

I/180829/2022

Government of West Bengal  
Labour Department, I. R . Branch  
N.S. Buildings, 12<sup>th</sup> Floor  
1, K.S. Roy Road, Kolkata - 700001

No. Labr/. 192/(LC-IR)/22015(16)/2/2022

Date : 18/03/2022

**ORDER**

WHEREAS an industrial dispute existed between M/s. Novo Nordisk India Pvt. Ltd., C/o. Megatherm Electronics Pvt.Ltd. 5<sup>th</sup> Floor, Plot-LI, Block-GP, Sector-V, Salt Lake City, Kolkata - 700091 and Smt. Arpita Roy, 62, Shibnarayan Road, P.O. & P.S. – Uttarpara, Hooghly - 712258 regarding the issue, being a matter specified in the Second schedule to the Industrial Dispute Act, 1947 (14 of 1947);

AND WHEREAS the workman has filed an application under section 10(1B)(d) of the Industrial Dispute Act, 1947 (14 of 1947) to the Third Industrial Tribunal specified for this purpose under this Deptt.'s Notification No. 1085-IR/12L-9/95 dated 25.07.1997.

AND WHEREAS, the Third Industrial Tribunal heard the parties under section 10(1B)(d) of the I.D. Act, 1947 (14 of 1947) and framed the following issue dismissal of the workman as the "issue" of the dispute.

AND WHEREAS the Third Industrial Tribunal has submitted to the State Government its Award dated 07/03/2022 under section 10(1B)(d) of the I.D. Act, 1947 (14 of 1947) on the said Industrial Dispute vide memo no.292- L.T. dated 07/03/2022.

Now, THEREFORE, in pursuance of the provisions of Section 17 of the Industrial Dispute Act, 1947 (14 of 1947), the Governor is pleased hereby to publish the said Award as shown in the Annexure hereto.

**ANNEXURE**

( Attached herewith )

By order of the Governor,

Sd/-

Joint Secretary  
to the Government of West Bengal

I/180829/2022

: 2 :

No. Labr/.192...1/(5)/(LC-IR)

Date : 14/03/2022

Copy with a copy of the Award forwarded for information and necessary action to :-

1. M/S. Novo Nordisk India Pvt. Ltd., C/o. Megatherm Electronics Pvt.Ltd. 5<sup>th</sup> Floor, Plot-LI, Block-GP, Sector-V, Salt Lake City, Kolkata - 700091.
2. Smt. Arpita Roy, 62, Shibnarayan Road, P.O. & P.S. – Uttarpara, Hooghly - 712258.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The O.S.D. & E.O. Labour Commissioner, W.B., New Secretariat Buildings, (11<sup>th</sup> Floor), 1, Kiran Sankar Roy Road, Kolkata – 700001.
5. The Deputy Secretary, IT Cell, Labour Department, with the request to cast the Award in the Department's website.



Joint Secretary

No. Labr/.2/(2)/(LC-IR)

Date .....2022

Copy forwarded for information to :-

1. The Judge, Third Industrial Tribunal West Bengal, with respect to his Memo No. 292 dated 07/03/2022.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata – 700001.

Joint Secretary



In the Third Industrial Tribunal, West Bengal  
New Secretariat Buildings, Kolkata

**P R E S E N T :**

**Shri Sanjeev Kumar Sharma, Judge,  
Third Industrial Tribunal, Kolkata.**

**Case No. 02/2019; u/s. 10(1B)(d) of the I.D. Act, 1947**

**Smt. Arpita Roy**  
62, Shibnarayan Road,  
P.O. & P.S.-Uttarpara,  
Hooghly-712258.

... Applicant

*Versus*

**M/s. Novo Nordisk India Pvt. Ltd.,**  
C/o. Megatherm Electronics Pvt. Ltd.,  
5<sup>th</sup> Floor, Plot-LI, Block-GP, Sector-V, Salt Lake City,  
Kolkata-700091.  
(Regd. Office : Plot No.32, 47-50, EPIP Area,  
Whitefield, Bangalore – 560066)

... OP/ Company

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**A W A R D**

**Dated : 07-03-2022**

Applicant Arpita Roy appears with her Ld. Advocate and files a verified petition stating that the cheque handed over to her by the company in terms of the petition for withdrawal of her application has been encashed by her. She prays for passing an appropriate award disposing the case as she has no further grievance in this case. A printout of screenshot of the Bank transaction is annexed to the petition.

Heard the applicant and her Ld. Advocate. The applicant prays for dismissal of the case.

The applicant filed the instant application under Section 10(1B)(d) of the Industrial Disputes Act, 1947 against the OP/Company challenging termination of her service by the company as illegal and unjustified with prayer for her reinstatement with full back wages and other consequential reliefs. The company appeared and filed written statement. While the case was fixed for hearing on merits / evidence the parties entered into an amicable settlement in consequence to which the applicant filed petition for withdrawal of the proceedings on 02.03.2022.

The applicant was examined touching her petition for withdrawal of the case. She deposed that there has been an amicable settlement between her and the company and in terms of the settlement the company has handed over a pay-link cheque of Rs.6,00,000/- and also a relieving letter dated 25.02.2022. She prayed for withdrawal of the instant proceedings stating that she has no further grievance against the company.

Contd...

Today, the applicant has confirmed that she had already encashed the pay-link cheque amounting to Rs.6,00,000/-.

Having considered the facts and circumstances, the nature of the case and the deposition of the applicant I find that the dispute between the parties has been amicably settled. Since the petitioner has no grievance against the company at present, no industrial dispute can be said to exist between the parties any longer.

Therefore, the instant application under Section 10(1B)(d) of the Industrial Disputes Act, 1947 stands disposed of on the footing that there no longer exists any industrial dispute between the parties.

This is the Award.

Dictated & corrected by me

sd/-  
Judge

sd/-  
Judge,  
Third Industrial Tribunal,  
Kolkata  
07/03/2022