



WEB COPY



W.A.No.3370 of 2023

IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 03-12-2025

CORAM

THE HON'BLE MR JUSTICE M.S. RAMESH

AND

THE HON'BLE MR.JUSTICE R.SAKTHIVEL

W.A.No.3370 of 2023

and C.M.P.No.27539 of 2023

The Management of Bimetal Bearings Limited
Hosur-Krishnagiri Road
Parandapalli, Hosur 635125
Rep. by its Whole Time Director.

..Appellant(s)

Vs.

1. The Presiding Officer
Labour Court
Salem

2. B.Manikannan
S/o.Balakrishnan
L-245, ASTC Quarters
Thalli Road
Hosur 635109.

..Respondent(s)

Prayer: Writ Appeal filed under Clause 15 of the Letters Patent, to set aside the order dated 04.09.2023 in W.P.No.6135 of 2014.



W.A.No.3370 of 2023

WEB COPY

For Appellant(s):

Mr.Venkatesh Prasad
for M/s.Agam Legal

For Respondent(s):

Labour Court - R1

Mr.R.Subramani

for M/s. K.P.P.Raja Raja Chozhan - R2

ORDER

M.S.RAMESH, J.

and

R.SAKTHIVEL, J.

The appellant and the 2nd respondent / workman have amicably resolved the dispute among themselves and they have entered into a settlement on 03.12.2025, under Section 18(1) of Industrial Disputes Act, 1947. The terms of this 18(1) settlement reads as follows:

TERMS AND CONDITIONS OF SETTLEMENT

1.Mr.B.Manikannan hereby accepts his cessation of employment with the Management with effect from 18.05.1996.

2.The Management considering the facts and circumstances, hereby agrees to pay a one time lump sum compensation of Rs.11,00,000/- (Rupees Eleven Lakhs Only) as FULL and FINAL settlement of all claims against the Management.

Page 2 of 6



W.A.No.3370 of 2023

WEB COPY 3.Mr.B.Manikannan acknowledges the receipt of Rs.11,00,000/- (Rupees Eleven Lakhs Only) through Demand Draft No.140258 dated 08.10.2025, drawn on Central Bank of India, Coimbatore in FULL and FINAL settlement of all statutory and contractual monetary dues.

4.The Workman agrees that he shall have no objection to the Management withdrawing the 25% back wages amount deposited before the Labour Court, Salem.

5.The Management also agrees to render all assistance to the individual in settling his provident fund account with Regional PF Commissioner, Coimbatore.

6.On receipt of the above compensation, Mr.B.Manikannan agrees that he shall not raise any further dispute, claim or demand, monetary or otherwise, against the Management in any forum or court of law, in respect of his past employment, dismissal or any benefits arising therefrom.

7.Upon full payment as per this settlement, the employer – employee relationship between Bimetal Bearings Limited and Mr.B.Manikannan shall stand ceased permanently, and the individual shall have not right to reinstatement, re-employment, wages, or any benefits, past or future, against the Management either statutory or contractual.



W.A.No.3370 of 2023

WEB COPY

8.The individual confirms that, with the receipt of the above amount, he has received all dues payable to him by the Management and that nothing further is due or payable by the Management.

9.Both parties hereby agree that, after receipt of the sum mentioned, neither party shall have any other claim against the other.

10.The individual agrees to give a stamped receipt for the payment he has received today.

11.Both parties agree that this settlement shall be placed before the Hon'ble High Court of Madras for recording the same and seek disposal of the appeal in terms of this settlement.

Dated at Chennai on this the 3rd day of December 2025.

2.In view of the amicable settlement, no further orders are required in this present Writ Appeal.

3.Accordingly, the Management is at liberty to make out an application seeking for withdrawal of the amount deposited before the Labour Court, Salem.



W.A.No.3370 of 2023

4.On receipt of such an application, the Labour Court, Salem, is called upon to consider and pass favourable orders in the said application, by dispensing with notice to the workman in view of Clause 4 of the terms of the settlement extracted above.

5.The Labour Court shall endeavour to pass orders as expeditiously as possible, preferably within a period of one (1) week from the date of such application.

6.The Writ Appeal stands disposed of accordingly. No costs. Consequently, the connected C.M.P.No.27539 of 2023 is closed.

(M.S.R,J.) (R.S.V,J.)
03-12-2025
(3/3)

kas

Index; yes / no
Speaking / Non Speaking
Neutral Citation

To.

The Presiding Officer
Labour Court
Salem

Page 5 of 6



WEB COPY



W.A.No.3370 of 2023

M.S.RAMESH, J.
and
R.SAKTHIVEL, J.

kas

W.A.No.3370 of 2023

03-12-2025
(3/3)