burdwan.
7. United Dishergarh Power Supply Co. Workers' Union (CITU), (Regd. No. 13459), Seebpore Power Station, P.O. Jamuriahat, Dist. Burdwan.
8. Dishergarh & Seebpore Power House Mazdoor Congress (HMS), (Regd. No. 14764), Seebpore Power Station, P.O. Jamuriahat, Dist. Burdwan.
9. DPSC Nationalist Power Sector Mazdoor Congress (INTTUC), (Regd. No.25093), SPS Branch, Seebpore Power Station, P.O. Jamuriahat, Dist. Burdwan.
10. Dishergarh & Associated Power Companies Employees' Union (INTUC), (Regd. No. 9748), Central Office, Jhalbagan, P.O. Dishergarh, Dist. Burdwan.
11. Dishergarh Power Workers' Union (UTUC), (Regd. No. 2938), Central Office Branch, Central Office, Jhalbagan, P.O. Dishergarh, Dist. Burdwan.



12. DPSC Nationalist Power Sector Mazdoor Congress (INTTUC), (Regd. No.25093), Central Office Branch, Central Office, Jhalbagan, P.O. Dishergarh, Dist. Burdwan.

**2. REPRESENTING THE EMPLOYER:**

Somudayee  
Debasish Sarkar.  
Paita Satim Chatterjee  
Abhishek Vidhan

**3. REPRESENTING THE WORKMEN:**

Tapas Kallai (CITU)  
Srinchar Banerjee (AITUC)  
Kalyan Dasgupta (INTTUC)  
Chandi Chatterjee  
Swapan Majumdar  
Anup Kumar

Md. Khalid Akbar - (C.I.T.U)  
Manab Banerjee (CITU)  
Scha

**4. SHORT RECITAL OF THE CASE:**

After expiry of previous agreement on 31.03.2012, the unions submitted fresh Charter of Demands before the management on 04.02.2013 and negotiations started at bipartite level to reach to an amicable settlement of the dispute. There after a number of meetings were held between the parties to sort out the problems. Then the management vide their letter dated 22.02.2017 sought intervention of Labour Department for amicable settlement of the dispute. The dispute was taken up for conciliation. The first joint conference was held on 09.03.2017. Both the unions and the Management were present in that meeting. After protracted discussions, the dispute is settled by and between the parties this day of 9<sup>th</sup> March, 2017 on the following terms and conditions:

**5. TERMS OF SETTLEMENT:**

It is agreed by and between the parties that: -

**6. SCOPE AND COVERAGE:**

This Settlement shall cover all Permanent/Probationer workmen of the Company from the date of commencement of this Settlement. The revised wage structure effective from 01.04.2012 will also be applicable in the case of the workmen/employees joining on permanent/probation roll after signing of this Settlement.



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**7. WAGE STRUCTURE:**

An amount equivalent to 9% of sub-total as on 31/03/2012 of each employee have been secured as enhanced amount of sub-total as on 01/04/2012. By doing so, the basic has been proportionately increased as on 01/04/2012 and also the VDA and AFDA (if any) have been increased proportionately from the said date after incorporating the VDA increase effect of the same period. The annual increment rates also have been revised which are specified in the **Annexure II.**

**8. FITMENT:**

The revised basic will be fitted in the existing pay scales. If the resultant amount does not fit in the existing scale the next higher slab in the existing scale will be the resultant basic pay. The cases of promotion and yearly increment on and after 01/04/2012 will be governed as per the scale as referred in **Annexure III.**

**9. VARIABLE DEARNESS ALLOWANCE (VDA):**

The existing method of calculation of VDA will remain unchanged.

**10. ADDITIONAL FIXED DEARNESS ALLOWANCE (AFDA):**

Existing AFDA as and where applicable will continue.

**11. OTHER ALLOWANCES:**

**(a) Attendance Allowance**

The existing Attendance Allowance of Rs. 15.00 will be increased to Rs.27.00 per full shift/day of actual work with effect from 01.04. 2012.

**(b) Night Shift Allowance**

The existing Night Shift Allowance of Rs.14.00 will be increased to Rs.18.00 for working in a full night shift with effect from 01.04.2012.

**(c) Meal Subsidy**

The existing Meal Subsidy rate of Rs.29.00 will be increased to Rs.40.00 for each normal full shift working day on the basis of existing practice/system with effect from 01.04.2012. The workman/employee will be entitled to Meal Subsidy if he is required to stay on outside jobs beyond 1 hour of the scheduled lunch period.



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**(d) Heat/Dust / Hazard Allowance**

The existing Heat/Dust Allowance will be increased from Rs. 14.00 to Rs. 17.00 for each normal full shift working day with effect from 01.04.2012. This allowance will be paid to the presently eligible workmen and also to the workmen exposed to dust in Coal Handling Plant (CHP). However, the other eligible workmen like security guard posted at coal yard will be continued to be entitled for the same w.e.f 1<sup>st</sup> May 2017.

**(e) Washing Allowance**

The existing Washing allowance of Rs.24.00 per month will be increased to Rs.34.00 per month from the date of signing of this Settlement.

**(f) Travelling Allowance**

Existing Travelling Allowance will continue. This is, however, subject to change in future as per notification from the office of the ARTO, Asansol.

**12. REIMBURSEMENT CHARGES FOR CLEANING OF SUBSTATION & SUBSTATION QUARTERS:**

Existing system of outsourcing the job towards cleaning of sub-stations/periphery in lieu of reimbursement of charges will however remain unaltered.

**13. LEAVE TRAVEL ASSISTANCE (LTA):**

The payment of LTA will be Rs. 3,800.00 per year with effect from 1.4.2012 per workman/employee on taking 3 (three) days privilege/annual leave at a time. Alternatively, workman/employee will be entitled to claim reimbursement of Non AC Sleeper Class Railway fare up to a maximum of 1800 KM each way per year for self, spouse and 3 (three) dependent children only up to the age of 21 years, subject to production/submission of Railway ticket/ receipt/document. This will take effect from the date of signing of this Settlement.

**14. YEARLY PRIVILEGE LEAVE AND SICK LEAVE ENCASHMENT:**

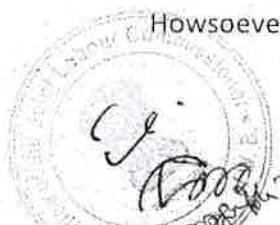
The present system of encashment of accrued privilege leave and un-availed sick leave will be continued. A total of maximum of 10 days Privilege Leave (PL) and maximum of 15 days of Sick Leave (SL) can be encashed on PF salary as on April month for the particular calendar year.

**15. MEDICAL SUBSIDY/TREATMENT:**

(a) The existing arrangement of reimbursing payment on actual towards domiciliary medical treatment will continue to remain operative from the date of signing of this agreement. Howsoever, the workmen/employees who are availing at present medical subsidy @ 8.33% of



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monthly wages (Basic + DAs) may continue the same or opt for actual reimbursement towards domiciliary medical treatment.

- (b) It has been agreed that a Committee will be constituted comprising the employer and employee representatives to assess for implementation of the Group Medical Insurance Policy for the eligible workmen/employees and their dependent/s (Here dependent means his/her spouse and dependent son/daughter maximum two upto the age of 21 years). However, the hospitalization facilities should be cashless and the sum assured to be determined by the committee after discussion. Meantime existing medical facilities to be continued and will be governed by the Medical Rules for workmen/employees under Memorandum of Settlement dated 23<sup>rd</sup> August, 2005 and subsequent amendment under Memorandum of Settlement dated 25/02/2011. The existing system of deduction from wages/salaries of the workmen/employees on account of availing medical treatment for which Company incurred excess amount beyond their eligible limit will continue.
- (c) However, the above arrangement is not applicable for the workmen/ employees who are covered under ESI Act.
- (d) Special Leave due to employment injury: -  
If any injury caused to a workman by accident arising out of and in course of employment and if such injury abtains him/her for attending duties more then 3 (three) days he/she will be given special leave till recovery. It is in continuation of clause 8(a) of the Settlement dated 29/09/2000.

#### 16. RETIREMENT BENEFIT:

One-time retirement benefit in lieu of monthly pension by paying a lump sum amount in the manner as detailed below will be effective from the date of signing of the Settlement:

20 years to 25 years of completed continuous service	-	Rs. 24, 000.00
26 years to 30 years of completed continuous service	-	Rs. 30,000.00
31 years to 35 years of completed continuous service	-	Rs. 36,000.00
Above 36 years of completed continuous service	-	Rs. 47,000.00



For any fraction period, the year will be rounded off to the nearest whole number.

#### 17. LPG/FUEL SUBSIDY:

Workmen/Employees will get the cost of one and half (1.5) LPG Cylinder per month on submission of supporting documents. In absence of production of Cash Memo/documents, subsidy @ Rs.450.00 per month will be paid. Other conditionalities for availing this facility will, however, remain unchanged. This will be effective from the date of signing of this Settlement.



*General*

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**18. EXISTING ALLOWANCES/PERQUISITES/BENEFITS:**

The workmen/employees will, however, continue to enjoy other existing allowances/perquisites/benefits/privileges with the same terms and conditions unless otherwise mentioned herein above.

The revised conditions of service will take effect from the date as mentioned against the relevant clauses. Other existing conditions for availing the same will, however, remain unchanged.

**19. IN-HOUSE TRAINING:**

Existing In House training scheme will be continued with the same terms and conditions.

**20. THE HOUSE RENT:**

The House Rent will be paid as per the West Bengal Workmen's House Rent Allowance Act, 1974.

**21. FUNERAL BENEFIT:**

An amount of Rs. 2,000/- as being paid to each worker at present, will be increased to Rs. 3,000/- from the date of signing of the agreement, if not available under ESI Scheme.

**22. ACCUMULATION OF PL/ANNUAL LEAVE WITH WAGES:**

This will continue as per existing practice i.e. maximum 240 days.



**23. TENURE OF SETTLEMENT:**

This Settlement will remain valid for a period of five (05) years with effect from 1<sup>st</sup> April, 2012 and/or remain effective till next settlement arrived at.

**24. GENERAL**

- a) In case of any ex-employee not vacated Company's accommodation within 60 days from his/her last working day with the Company, the Management reserve the right to initiate necessary administrative steps to vacate and take the possession of the same and the union will also ensure all co-operations in this regard.



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- b) During the tenure of the Settlement, workmen/employees will not raise or agitate on any monetary issues.
- c) This Settlement is in full and final settlement of the unions' Charter of Demands submitted on 4<sup>th</sup> February 2013.

SIGNATURE OF EMPLOYERS' REPRESENTATIVES

*Sambudrajay*  
*Debasish Sarkar,*  
*Ranjan Kumar Chatterjee*  
*Abhishek Vaidya*

SIGNATURE OF UNIONS' REPRESENTATIVES

*Tapas Kauri (CITU)*  
*Sirchan Banerjee (AITUC)*  
*Kalyan Dasgupta (INTTUC)*  
*Chandi Chatterjee (INTUC)*  
*Surapan Majumdar (AITUC)*  
*Anoop Anand (do)*  
*Md. Khalid Akbar (C.I.T.U)*  
*Manab Banerjee (CITU)*  
*Borun Deb (C.I.T.U)*  
*M. K. Raju (I.N.T.U.C)*  
*Sujit Ghosh (INTUC)*  
*Akrabeswar Pattanayak (INTUC)*  
*Sunder Pr Gaha (INTTUC)*  
*Tapas Maji (INTTUC)*  
*Nirbhay Narayan Singh (I.N.T.T.U.C)*  
*Jitendra K. Singh*  
*Rameshwar Ram (I.N.T.T.U.C)*

*Shy*  
*09.03.2013*

(Shyamal Kumar Roy Chowdhury)  
 Deputy Labour Commissioner  
 Govt. of West Bengal  
 Asansol



WITNESSES:  
 Name & Designation

- Anjan Choudhury*  
 Officer - HR
- MIRINAL K. SAHA.*

Deputy Labour Commissioner  
 Govt. of West Bengal  
 Asansol

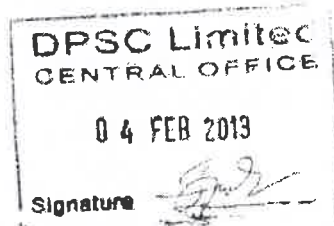


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Annexure- I

To  
The Chief Engineer,  
Dishergarh Power Supply Co. Ltd.,  
Central Office, Sanctoria,  
P.O. Dishergarh, Dist. Burdwan



Sub: CHARTER OF DEMAND

Dear Sir,

We the undersigned representatives of functioning trade unions of your concern would like to place our new **CHARTER OF DEMAND** for your acceptance and early negotiation.

We also like to point out that the tenure of the previous wage settlement has already been elapsed on 31<sup>st</sup> March, 2012

Please acknowledge the same.

Thanking you.

Date: 04.02.2013

Years fulfilled

- |   |  |       |
|---|--|-------|
| 1 | Dilip Kumar - Typist                             | CITU  |
| 2 | Sinchan Banerjee<br>Chandi Chatterjee (S.E. (C)) | AITUC |
| 3 | Chandana Nath Das (S.P.S)                        | INTUC |
| 4 | Jyoti Maji                                       | UTUC  |
| 5 | Suvendu Biswas                                   | INTUC |
| 6 |  | BMS   |



*[Signature]*  
Deputy Labour Commissioner  
Govt. of West Bengal  
Asansol



CHARTER OF DEMAND

01. At least 100 MW-power generating station should be installed in suitable place of licensing area.

**02. Wages:**

(a) Minimum guaranteed benefit should be 30% enhancement on sub-total of minimum wages as on 31.03.2012. (Sub-total = Basic + DAs)

(b) 100% of VDA should be merged into basic pay as on 31.03.2012

(c) New Basic should be, Basic as on 31.03.2012 + Total VDA as on 31.03.2012 + maximum Rs 100 from AFDA + 30% of the total wages and to be fitted in the new scale and rest of the amount from existing AFDA will be shown as AFDA.

(d) INCREMENT- Increment should be 2% on cumulative basic

(e) Interim relief should be paid Rs. 2000/- per month until agreement signed.

(f) AFDA should be merge in basic pay

**03. ALLOWANCE:**

(a) Attendance allowance should be Rs 50/- per day.

(b) Dust/Heat allowance should be Rs. 40/- per day.

(c) Night allowance should be Rs 60/- per day.

(d) Hazard allowance should be Rs. 40/- per day

(e) Meal subsidy should be Rs.60/- per day.

(f) Washing allowance should be Rs.100/- per month.

(g) Two wheeler allowance should be Rs. 100/- per month.

(h) House rent allowance should be provided 15% of sub-total per month.

(i) Funeral cost should be provided Rs. 1000 -to workmen and dependants including parents.

(j) Existing Travelling allowances will continue.

**04. Retainer's Payment:**

Retainer's payment should be Rs.15000/- per month.



*S. K. Ghosh*  
Deputy Labour Commissioner  
Govt. of West Bengal  
Asansol



**05. LEAVES:**

- (a) 10 days casual leave should be introduced for all employees in every year
- (b) Accumulation of earned leave should be of 300 days
- (c) Accumulation of medical leave should be 100 days as optional.
- (d) 15 days earned leave encashment should be granted per year.
- (e) Gandhiji's birthday should be granted as national holiday.
- (f) Maternity and paternity leave should be granted.
- (g) 30 days of Earned leave should be granted.

**06. LTA:**

The workmen/employees should be provided AC two tier railway fare up to 2000 KM each way journey per year for self, spouse and 3 dependant children up to the age limit of 25 yrs

OR

Reimbursement of Rs.7000/- per year with 3 days earned leave.

**07. RETIREMENT BENEFIT SCHEME:**

One time retirement benefit should be provided as follows.

Up to 25 years -----	Rs. 50,000/-
Above 25 years to 30 years---	Rs. 75,000/-
Above 30 years to 35 years---	Rs. 1,00,000/-
Above 35 years-----	Rs. 1,25,000/-

**08. MEDICAL:**

(a) Free and full medical facilities to all employees for self, wife, dependant son/daughter and dependant parents. Trainees also to be provided medical facilities

(b) workmen/employees opted or will opt for medical subsidy in lieu of medical reimbursement of expenses in domiciliary medical treatment should be provided 10% of monthly gross wages in lieu of existing 8.33% other existing conditions will remain unchanged



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**Deputy Labour Commissioner**  
**Govt. of West Bengal**  
**Asansol**



05. LEAVES:

- (a) 12 days casual leave should be introduced for all employees in every year.
- (b) Accumulation of earned leave should be of 300 days
- (c) Accumulation of medical leave should be 100 days as optional
- (d) 15 days earned leave encashment should be granted per year
- (e) Gandhi's birthday should be granted as national holiday.
- (f) Maternity and paternity leave should be granted.
- (g) 30 days of Earned leave should be granted.

06. LTA:

The workmen/employees should be provided AC two tier railway fare up to 2000 KM each way journey per year for self, spouse and 3 dependant children up to the age limit of 25 yrs

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07. RETIREMENT BENEFIT SCHEME:

One time retirement benefit should be provided as follows:

Up to 25 years -----	Rs. 50,000/-
Above 25 years to 30 years---	Rs. 75,000/-
Above 30 years to 35 years---	Rs. 1,00,000/-
Above 35 years-----	Rs. 1,25,000/-

08. MEDICAL:

(a) Free and full medical facilities to all employees for self, wife, dependant son/daughter and dependant parents. Trainees also to be provided medical facilities.

(b) workmen/employees opted or will opt for medical subsidy in lieu of medical reimbursement of expenses in domiciliary medical treatment should be provided of monthly gross wages in lieu of existing 8.33% other existing conditions remain unchanged



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Deputy Labour Commissioner  
Govt. of West Bengal  
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(c) For specialized treatment to higher hospitals for awaiting hospitalization/ medical treatment should be referred by any company's panelized medical officers, to CMC Vellore, Neralaya Chennai, Tata Memorial Mumbai, Apollo Chennai & others with A.C. Three Tier in Rail-way

(d) Workmen who will meet an accident while on duty and become temporary unfit for attending duties, such cases should be considered as special leave

(e) For specialized treatment to higher hospitals for awaiting hospitalization/ medical treatment, such cases one attendant's expenditure should be provided with patient including fooding & lodging.

(f) Workmen who are suffering with major diseases like cancer, aids, heart diseases, nephrology etc. and become major problem for attending duties, such cases should be considered as special leave with pay

(g) Neuro Surgeon should be empanelled

09. LPG/FUEL Subsidy:

(a) At least cost of two (2) cylinders per month on submission of documents.

(b) In absence of submission of cash memo subsidy should be paid Rs.1500/- per month.

10. WELFARE:

(a) Uniform & shoes should be provided to all workmen/employees working in the company. (Sub-station, weighbridge, etc )

(b) Medical treatment of retired employees should be provided including his wife.

(c) Filtered drinking water should be arranged in all institution of the company

(d) Ceiling fan & exhaust fan (kitchen) should be provided to all categories of employees.

(e) Fringe benefit should be provided for all categories of worker like soap, duster, Harpic, baygon spray, etc. each month

(f) Educational loan should be introduced by the company without any interest.



*Sanyal*  
Deputy Labour Commissioner  
Govt. of West Bengal  
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- (g) For easy communication mobile facility should be provided to field workers.
- (h) Suitable provision to be made in the budget to grant recoverable loan for purchasing motor cycle, car etc.
- (i) Separate school bus should be provided for each unit.
- (j) Guard Gunti should be provided at their working place.
- (k) Mosquito repellent should be provided each month for every companies quarters, Sub-station and inside the plant where men working.
- (l) Community centre for each unit should be considered.
- (m) Sweater & Rain coat should be provided to all workers during winter and rainy season with Gumboot.

**II. ACCOMMODATION:**

- (a) Accommodation should be provided for all workers working at power stations, sub-stations & offices.
- (b) If there is no accommodation they should be paid actual bus fare from their unit office.
- (c) Safety & Security arrangements of sub-stations should be provided.
- (d) Repair of quarter to be made sharply and properly.

**II. HOUSE BUILDING LOAN:**

House building loan of a minimum amount of Rs.5 lakh has to be granted to all employees workmen with an interest of 5% only.

**III. SUB-STATION:**

- (a) At least two (2) operators in each shift for all receiving & sub-stations should be provided considering present volume of work as per the previous discussion between the union and management.
- (b) Latrine and Bathroom should be provided for all sub-stations.
- (c) Switch and Machinery of all sub-stations should be better condition to avoid accident.



*Saury*  
Deputy Labour Commissioner  
Govt. of West Bengal  
Asansol



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- (d) Telephone should be provided to all sub-stations for better communication & safety.
- (e) All 33KV sub-stations should be treated as receiving stations.

**14. DUTY PERIOD:**

Duty period which was changed and introduced through administrative notification by the management should be reviewed.

**15. STIPEND:**

- (a) Stipend for the selected trainees should be revised as follows:

1<sup>st</sup> year----- Rs.4500/-  
2<sup>nd</sup> year----- Rs.6000/-

- (b) Casual leave and medical leave should be introduced for selected trainees during their training period.
- (c) Training location for selected trainees should be attached to their nearest power station.

**16. PROMOTION:**

Some posts lying vacant due to retirement, promotion and abolition should be filled immediately.

**17. OVERTIME:**

- (a) Rate of overtime should be made double for all workers and the rate should be derived by dividing 26 days.
- (b) In calculation of sick/earned leave encashment, 26 working days in a month to be considered.

**18. BONUS:**

Percentage of bonus to be revised upwards.



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Deputy Labour Commissioner  
Govt. of West Bengal  
Asansol



**19. GENERAL:**

- (a) The agreement should be in force for a period of not more than 4 years.
- (b) The agreement should cover and be applicable to all workmen/employees of the company including the probationers.
- (c) Other existing allowances/perquisites should be continued with same terms and condition.

**20. EMPLOYMENT AGAINST DYING IN HARNESS AND RETIREMENT:**

- (a) Immediate employment for dying in harness within 30 days from the date of death of workman.
- (b) A training scheme for employment for nominated dependants in case of retired and dying in harness was formulated by the management. Certain anomalies have been arising during implementation in this scheme. A detailed discussion in this regard should be arranged immediately.
- (c) Training period should be reduced by one year.
- (d) Badli/casual/contractor worker/Retainers/School bus attendant working perennial nature of jobs should be regularized in company's roll.
- (e) Medical & hospitalization facilities should be provided to all above mentioned categories.

**21. METER READING FOR COMPANY'S QUARTERS:**

Meter reading for company's quarters should be increased as follows:

- (a) 300 units for single room
- (b) 450 units for double room
- (c) 550 units for triple room

22. Beside the above demands mentioned in the charter of demand, unions reserve the right to raise any other point during the course of negotiation/discussion.



*Shrey*  
 Deputy Labour Commissioner  
 Govt. of West Bengal  
 Asansol



Annexure - II

Pre-revised Wage Structure

Grade - 1	6000	---	50	X	5 Years	6250	---	60	Open
Grade - 2	6050	---	60	X	5 Years	6350	---	70	Open
Grade - 3	6100	---	70	X	5 Years	6450	---	80	Open
Grade - 4	6150	---	80	X	5 Years	6550	---	90	Open
Grade - 5	6200	---	90	X	5 Years	6650	---	100	Open
Grade - 6	6250	---	100	X	5 Years	6750	---	110	Open
Grade - 7	6300	---	110	X	5 Years	6850	---	120	Open
Grade - 8	6350	---	120	X	5 Years	6950	---	130	Open
Grade - 9	6400	---	130	X	5 Years	7050	---	140	Open

Wage Structure by Revising Rate of Increment

Grade - 1	6000	---	100	X	5 Years	6500	---	110	Open
Grade - 2	6050	---	110	X	5 Years	6600	---	120	Open
Grade - 3	6100	---	120	X	5 Years	6700	---	130	Open
Grade - 4	6150	---	130	X	5 Years	6800	---	140	Open
Grade - 5	6200	---	140	X	5 Years	6900	---	150	Open
Grade - 6	6250	---	150	X	5 Years	7000	---	160	Open
Grade - 7	6300	---	160	X	5 Years	7100	---	170	Open
Grade - 8	6350	---	170	X	5 Years	7200	---	180	Open
Grade - 9	6400	---	180	X	5 Years	7300	---	190	Open



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*M. K. Singh*

Dy. Labour Commissioner, Govt. of West Bengal  
Asansol

Deputy Labour Commissioner  
Govt. of West Bengal  
Asansol



Annexure - III

Pre-Revised Wage/ Salary as on 31.03.2012

GRADE	BASIC	VDA	AFDA	TOTAL
1	6000.00	4815.00	0.00	10815.00
2	7540.00	4815.00	30.00	12385.00
3	7730.00	4815.00	30.00	12575.00
4	9610.00	5434.00	40.00	15084.00
5	10850.00	6136.00	60.00	17046.00
6	11260.00	6368.00	320.45	17948.45
7	11530.00	6520.00	356.45	18406.45
8	11760.00	6650.00	349.45	18759.45

Revised Wage/ Salary as on 01.04.2012

GRADE	BASIC	VDA	AFDA	TOTAL
1	7030.00	5046.00	0.00	12076.00
2	8730.00	5173.00	30.00	13933.00
3	8850.00	5245.00	30.00	14125.00
4	10510.00	6228.00	40.00	16778.00
5	11850.00	7022.00	60.00	18932.00
6	12360.00	7325.00	320.45	20005.45
7	12610.00	7473.00	356.45	20439.45
8	12930.00	7662.00	349.45	20941.45



*K. Dasgupta*

*R. Mukherjee*

*Shajahan*

*J.K.P. Singh Ghosh*

*[Signature]*

Dy. Labour Commissioner, Govt. of West Bengal  
Asansol

Deputy Labour Commissioner  
Govt. of West Bengal  
Asansol

*B. Mondal*  
*Md. Khairul Alam*

*[Signature]*  
*[Signature]*

*M.N. Singh*  
*[Signature]*