

2026:PHHC:085775



CWP-17922-2026

**IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH**

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Date of decision: **29.05.2026**

Vrinda Pasricha

....Petitioner

VERSUS

State of Haryana and others

.....Respondents

CORAM: HON'BLE MR. JUSTICE HARPREET SINGH BRAR

Present : Mr. Hemant Saini, Advocate with
Ms. Priyanshi Sharma, Advocate,
Ms. Neha Rana, Advocate,
Ms. Nishtha Mahajan, Advocate and
Mr. Himanshu Monga, Advocate
for the petitioner.

Mr. Vikrant Pamboo, Advocate
for respondents No.2 and 3.

HARPREET SINGH BRAR, J. (Oral)

1. The present petition has been filed under Articles 226/227 of the Constitution of India for the issuance of a writ in the nature of mandamus directing the respondents to grant maternity leave, along with all consequential benefits and emoluments, together with interest thereupon, in view of the law laid down in *CWP-19393-2023, Harpreet Kaur vs. State of Punjab and others* and *Pinki Sharma vs. State of Punjab and others*, Annexure P-9.

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2. Learned counsel for the petitioner, *inter alia*, contends that the petitioner was appointed as Legal Retainer in the office of Legal Remembrancer, Haryana Power Utilities under HVPNL vide appointment letter dated 25.10.2023 (Annexure P-1) on a monthly remuneration of Rs.60,000/- as reflected in Annexure P-2. It is submitted that the petitioner has been regularly attending office from 09:00 AM to 05:00 PM on all working days and has been marking her attendance in the attendance register maintained by the respondents, copies whereof have been annexed as Annexure P-3. It is further contended that the services of the petitioner were extended for a period of one year from 25.10.2024 to 25.10.2025 vide Annexure P-4 and thereafter further extended from 25.10.2025 to 24.10.2026 vide Annexure P-5. Learned counsel submits that on 12.12.2025, the petitioner submitted a representation seeking grant of maternity leave along with medical documents and relied upon the judgment of the Hon'ble Supreme Court in ***Municipal Corporation of Delhi v. Female Workers (Muster Roll)*** (Annexure P-6). Thereafter, on 22.12.2025, the petitioner delivered a baby boy owing to medical complications.

2.1. Learned counsel for the petitioner further submits that in March 2026, the petitioner submitted her discharge summary and other relevant medical documents to the respondents; however, no decision has been taken on her representation till date. It is contended that in a similar matter titled ***Pinky Sharma v. State of Punjab***, maternity leave was granted to a contractual employee of the sister concern, namely HPGCL, vide order dated 27.12.2023



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passed by the Labour Commissioner-cum-Appellate Authority, Haryana (Annexure P-9).

2.2. It is also contended that although the tenure of the petitioner subsists till 24.10.2026, the petitioner apprehends termination of her services merely on account of raising the present claim for maternity leave and its consequential benefits.

3. Notice of motion.

4. Mr. Vikrant Pamboo, Advocate, put in appearance and accepted notice on behalf of respondents No.2 and 3. He submitted that the prayer made by the petitioner regarding grant of maternity leave is being considered favourably and that an appropriate order shall be passed within a period of two weeks.

5. In view of the above, the present writ petition is disposed of with a direction to the respondents to pass appropriate orders granting maternity leave to the petitioner in terms of the statement made by learned counsel for respondents No.2 and 3 and also in light of the order dated 27.12.2023 passed in ***Pinky Sharma (supra)***, Annexure P-9, and judgment rendered in ***Harpreet Kaur (supra)***, within a period of two weeks from the date of receipt of a certified copy of this order. The decision so taken shall also be conveyed to the petitioner. Needless to say, in case the petitioner is found entitled to the relief sought, the same shall be granted forthwith by the respondents. The petitioner

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shall also be entitled to all consequential benefits of maternity leave from the date of submission of her application till its actual realization.

6. Pending application(s), if any, shall also stand disposed of.

(HARPREET SINGH BRAR)
JUDGE

29.05.2026*parul verma*

Whether speaking/reasoned. : Yes/No
Whether Reportable. : Yes/No