



By email only

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL)
No.26, HADDOWS ROAD, NUNGABAKKAM CHENNAI-600 006
E-mail: support-dyclcchn@nic.in**

No.M.99/S.S.Samadhan/2023-C1

Date: 25.01.2023

To,
The CLC (C),
New Delhi

Sub: Submission of success stories on Samadhan Portal – reg.

Sir,

With reference to the captioned subject cited above, the requisite informations are furnished below:-

Dy.CLC (C), CHENNAI

Dispute Id: 300018166 (26.10.2022) Lakshmi Vilas Bank Employees Union Vs DBS Bank India Ltd..

The above dispute is regarding wage revision between the management and unions of DBS Bank India Ltd. The dispute was raised in the Samadhan portal before the Conciliation officer (Dy. CLC (C), Chennai). The notice was issued through Samadhan portal for joint discussion on 26.10.2022. Upon Conciliation officer (Dy. CLC ©, Chennai) intervention the issues were sorted and reached amicable settlement on 4.11.2022.

Thereafter settlement was signed between the Union and the Management and copy is uploaded in the Samadhan portal. In these settlements 1078 workers were benefitted with total amount of Rs. 50,33,00,000/-.

The entire proceedings of conciliation from raising the dispute, issue of notice and conclusion of proceedings were done and recorded in the Samadhan portal.



Dispute Id: 300022729 (5.1.2023) India Cements General Employees Union, 2. The India Cements Employees Union, 3. Sankarai Cement Alai Dravida Thozhilalar Munnetra Sangam and 4. Sankari Cement Alai Thozhilalar Munnetra Sangam Vs The India Cements Ltd.

The above dispute is regarding revision of wages and other benefits/service conditions between the management and unions of The India Cements Ltd. The dispute was raised in the Samadhan portal before the Conciliation officer (Dy. CLC (C), Chennai). The notice was issued through Samadhan portal for joint discussion on 5.1.2023. Upon Conciliation officer (Dy. CLC ©, Chennai) intervention the issues were sorted and reached amicable settlement on 13.1.2023.

Thereafter settlement was signed between the Union and the Management and copy is uploaded in the Samadhan portal. In these settlements 212 workers were benefitted with total amount of Rs. 8,37,07,776/-.

The entire proceedings of conciliation from raising the dispute, issue of notice and conclusion of proceedings were done and recorded in the Samadhan portal.

India Cements seals four-year wage pact with workers unions



CHENNAI: India Cements Ltd on Monday said it has inked a new wage agreement with its workers unions.

The agreement was signed on Friday (January 13) by vice-chairman and managing director N Aravamudan, and the representatives of the trade unions affiliated to the INTUC, the LFE, the CITU, the DMJM and other unions in the company's plants, besides deputy chief unionist Sankaralingam (Central), Chennai, PAVANU

and deputy chief unionist Sankaralingam (Central), Hyderabad, U Srinivasulu.

The four-year agreement, effective from April 1, 2022, provides for a total increase of Rs 5,000 per month for the workmen employed in all the 10 cement plants of the company, and will benefit over 500 workmen.

Further, the agreement provides for revising the variable DA payable from Rs 2.55 per point in CPI (1982) index to Rs 2.75 per point. This is expected to fetch an addi-

tional Rs 5,000 per month per head at the end of the settlement period. Thus, along with Rs 5,000 wage increase, all employees stand to get nearly Rs 10,000 increase at the end of the fourth year.

Apart from the agreement, the Management has also announced a new bonus readjustment policy to all the employees covered by the agreement for the annual maximum award of Rs 2 lakh per employee. The present rate of award of Rs 1.5 crore per year will be higher by the company.

"For the last 30 years, I have been negotiating on behalf of the cement industry with all the central trade unions. As negotiating a consensus is taking time (this time, we have now entered into the 12th settlement with our unions for the benefit of employees in all our plants), "Srinivasulu said.

Since 1992, Srinivasulu has been representing the companies with the central unions on behalf of the cement industry and concluded several settlements till 2018.

India Cements signs new wage pact with trade unions

India Cements Ltd (ICL) has entered into a four-year wage settlement with trade unions which will take effect from April 1, 2022. Each of the 500 workmen, employed in the 10 cement plants of the firm, would get a total rise of Rs 5,000 a month, the company said in a statement.

Further, the agreement provides for revising the variable DA payable from Rs 2.55 per point in CPI to Rs 2.75 per point. This is expected to fetch an additional Rs 5,000 per month per head at the end of the fourth year.

India Cement raises wages of workmen in 10 plants

Chennai: India Cement increased the wages of workmen in all 10 cement plants by Rs 5,000 per month effective April 1, 2022. It will benefit 500 workmen. The management has also announced a new bonus readjustment policy for staff covered by the agreement for the annual maximum award of Rs 2 lakh per employee. The present rate of award of Rs 1.5 crore per year will be higher by the company.

"For the last 30 years, I have been negotiating on behalf of the cement industry with all the central trade unions. As negotiating a consensus is taking time (this time, we have now entered into the 12th settlement with our unions for the benefit of employees in all our plants), "Srinivasulu said.

Since 1992, Srinivasulu has been representing the companies with the central unions on behalf of the cement industry and concluded several settlements till 2018.



ALC –I, CHENNAI

1.Dispute ID No.300019901 – dt.21.11.2022- Arakkonam Ultra Tech Cement Anna Thozhilalargal Sangam (AIADMK)and Ultra Tech Cement Limited Arakkonam Cement Works Workers Progressive Union (LPF)

Vs.

M/s Ultratech Cements Limited, Arakkonam Cement Works and its contractor M/s Sri Ram Agencies

2. Dispute ID No.300019900 – dt.21.11.2022- Arakkonam Ultra Tech Cement Anna Thozhilalargal Sangam (AIADMK)and Ultra Tech Cement Limited Arakkonam Cement Works Workers Progressive Union (LPF)

Vs.

M/s Ultratech Cements Limited, Arakkonam Cement Works and its contractor M/s Private Eye Security Services

3. Dispute ID No.300019897 – dt.21.11.2022- Arakkonam Ultra Tech Cement Anna Thozhilalargal Sangam (AIADMK)and Ultra Tech Cement Limited Arakkonam Cement Works Workers Progressive Union (LPF)

Vs.

M/s Ultratech Cements Limited, Arakkonam Cement Works and its contractor M/s ABAK Constructions

4. Dispute ID No.300019898 – dt.21.11.2022- Arakkonam Ultra Tech Cement Anna Thozhilalargal Sangam (AIADMK)and Ultra Tech Cement Limited Arakkonam Cement Works Workers Progressive Union (LPF)

Vs.

M/s Ultratech Cements Limited, Arakkonam Cement Works and its contractor M/s Well Tech

5.Dispute ID No.300019903 – dt.21.11.2022- Arakkonam Ultra Tech Cement Anna Thozhilalargal Sangam (AIADMK)and Ultra Tech Cement Limited Arakkonam Cement Works Workers Progressive Union (LPF)

Vs.

M/s Ultratech Cements Limited, Arakkonam Cement Works and its contractors M/s K.Kupusamy and 09 other Contractors

The above disputes were regarding charter of demands including wages and allowances. The disputes were raised online in Samadhan Portal before the Conciliation Officer –ALC(C) I, Chennai. Notices were issued Conciliation Proceedings and Joint Discussions were held and upon persuasion of the Conciliation Officer, amicable settlements were reached and as a result memorandum of Settlements

were signed by and between the parties and the same were uploaded in the Samadhan Portal. As a result of these settlements 205 workmen were benefitted and the amount involved is Rs.3,99,75,000/-

PHOTOS



ALC-II CHENNAI

1. Dispute Id: 300019471(16/11/2022) District Magnesite Labour Union Vs Dalmia Magnesite Corporation, Salem.
2. Dispute Id: 300018896(07/11/2022) Dalmia Magnesite Labour Progressive Front Vs Dalmia Magnesite Corporation, Salem.

The above dispute is regarding the wage revision and various allowances between the management and unions of Dalmia Magnesite Corporation, Salem. Several Bipartite meetings were held between the unions and management on wage revision but failed to reach settlement. Then they raised the dispute in the Samadhan portal before the Conciliation officer (ALC-II, Chennai). The notice was issued through Samadhan portal for joint discussion at Salem on 22/11/2022. Upon Conciliation officer (ALC-II, Chennai) intervention the issues were sorted and reached amicable settlement on the same day.

Thereafter settlement was signed between the Union and the Management and copy is uploaded in the Samadhan portal. In these settlements 60 workers were benefitted with total amount of Rs 60 Lakhs.

The entire proceedings of conciliation from raising the dispute, issue of notice and conclusion of proceedings were done and recorded in the Samadhan portal.

RLC (C), MADURAI

1. Dispute Id: 300017409 (6/10/2022) General Secretary, Melur Vatta Pothu Thozhilalar Sangam Vs M/s. Sri Sai Enterprises, Chittampatti Toll Plaza, Contractor of NHAI, Madurai

The above dispute is regarding the bonus for the period 2021-2022 between the management of M/s. Sri Sai Enterprises, Chittampatti Toll Plaza, Contractor of NHAI, Madurai and Melur Vatta Pothu Thozhilalar Sangam. Several Bipartite meetings were held between the unions and management on bonus issue but failed to reach settlement. Then they raised the dispute in the Samadhan portal before the Conciliation officer (RLC (C), Madurai). The notice was issued through Samadhan portal for joint discussion at Madurai on 10.10.2022. Upon Conciliation officer (RLC (C), Madurai) intervention the issues were sorted and reached amicable settlement on the same day.

Thereafter settlement was signed between the Union and the Management and copy is uploaded in the Samadhan portal. In these settlements 107 workers were benefitted with total amount of Rs 20 Lakhs.

The entire proceedings of conciliation from raising the dispute, issue of notice and conclusion of proceedings were done and recorded in the Samadhan portal.

2. Dispute Id: 300024086(24.01.2023) Shri K. Esakki Vs Shri A.M.G.Vijaya Kumar, Trichy, Contractor of M/s. Bharat Petroleum Corporation Ltd., Tirunelveli.

The above dispute is regarding the re-instatement of Shri K. Esakki by the Management of Shri A.M.G.Vijaya Kumar, Trichy, Transport Contractor of M/s. Bharat Petroleum Corporation Ltd., Tirunelveli. The workman was appointed on 01.07.2017 as a driver by the Transport Contractor of

Bharat Petroleum Corporation Ltd., Tirunelveli and he was refused work and dismissed on 17.12.2017 without any notice or enquiry. The dispute was raised during March'2018 and joint discussions / conciliation proceedings held from 21.03.2018 and thereafter on various dates . Several joint discussions were held between the workman and management on re-instatement , but failed to reach settlement

Upon Conciliation Officer (RLC (C), Madurai) intervention , the issues were sorted and reached amicable settlement on 12.01.2023.

Thereafter settlement was signed between the workman and the Transport Contractor on 12.01.2023 and copy is uploaded in the Samadhan Portal. In this Shri K. Esakki is benefitted by an amount of Rs.12,000/-.

The entire proceedings of conciliation from raising the dispute, issue of notice and conclusion of proceedings were done and recorded in the Samadhan portal.

Yours faithfully



(P. Arun Kumar)

Dy.Chief Labour Commissioner (Central),
Chennai