

FREE TRADE UNION AND THE CORPORATE PLANTATION FEDERATION AND OTHERS.

Free Trade Union (FTU) is a non partisan workers organisation formed to represent plantation labourers employed in the registered plantations –tea, coffee, cardamom, and other spices in the hilly area of the State of Amogha .The said plantations are owned by the state and assigned to the corporate business houses on long term lease basis and conditions. Hence the present management of the plantations is vested with the legal entity named Corporate Plantations Federation consisting of national and state wide corporate companies and investors.

According to the provisions of the existing plantation labour laws in Amogha, there is a Works Committee known as Plantation Labour Committee (PLC) with tripartite representatives of workers, managers and the Government of Amogha . FTU has no recognised representation in the PLC as they have not elected the required percentage of workers.

The Works Committee was entrusted to discuss subject matters such as salary revision, the minimum wages revision and other service conditions including health assistance to plantation workers in a time bound manner. The registered trade unions came to a consensus resolution on the said subject matters. But FTU refused to accept the said settlement and called for a strike as token protest and the agitation continued for a few days with extreme tension in this plantation area. Finally the State Labour Payment Commission convened discussion on the subject matter and FTU representatives were also invited for the meeting .Hence the other registered trade unions have withdrawn from their agreements and further deliberations .Examine the possibilities to convene the works committee (PLC) meeting to resolve the issue amicably .

2nd stage

On the next stage of the labour dispute, an authorised officer of the state labour department initiated reconciliation process with effective participation of the representatives of the disputing parties. FTU was not intimated to officially participate in the process. They have approached the State of Amogha and availed a favourable order to take part in the settlement process .Validity of the government order was questioned by other trade unions as per the PLC rules and labour department orders. Utilize the suitable platform for resolving the dispute.

3rd stage .

The disputing parties agreed to enter into an ADR process to determine their conflicts as per a written agreement with following terms

- 1 Evolve a fixed minimum living wage according to recognised policy measures.
2. Evolve a long term salary package and time bound pay revision.
3. Health support and education support scheme for workers shall be evolved.
4. Introduce EPF pension scheme with statutory support for retired workers in the muster roll.
5. Determination by means of arbitration the status of FTU as an effective partner organisation in the process.

Arbitrators are appointed for both disputing unions and the presiding arbitrator is appointed by the State of Amogha.

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The registered trade unions challenged the agreement before the High Court of Amogha. The Hon'ble court ordered to appoint a team of arbitrators, to dispose of the matter according to the existing legal system in the country.

Any clarification can be sought from the below mentioned contact:

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