

Government of West Bengal
Labour Department, I. R. Branch
N.S. Building, 12th Floor, 1, K.S. Roy Road, Kolkata – 700001

No. Labr/ 16 / (LC-IR)/ 22015(16)/20/2024

Date : 06-01-2026

ORDER

WHEREAS under Labour Department's Order No. Labr./238/(LC-IR)/22015(16)/20/2024 dated 11.03.2024 with reference to the Industrial Dispute between M/s. Synergy Food Products, Damodar Colony (Nabagram), Jhilpar, P.O.- Barabahera, P.S.-Uttarpara, Dist.-Hooghly, PIN-712246 having its Head Office at D-17, Oswal Industrial Estate – 1 near OM Trilok, Sinale Village, Bhiwandi, Thane – 421302 and its workmen 1) Shri Sudipta Haldar, 2) Shri Khokan Raul, 3) Shri Shrinkhal Kumar Dhar, 4) Shri Priyangshu Singha and 5) Shri Tarini Karmakar represented by West Bengal Medical & Sales Representatives' Union, 5, Sarat Ghosh Street, Kolkata-700014, regarding the issues mentioned in the said order, being a matter specified in the Second Schedule of the Industrial Dispute Act' 1947 (14 of 1947), was referred for adjudication to the 3rd Industrial Tribunal, Kolkata.

AND WHEREAS the 3rd Industrial Tribunal, Kolkata, has submitted to the State Government its Award dated 23.12.2025 in Case No. 19/2024/10 on the said Industrial Dispute Vide e-mail dated 24.12.2025 in compliance of Section 10(2A) of the I.D. Act' 1947.

NOW, THEREFORE, in pursuance of the provisions of Section 17 of the Industrial Dispute Act' 1947 (14 of 1947), the Governor is hereby pleased to publish the said Award in the Labour Department's official website i.e. labour.wb.gov.in.

By order of the Governor,


Assistant Secretary

to the Government of West Bengal

No. Labr/ 16 /1(5)/(LC-IR)/ 22015(16)/20/2024

Date : 06-01-2026

Copy forwarded for information and necessary action to:

1. M/s. Synergy Food Products, Damodar Colony (Nabagram), Jhilpar, P.O.- Barabahera, P.S.-Uttarpara, Dist.-Hooghly.
2. West Bengal Medical & Sales Representatives' Union, 5, Sarat Ghosh Street, Kolkata-700014.
3. The Assistant Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The O.S.D. & E.O. Labour Commissioner, W.B. New Secretariat Building, 1, K. S. Roy Road, 11th Floor, Kolkata- 700001.
5. The Deputy Secretary, IT Cell, Labour Department with request to cast the Award in the Department's website.


Assistant Secretary

to the Government of West Bengal

No. Labr/ 16 /2(3)/(LC-IR)/ 22015(16)/20/2024

Date : 06-01-2026

Copy forwarded for information to :

1. The Judge, 3rd Industrial Tribunal, Kolkata, with reference to e-mail dated 24.12.2025.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata -700001.
3. Office Copy.


Assistant Secretary

to the Government of West Bengal

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

Present: Sri Mihir Kumar Mondal
Judge, 3rd Industrial Tribunal
Kolkata.

Case No.19/2024/10; u/s. 10 of the I.D. Act, 1947

AWARD

Dated : 23-12-2025

The Labour Department, Government of West Bengal has referred an Industrial Dispute between M/s. Synergy Food Products, Damodar Colony (Nabagram), Jhilpar, P.O.-Barabahera, P.S.-Uttarpara, Dist.-Hooghly, PIN-712246 having its Head Office at D-17, Oswal Industrial Estate – 1 near OM Trilok, Sinale Village, Bhiwandi, Thane – 421302 and its five workmen namely 1) Shri Sudipta Halder, 2) Shri Khokan Raul, 3) Shri Shrinkhal Kumar Dhar, 4) Shri Priyangshu Singha and 5) Shri Tarini Karmakar represented by West Bengal Medical & Sales Representatives' Union, 5, Sarat Ghosh Street, Kolkata-700014 to this Tribunal vide Order No. Labr./238/(LC-IR)/22015(16)/20/2024 dated 11.03.2024 on the following issue(s) for adjudication:

ISSUE(S)

- “1) Whether the termination of service of 1) Shri Sudipta Halder, 2) Shri Khokan Raul, 3) Shri Shrinkhal Kumar Dhar, 4) Shri Priyangshu Singha and 5) Shri Tarini Karmakar w.e.f. 09.01.2023 by the management of M/s. Synergy Food Products, Damodar Colony (Nabagram), Jhilpar, P.O.-Barabahera, P.S.-Uttarpara, Dist.-Hooghly, PIN-712246 having its Head Office at D-17, Oswal Industrial Estate – 1 near OM Trilok, Sinale Village, Bhiwandi, Thane – 421302 is justified?*
- 2) If not, to what relief, if any, the workmen are entitled?”*

[ISSUE(S) are reproduced above as those were typed and framed in the body of the Order of Reference]

On receiving the ‘Order of Reference’, containing reference of disputes, of the appropriate Government this Tribunal on 04.04.2024 by its Order No. 1 issued Notices upon both the parties through speed post. On receiving the notice, the West Bengal Medical & Sales Representatives' Union entered its appearance through its Ld. Advocate Mr. Anindya Lahiri duly appointed by executing Vakalatnama and the Notice upon M/s. Synergy Food Products, Damodar Colony (Nabagram) was returned with the remarks ‘not known’ and ‘left address’.

Although the General Secretary, West Bengal Medical & Sales Representatives' Union entered its appearance in this case on receiving the Notice, this Tribunal directed Mr. Basab Roychowdhury, Secretary, West Bengal Medical & Sales Representatives' Union to file appropriate authorization letter issued by the competent authority of such ‘Union’ duly supported by the extract of minutes of either executive body or of the General body of the said Union. This Tribunal issued Notice in Form D-2 upon the Company through speed post to the registered address of the Company. Subsequently, the postal cover containing the Notice upon the Company in Form D-2 was received unserved with the remark ‘no such Company’. Thereafter, this Tribunal again issued Notice in Form D-2 at the Hooghly address of the Company but the said Notice was also received unserved with the endorsement ‘not known’ and ‘no such company in this

address'. In view of the situation, this Tribunal passed order to the effect that the case will run ex parte against the Company and ex parte hearing of the case will be taken up only after compliance of direction of the order dated 20.06.2024 by the Secretary of the Union. Thereafter, upon compliance of order dated 20.06.2024 by the Secretary of the Union, the case was fixed for ex parte hearing. Subsequently, on 21.11.2024, 16.12.2024, 24.01.2025 the Ld. Advocate for the Union prayed for adjournments. On 25.03.2025 none was present and no step was taken on behalf of the Union. It is found that on 29.05.2025 Ld. Advocate for the Union prayed for adjournment. It is found that on 16.07.2025, 04.09.2025 and 18.11.2025 Ld. Advocate for the Union was found absent before the Tribunal. This Tribunal on 18.11.2025 observing the continuous non-appearance of the Union and its Ld. Advocate before this Tribunal has observed that the situation has become befitting for passing No Dispute Award.

It is seen that today also Ld. Advocate for West Bengal Medical & Sales Representatives' Union is found absent as well as none of the workmen as named in the reference is found present.

In view of the situation in which ex parte hearing of this case could not be taken up due to continuous absence of the Ld. Advocate for the Union as well as non-appearance of the General Secretary of the Union, this Tribunal thinks it fit and proper to pass a No Dispute Award today.

The conduct of the 'Union' which is the representative of five numbers of workmen of M/s. Synergy Food Products, Damodar Colony (Nabagram), as discussed above, indicates that perhaps the 'Union' has lost its interest in this case and also it has abandoned the matter in dispute i.e. the industrial dispute between M/s. Synergy Food Products, Damodar Colony (Nabagram) and its five workmen. Thus this is a fit case to be dealt with as per Rule 22 of the West Bengal Industrial Dispute Rules, 1958 since the industrial dispute has ceased to exist.

Accordingly, and in terms of Rule 22 of the West Bengal Industrial Disputes Rules, 1958 as amended till date, this Tribunal holds that the instant **Industrial Dispute** being Case No. **19/2024/10** instituted on **04.04.2024** is **no longer in existence, between the parties.**

The aforesaid constitutes the **No Dispute Award** passed by this Tribunal in the instant Case No. **19/2024/10**, which stands disposed of forthwith.

In view of letter No. Labr./944(3)/(LC-IR)/22016/7/2024 dated 13.09.2024 of the Assistant Secretary, Labour Department, I.R. Branch, Government of West Bengal, New Secretariat Buildings, 12th Floor, the PDF copy of the Award be sent to the Labour Department, Government of West Bengal through e-mail ID(wblabourcourt@gmail.com) for information.

Dictated & corrected by me

sd/-
Judge

sd/-
Judge
3rd Industrial Tribunal
Kolkata
23.12.2025