

I/218281/2022

File No. LABR-22015(12)/13/2018-IR SEC-Dept. of LABOUR

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

No. Labr/ 841 /(LC-IR)/7L-12/11

Date: 07/09/2022.

ORDER

WHEREAS under the Government of West Bengal, Labour Department Order No. Labr/534-IR/I.R./7L-12/11 dated 26.05.2011 the Industrial Dispute between M/s. Dalhousie Jute Company of Baidyabati, P.O. – Baidyabati, Hooghly, Pin - 712222 and its workman Sri Jai Sankar Ram, C/o – Yusuf Mia, S. M. Road, Fesuabagan, Champdany, Hooghly, Pin - 712222 regarding the issue mentioned in the said order, being a matter specified in the Second Schedule to the Industrial Dispute Act, 1947 (14 of 1947), was referred for adjudication to the Judge, First Industrial Tribunal, West Bengal.

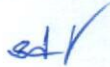
AND WHEREAS the First Industrial Tribunal, West Bengal, has submitted to the State Government its award dated 27/07/2022 on the said Industrial Dispute vide memo no. 1316 – L. T. dated. 24/08/2022.

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,



Joint Secretary
to the Government of West Bengal

1/218281/2022

File No. LABR-22015(12)/13/2018-IR SEC-Dept. of LABOUR

No. Labr/841/1(5)/(LC-IR)

Date: 07/09/2022.

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

1. M/s. Dalhousie Jute Company of Baidyabati, P.O. – Baidyabati, Hooghly, Pin – 712222.
2. Sri Jai Sankar Ram, C/o – Yusuf Mia, S. M. Road, Fesuabagan, Champdany, Hooghly, Pin - 712222.
3. The Assistant Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The O.S.D. & E.O. Labour Commissioner, W.B. New Secretariate Building, 1, K. S. Roy Road, 11th Floor, Kolkata- 700001.
- ✓ 5. The Sr. Deputy Secretary, IT Cell, Labour Department, with the request to cast the Award in the Department's website.

Joint Secretary

No. Labr/ 841/2(2)/(LC-IR)

Date: 07/09/2022.

Copy forwarded for information to:

1. The Judge, First Industrial Tribunal, West Bengal with reference to his Memo No. 1316 – L. T. dated. 24/08/2022.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata - 700001.

Joint Secretary

In the matter of an Industrial Disputes exists between M/s Dalhousie Jute Company of Baidyabati, P.O. – Baidyabati, Hooghly and its Workman Shri Jai Sankar Ram, C/o – Yusuf Mia, S. M. Road, Fesuabagan, Champdany, Hooghly, Pin – 712 222.

BEFORE THE FIRST INDUSTRIAL TRIBUNAL: WEST BENGAL

PRESENT

**SHRI UTTAM KUMAR NANDY, JUDGE
FIRST INDUSTRIAL TRIBUNAL, KOLKATA**

Date of Order: 27.07.2022

Case No.: VIII – 28/2011

The instant case is initiated on receipt of a copy of a Government order of reference No. 534-I.R./I.R./7L-12/11, dated 26.05.2011 from the Labour Department, Government of West Bengal referring an Industrial Dispute between M/s Dalhousie Jute Company of Baidyabati, P.O. – Baidyabati, Hooghly and its Workman Shri Jai Sankar Ram, C/o – Yusuf Mia, S. M. Road, Fesuabagan, Champdany, Hooghly, Pin – 712 222 for adjudication of the matter on the point of following issues and submitting its award to the State Government.

ISSUES

- 1) *Whether the termination of employment by way of removal of name of Shri Jai Sankar Ram from Budli Register w.e.f. 02.01.2008 by the management M/s Dalhousie Jute company is justified?*
- 2) *What relief if any is he entitled to?*

In view of the said reference the Workman has filed its claimed statement stating inter-alia that he was employed from 27.11.1993 as Regular Employee and not as a substitute hand and he was deployed in Shift-C of the Weaving Department and he become confirmed in the year 1996 though no such letter of appointment or confirmation were issued by the management but the management started deducting Provident Fund since 1996.

It is further stated by the Workman that on 31.10.2007 the Workman met with an employment injury and had to undergo treatment under ESI



hospital at Maniktala for which the management granted accident leave from 31.10.2007 to 13.12.2007 and the Workman joined his duty on 15.11.2007 and the Workman joined his duty on and from 18.12.2007, but due to his amputated finger and since he was not being fully cured he was unable to do his job and the management vide their letter dated 18.12.2007 referred his case again to the ESI authority and the workman once again was remained under treatment of the ESI authority.

It is further stated that the workman obtained fit certificate from the ESI authority with an advice of doing the light job only and accordingly he submitted a letter to the Company on 07.01.2008 including the final certificate issued by the ESI authority but his prayer for light job has not been considered rather he was not given any job.

And, thereafter, the workman continuously pursued and requested the management to allot him light job and since no result was got, the workman submitted a letter on 04.08.2009 before the management with a prayer for allowing him to work in the factory with a light job and he also submitted another reminder letter to the management on 19.10.2009 as there is no remedy or response being received from the management, the concerned workman raised an industrial dispute before the Labour Department through his letter dated 19.06.2010 contending that the Company had refused his employment w.e.f. 07.01.2008 though before doing so the workman had gone to the factory and met with various management personnel's on 18.06.2010, 21.06.2010 and 25.06.2010 when on lat occasion i.e. on 25.06.2010 the Labour officer Mr. Arup Banerjee threatened him in a very arrogant manner and informed him that he may be taken back in the employment as fresh employee with the wage of Rs. 175/- per day which is much lower that he used to draw.

It is further stated by the Workman that the conciliation process has been failed as the management informed the conciliation officials that due to unauthorized absence on and from 07.01.2008 the Company has no option but to remove the name of the Workman from the register w.e.f. 02.04.2008 and consequently the Workman prays that the above action of the management is illegal and unjustified and the Company should be directed to reinstate the workman in the service providing him



with light job and to pay full back wages together with all consequential benefits.

On the other hand the Company appeared and contested the case by filing Written Statement being divided into 2(two) parts namely Part-1 and Part-2 denying all material allegations being brought against them.

Part- 1 deals with preliminary points relating to the maintainability of the order of reference and Part-2 deals with the merit of the case along with a claim, the point relating to maintainability of the reference be heard and disposed of first before going into the merit of the case.

The case of the management is as follows:

- 1) Shri Jai Sankar Ram joined in the service of the Company as Budli Workman on 22.02.1996 in Weaving Department and working in the capacity of Budli Workman all through.
- 2) The Workman met with an accident on 30.10.2007 and he was on accident leave on and from 31.10.2007 to 31.12.2007.
- 3) The Workman became fit on 14.12.2007 but again he was on sick leave on and from 24.12.2007 to 06.01.2008 and he submitted sick leave certificate on 31.12.2007.

Thereafter the Workman without any intimation remained absent from duty on and from 07.01.2008 and did not turned up to join his duty in spite of various notices issued by the Company urging him to join his duties and in such situation his service was discontinued w.e.f. 28.01.2009.

Lastly the Company submits the Workman Jai Sankar ram has come to Tribunal in uncleaned hand and as such he is not entitled to any benefit as prayed for and also prays before this Tribunal to declare the present reference made by the State Government in respect of the present dispute as alleged is not maintainable in law.



ISSUES

- 1) *Whether the termination of employment by way of removal of name of Shri Jai Sankar Ram from Budli Register w.e.f. 02.01.2008 by the management M/s Dalhousie Jute company is justified?*
- 2) *What relief if any is he entitled to?*

In support of the case the Workman Jai Sankar Ram has examined himself as PW-1 and that apart he filed some documents which has been marked as follows:

- 1) Photocopy of letter dated 08.09.2010 to ALC. Marked as **Exhibit – 1**.
- 2) Photocopy of AD Card by which the representation dated 19.10.2010 was sent by him to the Company. The photocopy and representation marked as **Exhibit – 2 and 2/1**.
- 3) Photocopy of letter along with AD Card dated 04.08.2009. Marked as **Exhibit – 3 and 3/1**.
- 4) Photocopy of letter dated 18.12.2007 given by Assistant Personnel Manager to ESI being forwarded to the Workman. Marked as **Exhibit – 4**.
- 5) Photocopy of specification letter dated 07.01.2008 by the Company to the Workman. Marked as **Exhibit – 5**.
- 6) Photocopy of 3(three) letters dated 08.09.2010, 29.06.2010 and 09.12.2010 to the ALC by the Workman. Marked as **Exhibit – 6, 6/1 and 6/2** respectively.
- 7) Treatment papers containing 10 (ten) pages of ESI Hospital. Marked as **Exhibit – 7** collectively.
- 8) Fit Certificate issued by ESI in favour of the Workman. Marked as **Exhibit – 8**.



On the other hand the Company has adduced oral evidence of one Ganesh Chandra Banerjee, Personnel Manager in support of the defence of the Company. That apart Company has cited following documents:

- 1) Photocopy of fit certificate issued by ESI Corporation in favour of the Workman. Marked as **Exhibit – A**.
- 2) Photocopy of Budli Employment Card of the Workman. Marked as **Exhibit – B**.
- 3) Photocopy of 3 (three) notices dated 16.01.2008, 21.05.2008 and 20.11.2008 issued by the Assistant Mill Manager which were displayed on the notice board of the Company. Marked as **Exhibit – C, C/1 and C/2** (objected to).
- 4) 3 (three) postal receipts in support of service of notices as above under certificate of posting. Marked as **Exhibit – D, D/1 and D/2** with objection.
- 5) The Copy of comments dated 23.08.2010 submitted by the Mill Manager to the ALC. Marked as **Exhibit – E**.
- 6) Photocopy of Standing Order of the Company. Marked as **Exhibit – F**.

Decision with Reasons:

Let us consider the facts on records.

PW-1 has stated his case in his examination-in-chief.

From his cross examination it is revealed that though PW-1 has demanded that he had been working in the Company since 1993, but he did not file any document to show that since 1993 he had been working in this Company as a regular employee because of the fact the Company never issued him any appointment letter. PW-1 admits that he did not demand the issuance of appointment letter from the



Company at any point of time. Except ESI Card he had no documents to show that he is / was a permanent workman.

Separate wage slip used to issue and the same used to be paid fortnightly but he could not produce any such wage slip to show that he used to draw salary as a permanent workman.

PW-1 admits that he was on accident leave from 31.10.2007 to 13.12.2007 and sick leave from 24.12.2007 to 06.01.2008.

PW-1 admits that there is nothing mentioned in **Exhibit-5** as regards any enclosure to this letter and ESI final certificate was issued in favour of him on 07.01.2008 (**Exhibit-A**) or **Exhibit – 7 & 8**.

PW-1 admits that nothing is mentioned in **Exhibit-5** advising or recommending for light job. But facts remain that in **Exhibit-7** (sheet No. 6) the ESI doctor has advised him for light job on 03.01.2008.

PW-1 admits that he did not file any document to show that the representative of the Company informed the Conciliation officer that his name has been removed from register with effect from 07.01.2008.

He denies that he did not at all go to resume his duty on 07.01.2008 although he was declared fit by ESI doctor or he was not allowed to resume his duty on 07.01.2008.

He claimed that the Company removed his name from the register with effect from 02.01.2008 and he did not join anywhere for gainfully employment.

CW-1 has stated the fact of the case of the Company.

From his cross examination it is revealed that CW-1 admits that there is no endorsement in **Exhibit-C (series)** that the concerned workman got the copy of such notice and in Written Statement it was not mentioned that in the Notice Board any notice was issued regarding the contents of **Exhibit-C (series)** and notices were sent under certificate of posting.



CW-1 admits that the workman Jai Sankar Ram was a registered Budli Worker; not a special Budli.

CW-1 also admits that in the case of cessation of employment by any manner of a good number of permanent employees, register Budli are promoted to the Special Budli Cadre and Special Budli are promoted to permanent Cadre and all registers are maintained by the Company.

Tri-partite settlement was last held on 13.02.2010 in Jute Industry which is also lying in their Company that can be produced before this Tribunal.

The Labour Officer maintains the Budli Register in their time section. CW-1 can produce the same.

CW-1 admits that no weekly off-day has been added in the number of days actually worked as mentioned in **Exhibit-B** and the Budlies have no fixed off-day, but permanent workers have fixed off-day and accordingly in **Exhibit-B**, the present workman's number of days actually worked have been noted where date of employment is found blank even the actual number of days worked by this workman in 1996 is also found blank and date of joining has been noted as 22.02.1996 and CW-1 could not state the days when this workman worked as Budli in 1996 and **Exhibit-B** bears no photograph of this Workman and there is no signature of any personnel or officer on behalf of the management in **Exhibit-B** and it is totally blank regarding columns of Department, Occupation, period of employment, period of leave/absence, warning etc.

CW-1 states that seniority list of Budli workers is maintained group wise not on the basis of date of appointment.

CW-1 has brought Casual Kachha Khata of the Budlies for 2007-2008, Attendance Register of Budlies for 2007-2008, computerised sheets showing total number of days worked by respective Budlies for 2007-2008 and copy of register of leave with wages in respect of present workman since joining till 2009.

Be it mentioned here the above documents are marked collectively as **Exhibit-G** with objection.



CW-1 claims that as per practice the Budli worker who could not be provided with any job for any day but reports for duty his name finds place at the top of the list including the names of Budli who enjoys sick leave or accidental leave.

CW-1 admits the Budli workers who were junior to the present workman are still working in the Company.

CW-1 also says that the name of Jai Sankar Ram has been struck off from the master roll prior to removal of the name from the master roll notice was displayed due to his long absence. He also admits that no register maintained showing temporary deployment of any Budli in case of absence of any permanent staff either on Casual Leave or Earned Leave or Medical Leave whatsoever may be.

CW-1 could not produce the seniority list for the year 2007. He could not say whether any notice pay, gratuity or Provident Fund amount was paid to this workman either prior to or after removal of his name from the Budli register.

CW-1 states that according to rule the weekly off days are not counted in the number of days worked. It is not applicable for the festival holidays which is 10(ten) in number in a year. If it is found that Budli worker has performed duty which is on the day earlier to the day of festival holidays.

CW-1 admits that there is over writing against the entries in respect of the order of 2007 in **Exhibit-G** / Attendance Register. Weekly off day has not been added to the entries (183) appearing in column-8 of **Exhibit-G**.

He admits that since this workman did not work in any day of 2008, **Exhibit-G** shows NIL in respect of 'working day' as noted and from **Exhibit-G (series)** it will be ascertained how many days one Budli worker has worked in the respective year. Such as the present worker worked 183 days in 2007 including festival holidays but excluding weekly off days.

He admits that in the year 2007 there was no strike as per his knowledge but after perusal of the relevant register i.e. **Exhibit-G**



(series) he find that in the year 2007 there was strike from 05.01.2007 to 09.03.2007 i.e. for 65 days, which has not been included to the figure 183 in **Exhibit-G (series)** which have been prepared on the basis of relevant register but not filed by the Company before this Tribunal.

CW-1 claims that Budli workers are not Casual workers but they are registered Budli worker having no permanent job.

He could not say whether any notice pay or compensation was sent to Jai Sankar Ram, the present workman while his name is struck off from Budli register.

At the time of argument Ld. Counsel for the Company has argued that this workman after rendering continuous service for more than atleast 3(three) years he became a permanent employee as well as the member of Provident Fund but he has stated in his cross-examination to the effect that except ESI Card he has no document to show that he is/was a permanent employee of the Company and he also could not file any such wages slip to prove or show that he used to draw salary as permanent workman and PW-1 being the working cannot demerits the facts against him that he is a Registered Budli not a Special Budli, and accordingly it is proved apparently that Jai Sankar Ram is a Budli worker not a permanent worker.

Case Laws:

In this respect Ld. Counsel has cited a case law regarding Budli employment. Case Law: 2005(2)LLJ 161 SC (Paragraph 17 - 20) in connection with the case between K.S.R. Transport Corporation and Another vs. S. G. Kotturappa, wherein Hon'ble Supreme Court hold that Budli worker does not require any legal right to continue any service. He is not entitled to protection under the Industrial Disputes Act. Mandatory requirements of Section 25 of the Industrial Disputes Act are not required to be complied with in respect of him before terminating his service.

Ld. Counsel for the Company further claims that the fitness certificate dated 07.01.2008 has been marked as **Exhibit-A**, which goes to show as revealed from the cross-examination of PW-1 that he was declared fit to resume his duty on 07.01.2008 and it is also revealed from the cross-



examination of PW-1 that **Exhibit-5** has no whisper being mentioned regarding advising or recommending the workman for light job and PW-1 also admits that he could not file any document to show that the representation of the Company informed the conciliation officer that his name has been removed from Register with effect from 07.01.2008.

Ld. Counsel for the Company demands **Exhibit-C (series)** and **Exhibit-D (series)** have proved that this workman was advised to resume his duty but he failed to do so without any correspondence to the said notice to the Company.

Ld. Counsel for the Company further states that since PW-1 being the workman has failed to join his duty on and from 07.01.2008 without intimation for more than 01(one) year from the date of declaring him fit to resume his duty supported by **Exhibit-E**.

The case of the Workman cannot be considered or treated as a refusal of employment as he himself did not join his duty unless he be given light job supported by **Exhibit-A**.

So, it should be considered that PW-1 has refused his employment by himself with effect from 07.01.2008. In this respect Ld. Counsel for the Company has cited a case Law: **2005 LLJ(11) 123 Nagar Parishad Bilaspur vs. Bone Ram**.

In this case the Workman remained absent from work for more than tow year without leave or any communication to the employer. He did not contact his employer or made any representation to any authority about oral termination of his service. There was not a murmur or protest. In this background the only inference which can be drawn from the conduct of the workman is that he abandoned his job and his service stood automatically terminated in law. Such an automatic termination of service caused by workman himself and nor by the employer would not fall within the definition of "retrenchment".

Ld. Counsel for the Company has further cited another case law: **2009 LLR, Page 113, SC (Paragraph 19-20) between Novartis India Ltd. vs. State of West Bengal and Ors.** regarding back wages as prayed for by the Workman.



In this case Hon'ble supreme Court held that "it is also trite that for the purpose of grant of back wages, conduct of the concerned workman also plays a vital role. Each decision as regards grant of back wages or the quantum thereof would, therefore, depend on the fact of each case. Back wages are ordinarily to be granted, keeping in view the principles of grant of damages in mind. It cannot be claimed as a matter of right."

Thus, Ld. Counsel for the Company concluded by saying that Company never refused his employment as alleged by the workman Shri Jai Sankar Ram, who without joining his duty even after declared him fit by ESI personnel, doctor. **Exhibit-A** insisted on for a light job vide **Exhibit-2** and **Exhibit-3** which was not recommended by said ESI Medical Officer or Doctor and thus he himself refused to take employment without joining his duty and therefore, dispute under reference not being a case of refusal of employment and consequently the order of reference is bad in law and not maintainable and Jai Sankar Rak is therefore, not entitled to any relief as prayed for.

Ld. Counsel for the Workman has argued that the Workman is a regular employee of the Company being confirmed in the year 1993.

Ld. Counsel further states that it is the admitted position of the case that the Workman Jai Sankar Ram had met with an accident on 31.10.2007 when he was working in the Weaving Department his one of the fingers of the right hand was amputated for that accident and he was on accident leave from 31.10.2007 to 13.12.2007 on the first instance and then from 18.12.2007 to 06.01.2008 and lastly he was asked to join his duty from 07.01.2008.

It was the demand of the Company that the Workman had come on 07.01.2008 but he insisted on allowing him for only light job, but remains the main and agents of the Company had refused him from his employment for any kind of job with a plea that the Workman did not want to do any job other than light job though the ESI doctor did not advise him for any light job as revealed from his final fit certificate being marked as **Exhibit-8**

In this respect as argued by Ld. Counsel for the Workman depends on the medical certificate i.e. **Exhibit-7** series. From the sheet No. - 6 of **Exhibit-7** the concerned ESI doctor has prescribed to the effect that



"patient has joined his duty on 02.01.2008 as patient has advised for M.R. i.e. medical rest and he was also advised for light jobs".

On the other hand Company depends on the final fit certificate i.e. **Exhibit-8**. On perusal of the said documents it is revealed that the ESI doctor has declared the Workman as fit to resume his duty on and from 07.01.2008 but nowhere in that fit certificate that advise of light job has been withdrawn or worker may be allotted for any heavy job, so on perusal of these documents I find no reason to rely upon the statements made by the Company. In this respect to say that the Workman himself had abandoned his duty.

It is further drawn to my attention by the Ld. Counsel for the Workman that Company demanded the Workman Jai Sankar Ram is a Registered Badli Worker from 1996 without mentioning any date on which he was so appointed.

Nevertheless accident happened on 31.10.2007 has reflected from the record i.e. after 12 years of so called joining in the service by the Workman yet he was not confirmed. If that be so I am of opinion it is a clear case of unfair labour practice and therefore, presumption should go in favour of the Workman who deemed to be a Regular Workman. That apart Company has depended on **Exhibit-B** and **Exhibit-G**.

On plain perusal of the **Exhibit-B** coupled with the admission of CW-1 for the Company it comes to show that **Exhibit-B** bears no photograph of this Workman having no signature of any personnel or officer on behalf of the management and it is totally blank regarding columns of Department, Occupation, Period of employment, Period of leave / absence, Warning etc. So a prudent man of law cannot rely upon these documents to ascertain the actual status of the Workman in this respect.

That apart from the clear admission of the CW-1 in respect of **Exhibit-G** where CW-1 stated that there is over writing against entries in respect of the order of the 2007 in **Exhibit-G** / attendance register and weekly off days have not been added to the entries i.e. 183 days appearing from column-8 of **Exhibit-G**.

So I also cannot rely upon the **Exhibit-G** to ascertain the status of the Worker in this context.



It is further contended by the Ld. Counsel for the Workman that the Workman on every occasion requested the management to allow him to join in his duty but the management straightway refused him from the employment on plea that the concerned Workman was insisting on the management to allow him to do any light job and lastly find no other alternative raised the dispute before the Labour Commissioner and when the conciliation proceeding was failed the dispute has been sent to this Tribunal for proper adjudication and it is also already evident that the Company on the other hand has miserably failed to prove that the Workman was ever asked to resume his duty at any point of time as it is also reflected from the evidence of CW-1 in this respect for the Company.

So, considering the above facts and circumstances coupled with the consideration of arguments led by the Ld. Counsel for the respective parties, I am of opinion that the contention of the Company regarding abandonment of employment by the Workman himself is unfound, baseless and illegal also and therefore, I cannot rely the judgements as cited by the Company. That apart it is settled principle of law as it was held in case of Hon'ble Bombay High Court reported in 1988 1 CLR Page 1205 that even in case of abandonment of service an employee required to hold enquiry and then pass appropriate order. If that be so it can rightly be inferred that it is a question of fact that employer has failed to discharge the burden of proving that employee has abandoned his service.

Rather the Company has also failed to prove that the employee was gainfully employed after the termination or refused of employment whatever may be.

Thus the Tribunal has no option but to hold that the Workman Jai Sankar Ram was illegally and unlawfully terminated rudely from his service with effect from 07.01.2008 after being met with an accident while he was working in the Weaving Department resulting the amputation of finger of his right hand and it is also unjustified to the effect that no domestic enquiry was held on the basis of Company's Standing Order in this respect.



And therefore, the worker should be favoured with an award by directing the Company to reinstate the Workman Jai Sankar Ram in his duty along with full back wages on and from 07.01.2008 till the date of his reinforcement along with all consequential benefits thereto and the worker should be compensated for his abnormal mental agony being sustained by him during the pendency of the case.

Hence it is

ORDERED

That the instant case being No. VIII – 28/2011 be and the same is allowed on contest with cost of Rs. 10,000/- (Rupees ten thousand) only against the Company to be paid to the victimised worker who is entitled to be reinstated with full back wages up to the date of his reinstatement in his duty with an interest @ Rs/ 9/- per annum on the total sum of full back wages along with all consequential benefits thereto, and the worker Jai Sankar Ram also be compensated with a sum of Rs. 2 lakhs for his mental agony being suffered by him during the pendency of the case..

This is my Award.

Company is directed to comply the above award in its right spirit within 3 months from the date of this Award, in default the Workman shall have the liberty to put the Award in execution as per provision of law being enforced in this respect.

Let the copy of the Award be sent to the Government.

Sd/-

(UTTAM KUMAR NANDY)
Judge
First Industrial Tribunal
Kolkata
JUDGE
FIRST INDUSTRIAL TRIBUNAL
WEST BENGAL

Dictated and Corrected by me

Sd/-

Judge
JUDGE
FIRST INDUSTRIAL TRIBUNAL
WEST BENGAL

