



(REGD. NO. 8/2-1079)

# HMA CIRCULAR

FOR PRIVATE CIRCULATION ONLY

## HARDWARE MERCHANTS ASSOCIATION

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Hony. Gen. Secy. Sri Rohit Agarwal, Ph. : 2777184 (O), 99320 01347

Circular No. HMA/C/13/2017-18

Date : 16.09.2017

*From the Desk of :*

**Satyanarayan Agarwal**

Public Relation Officer

M/s. Sanjay H/W & Electric Stores

Sevoke Road, Siliguri

Ph. : 2777744 (O), 94341 43604 (M)

Dear Members,

I am glad to inform you that in a joint meeting of HMA and NBMDA an agreement has been reached with Siliguri Dokan Sramik Karmachari Union regarding payment of ex-gratia for the year 2016-17 to the employees on the occasion of festivals as per the details given below :

1. Minimum 8.33% (Eight Point Thirty Three Percent) to be paid to the employees who are being eligible for the first time.
2. Maximum Limit of Ex-gratia will be 20% (Twenty Percent)
3. In all other cases it will be 1% (One Percent) higher than that of last year subject to maximum 20%, e.g. an employee who received ex-gratia @10% last year will be getting it @ 11% this year.
4. Ex-gratia will be calculated on the basis of number of days worked with leave during the year.
5. Ex-gratia should be paid by 23rd September 2017. In case of any queries of problems please contact the undersigned.

Thanking you & wishing you all a very Happy Durga Puja.

Your faithfully,

**Satyanarayan Agarwal**

P.R.O.