

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

No. Labr/ 28 / (LC-IR)/ 22015(16)/5/2026

Date : 07-01-2026

**ORDER**

WHEREAS under Labour Department's Order No. 606- I.R./IR/11L-102/95 with reference to the Industrial Dispute between M/s. Sarada Plywood Industries Ltd., Falta Export Processing Zone, Sector 1, Panarhat, 24-Pgns(s) and its workmen represented by Sarada Plywood Industries Ltd. workers Union FEPZ, Sector-I 24-Pgs(s), 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 8<sup>th</sup> Industrial Tribunal, Kolkata.

AND WHEREAS the 8<sup>th</sup> Industrial Tribunal, Kolkata, has submitted to the State Government its Award dated 31.12.2025 in Case No. VIII-58/1996 on the said Industrial Dispute Vide e-mail dated 31.12.2025 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/ 28 /1(5)/(LC-IR)/ 22015(16)/5/2026

Date : 07-01-2026

Copy forwarded for information and necessary action to:

1. M/s. Sarada Plywood Industries Ltd., Falta Export Processing Zone, Sector 1, Panarhat, 24-Pgns(s).
2. Sarada Plywood Industries Ltd. workers Union FEPZ, Sector-I 24-Pgs(s).
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, 11<sup>th</sup> 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/ 28 /2(3)/(LC-IR)/ 22015(16)/5/2026

Date : 07-01-2026

Copy forwarded for information to :

1. The Judge, 8<sup>th</sup> Industrial Tribunal, Kolkata, with reference to e-mail dated 31.12.2025.
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 matter of an industrial dispute exists between M/s. Sarada Plywood Industries Ltd. Falta Export Processing Zone, Sector 1, Panarhat, 24-Pgns(s) and their workmen represented by Sarada Plywood Industries LTd. workers Union FEPZ, Sector-I 24-Pgs(s) vide G.O. No. 606-I.R./IR/11L-102/95.

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**( Case No. VIII-58/1996 of the Industrial Disputes Act, 1947 )**

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**Present : Sri Amit Chattopadhyay,  
Judge, 8<sup>th</sup> Industrial Tribunal, Kolkata**

**A W A R D D A T E D , 31/12/2025**

An industrial dispute between M/s. Sarada Plywood Industries Ltd. Falta Export Processing Zone, Sector 1, Panarhat, 24-Pgns(s) and their workmen represented by Sarada Plywood Industries Ltd. workers Union FEPZ, Sector-I 24-Pgs(s) has been referred by the Labour Department, I. R. Branch, Writers' Buildings, Kolkata – 700001 to this Tribunal Vide No. 606-I.R./I.R./11L-102/95 dated 08.04.1996 for adjudication upon the under-mentioned following issues.

**I S S U E (S)**

- (1) Whether the termination of service of 49 permanent workmen w.e.f. 12.01.1994 to 06.06.1994 is justified?
- (2) Whether the termination of service of one permanent workmen from 24.08.1994 is justified?
- (3) Whether the termination of service of 32 Casual workmen w.e.f. 06.07.1993 to 06.06.94 is justified?
- (4) Whether the termination of service of one casual workmen from 06.07.1993 is justified?
- (5) Whether the termination of service of 8 casual workmen from 21.09.1994 is justified?
- (6) What relief, if any are they entitled to?

Originally the case record was fixed for cross-examination of P.W.-1. At this stage Ld. Advocates for both the parties and the petitioners / workmen preferred for negotiation for settlement and accordingly Ld. Advocate for the Company submits before the Court that the company has agreed to settle the dispute with the amount of Rs. 2,75,000/- (Rupees Two lacks Seventy Five thousand) each for four (4) namely Bhakti Bhushan Samonta, Parasar Hazra, Swapan Kr. Pramanik and Tapan Mandal and company will hand over cheque on the next date. The aforesaid four persons have agreed to the proposal of the company. Accordingly on 03.12.2025 both the parties filed their memorandum of settlement where four workmen namely Parasar Hazra, Swapan Kr. Pramanik, Tapan Mandal and Bhakti Bhushan Samonta signed respectively and examined and cross-examined regarding compromise petition and Company handed over the four cheques each individuals being Cheque No. 592579 of Rs. 2,75,000/-, cheque No. 592580 of Rs. 2,75,000/-, cheque No. 592581 of Rs. 2,75,000/- and cheque No. 592582 of Rs. 2,75,000/- respectively. On the next date (i.e. 22.12.2025) the four workmen above named have filed an application that the cheques which they have received earlier Rs. 2,75,000/- each have already been encashed as per Punjab National Bank statement and they prayed for disposal of the case by passing award.

This Tribunal has carefully examined the terms and conditions of the memorandum of settlement and also has scrutinized the signatures appeared in the memorandum of settlement by both the parties.

Having regard to the facts and circumstances and considering the materials on records and the terms of the settlement, this Tribunal is of the opinion that the terms and conditions of the settlement dated 03.12.2025 by and between the parties of this case are legally valid and proper.

There is no legal impediment to accept the terms and condition of the settlement and to dispose of the case between the parties, as the four (4) workmen named above appeared before this Tribunal with their Ld. Advocate and endorsed that they each have received their money covered under the terms of settlement and they have no dues. Besides these four workmen namely Parasar Hazra, Swapan Kr. Pramanik, Tapan Mandal and Bhakti Bhushan Samonta the other workmen are not entitled to get any relief from this Tribunal. Accordingly, the award should be passed.

Hence,

### **ORDERED**

that the application dated 03.12.2025, filed by both the parties are allowed in presence of the advocates of the parties.

Accordingly the terms of the memorandum of settlement dated 03.12.2025 is accepted and the said memorandum of settlement be made part of this award.

This is the Award of this Tribunal and is signed today viz. 31.12.2025.

Let the necessary number of copies of this judgment and award be sent to the Secretary, to the Government of West Bengal, Labour Department, New Secretariat Buildings, 12<sup>th</sup> Floor, 1 No. Kiran Shankar Roy Road, Kolkata – 700 001.

Dictated & corrected by me.

Judge

-Sd-  
Judge  
8<sup>th</sup> Industrial Tribunal,  
Kolkata  
31.12.2025

**GOVERNMENT OF WEST BENGAL  
DIRECTORATE OF INDUSTRIAL TRIBUNALS  
NEW SECRETARIAT BUILDINGS  
BLOCK – 'A', 2<sup>ND</sup> FLOOR  
1, KIRAN SANKAR ROY ROAD  
KOLKATA – 700001**

Memo No. Dte./ 8<sup>th</sup> I.T./42/2025

Dated Kolkata, the 31.12.2025

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From: Shri Amit Chattopadhyay,  
Judge,  
8<sup>th</sup> Industrial Tribunal  
Kolkata – 1.

To : The Secretary to the  
Govt. of West Bengal,  
Labour Department,  
New Secretariat Buildings, 12<sup>th</sup> Floor,  
1, Kiran Sankar Roy Road,  
Kolkata – 700 001.

Sub: An industrial dispute between M/s. Sarada Plywood Industries Ltd. Falta Export Processing Zone, Sector 1, Panarhat, 24-Pgns(s) and their workmen represented by Sarada Plywood Industries Ltd. workers Union FEPZ, Sector-I 24-Pgs(s).

**Case No. VIII – 58 of 1996 of the I.D. Act.**

Sir,

I am sending herewith the Award passed in the matter of an industrial dispute between M/s. Sarada Plywood Industries Ltd. Falta Export Processing Zone, Sector 1, Panarhat, 24-Pgns(s) and their workmen represented by Sarada Plywood Industries Ltd. workers Union FEPZ, Sector-I 24-Pgs(s) vide G.O. No. 606-I.R./IR/11L-102/95 being case No. VIII-58/1996 of the I.D. Act for information and necessary action.

Encl: As stated above.

Yours faithfully,

-Sd-  
(Amit Chattopadhyay )  
Judge,  
Eighth Industrial Tribunal,  
Kolkata  
31.12.2025