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IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 03.03.2026

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THE HONOURABLE MR. JUSTICE M. NIRMAL KUMAR

W.P. CrI. No. 411 of 2026

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W.P.M.P. CrI. No. 128 of 2026

The Management of
NSK Bearings India Private Limited,
Plot No. A2,
SIPCOT Oragadam Growth Centre,
Mathur Village, Sriperumbudur Taluk,
Kancheepuram District – 602 105.
rep. by its Authorised Signatory
A. Raghupathy

..Petitioner

Vs.

1. The Inspector of Police,
Oragadam Police Station,
Sriperumbudur Taluk,
Kancheepuram District.
2. Deputy Superintendent of Police,
Sriperumbudur, Kancheepuram District.



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3. General Workers Union -CITU,
No. 77, A.J. Complex,
2nd Floor, Bangalore Highway,
Sriperumbudur – 602 105,
rep. by its Secretary.

..Respondents

Prayer: Petition under Article 226 of the Constitution of India praying for issue of a Writ of Mandamus directing the 1st respondent herein to provide adequate Police protection for ingress and egress of vehicles and people from in and out of the factory premises and further, vacate the trespassing workmen by ensuring that no striking workers assemble illegally in any form within the radius of 300 metres from petitioner's factory premises namely, Plot No. A2, SIPCOT Oragadam Growth Centre, Mathur Village, Sriperumbudur Taluk, Kancheepuram District – 602 105 pursuant to the complaint of the petitioner dated 15.02.2026.

For Petitioner	:: Mr.R. Vignesh Kumarasamy for Advit Law Chambers
For Respondents	:: Mr.Leonard Arul Joseph Selvam Addl. Public Prosecutor

ORDER

The writ petition is filed for issue of a Writ of Mandamus directing the 1st respondent herein to provide adequate Police protection for



ingress and egress of vehicles and people from in and out of the factory premises and further, vacate the trespassing workmen by ensuring that no striking workers assemble illegally in any form within the radius of 300 metres from petitioner's factory premises namely, Plot No. A2, SIPCOT Oragadam Growth Centre, Mathur Village, Sriperumbudur Taluk, Kancheepuram District – 602 105 pursuant to the complaint of the petitioner dated 15.02.2026.

2. The petitioner, namely, M/s. NSK Bearing India Private Limited, a Japanese Multinational Company, which was established in the year 2007, had commenced its manufacturing operations in 2008,. It is engaged in the manufacture of automotive bearings for major automobile OEMs (original equipment manufacturers) such as Hyundai Motors, Kia Motors, Maruti Suzuki Limited, Toyota and Honda Cars. The petitioner's factory is located at Plot No. A2, Oragadam Growth Centre, Mathur Village, Sriperumbudur Taluk, Kancheepuram District.

3. The petitioner states that it has been regularly having discussions with Unions regarding employee issues and wage demands. However, the 3rd respondent Union has been frequently resorting to work



stoppages and illegal strikes such as mass absenteeism over the past few months. Though warnings were given and legal actions were taken time to time, the same did not deter the 3rd respondent Union from indulging in such strikes. Earlier, a police complaint was lodged on 21.07.2022 and a CSR Copy bearing No. 362/2022 was issued.

4. Subsequent thereto, on 05.01.2026, the 3rd respondent Union issued a strike notice to the Management proposing indefinite sit-in strike inside the factory premises from 19.01.2026. In this regard, conciliation proceedings are presently in progress before the Deputy Commissioner of Labour, Irungattukottai. In such circumstances, the 3rd respondent has circulated posters announcing a sit-in strike in front of the factory from 16.02.2026. According to the petitioner, a small segment of workmen alone have aligned with the 3rd respondent Union while majority of workmen are willing to attend duty. Apart from regular employees, around 250 trainees, 80 contract workers and about 70 staff members are engaged in the petitioner's operations and the 3rd respondent had been issuing threats and using force to prevent the workers, who are inclined to work, from attending their duty. Further, the ingress and egress of vehicles and people



from in and out of the petitioner factory is also obstructed. Hence, the present writ petition with the prayer aforesaid.

5. Learned Additional Public Prosecutor appearing on behalf of respondents 1 and 2 would submit that the 3rd respondent had issued a notice announcing a sit-in strike on 16.02.2026 and on 16.02.2026, the 1st respondent was directed by the 2nd respondent to provide police protection and adequate Police force was posted near the petitioner's factory. The protest went on peacefully without affecting production work and without posing any threat to men and materials. He would further submit that the relief now sought by the petitioner is merely based on apprehension and sought for dismissal of the writ petition.

6. Heard the submissions made on either side and perused the materials on record.

7. Considering the grievance of the petitioner and in the light of orders passed by this Court in similar cases, this writ petition is disposed of as hereunder:

‘As and when a complaint is lodged by the petitioner with regard to conduct of strike/demonstration, the Jurisdictional Police to provide police protection to the factory premises of



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M. NIRMAL KUMAR,J.

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the petitioner to ensure that there is free ingress and egress of men and materials. Further, the Police to ensure that no law and order problem is created near the factory premises and normalcy is maintained. The Labour Unions/Labour Federation to conduct the demonstration/strike, 200mts. away from the petitioner's factory premises. It is left open to the parties to agitate their respective rights before the appropriate forum/Court.'

Connected miscellaneous petition is closed.

03.03.2026

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To

1. The Inspector of Police,
Oragadam Police Station,
Sriperumbudur Taluk,
Kancheepuram District.
2. Deputy Superintendent of Police,
Sriperumbudur,
Kancheepuram District.
3. The Public Prosecutor,
High Court, Madras.

W.P. CrI. No. 411 of 2026

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