APPENDIX - II

AGREEMENTS AT THE PLANT LEVEL REGARDING THE IMPLEMENTATION OF JOINT WAGE NEGOTIATING COMMITTEE'S RECOMMENDATIONS

1. Agreement No. 26 dated 24.11.1970

   Tripartite agreement with Rourkela Mazdoor Sabha and the Management of Rourkela Steel Plant regarding the implementation of Joint Wage Negotiating Committee's agreements dated 27.10.70.

2. Agreement No. 321 dated 13.8.75

   Tripartite agreement between the management and the Rourkela Mazdoor Sabha regarding acceptance and implementation of Joint Negotiation Committee's recommendations dated 30.7.1975.

3. Agreement dated 21.7.79

   Bipartite agreement between the management and the Rourkela Mazdoor Sabha regarding the implementation of National Joint Consultative Committee's recommendation dated 16.8.1979.

4. Agreement No. 325 dated 1.6.83.

   Bipartite agreement between the management of Rourkela Steel Plant and the recognised union; Rourkela Mazdoor Sabha regarding the implementation of National Joint Committee's recommendations dated 25.5.83. At the industry level, the Committee was formed four times i.e. at 1970, 1975, 1979 and 1983 for determination of wages in respect of employees of all the Steel Plants. The recommendations were effective with retrospective effect from 1.9.70,
1.9.74, 1.9.78 and 1.9.82, respectively. Excepting the 1st agreement on 27.10.1970 which was tripartite, all other three agreements were bipartite in nature. Similarly at the plant level at Rourkela, the agreements dated 24.11.70 and 13.8.75, were tripartite and agreements dated 21.7.79 and 1.6.83, were bipartite in nature. In tripartite agreements, an Officer of the Labour Department of the respective Governments remain present during the negotiation and puts his signature in the agreement. The latest agreement concerning wages in Rourkela Steel Plant on 1.6.83, between management and the recognised union is presented below.

Agreement No. 325

Memorandum of settlement dated 1.6.83, between the management of Rourkela Steel Plant and its workmen represented through the Rourkela Mazdoor Sabha, the recognised union.

Name of the Parties

<table>
<thead>
<tr>
<th>Representing Management</th>
<th>Representing Workmen</th>
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<tr>
<td>1. Shri V. Subramony,</td>
<td>1. Sri Jogadish Nag,</td>
</tr>
<tr>
<td>Managing Director</td>
<td>Vice-President,</td>
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<tr>
<td></td>
<td>Rourkela Mazdoor Sabha.</td>
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<tr>
<td>2. Sri N.C. Nayak,</td>
<td>2. Sri B.C. Mohapatra,</td>
</tr>
<tr>
<td>General Manager(Works)</td>
<td>Vice-President,</td>
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<td></td>
<td>Rourkela Mazdoor Sabha.</td>
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</tbody>
</table>
3. Sri A.N. Sood,
   General Manager (Projects)

4. Sri P.K. Hota, I.A.S.,
   Dy. General Manager.

5. Sri R.N. Raychaudhury,
   General Manager, (Finance &
   Accounts).

6. Sri S. Pandey,
   General Manager (Personal
   and Administration)

7. Sri C.R. Srinivasan,
   Deputy General Manager
   (Services)

8. Sri M. Theyyamoni,
   Deputy General Manager,
   (Fertilizer Plant)

9. Sri B.N. Rath,
   Deputy General Manager,
   (Maintenance)

10. Sri Sabrata Roy,
    Deputy General Manager(I&S)

11. Sri V.Y. Phatak,
    Deputy General Manager
    (Finishing).

Shrot Recital of the Case

The National Joint Committee for Steel Industry
arrived at a memorandum of agreement in New Delhi on
25.5.83. covering the wage structure, fringe benefits and
other conditions of service for all categories of workmen
employed in Iron and Steel Industry. This agreement is
operative for a period of four years with effect from
The Rourkela Mazdoor Sabha (Recognised Union) in their letter No. RMS/44/83/629 dated 1.6.83. raised a demand for immediate implementation of the terms of National Joint Committee's recommendations in respect of the employees of Rourkela Steel Plant and its Captive mines and Fertilizer Plant. The issues were discussed in details and the parties after discussions arrived at the following terms of settlement.

Terms of settlement

1. That the management of Rourkela Steel Plant and Rourkela Mazdoor Sabha, the recognised union, hereby agree to accept the terms of settlement arrived in New Delhi on 25.5.83. by National Joint Committee for Steel Industry, as far as they relate to Rourkela Steel Plant (including its captive mines and the fertilizer plant) and agree that the said terms of agreement will be implemented faithfully.

2. That payment at the revised rates including arrears payable in terms of this settlement would be made to the employees concerned alongwith the salary for the month of June, 1983 payable in July, 1983.

3. That any difficulty arising out of the implementation of this settlement will be mutually discussed and
settlement between the management and the union from time to time.

4. That in a spirit of goodwill by both Management and the Union, industrial peace, harmony and discipline would continue to be maintained and every effort will be made to increase production and productivity.

**Signature of the Parties**

**Representing Management**

1. Sd/- V. Subramony
2. N.C. Nayak
3. A.N. Sood
4. P.K. Kota
5. R.N. Roychoudhury
6. S. Pandey
7. C.R. Srinivasan
8. M. Theyyamoni
9. B.N. Rath
10. S. Roy
11. V.G. Phatak
12. A.K. Ghosh
13. T.S.N. Murthy
14. R.N. Bhanja

**Representing Workmen**

1. J. Nag
2. B.C. Mohapatra
3. R.K. Samantaray
4. S.C. Boity
5. B.B. Sahoo
6. R.K. Debta
7. D.S. Verma
8. B.D. Barik

**Witnesses:**

1. S. Acharya
2. N.C. Das Adhikary
3. A. Duttaray
4. S.P. Kar