



WEB COPY

WP No. 16424 of 2019



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 25-02-2025

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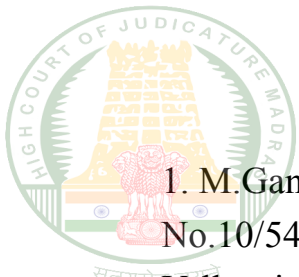
THE HONOURABLE MS JUSTICE R.N.MANJULA

WP No. 16424 of 2019,

WP NO. 16463 OF 2019, WP NO. 16428 OF 2019, WP NO. 16456 OF 2019, WP NO. 16457 OF 2019, WP NO. 16458 OF 2019, WP NO. 16460 OF 2019, WP NO. 16473 OF 2019, WP NO. 16433 OF 2019, WP NO. 16435 OF 2019, WP NO. 16438 OF 2019, WP NO. 16440 OF 2019, WP NO. 16451 OF 2019, WP NO. 16453 OF 2019, WP NO. 16454 OF 2019, WP NO. 16461 OF 2019, WP NO. 16462 OF 2019, WP NO. 16431 OF 2019, WP NO. 16442 OF 2019, WP NO. 16448 OF 2019, WP NO. 16450 OF 2019, WP NO. 16464 OF 2019, WP NO. 16465 OF 2019, WP NO. 16466 OF 2019, WP NO. 16470 OF 2019, WP NO. 16471 OF 2019, WP NO. 16472 OF 2019, WP NO. 16467 OF 2019, WP NO. 16468 OF 2019 & WP NO. 16429 OF 2019

and

WMP NO. 16121 OF 2019, WMP NO. 16128 OF 2019, WMP NO. 16129 OF 2019, WMP NO. 16130 OF 2019, WMP NO. 16131 OF 2019, WMP NO. 16109 OF 2019, WMP NO. 16110 OF 2019, WMP NO. 16111 OF 2019, WMP NO. 16113 OF 2019, WMP NO. 16122 OF 2019, WMP NO. 16123 OF 2019, WMP NO. 16124 OF 2019, WMP NO. 16115 OF 2019, WMP NO. 16116 OF 2019, WMP NO. 16118 OF 2019, WMP NO. 16119 OF 2019, WMP NO. 16087 OF 2019, WMP NO. 16089 OF 2019, WMP NO. 16090 OF 2019, WMP NO. 16092 OF 2019, WMP NO. 16093 OF 2019, WMP NO. 16095 OF 2019, WMP NO. 16096 OF 2019, WMP NO. 16098 OF 2019, WMP NO. 16100 OF 2019, WMP NO. 16106 OF 2019, WMP NO. 16107 OF 2019, WMP NO. 16108 OF 2019, WMP NO. 16125 OF 2019, WMP NO. 16126 OF 2019, WMP NO. 16127 OF 2019,



1. M.Ganapathiyappan
No.10/54, Mariamman Kovil Street,
Vellanaipatti, Saravanam Patti,
Coimbatore- 641 105.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16463 of 2019

1. M.Ganesan
S/o.Mahalingam, No.71A,
Chinnathambi Gounder street,
Rathinapuri, Coimbatore North,
coimbatore 641 027.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)



WP No. 16428 of 2019

1. L.Manjula

No.2504, LIG I, Hudco, Colony,
Gandhi Manager, Ganapathy Post,
Coimbatore - 641 006.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16456 of 2019

1. Rukmani,
W/o.Duraisamy, 46/11, Gandhi
Manager, Peelamedu, Coimbatore 641
004.

Petitioner(s)

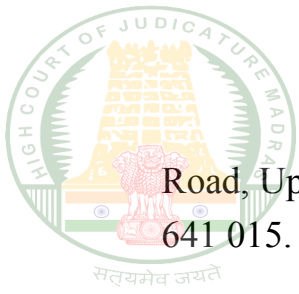
Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16457 of 2019

1. S.Ilamathi
No.56/123, Vartharajapuram Main



Road, Uppliyam (PO), Coimbatore -
641 015.

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Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16458 of 2019

1. A.Santhanam,
S/o.Abbai Naidu, 90, Sundram layout,
Singanallur, Coimbatore South,
Singanallur 641 005.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16460 of 2019

1. S.Bagiyam
No.30A, Ellai Thottam Road, Nehru
Nagar 2, Peelamedu, Coimbatore - 641
004.



WP No. 16424 of 2019



Petitioner(s)

Vs

WEB 1. The General Manager

Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16473 of 2019

1. K.Parimala
No.94, P.K.D. Nagar First Street,
Peelammedu, Coimbatore - 641 004.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16433 of 2019

1. P.Neelaveni
No.17, Jagatheesh Nagar,
Thottipalayampirivu, Coimbatore - 641
014.

Petitioner(s)

Vs



1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16435 of 2019

1. P.Rathinam
No.73E, Karuppakal Thottam,
Pabbanayakkanpalayam, Coimbatore -
641 037.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16438 of 2019

1. P.Subramaniam
No.52A, Sakthi Vinayagar Nagar,
Vellalore, Coimbatore - 641 111.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National



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WP No. 16424 of 2019



Textile Corporatiion Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16440 of 2019

1. P.Bagyalakshmi
No.2B, 4/6, Mahalakshmi Temple
Street, Masakalipalayam,
Uplipalayam, Coimbatore - 641 015.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporatiion Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16451 of 2019

1. M.Pushphanathan,
No.1, Madha Kovil Street, No.4,
Sowripalayam, Coimbatore - 641 028..

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporatiion Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.



WP No. 16424 of 2019



Respondent(s)

WP No. 16453 of 2019

WEB CCM 1. T.Jagathambal,

W/o.Thangaraj, 2/20, Mahaliyamman
Kovil Street, perur Chettipalayam,
Coimbatore South 641 010.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16454 of 2019

1. K.Selvi
No.23, NTC Colony, Thiyagarayar New
Street 2, Coimbatore - 641 001.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16461 of 2019

1. K.Muthuraj,



S/o.Konapan, 3/112, Tirumangalam
Taluk, Veerappatti, Madippanur,
Madurai 625 704.

WEB COPY

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16462 of 2019

1. S.Nagaraj
No.200, Udayampalayam Main Road,
Sowaripalayam, Coimbatore - 641 028.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16431 of 2019

1. M.Rajeshwari
No.6B, Boominathan Pillai Street,
Vellalore, Coimbatore - 641 111.

Petitioner(s)



Vs

1. The General Manager

Sri Rangavilas Ginning, Spinning and Weaving Mills, (Unit of National Textile Corporation Limited), 333, Avanashi Road, Peelamedu (Post), Coimbatore - 641 004.

Respondent(s)

WP No. 16442 of 2019

1. B.Neelaveni

No.1/239, Bagyalakshmi Nagar, Mudhalipalayam, Muthu Goundan Pudur, Arasur, Coimbatore - 641 407.

Petitioner(s)

Vs

1. The General Manager

Sri Rangavilas Ginning, Spinning and Weaving Mills, (Unit of National Textile Corporation Limited), 333, Avanashi Road, Peelamedu (Post), Coimbatore - 641 004.

Respondent(s)

WP No. 16448 of 2019

1. M.Saminathan

S/o.Mariyappan, 92/68, Deveandhirar Street North, Singanallur Coimbatore 641 005.

Petitioner(s)

Vs



1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16450 of 2019

1. S.Radhakrishnan,
S/o.Suriyappan, 5, Sri ram Garden 2,
Moopanar Nagar, Vedapatti,
Coimbatore 641007.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

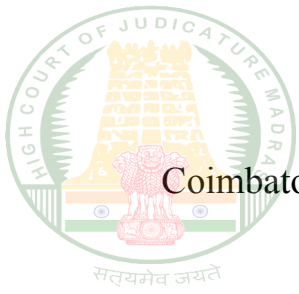
WP No. 16464 of 2019

1. P.Arukkani
No.6B, Ezhil Nagar, Cheran Maanagar,
Vilankurichi, Coimbatore - 641 035.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),



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Respondent(s)

WP No. 16465 of 2019

1. M.Maheswari
No.19/20, Lakshmana Thevar Street,
Ginning Factory Road Irugur Suler
Taluka, Irugur, Coimbatore - 641 103.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16466 of 2019

1. V.Raveendran
S/o.Venkatesh, Simplex Tenderor,
C/o.Sri Rangavilas G.S. and W.Mills,
333, Avanashi Road,Peelamedu (Post),
Coimbatore 641 004.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.



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Respondent(s)

WP No. 16470 of 2019

1. Rajeswari,
W/o.Boopathy, 4/9, Thaneer Pantahal
4th Cut, Peelamedu, Coimabtoe 641
004.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16471 of 2019

1. N.Jothimani
No.1/449, Avinashi Road, PNP Colony,
Chinniyampalayam, Coimbatore-641
062.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporatiion Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.



WP No. 16424 of 2019



Respondent(s)

WP No. 16472 of 2019

1. G.Shanthi

No.L 36, NTC Colony, New
Thyagarayar Street, No.2, Coimbatore -
641 001.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16467 of 2019

1. S.Devarajan,
S/o.Subbian,21/53, Maramalaiyadical
Nagar, Peelamedupudur, Coimabatore
South, Peelamedu, Coimbatore 641
004.

Petitioner(s)

Vs

1. The General Manager,
Sri Rangavilas G.S. and W Mills, (Unit
of National Textile corporation Ltd.,
333, Avanashi Road, Peelamedu (post),
Coimbatore 641 004.

Respondent(s)

WP No. 16468 of 2019



1. P.Selvi

No.71A, Asthanthira Naicker Street,
Singanallur (Po), Coimbatore - 641
005.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporatiion Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16429 of 2019

1. M.Baby

No.16 B, Kurumbar Street 3,
Avarampalayam Road, Peelamedu,
Coimbatore - 641 004.

Petitioner(s)

Vs

1. The General Manager
Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporatiion Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.

Respondent(s)

WP No. 16424 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India



for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16463 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

WP No. 16428 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16456 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

**WP No. 16457 of 2019**

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16458 of 2019

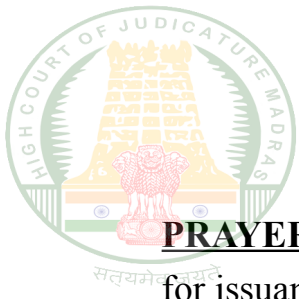
PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

WP No. 16460 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16473 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

**WP No. 16433 of 2019**

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16435 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16438 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16440 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

**WP No. 16451 of 2019**

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 14.09.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16453 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

WP No. 16454 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16461 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

**WP No. 16462 of 2019**

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16431 of 2019

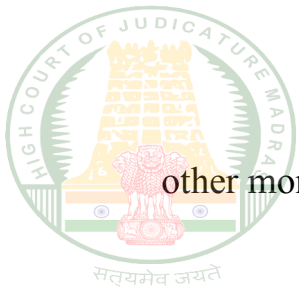
PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16442 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 27.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16448 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and



other monetary and attendant benefits.

WP No. 16450 of 2019

WEB PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

WP No. 16464 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 04.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16465 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16466 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow



the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

WEB COPY

WP No. 16470 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

WP No. 16471 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16472 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16467 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings date 26/12/2018 bearing Ref. No. Nil Threatening to terminate the petitioners services and quash the same as illegal, arbitrary, without jurisdiction and to consequently direct the respondent to allow



the petitioners to be in service till the date of this superannuation, pay salary and other monetary and attendant benefits.

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WP No. 16468 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

WP No. 16429 of 2019

PRAYER: Writ petition is filed under Article 226 of the Constitution of India for issuance of a Writ of Certiorarified mandamus to call for the records from the respondent relating to the proceedings dated 26.12.2018 bearing ref. No. Nil threatening to terminate the petitioners services and quash the same as illegal arbitrary, without jurisdiction and to consequently direct the respondent to allow the petitioner to continue in service till the date of his superannuation, pay salary, monetary and all other attendant benefits.

In WP Nos. 16424, 16428, 16457, 16460, 16473, 16433, 16435, 16438, 1644, 16451, 16454, 16462, 16431, 16442, 16464, 16465, 16471, 16472, 16468 & 16429 OF 2019

For Petitioner(s): M/s.A.V.Bharathi

For Respondent(s): M/s. C V Vijayakumar

In W.P.Nos.16456, 16448, 16450, 16470, 16467, 16466, 16463, 16461, 16458, 16453/2019:

For Petitioner : Mr.K.Srinivasa Murthy

For Respondent : M/s.C.V.Vijayakumar



COMMON ORDER

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These writ petitions have been filed to call for the records relating to the proceedings dated 26.12.2018 & 04.12.2018 bearing reference No. Nil, issued stating that the petitioners' certificates are going to be terminated in view of the proved charges against them and set aside and consequently direct the respondents to allow the petitioners to be in service till the date of their superannuation along with all monetary and attendant benefits.

2. The petitioners were working as Coolie in the respondent mill for more than a decade and their services have been regularized between the years 2009 - 2012. In the year 2018 they have been given with the impugned show cause notice stating that the charges issued against them for furnishing false certificate for age proof have been proved and that the respondent's Management is going to impose punishment of removal from service.

3. Mr.A.V.Bharathi, the learned counsel for the petitioners, submitted that the petitioners have been rendering their services in the respondent mill as Temporary Casuals for several years and they have been given with Employee Provident Fund (EPF), ESI benefits even at that time. There is no age and qualification for the said post. After the petitioner's services have been regularized, they have been asked to produce some proof of age. The petitioners have provided their school certificates as their proof for date of birth. It is alleged by the respondent that the school certificates are bogus and hence the



petitioners have been issued with the show cause on the allegation of misconduct. In the disciplinary proceedings conducted later, the charges have been proved and some of the petitioners have been given with second show cause notice by contemplating to impose the punishment of dismissal from service.

3.1 The learned counsel for the petitioner further submitted that the respondent has predetermined the punishment and that cannot be taken into consideration. It is further submitted by the learned counsel for the petitioner that even according to the Regulation of the Standing Orders of the respondent mill, if there is any doubt as to the date of birth of any worker, he has to be sent to medical examination to ascertain his / her age. Without adopting to such a method, the petitioners have been given with the second show cause notice by alleging that the charge of misconduct raised against them have been proved. It is further submitted that the respondent has arrived at a pre-determination of punishment and hence the second show cause notice is liable to be set aside.

4. Mr.C.V.Vijayakumar, the learned counsel for the respondent, submitted that only in the event of workers did not produce any medical proof, they will be subjected to medical examination to ascertain their age. These petitioners have produced some age proof which were found later as bogus. As the petitioners have committed misconduct by producing bogus certificate and the



said charge has also been proved, disciplinary action has not been initiated against some of the petitioners and first show cause notice has been issued calling for explanation as to why disciplinary action shall not be taken against them and some of the petitioners have been given with second show cause notice. The petitioners have rushed to the Court even before the completion of the disciplinary proceedings and the respondent had taken decision about the punishment.

5. The petitioners were not the direct recruits of the respondent's mill. Originally they have been working as 'Casuals' for several years and later they have been regularized between the years 2009-2012. At the time when their services were regularized, they have been asked to produce some proof for date of birth and the petitioners have produced certain certificates. Had the petitioners omitted to produce any document as proof for their date of birth, it would have been possible for the respondent mill to send them for medical examination in order to ascertain their age and in accordance with their regulations. But these were the petitioners who have produced certain proof which was later found to be bogus.

6. The learned counsel for the petitioners attracted the attention of the Court to some of the earlier judicial pronouncements of this Court held in W.P.No.9957/2012, W.A.No.1834 to 1838/2019, W.P.No.19063/2004 ((2008) 5 *MLJ* 646) and W.A.No.294/2018, in support of his contention that even if the



respondent is not satisfied with the certificate of age of proof produced by the workers, they shall not be punished with the capital punishment of “removal from service”.

7. In the Division Bench judgment of this Court held in ***P.Sekar Vs. Registrar, Tamil Nadu Administrative Tribunal, Chennai and others in reported in (2008) 5 MLJ 646***, distinction is made as to the initial post for which the petitioners have been appointed for which there was no requirement to produce any proof for age and that no criminal case has been registered against the employees for having utilized the bogus certificate for any other purpose. In the instant case also the petitioners have been originally working as daily wagers and for which no age proof is required. The petitioners did not get their regular post through the channel of direct recruitment but by getting the regularization in pursuant to their long continuous service. Under such circumstances it would not have occurred in the mind of the petitioners to have any age proof ready in order to furnish it to the respondent.

8. When the regularization exercise was done and when the petitioners were asked to produce the proof for their age, there appears to be a rush in the minds of the petitioners and they have produced whatever proof they could obtain from any approachable source and produced them as proof of their date of birth. Had the petitioners declared honestly that they did not have any proof



of their date of birth, they would have been subjected to medical examination for ascertaining their age. Failure to produce any proof for date of birth is different from producing a false proof. There is also a difference between producing any proof to show the date of birth but not to the satisfaction of the employer and producing some proof which are bogus.

9. Even if the petitioner had produced some age proof and if the respondent is not satisfied about its correctness, again it would have been possible for the respondent to subject the petitioners for medical examination without subjecting them to undergo any disciplinary proceedings. Here is a situation where the petitioners appear to have obtained some certificate to prove their date of birth with ingenuine certificates and that caused them to face the disciplinary proceedings on the charge of misconduct.

10. The petitioners do not claim that the certificates produced by them are genuine and the respondent has wrongly arrived at a conclusion that they are ingenuine. The petitioners have simply stated that they should not be treated so harshly for producing a proof for date of birth for their initial engagement which did not require any such proof.

11. Though there are certain compelling circumstances which might show that some leniency may be shown to the petitioners, the fact that they have produced the false certificate cannot be overlooked. The employee is expected



to conduct himself in a trustable manner with the employer. However in view of the extraneous circumstances where the petitioners were compelled to furnish certain certificates which put them in trouble, I feel the respondent Management can show some indulgence in the matter of punishment in the light of the earlier judicial pronouncements rendered in this regard.

12. On perusal of the impugned second show cause notice issued to some of the petitioners, it appears that the respondent has already arrived at a conclusion that they are going to be imposed with a capital punishment of “removal from service”. Even in that case the petitioner's are at liberty to make their submissions without having any apprehension in their mind that the respondent has already arrived at the one and only conclusion of removing them from service.

13. If the petitioners have given their submissions in the light of the judgment which have been produced before the Court, it would have been possible for the respondent to think about the punishment to be imposed on the petitioners. But the petitioners have rushed to the Court by apprehending that they would be imposed with the punishment of removal of service and their submission to the respondent will not help them in any way.

14. Petitioners against whom misconduct has been proven cannot expect a clean chit, even if the punishment of removal from service may not be



appropriate on the part of the respondent Management.

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15. In so far as the petitioners against whom the second notice has been issued, they are at liberty to make their written submissions in response to their second show cause notice within a period of two weeks from the date of receipt of a copy of this order and on receipt of their submission, the respondent shall consider the same in the light of the above observation and the earlier judicial pronouncements rendered in similar situations and pass orders without choosing to impose only the punishment of removal from service, within a period of four weeks from the date of receipt of submissions from the petitioners. It is needless to state that the respondent is always at liberty to subject the petitioners to undergo medical examination to ascertain their medical age in case the proof of date of birth produced by the petitioners are not to their satisfaction.

In so far as the petitioners who have been issued with the first show cause notice is concerned, it is obligatory on them to subject to disciplinary proceedings as to how the other petitioners have subjected themselves and then make submissions in the event of the charges against them are proved and make submission with regard to quantum of punishment also.



16. With the above observations, this Writ Petitions are **disposed**. No costs. Connected miscellaneous petitions are closed.

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25-02-2025

Index: Yes/No

Speaking/Non-speaking order

Internet: Yes

Neutral Citation: Yes/No



To:

1. The General Manager

Sri Rangavilas Ginning, Spinning and
Weaving Mills, (Unit of National
Textile Corporation Limited), 333,
Avanashi Road, Peelamedu (Post),
Coimbatore - 641 004.



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WP No. 16424 of 2019



R.N.MANJULA J.

bkn

**WP No. 16424 of 2019 &
batch**

25-02-2025