

# CALCUTTA SOUTH CLUB LTD.



2/1, Woodburn Park, Kolkata- 700 020

Ph:033 2287 9711, Telefax :033 2281 0707

Email: [southclub2@gmail.com](mailto:southclub2@gmail.com)

: [www.calcuttasouthclub.in](http://www.calcuttasouthclub.in)

Dear Member,

GREETINGS OF THE SEASON.

The fun filled Tennis Carnival for all Members, Guests and Families on our lush green grass courts, concluded recently. One or two more fun Tennis events for all Non Playing Members and their families are being planned.

The Swimming Pool is open for the season. You may ask your Non Member Friends to also register for the season, along with your recommendation.

The New Flagship Restaurant cum Bar, with some proposals of indoor games, like Darts and Music, is under completion and will be an outstanding area of the Club for all Members, their spouses and guests. A total evening of entertainment.

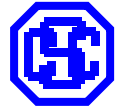
The only issue which is still bothering the Club Management is the stubborn exorbitant Wage Increase Demand of the Workers. The worker's union had originally demanded an increase of ₹ 4 lac / month from January, 2023, when the wage revision (as per long term agreement with the union, prevalent for more then 20 years, i.e. every 3 years) became due. The present Committee, and the last Committee under my Secretaryship, is trying to negotiate this unreasonable demand, being totally unaffordable in our present Income & Expenditure situation, which is successfully being maintained on break-even level with the help of Interest Income from Fixed Deposit.

The committee also feels important and necessary to bring this in everyone's knowledge that apart from COD( Charter of Demand), there is a 5% yearly increment which gets due in the month of June every year, which the Club is regularly paying them till date.

The current salary & wage structure has resulted in the highest head of monthly expenditure which contributes roughly 28.08 % of the total revenue. The current average Cost to the Club of each of our employees, is around Rs.36000 per month approximately , and will go up even more as soon as the pending Charter of Demands is concluded. List of the employees with their respective Cost to Company is also enclosed herewith for your perusal.

Your present Committee is not willing to increase more than Rs. 50000 per month ( Inclusive of Basic + DA + PF ) in total Wage Bill but they are demanding Rs 90,000.00 per month. Negotiations are on going in the office of the Labour Commissioner's Office.

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Our current membership strength is 806 ( Associate 679 + Playing 105 + Outstation 22 ). We are giving here below the calculation of proposed Wages Surcharge for three different slabs of increment which we wish to include in the monthly billing:

Option A - Rs 50000/- per month - Rs 62.03 per month, Rounded Off to Rs 75/- per month

Option B - Rs 70000/- per month - Rs 86.85 per month, Rounded Off to Rs 100/- per month

Option C – Rs 90000/- per month - Rs 111.66 per month, Rounded Off to Rs 125/- per month.

Moreover the last wage agreement was up to 31.12.2022 and therefore the increment would be effective from 01.01.2023 , which means there will be arrear wages form 01.01.2023 to 31.03.2025 i.e, 27 months . We are negotiating with the union regarding one time settlement of the arrears, which will be done after the monthly wage revision amount is settled.

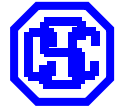
Without sharing this burden, this outgo cannot be financially absorbed from the current financial position. To settle this, the committee, unanimously agreed to take "online members opinion", as which option the Members feel should be appropriate to increase in their salary & wages as per above calculation mentioned.

Since, the Club is running at loss, we the elected Office Bearers, including the whole Committee, are the custodian's of the Club and are there to safe guard the interest of this prestigious institution. This is the reason , the Committee unanimously took the decision of taking the " Members Opinion" as we thought it's the best democratic way to go ahead.

Once we get the " Majority Option" from the " Members Opinion", would place the same at the office of Labour Commissioner, stating as "THIS IS THE MEMBERS DECISION", which I hope would be acceptable by the union with grace.

The committee has unanimously decided to impose wage surcharge on monthly basis + wage arrear once only, which we propose to start once the COD is finalised with the union.

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Very shortly we will inform the process of "E OPINION", which will be done through NSDL and members identity will be kept absolutely confidential.

We sincerely hope that all our esteemed members of our prestigious club will wholeheartedly support the committee by giving their feedback which will help us to ensure the smooth running of our club.

Regards  
Vinay Gupta  
Hony. Secretary