

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/ 31 /LC-IR)/ 22015(16)/8/2026

Date : 07-01-2026

ORDER

WHEREAS an industrial dispute existed between M/s. R & T Secure Solutions Private Limited, 70, Golaghata Road, 1<sup>st</sup> Floor, Lake Town, Kolkata – 700048, Kolkata – 700010 and its workman Sri Saikat Bose, 16, Bagmari Lane, C.I.T. Building, Block – 8, Flat – 7, Kolkata – 700054, regarding the issues, being a matter specified in the second schedule of the Industrial Dispute Act' 1947 (14 of 1947);

AND WHEREAS the 7<sup>th</sup> Industrial Tribunal, Kolkata has submitted to the State Government its Award dated 22.12.2025 in Case No. 05 of 2019 on the said Industrial Dispute Vide e-mail dated 06.01.2026 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](http://labour.wb.gov.in)

By order of the Governor,

  
Assistant Secretary

to the Government of West Bengal

No. Labr/ 31 /1(5)/LC-IR)/ 22015(16)/8/2026

Date : 07-01-2026

Copy forwarded for information and necessary action to :-

1. M/s. R & T Secure Solutions Private Limited, 70, Golaghata Road, 1<sup>st</sup> Floor, Lake Town, Kolkata – 700048, Kolkata – 700010.
2. Sri Saikat Bose, 16, Bagmari Lane, C.I.T. Building, Block – 8, Flat – 7, Kolkata – 700054.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The OSD & EO Labour Commissioner, W.B., New Secretariat Building, 11<sup>th</sup> Floor, 1, Kiran Sankar Roy Road, 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/ 31 /2(3)/LC-IR)/ 22015(16)/8/2026

Date : 07-01-2026

Copy forwarded for information to :-

1. The Judge, 7<sup>th</sup> Industrial Tribunal, N. S. Building, 1, K.S. Roy Road, Kolkata - 700001 with reference to e-mail dated 06.01.2026.
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 SEVENTH INDUSTRIAL TRIBUNAL, KOLKATA,  
WEST BENGAL

New Secretariat Buildings, Kolkata – 700 001

Present: Ms. Yogita Gaurisaria, Judge, Seventh Industrial Tribunal,  
Kolkata.

Case No. 05 of 2019

Under Section 2A(2) of the Industrial Disputes Act, 1947.

**Sri Saikat Bose, 16, Bagmari Lane, C.I.T. Building, Block – 8, Flat – 7,  
Kolkata – 700 054.** .....Applicant

-VS-

**M/s. R & T Secure Solutions Private Limited, 70, Golaghata Road, 1st  
Floor, Lake Town, Kolkata – 700 048, Kolkata – 700 010.**

.....Opposite Party

A W A R D

**This Award is delivered on Monday, the 22<sup>th</sup> Day of December, 2025.**

**Case record is taken up for passing award.**

**This case has been filed by the applicant/workman Sri Saikat Bose  
under Section 2A(2) of the Industrial Disputes Act, 1947 against his employer  
M/s. R & T Secure Solutions Private Limited in connection with illegal  
termination of his service by the O.P. with a prayer to reinstate him in  
service with full back wages and other consequential benefits.**

**Contd.....P/2**

(2)

Perused the case record wherefrom it appears that order was passed on 17.11.2023 fixing 29.02.2024 for hearing of the petition dated 17.11.2023 filed by the applicant, but since 29.02.2024 both the parties were absent without any steps and accordingly, vide order dated 22.05.2025 this Tribunal issued show cause notice upon the applicant directing him to appear before this Tribunal on 16.07.2025. It appears from the order dated 16.07.2025 that the notice sent to the applicant has been delivered with the postal remark ‘Item Delivered ( Addressee )’ . But on that date none appeared from the side of the applicant before this Tribunal. Despite that an opportunity was given to the applicant to appear before this Tribunal on 28.07.2025 and for filing reply to show cause but none appeared for the applicant till date and /or filed file reply to show cause in view of order no. 48 dated 22.05.2025. Therefore, it is clear that the applicant is not willing to proceed with his present case further.

In view of the aforesaid conduct of the applicant, this Tribunal holds that no industrial disputes exist in between the parties. So, I am inclined to pass a ‘No Dispute’ Award on the footings that Industrial Disputes under Rule 22 under West Bengal Industrial Dispute Rules, 1958 is no longer in existence.

Contd.....P/3

**(3)**

**Hence, it is**

**O r d e r e d**

**that the instant case being No. 05/2019 U/s 2A(2) of the Industrial Disputes Act, 1947 be and the same is dismissed for non existence of any Industrial Dispute. This is to be treated as ‘ No Dispute Award ’.**

**This is my award.**

**Let the copies of the Award be sent to the appropriate authority for information and taking necessary action.**

**Dictated & corrected by me.**

**Judge**

**(Yogita Gaurisaria)**

**Judge**

**7<sup>th</sup>Industrial Tribunal**

**Kolkata**

**22.12.2025**

**Today is fixed for passing no dispute award in view of order no. 51  
dated 25.11.2025.**

**Case No. 53 of 2015 u/S 10(1B)(d)**

**Order No. 64 dated 11.03.2024**

Both the parties are absent without steps.

Today is fixed for passing no dispute order in view of order no. 63 dated 29.02.2024.

.The award is ready and pronounced in open Tribunal and let the award in separate sheets be kept with the record.

Hence, it is

**O r d e r e d**

that the case being No. 53 of 2015 U/s 2A(2) of the Industrial Disputes Act, 1947 be and the same is dismissed for non existence of any Industrial Dispute. This is to be treated as ‘ No Dispute Award ‘.

This is my award.

Dictated & corrected by me.

Judge

(Yogita Gaurisaria )

Judge

7<sup>th</sup>Industrial Tribunal

Kolkata

11.03.2024

Order No. 64 dated 11.03.2024

Today is fixed for passing no dispute award.

Applicant

Hence, it is

**O r d e r e d**

That the case being No. 53 of 2015 U/s 2A(2) of the Industrial Disputes Act, 1947 be and the same is dismissed for non existence of any Industrial Dispute. This is to be treated as ‘ No Dispute Award ‘.

This is my award.

Dictated & corrected by me.

Judge

(Yogita Gaurisaria)

Judge

7<sup>th</sup>Industrial Tribunal

Kolkata

11.03.2024

and also did not think it necessary to file show cause in view of order no. 20 dt. 18.03.2021. Therefore, it is clear that the applicant is not willing to proceed with his present case further.

In view of the aforesaid conduct of the applicant, this Tribunal holds that no industrial disputes exist in between the parties. So, I am inclined to pass a 'No Dispute' Award on the footings that Industrial Disputes under Rule 22 under West Bengal Industrial Dispute Rules, 1958 is no longer in existence.

Hence, it is

**O r d e r e d**

That the case being No. 38 of 2018 U/s 2A(2) of the Industrial Disputes Act, 1947 be and the same is dismissed for non existence of any Industrial Dispute. This is to be treated as 'No Dispute Award'.

This is my award.

Dictated & corrected by me.

Judge

Sd/-  
(Ashis Kumar Das )  
Judge  
7<sup>th</sup>Industrial Tribunal  
Kolkata  
19.04.2022

**Case No. 38/2018 U/s 2A(2)**

**Order No. 29 dt. 19.04.2022**

Applicant Sri Samareswar Ghosh is absent without steps.

O.P. /Company is also absent without steps.

Today is fixed for passing no dispute order in view of order no. 20 dt. 18.03.2021.

Case record is taken up for passing order.

This case has been filed by the applicant/workman Sri Samareswar Ghosh U/s 2A(2) of the Industrial Disputes Act, 1947 against his employer M/s. Apollo Fiege Integrated Logistics Pvt. Ltd. in connection with termination of his service with effect from 01.09.2016 illegally with a prayer to reinstate him in service with full back wages and other consequential benefits and also costs and interests thereto.

Perused the case record wherefrom it is seen that on 18.03.2021 the case was fixed for evidence of applicant's side, but applicant was found absent on that day on repeated calls and considering the previous conduct of the applicant, this Tribunal issued notice to the applicant directing him to show cause as to why a no dispute award shall not be passed in the instant case. It further appears from the record that in view order dt. 18.03.2021 show cause notice under registered post with A/D was sent to the applicant and from the A/D card, so received, it appears that the said show cause notice was duly served upon the applicant on 21.03.2022, but the applicant did not think it necessary to appear before this Tribunal till today and also did not think it necessary to file show cause in view of order no. 20 dt. 18.03.2021. Therefore, it is clear that the applicant is not willing to proceed with his present case further.

In view of the aforesaid conduct of the applicant, this Tribunal holds that no industrial disputes exist in between the parties. So, I am inclined to pass a 'No Dispute' Award, in separate sheets on the footings that Industrial Disputes under Rule 22 under West Bengal Industrial Dispute Rules, 1958 is no longer in existence.

(2)

**Contd....Order No. 29 dt. 19.04.2022**

Hence, 'No Dispute' Award be passed, in separate sheets on the footings that Industrial Disputes under Rule 22 under West Bengal Industrial Dispute Rules, 1958 is no longer in existence.

Dictated & corrected by me.

Judge

(Ashis Kumar Das )  
Judge  
7<sup>th</sup>Industrial Tribunal  
Kolkata  
19.04.2022

**Later dt. 19.04.2022**

In view of above order, No Dispute Award is passed in separate sheets, which is sealed , signed and kept with the case record.

Let 6 ( six ) copies of the award be sent to the appropriate authority for information and taking necessary action.

Dictated & corrected by me.

Judge

(Ashis Kumar Das )  
Judge  
7<sup>th</sup>Industrial Tribunal  
Kolkata  
19.04.2022

applicant's side, but applicant was found absent on that day on repeated calls and considering the previous conduct of the applicant, this Tribunal issued notice to the applicant directing him to show cause as to why a no dispute award shall not be passed in the instant case. It further appears from the record that in view order dt. 18.03.2021 show cause notice under registered post with A/D was sent to the applicant and from the A/D card, so received, it appears that the said show cause notice was duly served upon the applicant on 21.03.2022, but the applicant did not think it necessary to appear before this Tribunal till today