



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 03-03-2025

CORAM

THE HONOURABLE MR JUSTICE M.DHANDAPANI

WP Nos. 1598, 1602 & 1603 of 2015

and

M.P.Nos.1 (3 Nos.) of 2015

WP Nos. 1598 of 2015

1. The Management

M/s.KAS Leathers Exports, No.151,

Old No.118C, MBD Road Cross,

Ranipet, Rep.by Manager

Petitioner(s)

Vs

1. The Presiding Officer

Labour Court, Vellore

2.C.Jayaraj

3.The Management

Messrs Fact Leather Factory, 1/1A

Jahaniri Hussain Street, Ranipet

Respondent(s)

WP No. 1602 of 2015

1. The Management

M/s.KAS Leathers Exports, No.151,

Old No.118C, MBD Road Cross,

Ranipet, Rep. by Manager

Petitioner(s)



Vs

1. The Presiding Officer

Additional Labour Court, Vellore

2.C.Jayaraj

3.R.Ramaswamy

4.M.Palanivelu

5.M. Jayamani

6.The Management

M/s.Fact Leather Factory, 1/1A Jahaniri

Hussain Street, Ranipet

Respondent(s)

WP No. 1603 of 2015

1. The Management

M/s.KAS Industries India Ltd.,

No.151, Old No.118C, MBD Road

Cross, Ranipet, Rep. by its Manager

Petitioner(s)

Vs

1. The Presiding Officer

Additional Labour Court, Vellore

2.C.Jayaraj

3.R.Ramaswamy

4.M.Palanivelu

5.M. Jayamani

Respondent(s)

WP No. 1598 of 2015

PRAYER

This writ petition has been filed under Article 226 of the Constitution of India seeking for issuance of a writ of certiorari to quash the common Award dated 30.03.2007 insofar as it relates to ID No.76 of 2001 passed by the first respondent, Labour Court, Vellore.



WP No. 1602 of 2015

PRAYER

This writ petition has been filed under Article 226 of the Constitution of India seeking for issuance of a writ of certiorari to call for the records connected with C.P. No.44 of 2008 and quash the order dated 08.09.2011 passed by the 1st respondent, Additional Labour Court, Vellore.

WP No. 1603 of 2015

PRAYER

This writ petition has been filed under Article 226 of the Constitution of India seeking for issuance of a writ of certiorari to call for the records connected with C.P. No.131 of 2012 and quash the order dated 26.11.2014 passed by the 1st respondent, Additional Labour Court, Vellore.

For Petitioner(s) in Mr. C. Manohar Gupta For
all W.P.s: M/s.Gupta And Ravi

For Respondent(s) in R1-labour Court
W.P.No.1598 of R2 and R3 - No Appearance
2015:

For Respondent(s) in R1- Labour Court
W.P.No.1602 of R2 and R3 – No appearance
2015:

For Respondent(s) in R1- Labour Court
W.P.No.1603 of R2 to R5 – No appearance
2015:

COMMON ORDER

These three writ petitions are filed by the management challenging the award passed in I.D.No.76 of 2001 and C.P.Nos.44 of 2008 and 131 of 2012.



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The respondent workmen were employed under the petitioner management and they were terminated from service on account of certain misconducts. The aggrieved workman raised the industrial dispute and by way of common award, the Labour Court directed reinstatement of the respondent workmen together with 50% of back wages and all other attendant benefits.

2. The learned counsel for the petitioner management contended that during the material point of time, the respondent workmen were working under the management of Messers Fact Leather Factory, to whom the petitioner management has sold its business. Without appreciating the said fact, the Labour Court had apportioned payment of back wages and other attendant benefits at 50% each to the petitioner management and the said Messers Fact Leather Factory. It is the case of the respondent workmen that they were denied employment by the petitioner management.

3. Subsequently, the petitioners filed two computation petitions during the year 2008 and 2012 claiming back wages and arrears of wages from the petitioner management. The said computation petitions were ordered in favour of the respondent workmen. The learned counsel for the petitioner submitted



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that the Labour Court had failed to appreciate the materials placed before it and had awarded a huge sum to each of the employees. The learned counsel further submitted that in view of strained relationship between the parties it would not be conducive to accommodate them once again. Learned counsel suggested that the petitioner is willing to offer compensation to each of the respondent workmen in lieu of reinstatement, back wages and other attendant benefits.

4.The respondents in respective writ petitions despite service of notice had not entered appearance either by themselves or through counsel.

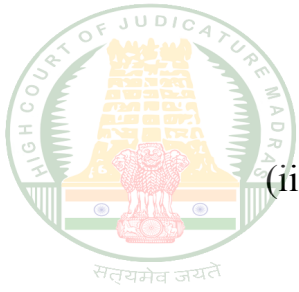
5. This Court has perused the impugned orders and also considered the offer made by the petitioner counsel.

6. In view of the same, the following order is passed.

(i) The award passed by the Labour Court in I.D.No.76 of 2001 is confirmed. The order passed in C.P.Nos.44 of 2008 and 131 of 2012 are modified.

(ii) The respondent workmen would be entitled to a sum of Rs.2,25,000/-

(Rupees Two Lakhs Twenty Five Thousand Only) each.



(iii) The said sum is granted in Full quit.

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(iv) It is clarified that the respondent workmen would not be entitled for

any other reliefs.

(v) The writ petitions stand disposed of accordingly. There will be no order as to costs. Consequently, connected miscellaneous petitions are closed.

03-03-2025

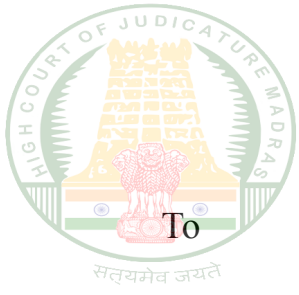
RAP

Index: Yes/No

Speaking/Non-speaking order

Internet: Yes

Neutral Citation: Yes/No



WP Nos. 1598, 1602 & 1603 of 2



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To
1. The Presiding Officer
Labour Court, Vellore



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WP Nos. 1598, 1602 & 1603 of 2



M.DHANDAPANI J.

RAP

**WP Nos. 1598, 1602 &
1603 of 2015**

03-03-2025