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WP Nos. 8000 of 2026 etc., batch

IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 09-04-2026

CORAM

THE HONOURABLE MR.JUSTICE M.DHANDAPANI

**WP Nos. 8000, 8005, 8009, 8032, 8037 and 10089 of 2026 &
WMP Nos. 8656, 8659, 8663, 8688, 8692 and 10886 of 2026**

WP No. 8000 of 2026

K.Sugumaran

Petitioner

Vs

The Management,
Tamilnadu Telecommunications Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.

Respondent

WP No. 8005 of 2026

Santhanam S

Petitioner

Vs

The Management,
Tamilnadu Telecommunications
Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.

Respondent

WP No. 8009 of 2026

M.Balu

Petitioner

Vs

The Management,
Tamilnadu Telecommunications Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.



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Respondent

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WP No. 8032 of 2026

R.Vinayagam

Petitioner

Vs

The Management,
Tamilnadu Telecommunications
Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.

Respondent

WP No. 8037 of 2026

B.Sasikumar

Petitioner

Vs

The Management,
Tamilnadu Telecommunications
Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.

Respondent

WP No. 10089 of 2026

K.Prakash

Petitioner

Vs

The Management,
Tamilnadu Telecommunications
Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.

Respondent

Prayer in W.P.No.8000 of 2026: Writ Petition filed under Article 226 of Constitution of India praying for an issuance of a Writ of Certiorarified



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Mandamus to call for the records relating to the order dated 20.01.2026 passed by the Labour Court, Kancheepuram in I.A.Nos.3, 4 and 5 of 2025 in C.P.No.13 of 2023 and to quash the same and to consequently direct the respondent / Management to produce the documents.

Prayer in W.P.No.8005 of 2026: Writ Petition filed under Article 226 of Constitution of India praying for an issuance of a Writ of Certiorarified Mandamus to call for the records relating to the order dated 20.01.2026 passed by the Labour Court, Kancheepuram in I.A.Nos.1,2 and 3 of 2025 in C.P.No.12 of 2023 and to quash the same and to consequently direct the respondent / Management to produce the documents.

Prayer in W.P.No.8009 of 2026: Writ Petition filed under Article 226 of Constitution of India praying for an issuance of a Writ of Certiorarified Mandamus to call for the records relating to the order dated 20.01.2026 passed by the Labour Court, Kancheepuram in I.A.Nos.1,2 and 3 of 2025 in C.P.No.11 of 2023 and to quash the same and to consequently direct the respondent / Management to produce the documents.

Prayer in W.P.No.8032 of 2026: Writ Petition filed under Article 226 of Constitution of India praying for an issuance of a Writ of Certiorarified Mandamus to call for the records relating to the order dated 20.01.2026 passed by the Labour Court, Kancheepuram in I.A.Nos.3, 4 and 5 of 2025 in C.P.No.9 of 2023 and to quash the same and to consequently direct the respondent / Management to produce the documents.

Prayer in W.P.No.8037 of 2026: Writ Petition filed under Article 226 of Constitution of India praying for an issuance of a Writ of Certiorarified Mandamus to call for the records relating to the order dated 20.01.2026



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passed by the Labour Court, Kancheepuram in I.A.Nos.4,5 and 6 of 2025 in C.P.No.98 of 2024 and to quash the same and to consequently direct the respondent / Management to produce the documents.

Prayer in W.P.No.10089 of 2026: Writ Petition filed under Article 226 of Constitution of India praying for an issuance of a Writ of Certiorarified Mandamus to call for the records relating to the order dated 20.01.2026 passed by the Labour Court, Kancheepuram in I.A.Nos.1, 2 and 3 of 2025 in C.P.No.10 of 2023 and to quash the same and to consequently direct the respondent / Management to produce the documents.

In all Cases

For Petitioner(s): Mr.K.K.Ram Siddhartha
in all cases

For Respondent: Ms.Lawshere and
Mr.P.Balasubramanian

COMMON ORDER

Since the issues involved in all the petitions are one and same, they are taken up together and a common order is being passed.

2. These Writ Petitions have been filed to call for the records relating to the impugned order dated 20.01.2026 passed by the Labour Court, Kancheepuram and to quash the same and consequently to direct the respondent / Management to produce the documents.

3. The brief facts leading to the filing of the Writ Petitions are as follows:-

The petitioners are the employees of the respondent-Company and during August, 2017, the Maraimalai Nagar plant of the respondent ceased



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operations due to financial constraints. Though the respondent did not retrench, terminate or discharge any of the employees, however, requested one of its promoter companies to absorb all 67 employees on deputation. While most employees accepted the said deputation, a few workmen, including one similarly placed co-worker as that of the petitioners refused the said deputation. On earlier occasion, the workmen, who refused the said deputation, filed Claim Petition Nos.27,28 and 52 of 2019 before the Labour Court under Section 33(c)(2) of Industrial Disputes Act, seeking computation and payment of wages and the said Claim Petitions were allowed by the Labour Court, Kancheepuram and directed the respondent for payment of wages. Aggrieved against the same, the respondent / Management challenged the said order before this Court in W.P.No.26618 of 2023 and the said Writ Petition was dismissed and the order passed by the Labour Court was confirmed and the Management did not file any further appeal, thereby the order passed by the Labour Court attained finality. The petitioners, being similarly placed persons as that of the workmen, who preferred Claim Petition Nos.27, 28 and 52 of 2019, has filed Claim Petitions and pending claim petitions, Interim Applications were filed seeking production of machine log books, duty allocation records, wage registers, service records, related documents and annual returns of the Company, all of which are the exclusive custody of the Management and the said applications were dismissed, challenging the same, the present Writ Petitions have been filed.



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4. The learned counsel appearing for the petitioners would submit that the petitioners filed claim petitions claiming certain arrears of salary and medical assistance for different periods from the year 2018 to 2023. After hearing the petitioners as well as the Management, the Labour Court posted the claim petitions 'for orders on 08.07.2025' and subsequently, the respondent filed a memo to hear the Claim Petitions afresh and on the basis of the memo, the Labour Court suo motu reopened the Claim Petitions for clarification for the following points:-

- '1. Whether the petitioner is workman as per Section 2(c) of the ID Act.
2. Whether there is pre-existing right.
3. Whether the respondent is still functioning.
4. Proof for the calculation arrived to be filed.

Thereafter, the petitioners filed I.A.s under Section 11 r/w Rule 39 of the Industrial Disputes Act and Rules to recall and re-open the case of the petitioners to let in further evidence and to direct the respondent to file certain documents to prove the nature of work performed by the petitioners. However, the said I.A.s were dismissed by way of an Impugned order dated 20.01.2026, challenging the same, the present Writ Petitions have been filed.

5. Further, the learned counsel appearing for the petitioners would submit that earlier, certain employees of the respondent have preferred Claim



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Petitions in C.P.Nos.27, 28 and 52 of 2019 seeking to disburse the balance/ arrears of salary and the same were allowed on 31.10.2022. Challenging the same, the respondent filed a Writ Petition No.26618 of 2023 and on 12.09.2023, this Court, dismissed the Writ Petition and no appeal has been preferred by the respondent, now, seeking payment for the medical assistance and the arrears of salary for different period, the present Claim Petitions have been filed. That apart, on the request of the respondent / management, the case was suomotu re-opened for clarifying the above said points, in which the petitioners established their case for letting in additional evidence and the same was denied by the Labour Court, which is not a sustainable one. The present Writ Petitions have filed on the sole ground to grant liberty to the petitioner and if not, it will cause severe prejudice and loss, thereby he prayed for passing appropriate orders.

6. On the other hand, the counsel appearing for the respondent submitted that the order passed by the respondent shall be set aside and liberty may be granted to the petitioners to let in contra evidence by producing necessary documents through management.

7. Considering the above said facts and circumstances of the case and taking note of the fact that the similarly placed persons like that of the petitioners preferred Claim Petition Nos.27,28 and 52 of 2019 and the same



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were allowed by the Labour Court on 31.10.2022 and challenging the same, the Management preferred W.P.No.26618 of 2023 and the said Writ Petition was dismissed by an order dated 12.09.2023 and the fact that no appeal has been preferred challenging the said order, further, taking into consideration of the submission made by the learned counsel appearing for the respondent, these Writ Petitions are allowed and the impugned order dated 20.01.2026 is set aside and liberty is granted to the petitioners to let in contra evidence by producing necessary documents through Management. Consequently, connected Miscellaneous Petitions are closed. No costs.

09-04-2026

ssd

To

The Management,
Tamilnadu Telecommunications Limited,
E18B-24, CMDA Industrial Complex,
Maraimalai Nagar-603 209,
Chengalpattu District.



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M.DHANDAPANI, J.,

ssd

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