



WEB COPY

WP Nos. 5260, 5263, 5270 & 5273 of 2026



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 17-02-2026

CORAM

THE HON'BLE MR JUSTICE M.DHANDAPANI

WP Nos. 5260, 5263, 5270 and 5273 of 2026

K.Chinnusamy

...Petitioner

(In W.P No.5260 of 2026)

G.Balasubramanian

..Petitioner

(In W.P No.5263 of 2026)

A.Devaraj

...Petitioner

(In W.P No.5270 of 2026)

M.Elango

...Petitioner

(In W.P No.5273 of 2026)

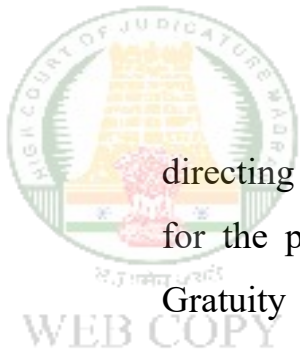
Vs

The Management of
Tamil Nadu State Transport Corporation (Kovai) Ltd
Erode Region, Rep. By its Managing Director,
Erode

..Respondent

(In all Petitions)

PRAYER in W.P No.5260 of 2026: The Writ Petition is filed under Article 226 of the Constitution of India for the issuance of a Writ of Mandamus



directing the respondent to pay the petitioner the difference / arrears of wages for the period from 01.09.16 to 30.04.17 and also terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on scale of pay payable to him on the month of his retirement, as admitted by the Respondent in the RTI information dated 23.06.25, together with 18% interest per annum, within a time frame as may be fixed by this Court.

PRAYER in W.P No.5263 of 2026: The Writ Petition is filed under Article 226 of the Constitution of India for the issuance of a Writ of Mandamus directing the respondent to pay the petitioner the difference / arrears of wages for the period from 01.09.16 to 31.05.17 and also terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on scale of pay payable to him on the month of his retirement, as admitted by the Respondent in the RTI information dated 21.04.25, together with 18% interest per annum, within a time frame as may be fixed by this Court.

PRAYER in W.P No.5270 of 2026: The Writ Petition is filed under Article 226 of the Constitution of India for the issuance of a Writ of Mandamus directing the respondent to pay the petitioner the difference / arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on scale of pay payable to him from 01.09.23, as admitted by the Respondent in the RTI information dated 06.12.25, together with 18% interest per annum, within a time frame as may be fixed by this Court.

PRAYER in W.P No.5273 of 2026: The Writ Petition is filed under Article 226 of the Constitution of India for the issuance of a Writ of Mandamus directing the respondent to pay the petitioner the difference / arrears of terminal benefits namely Gratuity and Encashment of Leave, after revising the same based on scale of pay payable to him from 01.09.23, as admitted by the



Respondent in the RTI information dated 18.12.25, together with 18% interest per annum, within a time frame as may be fixed by this Court.

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For Petitioner(s): Mr. S.Arunachalam

For Respondent(s): Mr. M.Murali Vinoth
Standing Counsel

COMMON ORDER

Since the issue raised in these writ petitions is one and the same, these writ petitions are disposed of by way of this common order.

2. These Writ Petitions have been filed seeking a direction to the respondent to pay the difference/arrears of wages/arrears of terminal benefits namely Gratuity and Encashment of Leave to the respective petitioner, after revising the same based on the scale of pay payable to them as per the new wage settlement under Section 12(3) of the Industrial Disputes Act, 1947

3. The petitioners were appointed as Conductor, Sweeper, Checking Inspector respectively in the Respondent Corporation and after rendering more than 30, 27, 26, 37 years of service respectively, were upgraded to higher cadre posts. The petitioners retired from service prior to the wage settlements entered



into under Section 12(3) of the Industrial Disputes Act, 1947, dated 04.01.2018 & 29.05.2025, which were given retrospective effect from 01.09.2016 & 01.09.2023 respectively. As per the said settlements, the petitioners are entitled revision of pay and consequential terminal benefits such as gratuity and encashment of leave with effect from 01.09.2016 & 01.09.2023 respectively. However, the said benefits have not been extended to the petitioners. Though the petitioners submitted a representation dated 05.01.2026 in this regard to the respondent, the same was not considered and therefore, in order to espouse the said cause, the petitioners have come up with present Writ Petitions.

4. Heard the learned counsel appearing for the petitioners and the learned standing counsel appearing for the respondent corporation.

5. In view of the settlement arrived at under Section 12(3) of the Industrial Disputes Act, 1947, which entitles the employees of the Transport Corporation to revision of pay scale including Gratuity and encashment of leave, the respondent is directed to implement the revised pay scales to the petitioners in terms of the said settlement along with interest. The said exercise shall be completed within a period of twelve (12) weeks from the date of receipt of a copy of this order.



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6. Accordingly, these Writ Petitions are disposed of with the aforesaid direction. There shall be no order as to costs.

17-02-2026

Index: Yes/No
Speaking/Non-speaking order
Neutral Citation: Yes/No

Uma

To

The Managing Director,

The Management of
Tamil Nadu State Transport Corporation (Kovai) Ltd
Erode Region,
Erode



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M.DHANDAPANI, J.

Uma

WP Nos. 5260, 5363, 5270 & 5273 of 2026

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