



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY BEFORE THE MADURAI BENCH OF MADRAS HIGH COURT

DATED : 20.08.2025

CORAM:

**THE HONOURABLE MR.JUSTICE S.M.SUBRAMANIAM
and
THE HONOURABLE MR.JUSTICE G.ARUL MURUGAN**

**W.A(MD)Nos.2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196,
2197, 2198, 2199, 2200, 2201 & 2202 of 2025
2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222,
2223, 2224 & 2225 of 2025
and
C.M.P(MD)Nos.12535, 12536, 12537, 12538, 12540, 12541, 12542, 12543,
12544, 12545, 12560, 12562, 12546, 12550 & 12555 of 2025**

1.W.A(MD)No.2188 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road, Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

vs.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.R.Jeyaraman

... Respondents/Respondents

1/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23069 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan

2.W.A(MD)No.2189 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

vs.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.R.Ramesh

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23070 of 2016 on the file of this Court.



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan

3.W.A(MD)No.2190 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road, Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi ... Appellant/Petitioner

vs.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.S.Shankar ... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23071 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

4.W.A(MD)No.2191 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.T.Dhanapal

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23072 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY 5.W.A(MD)No.2192 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.K.Navaneethakumar

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23074 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

6.W.A(MD)No.2193 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.S.Kalaiselvan

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23075 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

7.W.A(MD)No.2194 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.G.Ramesh

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23076 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

8.W.A(MD)No.2195 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.K.Balasubramanian

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23077 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY **9.W.A(MD)No.2196 of 2025:**

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.R.Amulraj

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23078 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

10.W.A(MD)No.2197 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.S.Thomas

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23079 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

11.W.A(MD)No.2198 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.A.Arulappan

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23081 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

12.W.A(MD)No.2199 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.A.Balasubramani

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23082 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

13.W.A(MD)No.2200 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.P.Pandiyan

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23083 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

14.W.A(MD)No.2201 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.C.Elango

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23084 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

15.W.A(MD)No.2202 of 2025:

The Management,
Maris Spinners Limited, Unit II,
Kulithalai Road,
Manapparai,
Trichy District,
Represented by its General Manager,
R.S.Ganappathi

... Appellant/Petitioner

VS.

1.The Presiding Officer/District Judge,
Labour Court,
Tiruchirappalli.

2.S.Murugesan

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.23085 of 2016 on the file of this Court.

For Appellant : Mr.M.E.Ilango
for Mr.G.Mohankumar

For R – 1 : Labour Court

For R – 2 : Mr.N.Balakirshnan



W.A(MD)No.2188 of 2025 and etc., batch

16.W.A(MD)No.2211 of 2025:

R.Amulraj

... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17648 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan

For R – 1 : Labour Court

For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

17.W.A(MD)No.2212 of 2025:

A.Balasubramani

... Appellant/Petitioner

vs.



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17649 of 2016 on the file of this Court.

For Appellant	: Mr.N.Balakirshnan
For R – 1	: Labour Court
For R – 2	: Mr.M.E.Ilango for Mr.G.Mohankumar

18.W.A(MD)No.2213 of 2025:

T.Dhanapal

... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

17/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17650 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan

For R – 1 : Labour Court

For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

19.W.A(MD)No.2214 of 2025:

K.Balasubramanian

... Appellant/Petitioner

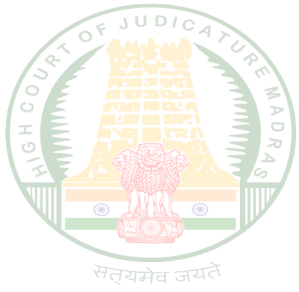
vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

18/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17651 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan
For R – 1 : Labour Court
For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

20.W.A(MD)No.2215 of 2025:

S.Shankar

... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17652 of 2016 on the file of this Court.



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

For Appellant : Mr.N.Balakirshnan
For R – 1 : Labour Court
For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

21.W.A(MD)No.2216 of 2025:

S.Murugesan ... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

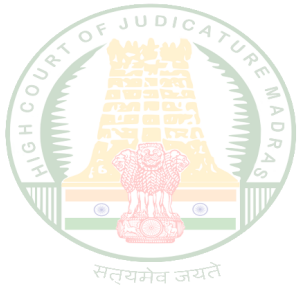
2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17653 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan
For R – 1 : Labour Court
For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

20/34



W.A(MD)No.2188 of 2025 and etc., batch

22.W.A(MD)No.2217 of 2025:

K.Navaneetha Kumar

... Appellant/Petitioner

VS.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17655 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan

For R – 1 : Labour Court

For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

23.W.A(MD)No.2218 of 2025:

C.Elango

... Appellant/Petitioner

VS.

21/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17656 of 2016 on the file of this Court.

For Appellant	: Mr.N.Balakirshnan
For R – 1	: Labour Court
For R – 2	: Mr.M.E.Ilango for Mr.G.Mohankumar

24.W.A(MD)No.2219 of 2025:

A.Arullappan

... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

22/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17657 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan

For R – 1 : Labour Court

For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

25.W.A(MD)No.2220 of 2025:

P.Pandiyan

... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

23/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17661 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan
For R – 1 : Labour Court
For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

26.W.A(MD)No.2221 of 2025:

G.Ramesh

... Appellant/Petitioner

vs.

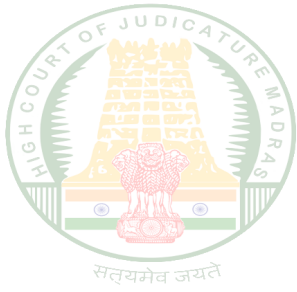
1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17659 of 2016 on the file of this Court.

24/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

For Appellant : Mr.N.Balakirshnan
For R – 1 : Labour Court
For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

27.W.A(MD)No.2222 of 2025:

S.Thomas ... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17660 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan
For R – 1 : Labour Court
For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar



W.A(MD)No.2188 of 2025 and etc., batch

28.W.A(MD)No.2223 of 2025:

S.Kalaiselvan

... Appellant/Petitioner

VS.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17662 of 2016 on the file of this Court.

For Appellant : Mr.N.Balakirshnan

For R – 1 : Labour Court

For R – 2 : Mr.M.E.Ilango
for Mr.G.Mohankumar

29.W.A(MD)No.2224 of 2025:

R.Jayaraman

... Appellant/Petitioner

VS.

26/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17663 of 2016 on the file of this Court.

For Appellant	: Mr.N.Balakirshnan
For R – 1	: Labour Court
For R – 2	: Mr.M.E.Ilango for Mr.G.Mohankumar

30.W.A(MD)No.2225 of 2025:

R.Ramesh ... Appellant/Petitioner

vs.

1.The Presiding Officer,
Labour Court,
Tiruchirappalli.

27/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.

... Respondents/Respondents

PRAYER : Writ Appeal filed under Clause 15 of the Letters Patent against the order dated 16.11.2022 made in W.P(MD)No.17664 of 2016 on the file of this Court.

For Appellant	: Mr.N.Balakirshnan
For R – 1	: Labour Court
For R – 2	: Mr.M.E.Ilango for Mr.G.Mohankumar

COMMON JUDGMENT

(Judgment of the Court was delivered by S.M.SUBRAMANIAM, J.)

These Writ Appeals have been instituted both by the management and by the workmen.

2.The dispute arose on account of an illegal strike called on by few workmen. The management initiated disciplinary actions and the

28/34



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

workmen who committed the alleged misconduct were removed from service. An Industrial Dispute was raised before the Labor Court, Tiruchirappalli. The Labour Court elaborately adjudicated the issues raised between the parties and granted the relief of compensation in lieu of reinstatement. Consequently, the management was directed to pay each petitioner a lump sum compensation in lieu of reinstatement, equivalent to 25% of the years salary (including allowances as admissible) on the basis of the last pay and allowances drawn by the workmen from the date of dismissal to till the date of the award passed by the Labour Court together with Provident Fund and Gratuity within a period of 60 days from the date of the award. The award came to be challenged before the Writ Court both by the management and by the workmen.

3.The Writ Court, considering the case of the workmen, enhanced the compensation to Rs.2,00,000/-. The writ Court accordingly directed the management to pay a sum of Rs.2,00,000/- to each of the workmen.



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

4.The learned counsel appearing for the management would submit that the management immediately responded and sent cheques for a sum of Rs.2,00,000/- to each of the workmen. However, the workmen refused to receive, since the Writ Appeals had been filed by them. Simultaneously, the management also filed Writ Appeals.

5.In view of the fact that the workmen are not in service for the past about 19 years and most of the workmen have crossed the age of 50 years and are either employed elsewhere or settled in some other way, the parties have made submissions to secure instructions for the purpose of settling the issues in an amicable manner.

6.Accordingly, the learned counsel for the management, on instructions, would submit that the management will pay a sum of Rs.2,50,000/- towards full settlement, along with the statutory dues payable to the workmen.



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

7. Though the learned counsel for the workmen was initially not satisfied, finally agreed, considering the plight of the workmen, who all are fighting for long years.

8. This Court, in exercise of its discretion, would like to enhance the compensation amount from Rs.2,50,000/- to Rs.3,00,000/- which is not seriously disputed both by the management and by the workmen. Since Rs.3,00,000/- compensation is not seriously disputed between the parties, the management is directed to pay a sum of Rs.3,00,000/- to each one of the workmen within a period of four weeks from the date of receipt of a copy of this order and other statutory payments are to be paid by following due procedures as contemplated under law. The gratuity amount to be settled will be calculated in accordance with the provisions of the Payment of Gratuity Act, 1972.



W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

9. With the above directions, these Writ Appeals are disposed of.

There shall be no order as to costs. Consequently, connected Miscellaneous Petitions are closed.

[S.M.S.,J.] & [G.A.M.,J.]
20.08.2025

NCC : Yes / No
Index : Yes / No
Internet : Yes
ps

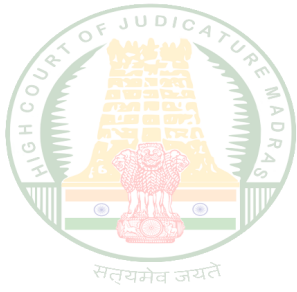


W.A(MD)No.2188 of 2025 and etc., batch

WEB COPY

To

- 1.The Presiding Officer,
Labour Court,
Tiruchirappalli.
- 2.The Management,
Maris Spinners Limited Unit II,
Kulithalai Road,
Manapparai – 621 306,
Tiruchirappalli District.



WEB COPY



W.A(MD)No.2188 of 2025 and etc., batch

S.M.SUBRAMANIAM, J.
and
G.ARUL MURUGAN, J.

ps

ORDER MADE IN
W.A(MD)Nos.2188, 2189, 2190, 2191, 2192,
2193, 2194, 2195, 2196, 2197, 2198,
2199, 2200, 2201 & 2202 of 2025,
2211, 2212, 2213, 2214, 2215, 2216,
2217, 2218, 2219, 2220, 2221,
2222, 2223, 2224 & 2225 of 2025

DATED : 20.08.2025