

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

No. Labr/ 417 / (LC-IR)/ 22015(16)/53/2025

Date : 12/04/25

ORDER

WHEREAS an industrial dispute existed between M/s Cossipore Club at Kolkata, Gun & Shell Factory, Kolkata – 700 002 and their workman Shri Biswanath Saha, S/o Late Rabindralal Saha, residing at A69/1, Purbayan Katgola, Purbayan Katgola, Sodepur, North 24 Parganas, West Bengal – 700 110, regarding the issues, being a matter specified in the second schedule of the Industrial Dispute Act, 1947 (14 of 1947);

AND WHEREAS the 7th Industrial Tribunal, Kolkata has submitted to the State Government its Award dated 13.03.2025 in Case No. 54/2022/10(1B)(d) on the said Industrial Dispute Vide e-mail dated 26.03.2025 in compliance of u/s 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 pleased hereby to publish the said Award in the Labour Department's official website i.e **wblabour.gov.in**

By order of the Governor,



Assistant Secretary

to the Government of West Bengal

No. Labr/ 417 /1(5)/(LC-IR)/ 22015(16)/53/2025

Date : 12/04/25

Copy forwarded for information and necessary action to :-

1. M/s Cossipore Club at Kolkata, Gun & Shell Factory, Kolkata – 700 002.
2. Shri Biswanath Saha, applicant/workman, S/o Late Rabindralal Saha, residing at A69/1, Purbayan Katgola, Purbayan Katgola, Sodepur, North 24 Parganas, West Bengal – 700 110.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The O.S.D & E.O Labour Commissioner, W.B., New Secretariat Building, 11th 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/ 417 /2(3)/(LC-IR)/ 22015(16)/53/2025

Date : 12/04/25

Copy forwarded for information to :-

1. The Judge, 7th Industrial Tribunal, N. S. Building, 1, K.S. Roy Road, Kolkata - 700001 with reference to his e-mail dated 26.03.2025.
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 SEVENTH INDUSTRIAL TRIBUNAL, KOLKATA, WEST BENGAL

New Secretariat Buildings, Kolkata

Present : Miss Yogita Gaurisaria, Judge, Seventh Industrial Tribunal, West Bengal

Case No. 54/2022/10(1B)(d)

**Shri Biswanath Saha , applicant/workman, S/o Late Rabindralal Saha,
residing at A69/1, Purbayan Katgola, Purbayan Katgola, Sodepur,
North 24 Parganas, West Bengal – 700 110**

..... Applicant

Vs.

M/s Cossipore Club at Kolkata , Gun & Shell Factory, Kolkata – 700 002

.....Opposite Party

AWARD

This Award delivered on Thursday, the 13th Day of March, 2025.

Today is fixed for passing order in respect of Memorandum of Settlement on compromise dated 06.03.2025 and joint petition dated 24.02.2025 filed by both the parties.

The case record is taken up for passing order.

At the very outset, the Ld. Advocates for the parties apprises this Tribunal that the applicant has been reinstated in the O.P/ club on and from 07/03/2025.

Heard both the parties.

Perused the Memorandum of Settlement (Exbt. 1) dated 06.03.2025, joint petition praying for passing award in terms of the memorandum of settlement filed by the parties as well as evidence of the applicant Shri Biswanath Saha (P.W.1) and Kumar Chandra Bhusan, authorized person on behalf of the Secretary of the O.P., Cossipore Club, (O.P.W.1), the authority letter of the O.P.W.1 issued by the O.P./Club (Exbt. A), two xerox copies of cheques (Exbt. 2 & 2/1) and the receipt of the same Exbts B & B/1, so adduced in support of said Memorandum of Settlement(Exbt. 1) .

It appears from the evidence of P.W.1 and O.P.W.1 that the matter in dispute has already been settled in between the parties in terms of Memorandum of Settlement dated 06.03.2025 (Exbt. 1) .

Contd.....P/2

(2)

It further appears from the said joint petition , Memorandum of Settlement as well as from the evidence of both parties that the O.P./Club has handed over Rs. 1,80,000/-as lumpsum amount as full and final compensation amount by way of cheque being No. 039187 dated 24.02.2025 and also Rs. 21,600/- on account of the employer's contribution of provident fund by way of Cheque being No. 039198 dated 06.03.2025 drawn on SBI, Northern Avenue Branch to the applicant and also that the O.P/Company will reinstate the applicant on and from 07.03.2025 with continuity of the service of the applicant without any break. The Ld. Advocates for the parties appraises today to this Tribunal that the applicant has been reinstated in the O.P/Club on 07.03.2025 with continuity of his service without any break.

It also appears from the Exbt. 1 that the P.F. and other statutory benefits of the applicant/workman shall be regularized by the O.P./Company and the applicant/workman has no grievance against the O.P./Club at present.

Considered.

The Memorandum of Settlement dated 06.03.2025 and the joint petition dated 24.02.2025 filed by both the parties has duly been signed voluntarily by the applicant, Shri Biswanath Saha (P.W.1) and signed voluntarily by Kumar Chandra Bhusan (O.P.W.1) representing the O.P./Club. Since the matter has already been settled between the parties to the proceedings, I am of the view that this Tribunal should not stand in the way of their such settlement/compromise , which appears to be legal and valid, and so, this Tribunal finds no impediment in allowing such prayer made jointly by the parties voluntarily.

Hence, it is

O r d e r e d

that the settlement between the parties is allowed and accordingly, the proceedings of the instant case No. 54/2022 under Section 10(1B)(d) of the Industrial Disputes Act, 1947, as amended , be and the same is disposed of in terms of the Memorandum of Settlement dated 06.03.2025. The Memorandum of Settlement dated 06.03.2025 is made part of the 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

7thIndustrialTribunal Kolkata
13.03.2025

