



WEB COPY

WP Nos. 5269, 5274 & 5278 of 2



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 17-02-2026

CORAM

THE HON'BLE MR JUSTICE M.DHANDAPANI

WP Nos. 5269, 5274 & 5278 of 2026

Kumanan

..Petitioner

(In W.P No.5269 of 2026)

John Arul Prakash

..Petitioner

(In W.P No.5274 of 2026)

Ulaganathan

.. Petitioner

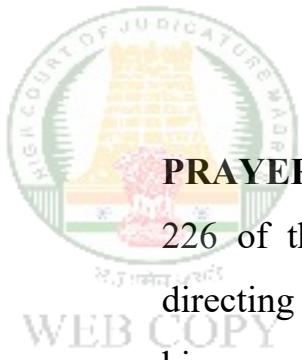
(In W.P No.5278 of 2026)

Vs

Tamil Nadu State Transport Corporation (Coimbatore) Ltd.
Rep. by its the Managing Director,
No. 37 Mettupalayam Road,
Coimbatore-43

..Respondent(s)

PRAYER in W.P No.5269 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 him the arrears of difference in Gratuity to pay him arrears of difference in Earned leave salary and to pay him arrears of difference in wages/ salary from 1.09.2023 to the date of his retirement as admitted by the respondent in their RTI reply, together with interest at the rate of 12% per annum within a specified time as may be fixed by this Court.



PRAYER in W.P No.5274 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 him the arrears of difference in Gratuity, to pay him arrears of difference in Earned leave salary and to pay him arrears of difference in wages/ salary from 1.09.2023 to the date of his retirement as admitted by the respondent in their RTI reply, together with interest at the rate of 12% per annum within a specified time as may be fixed by this Court.

PRAYER in W.P No.5278 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 him the arrears of difference in Gratuity to pay him arrears of difference in Earned leave salary and to pay him arrears of difference in wages/ salary from 1.09.2023 to the date of his retirement as admitted by the respondent in their RTI reply, together with interest at the rate of 12% per annum within a specified time as may be fixed by this Court.

In all WPs

For Petitioner(s): Mr. G.Vijay Priyan

For Respondent(s): Mr. C. Gauthamaraj

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 in arrears of wages/salary /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, Driver respectively in the Respondent Corporation and after rendering more than 32, 32 and 29 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 29.05.2025, which were given retrospective effect from 01.09.2023. 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 01.09.2023 respectively. However, the said benefits have not been extended to the petitioners. Though the petitioners submitted a representation dated 26.12.2025, 02.02.2026 and 26.12.2025 respectively 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.

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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.

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



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To

The Managing Director,
Tamil Nadu State Transport Corporation (Coimbatore) Ltd.
No. 37 Mettupalayam Road,
Coimbatore 43



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M.DHANDAPANI, J.

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