



GOVERNMENT OF KERALA



Abstract

Industries Department - Public Sector Undertakings - M/s Kerala Minerals and Metals Limited, Kollam - Implementation of Long Term Agreement w.e.f 01.01.2017 for the Workmen of the Company - Sanction accorded - Orders issued.

INDUSTRIES (H) DEPARTMENT

G.O.(Ms)No.118/2022/ID Dated,Thiruvananthapuram, 11-11-2022

- Read 1 GO(MS)No.16/2021/ID dated 21/01/2021
2 Minutes of the meeting held on 23/11/2021
3 Government Letter No. H3/110/2021/IND dated 14/02/2022
Letter No. TP/PD/WA-42/22 dated 20/01/2022, 08/02/2022 and Letter No. Nil
4 dated 29/10/2022 from the Managing Director, Kerala Minerals and Metals limited.
5 Letter No. KMML/I-1322/2022/D-625 dated 3/11/2022 from the Member Secretary, Public Sector Restructuring and Internal Audit Board (RIAB).

ORDER

As per Government Order read as 1st paper above, Government have accorded approval for implementation of the Long Term Agreement for the workmen of Titanium Dioxide Pigment Unit and Mineral Separation Unit for four years from 01/01/2013 to 31.12.2016.

2) In connection with the initiation of Long Term Agreement w.e.f 01.01.2017 for the Workmen in KMML, a meeting was convened on 23/11/2021 and the following decisions were taken in the meeting:

1. From the date of signing of the LTA w.e.f 01.01.2017, overtime allowance may be made in tune with the double duty wages being followed in the other PSUs.
2. 16% of Basic pay as on 31/12/2016 may be granted as fitment benefit.
3. Service Weightage may be enhanced to a minimum amount of Rs.500 and a maximum amount of Rs.3000/-.
4. Even though the period of LTA has to be fixed as 5 years as per the existing guidelines, request of Trade Unions to fix the period as 4 years will be examined in

detail.

3) As per the letter read as 4th paper above, the Managing Director, Kerala Minerals and Metals Limited submitted the Memorandum of Settlement between Management and the Trade Unions of the Company for the implementation of Long Term Agreement for the 9th LTA for Workmen in Titanium Dioxide Pigment Unit and 13th LTA for the Workmen in Mineral Separation Unit of the Kerala Minerals and Metals Limited (KMML) which was due from 01.01.2017. The 250th Meeting of the Board of Directors of the company held on 15.01.2022 have approved the proposal.

4) As per the letter read as 4th paper above, the Managing Director, Kerala Minerals and Metals Limited has requested Government to accord sanction to disburse the proposed wages and allowance as per the Memorandum of Settlement as recoverable advance.

5) As per the letter read as 3rd Paper above, Government have accorded sanction to the Managing Director, KMML to disburse the benefits proposed as per the MoS for Long Term Agreement as recoverable advance to the Workmen of the Company from the salary for the month of February 2022 onwards with the condition that additional payments made on account of this, may be settled subject to the approval of Long Term Agreement by the Government.

6) The Secretary, Public Sector Restructuring and Internal Audit Board(RIAB) as per the letter read as 5th paper above recommended to consider the LTA as per the Memorandum of Settlement except in the case of method of arrival of Revised Scales of Pay, Stagnation Increment and Personal Allowances.

7) Government have examined the matter in detail and are pleased to accord approval for the implementation of Long Term Agreement for the 9th LTA for Workmen in Titanium Dioxide Pigment Unit and 13th LTA for the Workmen in Mineral Separation Unit of the Kerala Minerals and Metals Limited (KMML) for a period of 4 years w.e.f. 01.01.2017, as detailed below and subject to the following conditions:

Revised scale of pay and allowances for the workmen of Titanium Dioxide Pigment Unit / Mineral Separation Unit in KMML

Sl. No.	Existing Scale	Revised Scale
1	12540-380-14440-430-17020-520-19100-620-21580-730-23770	18400-550-21150-650-25050-750-28050-910-31690-1060-34870
2	14440-430-17020-520-19100-620-	21150-650-25050-750-28050-910-

	21580-730-24500-830-29480-970-32390	31690-1060-35930-1230-43310-1440-47630
3	17540-520-19100-620-21580-730-24500-830-29480-970-34330-1120-39930-1270-45010	25800-750-28050-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-66240
4	19720-620-21580-730-24500-830-29480-970-34330-1120-39930-1270-50090	28960-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720
5	21580-730-24500-830-29480-970-34330-1120-39930-1270-50090- 1410-55730	31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720
6	23770-730-24500-830-29480-970-34330-1120-39930-1270-50090- 1410-61370	34870-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440
7	26160-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550-64470	38390-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240
8	27820-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550-70670	40850-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-111890

MASTER SCALE

18400-550-21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-50510- 1650-58760-1870-73720-2090-90440-2300-104240-2550-111890

DEARNESS ALLOWANCE

Workmen of the Titanium Dioxide Pigment Unit and Mineral Separation Unit of the Company will continue to be paid Dearness Allowance based on their pay at percentage rates computed on quarterly average of AICPI above 6263 points as per Public Sector DA scheme of Government of India and as amended from time to time.

SERVICE WEIGHTAGE

Workmen on the rolls of the Titanium Dioxide Pigment Unit and Mineral Separation Unit of the Company as on 01.01.2017 will be allowed service weightage at the rate of 0.5% of the actual basic pay admissible on 31.12.2016 for every completed year of service subject

to a maximum of Rs.3000/-. A minimum weightage of Rs. 500/- will be ensured for those workmen eligible for service weightage.

FITMENT BENEFIT

Workmen on the rolls of the Titanium Dioxide Pigment Unit and Mineral Separation Unit of the Company as on 31.12.2016 will be allowed fitment benefit of an amount equal to 16% of their actual basic pay as on 31.12.2016 subject to a minimum of Rs.2750/-

FIXATION OF PAY

- a. The pay of the workmen on the rolls of the Titanium Dioxide Pigment Unit and Mineral Separation Unit of the company as on 31.12.2016 will be fixed in the revised scale of pay with effect from 01.01.2017 by adding to the existing basic pay as on 31.12.2016, the amount of weightage and fitment benefit as admissible as mentioned above, DA admissible for 6263 points (30%) and personal allowance (allowed for protection) drawn by the employee concerned as on 31.12.2016. If the sum total of the basic pay as on 31.12.2016+service weightage + Fitment benefit + DA merged and personal allowance falls at a stage in the corresponding revised scale of pay, the pay shall be fixed at that stage. If the pay does not fall at a stage the pay shall be fixed at the next higher stage.
- b. The annual increment due to the workmen will accrue on the same date on which increment normally falls due in their pre-revised scale. Workmen who reach the maximum of the scale of pay applicable to them will continue to draw annual increment at the rates which was last drawn by them in their scale of pay.
- c. Workmen who have joined the service of the Pigment Unit and Mineral Separation Unit of the Company on or after 1.1.2017 shall be deemed to have been appointed to the revised scale of pay.

STAGNATION INCREMENT

Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.

PERSONAL ALLOWANCE

Personal Pay will be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale.

HOUSE RENT ALLOWANCE

Workmen of the Titanium Dioxide Pigment Unit and Mineral Separation Unit of the Company shall continue to be entitled to House Rent Allowance at the rate of 10% of their basic pay.

OTHER ALLOWANCES

Regular Workmen of the Titanium Dioxide Pigment Unit and Mineral Separation Unit of the Company shall be entitled to other allowances as shown below. All allowances will be paid in revised rates as per the existing norms.

Sl.No	EXISTING	REVISED
1	Conveyance Allowance Rs. 450/- per month	Rs.575/- per month
2	Shift Allowance For A&B shift Rs.45/- For C shift Rs.75/-	For A&B shift Rs.65 per shift For C shift Rs.95 per shift
3	Washing Allowance Rs. 200/- per month	Rs.260/- per month
4	Stitching Charges For Gents uniform (per set) Rs.500/- For Ladies Blouse & apron(per set)Rs.140/- For Overcoat Rs.180/-	For Gents (per set)Rs.625/- For Blouse & apron (per set) Rs.180/- For Overcoat Rs.210/-
5 (a)	Acting allowance (TP Unit)	
	Operator Gr.A & equivalent acting as Assistant process Engineer & equivalent - Rs.55/-	Operator Gr.A & equivalent acting as Assistant process Engineer & equivalent- Rs.70/-
	Operator Gr. B & equivalent acting as Gr.A & equivalent -Rs.50/-	Operator Gr. B & equivalent acting as Gr.A & equivalent- Rs.65/-
	Operator Gr.C & equivalent acting as Gr.B and equivalent - Rs.45/-	Operator Gr.C & equivalent acting as Gr.B and equivalent - Rs. 60/-
	Junior operator and equivalent acting as Gr. C and equivalent Rs. 40/-	Junior operator and equivalent acting as Gr.C and equivalent Rs.55/-
5 (b)	Acting Allowance (MS Unit) Acting allowance is entitled to the workmen of MS Unit with effect from 01/01/2017	

	Chargemen and equivalent acting as Assistant Plant Engineer and equivalent – Rs.70/-		
	Technician Gr I and equivalent acting as Chargemen and equivalent – Rs.65/-		
	Technician Gr II and equivalent acting as Technician Gr I and equivalent – Rs.60/-		
	Jr. Technician and equivalent acting as Technician Gr II and equivalent – Rs.55/-		
6	Milk Allowance		
	Rs. 385/- Per Month (who have put in a minimum of 15 days attendance in a month).	Rs.500/-p.m. (who have put in a minimum of 15 days attendance in a month).	
7	Educational Allowance Educational Allowance allowed to two children of workmen is revised as below. Educational Allowance will be allowed to students studying in private institution also subject to production of satisfactory proof regarding attendance to the course as well as registration in the University subject to the other condition stated in IVth LTA of T.P Unit / VIIIth LTA of M.S Unit		
		Existing (per month) (Rs)	Revised (per month) (Rs)
a)	Up to SSLC	400/-	500/-
b)	Courses for which minimum qualification prescribed is SSLC or equivalent	450/-	550/-
c)	Courses for which Minimum Qualification prescribed is Plus two/Diploma or equivalent	500/-	600/-
d)	Courses for which Minimum qualification required is Degree/ equivalent	600/-	700/-
e)	Professional courses such as Engineering Degree, Medicines , Law, Agriculture, Computer Science etc for which minimum qualification is Plus Two/Degree	900/-	1000/-
8	Conveyance Reimbursement for maintaining own vehicle		
	Rs.1150/- per month	Rs.1400/- per month	
9	Cash handling allowance to the employees who looks after the duties of cashier		
	Rs.350/- per month	Rs.425/- per month	
10	Housing loan		
	50% interest of subsidy upto Rs. 7 lakh.	50% interest of subsidy on housing	

	No subsidy for additional loan	loans upto Rs. 9 lakh by limiting the eligible interest rate to the minimum rate charged by approved agency. No subsidy shall be admissible for any additional loan.
10	Vehicle loan	
	Rs. 3.5 lakh for motor car and Rs.60,000/- for Motor Cycle	Enhanced to Rs. 4.5 lakhs for motor car and Rs. 75,000/- for motor cycle
11	Attendance Bonus	
	Below 80% - Nil 80% to 90% - Rs.400/- pm More than 90% & below 96% - Rs.600/- pm 96% & below 100% - one day wages (Basic Pay + DA) 100%-Two days Wages (Basic Pay + DA)	Below 80% - Nil 80% to 90% - Rs.500/- pm More than 90% & below 96%-Rs.700/- pm 96% & below 100% - one day wages (Basic Pay+DA) 100%-Two days Wages (Basic Pay + DA)

GRANTING OF HIGHER GRADE

- a. Conditions laid down regarding granting of higher grade to the workmen remains without change.
- b. Workmen who become eligible for higher grade to the scale of pay of APE and equivalent will be allowed to exercise option to remain in their existing scale of pay of Grade A. The said option shall be exercised invariably within 90 days of the crucial date and the option exercised shall be final and cannot be withdrawn.
- c. Workmen who are granted higher grade to the scale of pay of officers on or after 1-1-2017 will be allowed option after notification of revision of scales of pay of officers of the company to remain in the scale of pay of workmen or come over to officer's scale. The option then exercised will be final.
- d. Workmen are allowed first higher grade on completion of 8 years of service in the same scale of pay and the second and third higher grade on completion of 7 years. The pattern for the grant of higher grade shall be 8-7-7. Workmen remaining in the same scale of pay for more than 6 years due to lack of promotion channel after receipt of three higher grades in 8-7-7 pattern shall be allowed a fourth higher grade. This facility shall not be extended to those workmen who opted out promotion to the post of APE or its equivalents even though they are drawing pay above APE/PE/DM

- scales. The workmen who availed Higher Grade as per officer's higher grade pattern and remain as workman shall not be eligible for the newly introduced fourth higher grade and instead they shall be eligible for fourth higher grade only on completion of 7 years as per officers higher grade pattern.
- e. Workmen who get promoted to officer's category/placed in Higher Grade in the scale of pay of officers will be eligible for only one pay revision benefit within a continuous period of 4 years (Tenure of the LTA) either in workmen category or in Officer's category. However, in such cases the pay revision benefit will be extended to them after the expiry of the said period (Tenure of LTA), with effect from the previous revision.
 - f. In the case of workmen who get promoted to the officers category/placed in higher grade in the scale of pay of officers on or after 01.01.2017, fixation in the pre-revised scale of pay of officers and revised scale of pay shall be appropriately done by reckoning the DA merger effected in the scale of pay of officers vis-a-vis workmen and by ensuring normal benefit admissible on promotion in consultation with trade unions. This will be further subject to (e) above.
 - g. DA instalments applicable to officers who are eligible for State Government DA are normally extended the same only at a future date as and when declared by the State Govt. However, in the case of workmen they are receiving DA based on latest index points of AICPI. As such, when such workmen are placed in the scale of pay applicable to officers due to promotion/grant of higher grade they will not be receiving DA based on latest index points resulting in a temporary drop in total emoluments. As such the difference between the total emoluments received by them as workmen and that they are entitled after fixation in the officers scale will be paid as a special allowance, which will be absorbed as and when DA is revised for officers if there arise a drop in pay as a result of change over from workmen scale to officer scale.

General conditions

1. The Long Term agreement will be with effect from 01/01/2017 for a period of 4 years.
2. No new posts will be created or upgraded, without prior approval of the Government.
3. The Company shall not change the terms and conditions of service of its employees (including promotion and leave rules) without prior approval of the Government.
4. The company shall not make any appointment to any post (whether permanent, deputation provisional, temporary, contract, casual or daily wages) without prior approval of the Government, unless it is to a post already created with the approval of

Government.

5. Monthly recoverable advance and other interim relief if any paid, will be adjusted against arrears of revision and the balance arrears if any will be paid as per the board decision and subject to availability of own funds with the company.
6. The revision is applicable only to those working against sanctioned posts.
7. In case of any doubt/ambiguity in implementing LTA, the company shall approach Government before taking decision. Anomaly, if any shall be brought to the notice of Government. The company shall not attempt to rectify anomaly.
8. The expenditure on account of the revision will be met from the internal resources of the company and Government will not provide any financial support on account of this, now or at a later stage.
9. The management should ensure maximum profitability of the company by utilizing the existing manpower in a cost effective manner.
10. The Managing Director, KMML will be held personally liable for any violation found in the implementation of the order.
11. Anomaly in pay if any of a workman with reference to the pay of his junior workman will be rectified as per the existing procedure and rules. However, difference in pay due to the option exercised by a junior workman for postponement of his pay fixation will not be considered as an anomaly in pay for the senior.
12. Technical Trainees appointed in the Company against regular posts will be allowed monthly stipend at the rate of Rs.15,000/- instead of Rs.10,000/- with effect from the date of signing of this LTA (For TP unit only).
13. Availing of annual leave 5 times in a calendar year has been revised to 7 times in a calendar year with effect from the date of signing of this LTA.
14. The terms and conditions of service and benefits prevailing prior to this settlement and which are not altered by this settlement shall continue as if the same are specifically provided in this settlement.
15. All the appointments/promotions made on or after 01/01/2017 shall be deemed to have been made in the revised scales of pay of the respective posts and the pay in such cases are fixed under the existing rules of the company.
16. At present, 14 workmen are employed in TSP unit of the Company; it may not possible to make a separate LTA for TSP alone due to the Skeleton strength. Therefore, the 9th LTA for the workmen of TP unit is applicable to the workmen of TSP unit also.
17. The term of training period of workmen who are appointed against regular posts in the Company is also to be treated as service period for calculating service weightage for the fixation of pay like Travancore Titanium Products Limited. This will be applicable to workmen only from 9th LTA of TP Unit only.

18. The present system of calculation of Overtime wages will be changed as double rate of ordinary wages and which will be calculated on the basis of 30 days (30x8 hrs= 240 hrs) wages as Basic pay + DA and this change will be effective from 01/01/2022.

The Workmen shall extend full co-operation to the Management of the company and its endeavour for improving production, productivity and capacity enhancement.

(By order of the Governor)
A P M MOHAMMED HANISH
PRINCIPAL SECRETARY

To:

The Managing Director, Kerala Minerals & Metals Ltd., Kollam.

The Secretary, RIAB, Thiruvananthapuram.

The Finance Department (Vide File No.PU-D1/148/19-FIN dated 19.10.2022)

The General Administration (SC) Department (vide item No. dated)

The Planning & Economic Affairs (BPE) Dept.

The Principal Accountant General (E&RSA), Kerala, Thiruvananthapuram.

Web & New Media, Information and Public Relations Department

Stock File/ Office Copy

Forwarded /By order


Section Officer



രഹസ്യം

കേരള സർക്കാർ

മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 09-11-2022

ഫയൽ നം. എച്ച്3/110/2021/വ്യവ.

ഇനം നം: 1155

വിഷയം : വ്യവസായ വകുപ്പ് - കേരള മിനറൽസ് ആന്റ് ട്രൈബിൾസ് ലിമിറ്റഡ് - വർക്ക്മെൻ വിഭാഗം ജീവനക്കാരുടെ ദീർഘകാല കരാർ നടപ്പാക്കുന്നത്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശങ്ങൾ അംഗീകരിച്ചു.

(ഒപ്പ്)

പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

(ശരിപ്പകർപ്പ്)

ഡോ. വി പി ജോയ്
ചീഫ് സെക്രട്ടറി

പ്രിൻസിപ്പൽ സെക്രട്ടറി, വ്യവസായ വകുപ്പ്.

9/11/22
1:10 PM

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കേരള സർക്കാർ
(ശ്രീ.പിണറായി വിജയൻ മന്ത്രിസഭ)
മന്ത്രിസഭായോഗത്തിനുള്ള കരട് കുറിപ്പ്

- 1 ഫയൽ നമ്പർ : എച്ച്3/110/2021/വ്യവ
- 2 വകുപ്പ് : വ്യവസായ (എച്ച്) വകുപ്പ്
- 3 വിഷയം : വ്യവസായ വകുപ്പ് - കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡ് - വർക്ക്മെൻ വിഭാഗം ജീവനക്കാരുടെ ദീർഘകാല കരാർ നടപ്പാക്കുന്നത് - സംബന്ധിച്ച്
- 4 മന്ത്രിസഭായോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി : 06/11/2022
- 5 (i) ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ? : അതെ,
(ii) സാമ്പത്തിക ബാധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ട് ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?
- 6 മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഇല്ല ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ,
- 7 കുറിപ്പ് സമർപ്പിച്ച അഡീഷണൽ : ശ്രീമതി. എം.എ. റജീന ബീഗം സെക്രട്ടറിയുടെ പേര്
- 8 കുറിപ്പ് അംഗീകരിച്ച പ്രിൻസിപ്പൽ : ശ്രീ.എ.പി.എം.മുഹമ്മദ് ഹനീഷ് സെക്രട്ടറിയുടെ പേര്
- 9 മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് പ്രിൻസിപ്പൽ : 8/11/2021 സെക്രട്ടറി അംഗീകരിച്ച തീയതി
- 10 കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര് : ഡോ.വി.പി.ജോയ്.
- 11 മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി :
- 12 കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര് : ശ്രീ. പി. രാജീവ്
- 13 മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി അംഗീകരിച്ച തീയതി :
- 14 കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി :
- 15 മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി :
- 16 തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ : ഉത്തരവ്/കത്തിന്റെ നമ്പറും തീയതിയും

note # 137 8/11/22

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മന്ത്രിസഭാ യോഗത്തിനുള്ള കരട് കുറിപ്പ്

p 90 - 120 c f

കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡിലെ തൊഴിലാളികളുടെ 01.01.2017 മുതലുള്ള ദീർഘകാല കരാർ ^(LTA) നടപ്പാക്കുന്നതിന് അനുമതി നൽകുന്നത് സംബന്ധിച്ചതാണ് ഈ കുറിപ്പ്.

p 87 - 89 c f

2) കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡിലെ ടൈറ്റാനിയം ഡയോക്സൈഡ് പിഗ്മെന്റ് യൂണിറ്റിന്റെ വർക്ക്മെൻ വിഭാഗം ജീവനക്കാരുടെ 9-ാം ദീർഘകാല കരാറും, മിനറൽ സെപ്പറേഷൻ യൂണിറ്റിന്റെ 13-ാം ദീർഘകാല കരാറും 01.01.2017 മുതൽ കടിശ്ശികയാണ്. കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡിലെ തൊഴിലാളികളുടെ 01.01.2017 മുതലുള്ള ദീർഘകാല കരാർ നടപ്പാക്കുന്നതുമായി ബന്ധപ്പെട്ട് കെ.എം.എം.എൽ-ലെ അംഗീകൃത ടേഡ് യൂണിയൻ നേതാക്കളുമായി ചർച്ച നടത്തുന്നതിന് കമ്പനി മാനജിംഗ് ഡയറക്ടർക്ക് സർക്കാർ അനുമതി നൽകിയിരുന്നു. കമ്പനിയുടെ വർക്ക്മെൻ വിഭാഗത്തിലെ ജീവനക്കാരുടെ 01.01.2017 മുതലുള്ള ദീർഘകാല കരാർ നടപ്പാക്കുന്നതുമായി ബന്ധപ്പെട്ട് 23/11/2021-ന് ബഹു. വ്യവസായ മന്ത്രിയുടെ അധ്യക്ഷതയിൽ ചേർന്ന യോഗത്തിൽ ചുവടെപ്പറയുന്ന തീരുമാനങ്ങൾ കൈക്കൊള്ളുകയുണ്ടായി,

1. ദീർഘകാല കരാർ ഒപ്പിടുന്ന 01.01.2017 മുതൽ ഓവർടൈം അലവൻസ് മറ്റ് പൊതുമേഖല സ്ഥാപനങ്ങളിൽ നൽകി വരുന്നത് പോലെ ഡബിൾ ഡ്യൂട്ടിവേജ് ആയി നൽകുക
2. 31/12/2016-ലെ ബേസിക് പേ-യുടെ 16% ഫിറ്റ്മെന്റ് ബെനിഫിറ്റ് ആയി അനുവദിക്കാവുന്നതാണ്
3. സർവ്വീസ് വെയിറ്റേജ് -ന്റെ മിനിമം 500 രൂപയും പരാമവധി 3000/- രൂപയും ആയി വർദ്ധിപ്പിക്കാവുന്നതാണ്
4. നിലവിലെ മാനദണ്ഡമനുസരിച്ച് ദീർഘകാല കരാറിന്റെ കാലയളവ് 5 വർഷമായി നിശ്ചയിച്ചിട്ടുണ്ടെങ്കിലും, ആയത് 4 വർഷമായി നിശ്ചയിക്കണമെന്ന ടേഡ് യൂണിയനുകളുടെ അഭ്യർത്ഥന വിശദമായി പരിശോധിക്കുന്നതാണ്

pg 121 c f

3) കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡിലെ തൊഴിലാളികളുടെ 01.01.2017 മുതലുള്ള ദീർഘകാല കരാർ നടപ്പാക്കുന്നതിന് അനുമതി നൽകണമെന്ന്

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ആവശ്യപ്പെട്ടുകൊണ്ടുള്ള പ്രൊപ്പോസൽ ബന്ധപ്പെട്ട കക്ഷികൾ ചേർന്ന് ഒപ്പിട്ട മെമ്മോറാണ്ടം ഓഫ് സെറ്റിൽമെന്റ് സഹിതം കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡ് മാനേജിംഗ് ഡയറക്ടർ സമർപ്പിക്കുകയുണ്ടായി. 15.01.2022-ന് ചേർന്ന കമ്പനിയുടെ ബോർഡ് ഓഫ് ഡയറക്ടേഴ്സിന്റെ 250-ാമത് യോഗം ശമ്പള പരിഷ്കരണ ശുപാർശ അംഗീകരിച്ചതായും കൂടി റിപ്പോർട്ട് ചെയ്തു. കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡിലെ ടൈറ്റാനിയം ഡയോക്സൈഡ് പിമെന്റ് യൂണിറ്റിന്റെ വർക്ക്മെൻ വിഭാഗം ജീവനക്കാരുടെ 9-ാം ദീർഘകാല കരാർ, മിനറൽ സെപ്പറേഷൻ യൂണിറ്റിലെ വർക്ക്മെൻ വിഭാഗം ജീവനക്കാരുടെ 13-ാം ദീർഘകാല കരാർ എന്നിവയുടെ മെമ്മോറാണ്ടം ഓഫ് സെറ്റിൽമെന്റിന്റെ പകർപ്പ് യഥാക്രമം അനുബന്ധം-1, അനുബന്ധം-2 എന്നിവയായി ഉള്ളടക്കം ചെയ്തിട്ടുണ്ട്.

p 120 ct

4) ദീർഘകാല കരാർ നടപ്പാക്കുന്ന വിഷയം ധനകാര്യ വകുപ്പുമായി കൂടിയാലോചിച്ചപ്പോൾ പ്രസ്തുത വകുപ്പ് ഇപ്രകാരം അഭിപ്രായപ്പെടുകയുണ്ടായി:-

" AD is requested to forward a new LTA proposal for the KMML workers category with the following modifications.

Particulars	Proposed	Corrected
Validity period	4 years	The validity period of the wage settlement should be for a minimum period of 5 years.
Method of arrival of revised scale of pay	30% DA+ 16% Fitment benefit	Government have permitted to prepare the LTA with 16% hike in pay scale for a period of 5 years(DA :30% as on 01/01/2017 plus 16 % fitment). But in the LTA, KMML proposed around 40% hike in scale revision from 4 th scale onwards (DA:30% as on 01/01/2017 plus 40 % fitment) which is on higher side. Revised scales may be arrived at by limiting the hike in scale of pay to 60% (30% D A +30% fitment) with the end of the master scale to Rs.1,06,000/-
Overtime allowance	On scrutinising the pay slip of workers from February 2022, it is seen that so many employees got overtime allowance above Rs.50,000/-	Overtime facility may be continued when there is insufficient number employees for running the works or when production has to be increased for meeting the demand. Overtime allowance may be allowed with a ceiling above Rs.50,000/-

Note # 100nt

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	(LR no 18-21). As there are sufficient employees in KMML, payment of overtime allowance is unnecessary and these unnecessary payments will adversely affect the firm in future.	of Rs.10,000/- per month.
Stagnation Increment	No ceiling in the number of stagnation increments and also in the maximum of basic pay after adding stagnation increment	Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.
Personal allowance	No mention regarding its limit	It may be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale.
Service Weightage	A minimum of Rs.500/- and a maximum of Rs.3000/- is proposed	In the previous LTA, the maximum service weightage was Rs.1000/-. Hence the maximum service weightage now proposed is on the higher side and the same may be limited to Rs.2000/-.
Increase in allowances	The increase in allowances are proposed at various rates	The increase in allowances may be limited to 10% as is being allowed to employees under State Government.

This has the approval of Hon'ble Minister (Finance). "

p 795 - 798 c1

5) ധനകാര്യ വകുപ്പിന്റെ നിർദ്ദേശങ്ങളിൻമേൽ കെ.എം.എം.എം.ൽ-ന്റേയും റിയാബിന്റേയും അഭിപ്രായം ലഭ്യമാക്കി ഇക്കാര്യം വിശദമായി പരിശോധിക്കുകയുണ്ടായി. നിലവിലുള്ള സർക്കാർ മാനദണ്ഡങ്ങളുടേയും വിവിധ തലങ്ങളിലെ ചർച്ചയുടേയും അടിസ്ഥാനത്തിലാണ് നിർദ്ദേശിച്ചിരിക്കുന്ന ദീർഘകാല കരാർ രൂപീകരിച്ചിരിക്കുന്നത്.

p 801 - 803 c1

ബഹു. വ്യവസായ വകുപ്പ് മന്ത്രി വിളിച്ചുചേർത്ത യോഗത്തിലെ തീരുമാനത്തിന്റെ അടിസ്ഥാനത്തിൽ കമ്പനിയിലെ തൊഴിലാളികൾക്ക് ലഭിച്ചുവന്നിരുന്ന over time allowance നിരക്ക് കുറച്ചതുമൂലം കമ്പനിയ്ക്ക് സാമ്പത്തിക ലാഭമുണ്ടായെന്നത് ശ്രദ്ധേയമാണ്. പരിഗണനയിലുള്ള ദീർഘകാല കരാറിന്റെ കാലയളവ് 01/01/2017 മുതൽ 31/12/2020

p 87 - 89 c1

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വരെയാണ്. മുൻ ദീർഘകാല കരാറുമായി താരതമ്യപ്പെടുത്തുമ്പോൾ പുതിയ ദീർഘകാല കരാറിലെ സാമ്പത്തിക ബാധ്യത 10.8 കോടിയിൽ നിന്നും 8 കോടി രൂപയായി കുറഞ്ഞിട്ടുണ്ടെന്ന കാര്യം പരിഗണിച്ചാണ് കമ്പനിയുടെ ബോർഡ് യോഗം ശുപാർശ അംഗീകരിച്ചത്. കെ.എം.എം.എൽ ദീർഘകാലമായി ലാഭത്തിലായിരുന്നിട്ടും തൊഴിലാളികൾക്ക് അർഹമായ ശമ്പള പരിഷ്കരണം നൽകാൻ ഇതുവരെ നടപ്പിലാക്കിയിട്ടില്ല. മേൽ പറഞ്ഞ കാരണങ്ങളും മുൻ കീഴ്ചകളുടെ പരിഗണിച്ച് കമ്പനി മാനേജ്മെന്റ്, തൊഴിലാളികൾ തൊഴിൽ വകുപ്പ് അധികാരികൾ എന്നിവർ ചേർന്ന് ഒപ്പിട്ടിട്ടുള്ള കരാർ പ്രകാരമുള്ള ശമ്പള പരിഷ്കരണ ആനുകൂല്യം കമ്പനിയിലെ തൊഴിലാളികൾക്ക് റിക്കവറബിൾ അഡ്വാൻസായി അനുവദിക്കുകയുണ്ടായി.

6) ദീർഘകാല കരാറിനുള്ള ശുപാർശയിലുൾപ്പെട്ട എല്ലാ ആനുകൂല്യങ്ങളും അനുവദിക്കണമെന്ന് കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് മാനേജിംഗ് ഡയറക്ടർ സർക്കാരിനോട് ആവശ്യപ്പെടുകയുണ്ടായി. ശമ്പള സ്കെയിൽ നിജപ്പെടുത്തിയ രീതിയും സ്റ്റാമ്പേഷൻ ഇൻക്രിമെന്റ്, പേഴ്സണൽ അലവൻസ് എന്നീ ഇനങ്ങൾ ഒഴികെ ദീർഘകാല കരാർ ശുപാർശയിലെ മറ്റെല്ലാ ആനുകൂല്യങ്ങളും കരാർ പ്രകാരം അനുവദിക്കുന്നതിന് റിയാബ് സെക്രട്ടറി ശുപാർശ ചെയ്യുകയുണ്ടായി.

p 801-803 cf

7) ലാഭത്തിലുള്ള കമ്പനിയുടെ ഫണ്ടിൽ നിന്നും തുക ചലവഴിച്ച് ദീർഘകാല കരാർ നടപ്പിലാക്കുന്നത് മൂലം സർക്കാരിന് സാമ്പത്തിക ബാധ്യതയൊന്നും ഉണ്ടാകുന്നില്ല. ധനകാര്യ വകുപ്പ് പ്രതിനിധി കൂടി ഉൾപ്പെടുന്ന കമ്പനി ബോർഡ് യോഗത്തിലാണ് നിർദ്ദേശം അംഗീകരിക്കപ്പെട്ടത്. ഈ ദീർഘകാല കരാർ പ്രകാരമുള്ള കരാറിന്റെ കാലയളവ് 2020 ൽ അവസാനിച്ചു. മെമ്മോറാണ്ടം ഓഫ് സെറ്റിൽമെന്റ് ഒപ്പിട്ടിട്ട് ഒരു വർഷം കഴിഞ്ഞിട്ടുണ്ട്. റിയാബിന്റെ ശുപാർശയും കെ.എം.എം.എൽ-ന്റെ സവിശേഷ സാഹചര്യവും കണക്കിലെടുത്ത് പ്രൊപ്പോസൽ ചുവടെ പറയുന്ന പ്രകാരം പരിഗണിക്കാവുന്നതാണ്.

Note # 136 nf

i. ശമ്പള കരാറിന്റെ കാലാവധി:- വർക്കർ കാറ്റഗറി ജീവനക്കാരുടെ ദീർഘകാല കരാറിന്റെ കാലാവധി വളരെ കാലമായി 4 വർഷമായാണ് കെ.എം.എം.എൽ - ൽ തുടർന്നുവരുന്നത്. ഈ ദീർഘകാല കരാറിന്റെ കാലാവധി 2020-ൽ കഴിഞ്ഞുപോയിട്ടുള്ളതിനാൽ കരാർ കാലാവധി 5 വർഷമായി നിശ്ചയിക്കുന്നത് ഉചിതമാകില്ല. ആയതിനാൽ ഇത്തവണത്തേക്കും ദീർഘകാല കരാറിന്റെ

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flag (B' & 'c)

കാലയളവ് 4 വർഷമായി നിശ്ചയിക്കാവുന്നതാണ്. മുൻ ദീർഘകാല കരാറിന്റെ കാലാവധിയിൽ സർക്കാർ മാറ്റം വരുത്തിയതിനെതിരെ തൊഴിലാളി സംഘടനകൾ കോടതിയെ സമീപിക്കുകയും അവർക്കനുകൂലമായ വിധി സമ്പാദിക്കുകയും ചെയ്തിട്ടുള്ളതാണ്.

ii. ശമ്പള സ്കെയിലുകൾ നിജപ്പെടുത്തിയ രീതി:- 01.01.2017 ന് നിലവിലുള്ള അടിസ്ഥാന ശമ്പളം + 30% ക്ഷാമബത്ത + 16% ഫിറ്റ്മെന്റ് ബെനിഫിറ്റ് എന്നതായിരുന്ന പുതിയ ശമ്പളം നിർണ്ണയിക്കുന്നതിനുള്ള ഫോർമുല എന്നാൽ ദീർഘകാല കരാറിനുള്ള പ്രൊപ്പോസലിൽ അനുവദിച്ച ഫോർമുലയ്ക്ക് അധികമായി സ്റ്റാമ്പുകൾ ഉൾപ്പെടുത്തിയിട്ടുണ്ട്. അതിനാൽ അധികമായി ഉൾപ്പെടുത്തിയ സ്റ്റാമ്പുകൾ അംഗീകരിക്കേണ്ടതില്ല. ശമ്പള സ്കെയിലുകളിലും മാസ്റ്റർ സ്കെയിലിലും ചുവടെ പറയും പ്രകാരം ഭേദഗതി വരുത്താവുന്നതാണ്.

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Sl. No.	Existing Scale	Revised Scale
1	12540-380-14440-430-17020-520-19100-620-21580-730-23770	18400-550-21150-650-25050-750 - 28050-910-31690-1060-34870
2	14440-430-17020-520-19100-620-21580-730-24500-830-29480-970-32390	21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-47630
3	17540-520-19100-620-21580-730-24500-830-29480-970-34330- 1120-39930-1270-45010	25800-750-28050-910-31690-1060 - 35930-1230-43310-1440-50510 - 1650-58760-1870-66240
4	19720-620-21580-730-24500-830-29480-970-34330-1120-39930 - 1270- 50090	28960-910-31690-1060-35930-1230 -43310-1440-50510-1650-58760 - 1870-73720
5	21580-730-24500-830-29480-970-34330-1120-39930-1270-50090 - 1410-55730	31690-1060-35930-1230-43310 - 1440-50510-1650-58760-1870-73720
6	23770-730-24500-830-29480-970-34330-1120-39930-1270-50090 - 1410-61370	34870-1060-35930-1230-43310-1440-50510-1650-58760-1870-

861

		73720- 2090-90440
7	26160-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550- 64470	38390-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440- 2300-104240
8	27820-830-29480-970-34330-1120 -39930-1270-50090-1410-61370-1550-70670	40850-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440- 2300-104240-2550-111890

മാസ്റ്റർ സൂയിൽ :

18400-550-21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-111890

Note # 136nt

- iii. **ഓവർടൈം അലവൻസ്:-** കെ.എം.എം.എൽ 24 മണിക്കൂറും പ്രവർത്തിക്കുന്ന രാസാധിഷ്ഠിത കെമിക്കൽ ഫാക്ടറി എന്നത് പരിഗണിച്ച് ഓവർടൈം അലവൻസിന് പരിധി നിർണ്ണയിക്കുന്നത് പ്രായോഗികമല്ല. ദീർഘകാല കരാറുമായി ബന്ധപ്പെട്ട ചർച്ചയിൽ ഓവർടൈം അലവൻസിന്റെ ഉയർന്ന നിരക്ക് മാറ്റുന്നതിനോട് എല്ലാ ട്രേഡ് യൂണിയനുകളും സമ്മതിച്ചിട്ടുണ്ട്. അതിന്റെ അടിസ്ഥാനത്തിലാണ് ദീർഘകാല കരാർ ഒപ്പിടുന്ന തീയതി മുതൽ മറ്റ് പൊതുമേഖലാ കമ്പനികളിൽ തുടർന്നു വരുന്ന രീതിയിൽ ഡബിൾ ഡ്യൂട്ടി വേതനം നിരക്കിലേയ്ക്ക് ഓവർടൈം അലവൻസ് പരിമിതപ്പെടുത്തിയത്. ഈ വസ്തുതകൾ പരിഗണിച്ച് നിലവിലുള്ള ഓവർടൈം അലവൻസ് സമ്പ്രദായം തുടരാവുന്നതാണ്.
- iv. **സ്റ്റാഗ്നേഷൻ ഇൻക്രിമെന്റ്:-** സ്റ്റാഗ്നേഷൻ ഇൻക്രിമെന്റ് പരമാവധി 5 എണ്ണമായി നിശ്ചയിച്ച് 4 തവണത്തേക്ക് വാർഷികാടിസ്ഥാനത്തിലും 5-ാമത്തേത് ദ്വൈവാർഷികമായും അനുവദിക്കാവുന്നതാണെന്നാണ് ധനകാര്യ വകുപ്പ് അഭിപ്രായപ്പെട്ടിട്ടുള്ളത്. ആയത് അംഗീകരിക്കാവുന്നതാണ്.
- v. **പേഴ്സണൽ പേ:-** പേഴ്സണൽ പേ കൂട്ടുമ്പോൾ ലഭിക്കുന്ന പരാമവധി Basic Pay മാസ്റ്റർ സൂയിലിന്റെ പരമാവധി നിരക്കിനേക്കാൾ കൂടാൻ പാടുള്ളതല്ല എന്നുള്ള ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായ പ്രകാരമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായി പേഴ്സണൽ പേ അനുവദിക്കാവുന്നതാണ്.

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- ii. സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ പുതിയ തസ്തികകൾ സൃഷ്ടിക്കുവാനോ തസ്തികകൾ ഉയർത്തുവാനോ പാടില്ല.
- iii. സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ ജീവനക്കാരുടെ സേവന വേതന വ്യവസ്ഥകളിൽ (ഉദ്യോഗക്കയറ്റം, അവധി ചട്ടങ്ങൾ ഉൾപ്പെടെ) കമ്പനി മാറ്റം വരുത്തുവാൻ പാടില്ല
- iv. സർക്കാർ അനുമതിയോടെ സൃഷ്ടിച്ചിട്ടുള്ള തസ്തികകളിലൊഴികെ മറ്റ് തസ്തികകളിലൊന്നും (സ്ഥിരം, അന്യത്രസേവനം, പ്രൊവിഷണൽ, താൽക്കാലിക, കരാർ, കാഷ്വൽ, ദിവസ വേതനം തസ്തികകൾ ഉൾപ്പെടെ) സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ കമ്പനി നിയമനം നടത്താൻ പാടില്ല.
- v. പ്രതിമാസ റിക്കവറബിൾ അഡ്വാൻസായോ ഇടക്കാല ആശ്വാസമായോ അനുവദിച്ചിട്ടുള്ള തുക ഉണ്ടെങ്കിൽ ആയത് ശമ്പള പരിഷ്കരണത്തിന്റെ കടിശ്ശികയിൽ അഡ്ജസ്റ്റ് ചെയ്യേണ്ടതും അരിയറിൽ ബാക്കി തുക നൽകാനുണ്ടെങ്കിൽ ആയത് ബോർഡ് തീരുമാനം കൈക്കൊണ്ട് കമ്പനിയുടെ ഫണ്ട് ലഭ്യതയ്ക്ക് അനുസരിച്ച് നൽകാവുന്നതാണ്.
- vi. അനുവദനീയമായ തസ്തികകളിൽ ജോലി ചെയ്യുന്ന ജീവനക്കാർക്ക് മാത്രമേ ശമ്പള പരിഷ്കരണം ബാധകമാകൂ.
- vii. LTA നടപ്പിലാക്കുന്നതിൽ എന്തെങ്കിലും സംശയം/അവ്യക്തത ഉണ്ടെങ്കിൽ, ഇക്കാര്യത്തിൽ തീരുമാനം എടുക്കുന്നതിന് മുമ്പ് കമ്പനി സർക്കാരിനെ സമീപിക്കേണ്ടതാണ്. അപാകത, എന്തെങ്കിലും ഉണ്ടെങ്കിൽ, ആയത് സർക്കാരിന്റെ ശ്രദ്ധയിൽപ്പെടുത്തേണ്ടതാണ്. കമ്പനി തലത്തിൽ അപാകത പരിഹരിക്കാൻ പാടില്ല.
- viii. ശമ്പള പരിഷ്കരണം നടപ്പാക്കുന്നതിന് ഉണ്ടാകുന്ന ചെലവ് കമ്പനിയുടെ തനത് ഫണ്ടിൽ നിന്നും വഹിക്കേണ്ടതാണ്. ആയതിന് സർക്കാർ സാമ്പത്തിക സഹായം ഇപ്പോഴോ പിന്നീടുള്ള ഘട്ടത്തിലോ നൽകുന്നതല്ല.
- ix. നിലവിലുള്ള തൊഴിലാളികളുടെ സേവനം പ്രയോജനപ്പെടുത്തി കമ്പനിയുടെ പരമാവധി ലാഭം മാനേജ്മെന്റ് ഉറപ്പാക്കണം.

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x. ഉത്തരവ് നടപ്പിലാക്കുന്നതിൽ എന്തെങ്കിലും പിഴവ് കണ്ടെത്തിയാൽ ആയതിന് മാനേജിംഗ് ഡയറക്ടർ, KMMML വ്യക്തിപരമായി ഉത്തരവാദിയായിരിക്കും.

10) ഈ പ്രൊപ്പോസൽ നടപ്പിലാക്കുന്നതിന് സർക്കാരിന് പണമൊന്നും ചിലവഴിക്കേണ്ടതില്ല. ലാഭകരമായി പ്രവർത്തിക്കുന്ന കമ്പനിയുടെ ഫണ്ടിൽ നിന്നാണ് ശമ്പള പരിഷ്കരണത്തിന്റെ ബാധ്യത വഹിക്കുന്നത്.

11) ഈ പ്രൊപ്പോസലിന്മേൽ പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡിന്റെ അഭിപ്രായം തേടിയിട്ടില്ല.

12) കെ.എം.എം.എൽ തൊഴിലാളികളുടെ ദീർഘകാല കരാർ അംഗീകരിക്കുന്നതിനും കമ്പനിയുടെ ബോർഡ് തീരുമാനം, ത്രികക്ഷി കരാർ എന്നിവയുടെ അടിസ്ഥാനത്തിൽ ദീർഘകാല കരാറിലെ ആനുകൂല്യങ്ങൾ റിക്കവറബിൾ അഡ്വാൻസായി നൽകിയ നടപടി സാധ്യമാക്കുന്നതിനുമായി ഫയൽ ബഹു മുഖ്യമന്ത്രിയ്ക്ക് ചംക്രമണം ചെയ്തപ്പോൾ ആയത് മന്ത്രിസഭാ യോഗത്തിന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ഉത്തരവായിട്ടുണ്ട്.

Note # 137n

തീരുമാനമെടുക്കേണ്ട വിഷയം

1. കേരള മിനറൽസ് ആന്റ് മെറ്റൽസ് ലിമിറ്റഡിലെ വർക്ക്മെൻ വിഭാഗം ജീവനക്കാരുടെ (ടി.പി യൂണിറ്റ്/ എം.എസ് യൂണിറ്റ്) 01/01/2017 മുതലുള്ള ദീർഘകാല കരാർ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം മറികടന്നുകൊണ്ടും Para 9 ലെ പൊതു വ്യവസ്ഥകൾക്ക് വിധേയമായും താഴെ പറയുന്ന ഭേദഗതികളോടെ നടപ്പാക്കുന്നതിന് അനുമതി നൽകാമോ?

വിവിധ സംബന്ധിച്ചുള്ള അധിക സ്റ്റാമ്പുകൾ നീക്കം ചെയ്യുക

a) ദീർഘകാല കരാറിൽ നിർദ്ദേശിച്ചിട്ടുള്ള ~~അധിക~~ സ്റ്റാമ്പുകൾ നീക്കം ചെയ്യുകൊണ്ട് Para 7(ii) പ്രകാരം ശമ്പള സ്കെയിലുകളിൽ ഭേദഗതി വരുത്താമോ?

b) സ്റ്റാഗ്നേഷൻ ഇൻക്രിമെന്റ് പരമാവധി 5 എണ്ണമായി പരിമിതപ്പെടുത്തിക്കൊണ്ട് വാർഷികാടിസ്ഥാനത്തിൽ 4 തവണയും 5-ാമത്തേത് ദ്വൈവാർഷികമായും മാസ്റ്റർ സ്കെയിലിലെ മാക്സിമത്തിൽ നിന്നും അധികരിക്കാൻ പാടില്ല എന്ന വ്യവസ്ഥയോടെ അനുവദിക്കാമോ?

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c) പേഴ്സണൽ പേ കൂട്ടുമ്പോൾ ലഭിക്കുന്ന പരാമവധി അടിസ്ഥാന ശമ്പളം മാസ്റ്റർ സ്കെയിലിന്റെ പരാമവധിയെക്കാൾ കൂടാൻ പാടുള്ളതല്ല എന്ന നിബന്ധനയോടെ പേഴ്സണൽ പേ അനുവദിക്കാമോ?

2. ദീർഘകാല കരാറിന്റെ കാലാവധി, ഓവർടൈം അലവൻസ്, സർവ്വീസ് വെയിറ്റേജ്, അലവൻസുകളിലെ വർദ്ധനവ് എന്നിവ അനുബന്ധമായി ചേർത്തിട്ടുള്ള മെമ്മോറാണ്ടം ഓഫ് സെറ്റിൽമെന്റ് പ്രകാരം അനുവദിക്കാമോ?

3. ദീർഘകാല കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങളുടെ 80% റിക്കവറബിൾ അഡ്വാൻസായി ഫെബ്രുവരി 2022 മുതൽ അനുവദിച്ചു നൽകിയ നടപടി സാധൂകരിക്കാമോ?

8/11/22

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SHORT RECITAL OF THE CASE

The Eighth Long Term Settlement for the workmen of the Titanium Dioxide Pigment Unit, which was effective for a period of 4 years, w.e.f. 01.01.2013 has expired on 31-12-2016. The three recognized trade unions representing the workmen of the Titanium Dioxide Pigment Unit submitted their respective Charter of Demands to the Management for finalizing the Ninth Long Term Settlement to be brought in force with effect from 01.01.2017. Bilateral discussions were held between the Management and the recognized trade unions representing the workmen initially. Understanding was reached on most of the demands raised by the Unions through the bilateral discussions. Later on discussions with the Chairman of KMML was also held with a view to attend in an agreement. Subsequently discussions were also held in the presence of Hon'ble Minister for Industries, Law & Coir for arriving at an agreement on all issues.

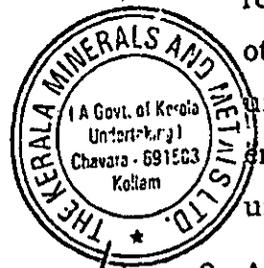
Finally at the meeting held in the presence of Hon'ble Minister for Industries Industries, Law and Coir, Govt. of Kerala on 23/11/2021 attended by the representatives of the trade unions and Management, settlement was reached with regard to the quantum of increase in wages. It was agreed that the increase in fitment benefit shall be 16% of Basic pay as on 31/12/2016 for attaining a new pay scale. A formal agreement in full and final settlement of the various demands and issues raised by the unions on the following terms has been arrived at subsequently.

TERMS OF SETTLEMENT

ARTICLE - I

PURPOSE AND SCOPE OF THE SETTLEMENT

1. The purpose of this Settlement is to provide collective bargaining, good Industrial relations, speedy disposal of grievances, maintenance of harmonious relations between the Company and its workmen, ensure reasonable wages and other working conditions, to increase productivity, to ensure efficiency and uninterrupted operation and full production of the factory/office and to encourage co-operative and harmonious relationship based on complete understanding of each other for the interests of the Company and the country.
2. As decided in the meeting the tenure of 9th LTA will be four years subject to the approval from the Government.



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FORM -H
(See Rule 59)

**MEMORANDUM OF SETTLEMENT ARRIVED AT IN RESPECT OF THE NINTH
LONG TERM SETTLEMENT APPLICABLE TO WORKMEN OF THE TITANIUM
DIOXIDE PIGMENT UNIT OF THE KERALA MINERALS AND METALS LTD.**

NAME OF PARTIES

REPRESENTING EMPLOYER

- 1. Shri. Chandrabose J
Managing Director
- 2. Shri. V Ajayakrishnan
General Manager (EDP/HR)
- 3. Shri. G Shailakumar
HOU (F)
- 4. Shri. PK Manikuttan
HOU (TP/TSP)

Chandrabose
J

Shri

Manikuttan

REPRESENTING THE WORKMEN

KMM Titanium Employees Union (CITU)

- 1. Shri.N. Padmalochanan
President,
- 2. Shri. A.A. Navas
General Secretary

Shri N. Padmalochanan
A.A. Navas

Titanium Complex Employees Congress (INTUC)

- 1. Shri. VD Satheesan (MLA)
President
- 2. Shri. R.Jayakumar
General Secretary

VD Satheesan
R. Jayakumar

Titanium Complex Employees Union (UTUC)

- 1. Shri, NK Premachandran (MP)
President
- 2. Shri. Manojmon.J
General Secretary

NK Premachandran
Manojmon.J



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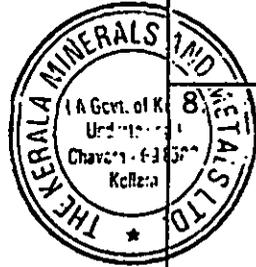
16672891282271ND095)

3. Notwithstanding the expiry of the aforesaid period of this Settlement, it shall continue in effect thereafter unless and until it is terminated by two month's notice by either party.

ARTICLE -II
SCALES OF PAY

4. It is agreed that the following revised scales of pay will be introduced with effect from 1-1-2017.

Sl.No	Existing Scale	Revised Scale
1.	12540-380-14440-430-17020-520-19100-620-21580-730-23770	1. 18400-550-21150-650-25050-750-28050-910-31690-1060-34870
2.	14440-430-17020-520-19100-620-21580-730-24500-830-29480-970-32390	2. 21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-47630
3.	17540-520-19100-620-21580-730-24500-830-29480-970-34330-1120-39930-1270-45010	3. 25800-750-28050-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-66240
4.	19720-620-21580-730-24500-830-29480-970-34330-1120-39930-1270-50090	4. 28960-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-84170
5.	21580-730-24500-830-29480-970-34330-1120-39930-1270-50090-1410-55730	5. 31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-88350
6.	23770-730-24500-830-29480-970-34330-1120-39930-1270-50090-1410-61370	6. 34870-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-99640
7.	26160-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550-64470	7. 38390-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-109340
8.	27820-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550-70670	8. 40850-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-111890-2700-119990



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Master Scale: 18400-550-21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-111890-2700-119990

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ARTICLE- III
DEARNNESS ALLOWANCE

- 5. Workmen will continue to be paid Dearness Allowance based on their pay at percentage rates computed on quarterly average of AICPI above 6263 points as per Public Sector DA scheme of Government of India and as amended from time to time.

ARTICLE- IV
SERVICE WEIGHTAGE

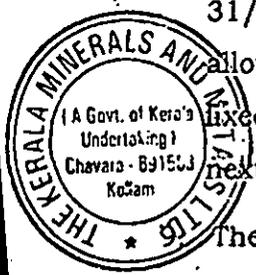
- 6. Workmen on the rolls of the Pigment Unit of the Company as on 1-1-2017 will be allowed service weightage at the rate of 0.5% of the actual basic pay admissible on 31-12-2016 for every completed year of service subject to a maximum of Rs.3000/-. A minimum weightage of Rs.500/- will be ensured for those workmen eligible for service weightage.

ARTICLE- V
FITMENT BENEFIT

- 7. Workmen on the rolls of Pigment Unit of the Company as on 31-12-2016 will be allowed fitment benefit of an amount equal to 16% of their actual basic pay as on 31-12-2016 subject to a minimum of Rs.2750/-

ARTICLE- VI
FIXATION OF PAY

- 8. The pay of the workmen on the rolls of the Pigment Unit of the company as on 31-12-2016 will be fixed in the revised scale of pay with effect from 1-1-2017 by adding to the existing basic pay as on 31-12-2016 the amount of weightage and fitment benefit as admissible vide Article IV & V, above, DA admissible for 6263 points (30%) and personal allowance (allowed for protection) drawn by the employee concerned as on 31-12-2016. If the sum total of the Basic pay as on 31/12/2016 + Service weightage + Fitment benefit + DA merged and personal allowance falls at a stage in the corresponding revised scale of pay, the pay shall be fixed at that stage. If the pay does not fall at a stage the pay shall be fixed at the next higher stage.



The annual increment due to the workmen will accrue on the same date on which increment normally falls due in their pre-revised scale. Workmen who reach the maximum of the scale of pay applicable to them will continue to draw annual increment at the rates which was last drawn by them in their scale of pay.

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10. Workmen who have joined the service of the Pigment Unit of the Company on or after 1-1-2017 shall be deemed to have been appointed to the revised scale of pay.

**ARTICLE- VII
HOUSE RENT ALLOWANCE**

11. Workmen of the Pigment Unit of the Company shall continue to be entitled to House Rent Allowance at the rate of 10% of their basic pay.

**ARTICLE- VIII
OTHER ALLOWANCES**

12. Regular workmen of the Pigment Unit shall be entitled to other allowances as indicated below. All allowances will be paid in revised rates as per existing norms.

- i. Conveyance Allowance: The Conveyance Allowance will be revised from Rs.450/- to Rs.575/- per month
- ii. Shift Allowance: Shift Allowance per shift for A & B shift will be revised from Rs. 45/- to Rs.65/-. For C shift the allowance will be revised from Rs.75/- to Rs.95/-
- iii. Washing Allowance: Washing Allowance is revised from Rs.200/- to Rs.260/-
- iv. Stitching Charges:
 Stitching Charges for uniform will be revised as follows.
 For Gents uniform (per set) Rs.625/-
 For Blouse & Apron (per set) Rs.180/-
 For Over coat Rs.210/-

v. Acting Allowance: The rate of acting allowance of Operator Grade A and equivalent acting as Assistant Process Engineer and equivalent will be revised from Rs.55/- to Rs.70/-. Operator Grade B and equivalent acting as Grade A and equivalent will be revised from Rs.50/- to Rs.65/- and Operator Grade C and equivalent acting as Grade B and equivalent will be revised from Rs.45/- to Rs.60/- Junior Operator and equivalent acting as Gr.C and equivalent will be revised from Rs.40/- to Rs.55/-.

vi. Milk Allowance : Employees will be allowed milk allowance of Rs. 500/-per month. Employees who have put in a minimum of 15 days attendance in a month will be eligible for the milk allowance as in the case of other monthly rated allowances.



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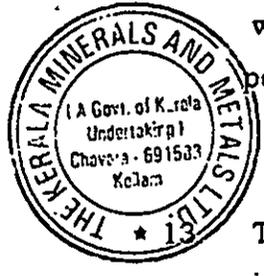
vii. Educational Allowance: Educational Allowance allowed to two children of employees will be revised as below.

Educational allowance will be allowed to students studying in private institutions also subject to production of satisfactory proof regarding attendance to the course as well as registration in the University subject to other conditions stated in IVth Long Term Agreement.

	<u>Existing Rate</u> (Per month) (Rs.)	<u>Revised Rate</u> (Per month) (Rs.)
a. Up to SSLC	400/-	500/-
b. Courses for which the minimum qualification prescribed is SSLC or equivalent.	450/-	550/-
c. Courses for which minimum qualification prescribed is Plus two/Diploma/equivalent	500/-	600/-
d. Course for which minimum Qualification required is Degree/equivalent	600/-	700/-
e. Professional courses such as Engineering Degree, Medicine Law, Agriculture Computer Science etc. for which minimum Qualification of Plus two / Degree	900/-	1000/-

viii). Conveyance Reimbursement: Conveyance Reimbursement will be revised from Rs.1150/- per month to Rs.1400/- per month for maintaining own vehicle.

ix). Cash Handling Allowance: Cash Handling allowance being paid to the employee who looks after the duties of Cashier will be revised from Rs.350/- to Rs.425/- per month.



**ARTICLE-IX
HOUSING LOAN**

The employees shall be paid a housing loan subsidy to the tune of 50% of the interest payable by them for housing loan up to Rs.9,00,000/- by limiting the eligible interest rate to the minimum rate charged by approved agency. No subsidy shall be admissible for any additional loan.

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ARTICLE-X
VEHICLE LOAN

- 14. The vehicle loan amount shall be enhanced as Rs.4.5 lakhs for motor car and Rs.75,000/- for Motor cycle. This shall be effective with effect from the date of signing of the 9th LTA.

ARTICLE- XI
GRANT OF HIGHER GRADE

- 15. Conditions laid down regarding grant of higher grade to the workmen remains without change.
- 16. Workmen who become eligible for higher grade to the scale of pay of APE and equivalent will be allowed to exercise option to remain in their existing scale of pay of Grade A. The said option shall be exercised invariably within 90 days of the crucial date and the option exercised shall be final and cannot be withdrawn.
- 17. Workmen who are granted higher grade to the scale of pay of officers on or after 1-1-2017 will be allowed option after notification of revision of scales of pay of officers of the company to remain in the scale of pay of workmen or come over to officer's scale. The option then exercised will be final.
- 18. Workmen are allowed first higher grade on completion of 8 years of service in the same scale of pay and the second and third higher grade on completion of 7 years. The pattern for the grant of higher grade shall be 8-7-7. Workmen remaining in the same scale of pay for more than 6 years due to lack of promotion channel after receipt of three higher grades in 8-7-7 pattern shall be allowed a fourth higher grade. This facility shall not be extended to those workmen who opted out promotion to the post of APE or its equivalents even though they are drawing pay above APE/PE/DM scale. The workmen who availed Higher Grade as per officer's higher grade pattern and remain as workman shall not be eligible for the newly introduced fourth higher grade and instead they shall be eligible for fourth higher grade only on completion of 7 years as per officers higher grade pattern.



- 19. Workmen who get promoted to officer's category/placed in Higher Grade in the scale of pay of officers will be eligible for only one pay revision benefit within a continuous period as per Clause no. 2 either in workmen category or in officer's category. However, in such cases the pay revision benefit will be extended to

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them after the expiry of the said period in Clause no. 2 with effect from the previous revision.

20. In the case of workmen who get promoted to the officers category/placed in higher grade in the scale of pay of officers on or after 01.01.2017, fixation in the pre-revised scale of pay of officers and revised scale of pay shall be appropriately done by reckoning the DA merger effected in the scale of pay of officers vis-à-vis workmen and by ensuring normal benefit admissible on promotion in consultation with trade unions. This will be further subject to the clause- 19.

21. DA installments applicable to officers who are eligible for State Government DA are normally extended the same only at a future date as and when declared by the State Govt. However, in the case of workmen they are receiving DA based on latest index points of AICPI. As such, when such workmen are placed in the scale of pay applicable to officers due to promotion/grant of higher grade they will not be receiving DA based on latest index points resulting in a temporary drop in total emoluments. As such the difference between the total emoluments received by them as workman and that they are entitled after fixation in the officers scale will be paid as a special allowance, which will be absorbed as and when DA is revised for officers if there arise a drop in pay as a result of change over from workmen scale to officer scale.

ARTICLE-XII

ATTENDANCE BONUS

22. The individual attendance bonus system will be revised as shown below:

Below 80%	-	Nil
80% to 90%	-	Rs.500/- per month
More than 90% & below 96%	-	Rs.700/- per month
96% & below 100%	-	One day wage (Basic pay + DA)
For 100% attendance	-	Two days wages (basic pay + DA)



ARTICLE -XIII

INCREASE IN PRODUCTION/PRODUCTIVITY

23. Unions agreed to extend full co-operation to the Management and its endeavor for improving production, productivity and capacity enhancement.

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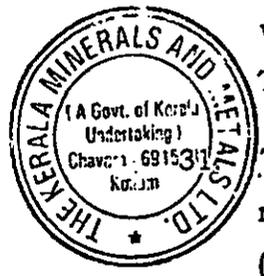
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ARTICLE -XIV
GENERAL

- 24. Anomaly in pay if any of a workman with reference to the pay of his junior workman will be rectified as per the existing procedure and rules. However, difference in pay due to the option exercised by a junior workman for postponement of his pay fixation will not be considered as an anomaly in pay for the senior.
- 25. Technical Trainees appointed in the Company against regular posts will be allowed monthly stipend at the rate of Rs.15,000/- instead of Rs.10,000/- with effect from the date of signing of this LTA.
- 26. Availing of annual leave 5 times in a calendar year has been revised to 7 times in a calendar year with effect from the date of signing of this LTA.
- 27. It is agreed that the terms and conditions of service and benefits prevailing prior to this Settlement and which are not altered by this Settlement shall continue as if the same are specifically provided under this Settlement.
- 28. All the appointments /promotions made on or after 01/01/2017 shall be deemed to have been made in the revised scales of pay of the respective posts and the pay in such cases are fixed under the existing rules of the company.
- 29. At present, 14 workmen are employed in TSP unit of the Company; it may not possible to make a separate LTA for TSP alone due to the Skeleton strength. Therefore, the 9th LTA for the workmen of TP unit is applicable to the workmen of TSP unit also.
- 30. The term of training period of workmen who are appointed against regular posts in the Company is also to be treated as service period for calculating service weightage for the fixation of pay like Travancore Titanium Products Limited. This will be applicable to workmen only from 9th LTA.



The present system of calculation of Overtime wages will be changed as double rate of ordinary wages and which will be calculated on the basis of 30 days (30x8 hrs= 240 hrs) wages as Basic pay + DA and this change will be effective from 01/01/2022.

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ARTICLE -XV

CONCLUSION

32. Since this Settlement provides for the orderly and amicable settlement of any and all disputes, differences, grievances etc., it is agreed that the Unions will not initiate, authorize, sanction, support or encourage any strike, go slow or stoppage of work by any workmen. It is agreed by the Unions that there shall be no demand during the period of the agreement for any further increase in wages, dearness allowance or other allowances or any other financial benefit, alteration of any other terms and or conditions of employment as laid down in this Settlement.

33. The entire Settlement is subject to Govt. approval.

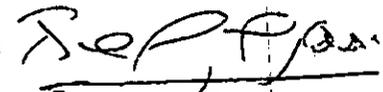
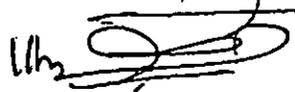
Dated this the 23rd day of November 2021.

**FOR AND ON BEHALF OF THE
REPRESENTING EMPLOYER**

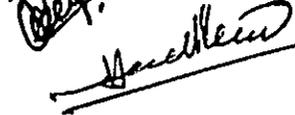
- 1. Shri. Chandrabose J
Managing Director
- 2. Shri. V Ajayakrishnan
General Manager (EDP/HR)
- 3. Shri. G Shailakumar
HOU (F)
- 4. Shri. PK Manikuttan
HOU (TP/TSP)

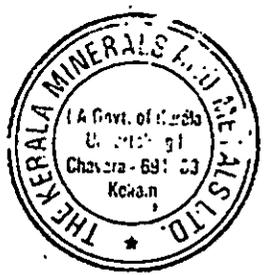
REPRESENTING THE WORKMEN

KMM Titanium Employees Union (CITU)

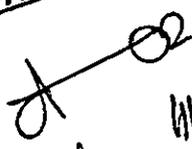
- 1. Shri.N. Padmalochanan
President, 
- 2. Shri. A.A. Navas
General Secretary 
- 3. Shri. M.G.Austin
Working President
- 4. Shri. Denny Sudevan
Secretary 
- 5. Shri. VC Ratheesh Kumar
Treasurer 

Titanium Complex Employees Congress (INTUC)

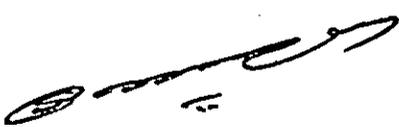
- 1. Shri. VD Satheesan
President 
- 2. Shri. R.Jayakumar
General Secretary 
- 3. Shri. G Sreenivasan
Vice President 
- 4. Shri. V Najeem
Vice President 
- 5. Shri. Sreejith
Secretary 











11

Titanium Complex Employees Union (UTUC)

1. Shri, NK Premachandran
President
2. Shri. Manojmon.J
General Secretary
3. Shri. VN Raju
Vice President
4. Shri. Suraj
Treasurer
5. Shri H Basheer.
General Convener

Witness

1. Smt. Sajini LK
Assistant Grade I, P&A
2. Smt. Manju Chandran V
Assistant Grade I, P&A

Copy to:

1. The Regional Labour Commissioner (Central),
Thiruvananthapuram
2. The Dy. Chief Labour Commissioner (Central)
Kochi
3. The Chief Labour Commissioner (Central)
New Delhi
4. The Secretary to the Government of India,
Ministry of Labour, New Delhi



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Annexure II

FORM -H
(See Rule 59)

1

**MEMORANDUM OF SETTLEMENT ARRIVED AT IN RESPECT OF THE THIRTEENTH
LONG TERM SETTLEMENT APPLICABLE TO WORKMEN OF THE MINERAL
SEPARATION UNIT OF THE KERALA MINERALS AND METALS LTD.**

NAME OF PARTIES

REPRESENTING EMPLOYER

1. Shri Chandra Bose.J
Managing Director

[Handwritten signature]
/02

2. Shri.V.Ajayakrishnan
General Manager(EDP/HR)

[Handwritten signature]

3. Shri.G.Shailakumar
HOU(F/MS).

[Handwritten signature]

REPRESENTING THE WORKMEN

Kerala Minerals Mining Workers Union (CITU)

1. Shri.N.Padmaloohan
President

[Handwritten signature]

2. Shri.G.Gopakumar
General Secretary

KMML Titanium Complex Employees Union (UTUC)

1. Shri.Shibu Baby John
President

[Handwritten signature]

2. Shri.S.Santhosh
General Secretary

[Handwritten signature]

Kerala Minerals Employees Congress (INTUC)

1. Shri.K.Suresh Babu
President

[Handwritten signature]

2. Adv.Shri.Sethunadhan Pillai
General Secretary

[Handwritten signature]

3. SANTHOSH KUMAR.C
SECRETARY

[Handwritten signature]

The Kerala Minerals Employees Union (AITUC)

1. Shri.R.Ramachandran
President

[Handwritten signature]

2. Adv.Shri.P.B.Sivan
General Secretary

[Handwritten signature]

Dissenting Note

Sec 59 of Minus Act clearly specifies as to how overtime wages is to be calculated. It may be noted that clause 26 of this settlement is contradicting the Minus Act.

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SHORT RECITAL OF THE CASE

The Twelfth Long Term Settlement for the workmen of the Mineral Separation Unit, which was effective for a period of 4 years, w.e.f. 1.1.2013 has expired on 31-12-2016. The four recognized trade unions representing the workmen of the Mineral Separation Unit submitted their respective Charter of Demands to the Management for finalizing the Thirteenth Long Term Settlement to be brought in force with effect from 1.1.2017. Bilateral discussions were held between the Management and the recognized unions representing the workmen initially. Understanding was reached on most of the demands raised by the Unions through the bilateral discussions. Later on discussions with the Chairman of KMML was also held with a view to attend in an agreement. Subsequently discussions were also held in the presence of Hon'ble Minister for Industries, Law & Coir for arriving at an agreement on all issues.

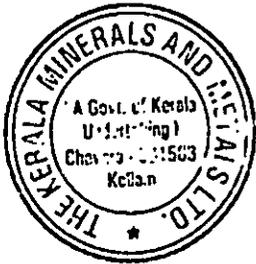
Finally at the meeting held in the presence of Hon'ble Minister for Industries, Law & Coir, Govt. of Kerala on 23.11.2021 attended by the representatives of the Trade unions and Management, settlement was reached with regard to the quantum of increase in wages. It was agreed that the increase in Fitment Benefit shall be 16% of Basic Pay as on 31-12-2016 for attaining new pay scales. A formal agreement in full and final settlement of the various demands and issues raised by the unions on the following terms has been arrived at subsequently.

TERMS OF SETTLEMENT
ARTICLE -I

PURPOSE AND SCOPE OF THE SETTLEMENT

1. The purpose of this Settlement is to provide collective bargaining, good Industrial relations, speedy disposal of grievances, maintenance of harmonious relations between the Company and its workmen, ensure reasonable wages and other working conditions, to increase productivity, to ensure efficiency and uninterrupted operation and full production of the factory/office and to encourage co-operative and harmonious relationship based on complete understanding of each other for the interests of the Company and the country.
2. This settlement shall apply to all workmen in the Mineral Separation Unit of the Company. As decided in the meeting, the tenure of thirteenth LTA will be Four years subject to the approval from the Government.
3. Notwithstanding the expiry of the aforesaid period of this Settlement, it shall continue in effect thereafter unless and until it is terminated by two month's notice by either party.

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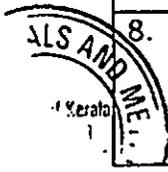
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**ARTICLE -II
SCALES OF PAY**

4. It is agreed that the following revised scales of pay will be introduced with effect from 1-1-2017.

Sl. No	Existing Scale	Revised Scale
1.	12540-380-14440-430-17020-520-19100-620-21580-730-23770	18400-550-21150-650-25050-750-28050-910-31690-1060-34870
2.	14440-430-17020-520-19100-620-21580-730-24500-830-29480-970-32390	21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-47630
3.	17540-520-19100-620-21580-730-24500-830-29480-970-34330-1120-39930-1270-45010	25800-750-28050-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-66240
4.	19720-620-21580-730-24500-830-29480-970-34330-1120-39930-1270-50090	28960-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-84170
5.	21580-730-24500-830-29480-970-34330-1120-39930-1270-50090-1410-55730	31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-88350
6.	23770-730-24500-830-29480-970-34330-1120-39930-1270-50090-1410-61370	34870-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-99640
7.	26160-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550-64470	38390-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-109340
8.	27820-830-29480-970-34330-1120-39930-1270-50090-1410-61370-1550-70670	40850-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-111890-2700-119990



Master Scale: 18400-550-21150-650-25050-750-28050-910-31690-1060-35930-1230-43310-1440-50510-1650-58760-1870-73720-2090-90440-2300-104240-2550-111890-2700-119990

**ARTICLE - III
DEARNNESS ALLOWANCE**

5. Workmen will continue to be paid Dearness Allowance based on their pay at percentage rates computed on quarterly average of AICPI above 6263 points as per Public Sector DA scheme of Government of India and as amended from time to time.

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**ARTICLE- IV
SERVICE WEIGHTAGE**

- 6. Workmen on the rolls of the Mineral Separation Unit of the Company as on 1-1-2017 will be allowed service weightage at the rate of 0.5% of the actual Basic pay admissible on 31-12-2016 for every completed year of service subject to a maximum of Rs.3000/-. A minimum weightage of Rs.500/- will be ensured for those workmen eligible for Service weightage.

**ARTICLE- V
FITMENT BENEFIT**

- 7. Workmen on the rolls of Mineral Separation Unit of the Company as on 31-12-2016 will be allowed fitment benefit of an amount equal to 16% of their actual basic pay as on 31-12-2016 subject to a minimum of Rs.2750/-

**ARTICLE- VI
FIXATION OF PAY**

- 8. The pay of the workmen on the rolls of the Mineral Separation Unit of the company as on 31-12-2016 will be fixed in the revised scale of pay with effect from 1-1-2017 by adding to the existing basic pay as on 31-12-2016 the amount of weightage and fitment benefit as admissible vide Article IV & V above, DA admissible for 6263 points (30%) and personal allowance (allowed for protection) drawn by the employee concerned as on 31-12-2016 . If the sum total of the Basic pay as on 31-12-2016 + Service weightage + Fitment benefit + DA merged and Personal allowance falls at a stage in the corresponding revised scale of pay, the pay shall be fixed at that stage. If the pay does not fall at a stage the pay shall be fixed at the next higher stage.
- 9. The annual increment due to the workmen will accrue on the same date on which increment normally falls due in their pre-revised scale. Workmen who reach the maximum of the scale of pay applicable to them will continue to draw annual increment at the rates which was last drawn by them in their scale of pay.

- 10. Workmen who have joined the service of the Mineral Separation Unit of the Company on or after 1-1-2017 shall be deemed to have been appointed to the revised scale of pay.

**ARTICLE- VII
HOUSE RENT ALLOWANCE**

- 11. Workmen of the Mineral Separation Unit of the Company shall continue to be entitled to House Rent Allowance at the rate of 10% of their basic pay.



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**ARTICLE- VIII
OTHER ALLOWANCES**

12. Regular workmen of the Mineral Separation Unit shall be entitled to other allowances as indicated below. All allowances will be paid in revised rates as per existing norms.

- i. **Conveyance Allowance:** The Conveyance Allowance will be revised from Rs. 450/- to Rs.575/- per month
- ii. **Shift Allowance:** Shift Allowance per shift for A & B shift will be revised from Rs. 45/- to Rs.65/-. For C shift the allowance will be revised from Rs. 75/- to Rs.95/-
- iii. **Washing Allowance:** Washing Allowance is revised from Rs. 200/- to Rs.260/-
- iv. **Stitching Charges:** Stitching Charges for uniform will be revised as follows.

For Gents uniform (per set) - Rs.625/-
 For Blouse & Apron (per set) - Rs.180/-
 For Over coat - Rs.210/-

- v. **Acting Allowance:** Acting allowance shall be entitled to the workmen of M.S Unit also w.e.f 01.01.2017. The rate of acting allowance of Chargeman and equivalent acting as Assistant Plant Engineer and equivalent will be Rs.70/-; Technician Gr.I and equivalent acting as Chargeman and equivalent will be Rs.65/- and Technician Gr.II and equivalent acting as Technician Gr.I and equivalent will be Rs.60/-; Junior Technician and equivalent acting as Technician Gr.II and equivalent will be Rs.55/-
- vi. **Milk Allowance :** Employees will be allowed milk allowance of Rs. 500/- per month. Employees who have put in a minimum of 15 days attendance in a month will be eligible for the milk allowance as in the case of other monthly rated allowances.



vii. **Educational Allowance:** Educational Allowance allowed to two children of employees will be revised as below. Educational allowance will be allowed to students studying in private institutions also subject to production of satisfactory proof regarding attendance to the course as well as registration in the University subject to other conditions stated in VIIIth Long Term Agreement.

<u>Existing Rate</u> (Per month) (Rs.)	<u>Revised Rate</u> (Per month) (Rs.)
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a. Up to SSLC 400/- 500/-

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- b. Courses for which the minimum qualification prescribed is SSLC or equivalent. 450/- 550/-
- c. Courses for which minimum qualification prescribed is Plus two/Diploma/equivalent 500/- 600/-
- d. Course for which minimum Qualification required is Degree/equivalent 600/- 700/-
- e. Professional courses such as Engineering Degree, Medicine Law, Agriculture, Computer Science etc. for which minimum Qualification of Plus two/Degree 900/- 1000/-
- viii) **Conveyance Reimbursement:** Conveyance Reimbursement will be revised from Rs.1150/- per month to Rs.1400/- per month for maintaining own vehicle.
- ix **Cash Handling Allowance:** Cash Handling allowance being paid to the employee who looks after the duties of Cashier will be revised from Rs.350/- to Rs.425/-per month.

**ARTICLE-IX
HOUSING LOAN**

13. The employees shall be paid a housing loan subsidy to the tune of 50% of the interest payable by them for housing loan up to Rs.9,00,000/- by limiting the eligible interest rate to the minimum rate charged by approved agency. No subsidy shall be admissible for any additional loan.

**ARTICLE-X
VEHICLE LOAN**

The vehicle loan amount shall be enhanced as Rs.4.5 lakhs for motor car and Rs.75,000/- for Motor cycle. This shall be effective with effect from the date of signing of the 13th LTA.



**ARTICLE- XI
GRANT OF HIGHER GRADE**

Conditions laid down regarding grant of higher grade to the workmen remains without change.

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- 16. Workmen who become eligible for higher grade to the scale of pay of APE and equivalent will be allowed to exercise option to remain in their existing scale of pay of Grade A. The said option shall be exercised invariably within 90 days of the crucial date and the option exercised shall be final and cannot be withdrawn.
- 17. Workmen who are granted higher grade to the scale of pay of officers on or after 1-1-2017 will be allowed option after notification of revision of scales of pay of officers of the company to remain in the scale of pay of workmen or come over to officers scale. The option then exercised will be final.
- 18. Workmen are allowed first Higher Grade on completion of 8 years of service in the same scale of pay and the Second and Third Higher Grade on completion of 7 years. The pattern for the grant of Higher Grade shall be 8-7-7. Workmen remaining in the same scale of pay for more than 6 years due to lack of promotion channel after receipt of three Higher Grades in 8-7-7 pattern shall be allowed a Fourth Higher Grade. This facility shall not be extended to those workmen who opted out promotion to the post of APE or its equivalents even though they are drawing pay above APE/PE/DM scales. The Workmen who availed Higher Grade as per Officers Higher Grade pattern and remain as workman shall not be eligible for the newly introduced Fourth Higher Grade and instead they shall be eligible for Fourth Higher Grade only on completion of 7 years as per Officers Higher Grade pattern.
- 19. Workmen who get promoted to officer's category/placed in Higher Grade in the scale of pay of officers will be eligible for only one pay revision benefit within a continuous period as per clause No.2 either in Workmen category or in Officers category. However, in such cases the pay revision benefit will be extended to them after the expiry of the said period in clause No.2 with effect from the previous revision.
- 20. In the case of workmen who get promoted to the officers category/placed in higher grade in the scale of pay of officers on or after 1.1.2017, fixation in the pre-revised scale of pay of officers and revised scale of pay shall be appropriately done by reckoning the DA merger effected in the scale of pay of officers vis-à-vis workmen and by ensuring normal benefit admissible on promotion in consultation with trade unions. This will be further subject to the clause- 19.



DA installments applicable to officers who are eligible for State Government DA are normally extended the same only at a future date as and when declared by the State Govt. However, in the case of workmen they are receiving DA based on latest index points of AICPI. As such, when such workmen are placed in the scale of pay applicable to officers due to promotion/grant of higher grade they will not be receiving DA based on latest index points resulting in a temporary drop in total emoluments. As such the difference between the total emoluments received by them as workman and that they are entitled after fixation in the officers scale will be paid as a special allowance, which will be absorbed as and when DA is revised for officers if there arise a drop in pay as a result of change over from workmen scale to officer scale.

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10/10/2022
W. S. S. S. S.
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**ARTICLE-XII
ATTENDANCE BONUS**

22. The individual attendance bonus system will be revised as shown below:

Below 80%	-	Nil
80% to 90%	-	Rs.500/- per month
More than 90% & below 96%	-	Rs.700/- per month
96% & below 100%	-	One day wages (Basic pay + DA)
For 100% attendance	-	Two days wages (Basic pay + DA)

**ARTICLE -XIII
INCREASE IN PRODUCTION/PRODUCTIVITY**

23. Unions agreed to extend full co-operation to the Management and its endeavor for improving production, productivity and capacity enhancement.

**ARTICLE -XIV
GENERAL**

24. Anomaly in pay if any of a workman with reference to the pay of his junior workman will be rectified as per the existing procedure and rules. However, difference in pay due to the option exercised by a junior workman for postponement of his pay fixation will not be considered as an anomaly in pay for the senior.

25. Availing of Annual leave 5 times in a calendar year has been revised to 7 times in a calendar year with effect from the date of signing of this LTA.

26. It is agreed that the terms and conditions of service and benefits prevailing prior to this Settlement and which are not altered by this Settlement shall continue as if the same are specifically provided under this Settlement.

All the appointments /promotions made on or after 01/01/2017 shall be deemed to have been made in the revised scales of pay of the respective posts and the pay in such cases are fixed under the existing rules of the company.

The present system of calculation of Overtime wages will be changed as double rate of ordinary wages and which will be calculated on the basis of 30 days (30 x 8hrs = 240hrs) wages as Basic pay + DA and this change will be effective from 01/01/2022.



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**ARTICLE -XV
CONCLUSION**

- 29. Since this Settlement provides for the orderly and amicable settlement of any and all disputes, differences, grievances etc., it is agreed that the Unions will not initiate, authorize, sanction, support or encourage any strike, go slow or stoppage of work by any workmen. It is agreed by the Unions that there shall be no demand during the period of the agreement for any further increase in wages, dearness allowance or other allowances or any other financial benefit, alteration of any other terms and or conditions of employment as laid down in this Settlement.

- 30. The entire Settlement is subject to Govt. approval.

Dated this the 23rd day of November 2021.

**FOR AND ON BEHALF OF THE
KERALA MINERALS AND METALS LTD**

REPRESENTING EMPLOYER

- 1. Shri Chandra Bose.J
Managing Director
- 2. Shri.V.Ajayakrishnan
General Manager(EDP/HR)
- 3. Shri.G.Shailakumar
HOU(F/MS)

Chandra Bose
[Signature]
[Signature]

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General Secretary

[Signature]
[Signature]

**3. SANTHOSUKUNAR, Secretary
The Kerala Minerals Employees Union (AITUC)**

- 1. Shri.R.Ramachandran
President
- 2. Adv.Shri.P.B.Sivan
General Secretary

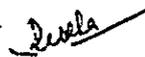
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- Witness:**
1. Shri.C.Harilal
Manager(P&A-MS)i/c
 2. Smt.Rekha.K.S.
Asst. Administrative Officer



Copy to:

1. The Regional Labour Commissioner (Central),
Thiruvananthapuram
2. The Dy. Chief Labour Commissioner (Central)
Kochi
3. The Chief Labour Commissioner (Central)
New Delhi
4. The Secretary to the Government of India,
Ministry of Labour, New Delhi

