

No.IR(2)8750/17

FORM -H
Memorandum of Settlement

Representing Employer

Sri.Rajeeb.K.M, Branch Manager, Geo Chem Laboratories Pvt. Ltd.

Representing Workmen

1. Sri.Zacharia Fernandez, Secretary, General Workers's Union (AITUC)
2. Sri.Joseph.P.A, Geo Chem Field Staff
3. Sri.M.S.Sajeevan, Geo-Chem Field Staff

Short Recital of the Case

The existing long term agreement signed between workmen represented by their union and Geo-Chem Laboratories Pvt Ltd., expired on 30.11.2016. The union also submitted its charter of demands vide its letter dated 25.08.2016. Based on the same, conciliation proceedings were held at different levels of Labour department. However both the parties failed to arrive at an agreement, the matter was referred to Additional Labour Commissioner(IR). On the intervention of the Additional Labour Commissioner(IR) and the consequent conciliation proceeding held on 07.11.2018, the said matter was amicably settled and mutually agreed upon by both the parties on the following terms and conditions given hereunder.

Terms of Settlement

1. It is agreed that a sum of Rs. 3500/- will be increased in the gross salary in the first year from December 2016 to November 2017.
2. From the above said enhanced amount of Rs. 3500/- a sum of Rs. 1200/- will be merged with the basic salary.



3. The annual increment would be 8.3% of gross salary in the second year from December 2017 to November 2018.
4. The Annual increment would be 8.3% of gross salary in the third year from December 2018 to November 2019.
5. Bonus for forthcoming years will be negotiated with the union and to be settled.
6. Prevailing all other welfare facilities (food allowance, mobile allowance, leave,)will be continued as usual.
7. The arrears due on account of this settlement would be cleared in 2 installments. First installment will be paid on 07.01.2019 and second installment will be paid on 07.02.2019.
8. All the salutatory benefits due the wage hike has to be remitted to the respective govt. departments and balance of bonus amount will be paid to the employees with effect from 01.12.2016 to 01.11.2019.
9. The agreement would come into effect from 01.12.2016 and would in operation till 30.11.2019.

Both parties agreed to the above terms.

Dated this 7th day of November 2018

Signature of Parties

1. Sri.Rajeeb.K.M

2. Sri.Zacharia Fernandez

3. Sri.Joseph.P.A

4. Sri.M.S.Sajeevan



S. Thulaseedharan
Additional Labour Commissioner (IR)
(Conciliation Officer)

