



CRP Nos. 4840 and 4424 of 2024

IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 07-04-2026

CORAM

THE HON'BLE MR JUSTICE M.DHANDAPANI

**CRP Nos. 4840 and 4424 of 2024 &
C.M.P.Nos.27010 and 24600 of 2024**

A.L.Ramachandra
Director-Cum-Executive,
M/s. Seshraj Apparels (P) Ltd,
D.No. 230, Tea Estate Compound,
Race Course Road, Coimbatore 641018.

..Petitioner in
C.R.P.No.4840 of 2024

Vs

1. The General Secretary
Coimbatore District Mill Engineering-
Miscellaneous Sectors General Employee
Union, Reg.No. 1190/CBE, Door No. 21/9,
Room No. 3, India Tower 2nd Floor, No. 19,
Gopalapuram 2nd Street, Coimbatore 641 018.
2. M/s. Seshraj Apparels (P) Ltd
Rep. by its Managing Director,
Mt.Jeyanthi Ramachandran, D.No. 230,
Tea Estate Compound, Race Course Road,
Coimbatore 641018.
3. Jayanthi Ramachandra
Managing Director
M/s. Seshraj Apparels (P) Ltd,
D.No. 230, Tea Estate Compound,
Race Course Road, Coimbatore 641018.
4. Sadhana Deha
Director M/s. Seshraj apparels (P) Ltd,
D.No. 4/6A, Murugappa Road, Kotturpuram,
Chennai 600 085.



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5. Santha Kumari Jagannathan
Director M/s. Seshraj apparels (P) Ltd,
Austro Hija Enclave, D.No. 236, Race Course
Road, Coimbatore 641 018.
6. Maniammal Rajagopal
Director, M/s. Seshraj apparels (P) Ltd,
D.No. 691, Arinari Road,
Pappanaickenpalayam (PO)
Coimbatore 641 037
7. S.Ganapathy, Officer - Administration
M/s. Seshraj Apparels (P) Ltd, D.No. 10/400,
Palakkad Main Road, Kuniyamuthur (Po),
Coimbatore 641 008.

..Respondents in CRP
No.4840 of 2024

Jayanthi Ramachandra
Managing Director,
M/s. Seshraj Apparels (P) Ltd, D.No. 230,
Tea Estate Compound, Race Course Road,
Coimbatore 641018.

..Petitioner in
C.R.P.No.4424 of 2024

1. The General Secretary
Coimbatore District Mill Engineering-
Miscellaneous Sectors General Employee Union,
Reg.No. 1190/CBE, D.No. 21/9, Room No. 3,
India Tower 2nd Floor, No. 19, Gopalapuram 2nd
Street, Coimbatore 641 018.

2. Seshraj apparels (P) ltd
Rep. by its Managing Director, Jeyanthi
Ramachandran, D.No. 230, Tea Esate
Compound, Race Course Road, Coimbatore
641018.



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3.Sadhana Deha

Director M/s. Seshraj apparels (P) Ltd,
D.No. 4/6A, Murugappa Road, Kotturupuram,
Chennai 600 085.

4. Santha Kumari Jagannathan

Director M/s. Seshraj apparels (P) Ltd, Austro Hija
Enclave, D.No. 236, Race Course Road,
Coimbatore 641 018.

5.A.L.Ramachandra

Director-cum-executive
M/s. Seshraj apparels (P) Ltd, D.No. 230, Tea
Esate Compound, Race Course Road,
Coimbatore 641018.

6.Maniammal Rajagopal

Director M/s. Seshraj apparels (P) Ltd, D.No. 691,
Arinari Road, Pappanaickenpalayam (PO)
Coimbatore 641 037

7.S.Ganapathy, Officer Administration

M/s. Seshraj apparels (P) Ltd, D.No. 10/400,
Palakkad Main Road, Kuniyamuthur (Po),
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..Respondents in
C.R.P.No.4424 of 2024

Prayer in both the petitions: Civil Revision Petitions filed under Article 227 of Constitution of India to call for the records in EP 13 of 2023 on the file of the Learned Additional Labour Court Coimbatore and set aside the order passed in the above EP 13 of 2023 dated 04.09.2024 and thus render justice.

C.R.P.No.4840 of 2024

For Petitioner(s):

Mr.S.Rajendrakumar for
M/s Norton And Grant

For Respondent(s):

Mr.B.Nedunzhelian for R1



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C.R.P.No.4424 of 2024

For Petitioner(s): Mr.L.Karthikeyan
For Respondent(s): Mr.B.Nedunzhelian for R1

COMMON ORDER

Since the issues involved in both the petitions are one and the same and the petitioners are husband and wife, the Petitions are taken up together and a common order is being passed.

2. According to the petitioners, the petitioners are the husband and wife and they are the Director-cum-Executive and Managing Director of the company under the name and style of M/s Seshraj Apparels (P) Ltd., respectively. Due to non-payment of gratuity, the 1st respondent / Union raised a dispute on the file of the Additional Labour Court, Coimbatore and there was a settlement under Section 81(1) of the Industrial Disputes Act, 1947 r/w Rule 25(1) of the Tamilnadu Industrial Disputes Rules, 1958 entered between petitioners' company and the 1st respondent – Union. Further, on account of non-implementation of the said settlement, the 1st respondent-Union filed a E.P.No.13 of 2023 and the same was allowed in favour of the 1st respondent. Aggrieved by the same, the present Civil Revision Petitions are filed.

3. The learned counsel appearing for the petitioners would submit that the petitioners-company had already settled the amount for the some of the



employees and the total outstanding amount, as on date, is Rs.20,90,041/- for 51 employees and the said amount will be deposited before the Labour Court, thereby pleaded for some time.

4. The learned counsel appearing for the 1st respondent has no objection for the same.

5. Heard the learned counsel appearing for the petitioner and the learned counsel appearing for the 1st respondent and perused the entire documents placed on record.

6. It is an undisputed fact that settlement was arrived at between the petitioners-company and the 1st respondent under Section 81(1) of Industrial Disputes Act. Further, according to the petitioners, the portion of the amount was already deposited and as per Annexure I, a sum of Rs.20,90,041/- is pending and the same would be deposited before the Labour Court, for which there is no objection on the side of the 1st respondent.

7. Accordingly, as per the settlement arrived at between the petitioners-Company and the 1st respondent, the petitioners are directed to deposit a sum of Rs.20,90,041/-, as per Annexure I, before the Labour Court, within a period of eight weeks from the date of receipt of a copy of this order and after such deposit being made, after verification, the Concerned Labour Court shall disburse the said amount to the said employees, after identification as per the Annexure I, which is tabulated hereunder:



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Annex - I

SESHRAJ APPARELS PRIVATE LTD								
SAP - EMPLOYEE'S GRATUITY DETAILS AS ON JULY 2016								
S.No.	Category	Name	Emp.No.	Basic +CCA/DA	Per day Wage / Sal	Gratuity	Status	Remarks
1	Staff	Gowri.D	52532	5083	196	67,448	Unpaid	
2	Staff	Sivakami.S	52533	5,750	221	59,712	Unpaid	
3	Staff	K.Annapoorani	51020	6,458	248	67,064	Unpaid	
4	Staff	C.Ganesh Kumar	52502	9,958	383	97,665	Unpaid	
5	Staff	K.Indumathy	51021	5,200	200	48,000	Unpaid	
6	Staff	Bindhu.M	52835	4,792	184	44,234	Unpaid	
7	Staff	S.Rajeswari	52519	4,792	184	30,411	Unpaid	
8	Staff	S.Jesudhass	52530	8,292	319	43,055	Unpaid	
9	Staff	A.Elanchellan	52080	6,375	245	33,101	Unpaid	
10	Staff	Kalavathy.K	52839	5,083	196	23,460	Unpaid	
11	Staff	Murugan.L	52243	5,750	221	23,221	Unpaid	
12	Staff	Hema.P	52246	5,200	200	21,000	Unpaid	
13	Worker	R.Rathinam	53006	6,242	240	82,827	Unpaid	
14	Worker	J.Shanthi	53007	6,242	240	82,827	Unpaid	
15	Worker	N.Prema	53016	6,142	236	81,500	Unpaid	
16	Worker	R.Vijaya	53017	5,092	196	67,567	Unpaid	
17	Worker	A.Noorjahan	53019	4,842	186	64,250	Unpaid	
18	Worker	M.Vijaya	53021	5,942	229	78,846	Unpaid	
19	Worker	J.Gladies	53022	6,192	238	82,163	Unpaid	
20	Worker	V.Sagunthala	53036	4,842	186	55,869	Unpaid	
21	Worker	R.Selvi	53046	4,630	178	48,061	Unpaid	
22	Worker	M.Juli	53066	4,630	178	45,410	Unpaid	
23	Worker	G.Vasanthamasi	53073	4,592	177	45,037	Unpaid	
24	Worker	T.Bharathi	53064	5,592	215	54,845	Unpaid	
25	Worker	A.Leemarsy	53086	4,580	176	42,277	Unpaid	
26	Worker	D.Lilly	53089	4,742	182	43,772	Unpaid	
27	Worker	P.Amureani	53092	4,692	180	43,311	Unpaid	
28	Worker	N.Kamalam	53097	4,742	182	43,772	Unpaid	
29	Worker	Suguna.N	53084	4,580	176	42,277	Unpaid	
30	Worker	V.Revathi	53107	4,992	192	43,200	Unpaid	
31	Worker	K.Kohila	54027	4,764	183	30,233	Unpaid	
32	Worker	U.Kalavathi	54031	4,442	171	28,190	Unpaid	
33	Worker	N.Rajamani	54045	4,442	171	28,190	Unpaid	
34	Worker	T.Selvi	54047	4,442	171	28,190	Unpaid	
35	Worker	P.Nagaraj	54502	4,542	175	23,583	Unpaid	
36	Worker	P.Vaiyapuri	54503	4,542	175	23,583	Unpaid	
37	Worker	M.Rangasamy	54508	4,542	175	23,583	Unpaid	
38	Worker	M.Muruganathan	54510	4,542	175	23,583	Unpaid	
39	Worker	P.John	54515	5,592	215	29,035	Unpaid	
40	Worker	Saravanasubbaiah	54520	5,042	194	26,180	Unpaid	
41	Worker	N.Pachaiyaki	54540	4,492	173	23,324	Unpaid	
42	Worker	Mehraj Begam	54578	4,714	181	21,757	Unpaid	
43	Worker	Kumar.P	57011	6,042	232	27,886	Unpaid	



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44	Worker	Kanagaraj	54676	4,610	177	18,617	Unpaid
45	Worker	Rajathi.R	54710	4,864	179	18,835	Unpaid
46	Worker	Lakshmi.M.R	54725	4,380	168	17,688	Unpaid
47	Worker	Lakshmi.V	54775	4,814	177	15,972	Unpaid
48	Worker	Zeenathnisha.H	54763	4,864	179	16,145	Unpaid
49	Worker	Vel Mani	54768	4,330	167	14,988	Unpaid
50	Worker	Vellingiri.P	54763	4,992	192	17,280	Unpaid
51	Worker	Rajamarickam.R	54915	7,800	300	27,000	Unpaid
Total				2,58,235		20,90,041	

With the above said observations, Civil Revision Petitions stand disposed of. Consequently, connected miscellaneous petitions are closed. No costs.

07-04-2026

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

ssd

To
Additional Labour Court,
Coimbatore



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M.DHANDAPANI J.

ssd

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