

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

(G.O. Rt. No. 117/Lab./AIL/T/2016,
Puducherry, dated 26th December 2016)

NOTIFICATION

Whereas, an Award in I.D (T) No. 2/2013, dated 18-10-2016 of the Labour Court, Puducherry in respect of the industrial dispute between the management of M/s. Hindustan Unilever Limited and its union Hindustan Lever Wel's Union and Hindustan Unilever Workers Union over obtaining signature from individual workmen in a individual bond by incorporating I.D. No. 10/2012 and 26/2012 of the said trade union by threatening and adopting unfair labour practice, *etc.*, has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-5-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

E. VALLAVAN,
Commissioner of Labour-cum-
Additional Secretary to Government (Labour).

BEFORE THE LABOUR COURT AT PUDUCHERRY

Present : Thiru C. KUMAR SARAVANAN, M.A., M.L.,
Presiding Officer, Labour Court.

Tuesday, the 18th day of October 2016

I.D. (T) No. 2/2013

1. The President/Secretary,
Hindustan Lever Wel's Union (1457/RTU/2006),
No. 7, Murugan Koil Street,
Keezhsathamangalam,
Korkadu Post,
Puducherry-605 110.

2. The Hindustan Unilever Workers Union
(1538/RTU/2008),
No. 135, Puduvali Main Road,
(Near Ramalingam Madam),
Ariyur Post,
Puducherry-605 102. . . Petitioners

Versus

The Managing Director,
M/s. Hindustan Unilever Limited
(Detergents Factory),
NH-45 A, Vadamangalam,
Puducherry. . . Respondent

This industrial dispute coming on 18-10-2016 before me for hearing in the presence of Tvl. L. Sathish, T. Pravin, Advocates for the petitioner, Thiru S. Ashokkumar, Advocate for the respondent, upon perusing the case records, this Court passed the following:

ORDER

This Industrial Disputes Act 1947 arises out of the reference made by the Government of Puducherry, *vide* G.O. Rt. No.9/AIL/Lab./J/2013, dated 8-2-2013 of the Labour Department, Puducherry to resolve the following dispute between the petitioner and the respondent.

(a) Whether the signature obtained in a individual Bond from individual workmen by the management of M/s. Hindustan Unilever Ltd., (Detergent Division), Vadamangalam, Puducherry by incorporating the I.D. No. 10/2012 and 26/2012 which pertain to the trade unions who were not party to the said 18(1) settlement reached on 21-1-2013 between the said management and the union Hindustan Unilever Employees Union is justified or not? If not, to give appropriate direction?

(b) Whether the Management adopted any unfair labour practice in respect of 18(1) settlement over wage revision, dated 21-1-2013 reached between the management of M/s. Hindustan Unilever Limited and the union Hindustan Unilever Employees Union while Pendency of the dispute before the Hon'ble Industrial Tribunal in I.D. No. 10/2011, 10/2012 and 26/2012? If so, to give appropriate direction?

(c) To compute the relief, if any awarded in terms of money if, it can be so computed?

Today this case came up for hearing, both parties are present and both Counsel for the parties are appeared. Memo filed by the parties and submitted that the dispute were entered amicably settled u/s 18(1) of Industrial Tribunal Act. Without any coercion between the parties. Accordingly, the memo is recorded and the I.D.(T) 02/2013 is dismissed as the matter is settled out of Court. No costs.

Typed to my dictation, corrected and pronounced by me in the open Court on this the 18th day of October, 2016.

C. KUMAR SARAVANAN,
Presiding Officer,
Labour Court, Puducherry.

**GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT**

(G.O. Rt. No. 118/Lab./AIL/T/2016,
Puducherry, dated 26th December 2016)

NOTIFICATION

Whereas, an Award in I.D (T) No. 26/2012, dated 19-10-2016 of the Labour Court, Puducherry in respect of the industrial dispute between the management of M/s. Hindustan Unilever Limited, Detergents Factory, Vadamangalam, Puducherry and Hindustan Lever Wel's Union over charter of demands such as to give retrospective effect to the settlement from the date of expiry of the earlier settlement *i.e.*, from 11-5-2011, revision of Basic Pay, FDA, HRA and Social Security Allowance *etc.*, has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-5-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

E. VALLAVAN,
Commissioner of Labour-*cum*-
Additional Secretary to Government (Labour).

BEFORE THE LABOUR COURT AT PUDUCHERRY

Present : Thiru C. KUMAR SARAVANAN, M.A., M.L.,
Presiding Officer, Labour Court.

Wednesday, the 19th day of October 2016.

I.D. (T) No. 26/2012

The President,
Hindustan Lever Wel's Union,
No. 7, Murugan Koil Street,
Keezhsathamangalam,
Korkadu Post,
Puducherry.

.. Petitioner

Versus

The Managing Director,
M/s. Hindustan Unilever Limited,
Detergents Factory,
Off. NH-45 A, Vadamangalam,
Puducherry.

.. Respondent

This Industrial dispute coming on 19-10-2016 before me for hearing in the presence of Thiru S. Parthasarathy, Advocate for the petitioner, Thiru L. Sathish, Advocate for the respondent, upon perusing the case records, this Court passed the following:

ORDER

This Industrial Disputes Act 1947 arises out of the reference made by the Government of Puducherry, *vide* G.O. Rt. No. 166/AIL/Lab./J/2012, dated 3-10-2012 of the Labour Department, Puducherry to resolve the following dispute between the petitioner and the respondent.

(a) Whether the dispute raised by Hindustan Lever Wel's Union (Reg. No. 1457/RTU/2006), Puducherry against the management of M/s. Hindustan Unilever Limited, Detergents Division, Vadamangalam, Puducherry over charter of demands such as -

(i) to give retrospective effect to the settlement from the date of expiry of the earlier settlement *i.e.*, from 11-5-2011;

(ii) revision of basic salary in addition to the existing salary to the tune of ₹ 6,000, fixed dearness allowance by ₹ 6,000, house rent allowance by ₹ 3,500, Social Security Allowance by ₹ 2,000 and other allowances, *etc.*, is justified?

(b) Whether the stand of the Management of Hindustan Unilever Limited for productivity linked revision of wages is justified? If so, to give appropriate direction?

2. To what other relief the workmen represented by Hindustan Lever Wel's Union are entitled to?

Today this case came up for hearing, both parties and Counsel for the parties are appeared. Memo filed by the parties and submitted that the dispute were entered amicably settled u/s 18(1) Industrial Disputes Act. Without any coercion between the parties. Accordingly, the memo is recorded and the I.D.(T) 26/2012 is dismissed as the matter is settled out of Court. No costs.

Typed to my dictation, corrected and pronounced by me in the open Court on this the 19th day of October, 2016.

C. KUMAR SARAVANAN,
Presiding Officer,
Labour Court, Puducherry.

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

(G.O. Rt. No. 119/Lab./AIL/T/2016,
Puducherry, dated 26th December 2016)

NOTIFICATION

Whereas, an Award in I.D (L) No. 19/2014, dated 30-9-2016 of the Labour Court, Puducherry in respect of the industrial dispute between the management of M/s. Mahe Transport Co-operative Society Limited, Mahe and Thiru Jayan, T. Mahe over non-payment of legal benefits such as compensation for the period of service, gratuity, *etc.*, has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-5-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

E. VALLAVAN,
Commissioner of Labour-*cum*-
Additional Secretary to Government (Labour).

BEFORE THE LABOUR COURT AT PUDUCHERRY

Present : Thiru C. KUMAR SARAVANAN, M.A., M.L.,
Presiding Officer, Labour Court.

Friday, the 30th day of September 2016

I.D. (L) No. 19/2014

Thiru Jayan, T.,
Thaikandiyil House, Chembra, P.O.,
Paral, Mahe. . . Petitioner

Versus

The General Manager,
M/s. Mahe Transport Co-operative
Society Ltd., Mahe. . . Respondent

This industrial dispute coming on 30-9-2016 before me for hearing in the presence of Thiru S. Karthikeyan, Advocate for the petitioner, Thiru T.C. Valsarajan, Advocate for the respondent, upon perusing the case records, this Court passed the following:

ORDER

This Industrial Disputes Act 1947 arises out of the reference made by the Government of Puducherry, *vide* G.O. Rt. No. 40/AIL/Lab./J/2014, dated 7-3-2014 of the Labour Department, Puducherry to resolve the following dispute between the petitioner and the respondent.

(a) Whether the dispute raised by Thiru Jayan, T. against the management of M/s. Mahe Transport Co-operative Society Ltd., Mahe over non-payment of legal benefits such as compensation for the services rendered, gratuity, *etc.*, is justified?

(b) If so, what relief, the worker is entitled to?

(c) To compute the relief if any, awarded in terms of money if, it can be so computed?

Today, this case came up for hearing. Both parties are present and heard. The petitioner/claimant filed this petition for the payment of legal benefits such as compensation for the period of service and gratuity against the M/s. Mahe Transport Co-operative Society Ltd., Mahe. This dispute has arisen by petitioner Thiru Jayan against the management of M/s. Mahe Transport Co-operative Society Ltd., Mahe and the matter referred to the Court for adjudication. The petitioner filed his claim statement on 9-1-2015. On 18-2-2016, the respondent was called absent and set *ex parte* and the respondent has not filed any counter. Subsequently, the respondent *i.e.*, M/s. Mahe Transport Co-operative Society Ltd., Mahe by its General Manager has filed, an application u/s 10 B (a) of Industrial Dispute Rules to set aside the *ex parte* order passed against the respondent on 18-2-2016. And in I.A. No. 131/2016 both the parties are present and the respondent/claimant/petitioner has not filed any counter on the application filed by the management to set aside the *ex parte* order in I.A. No. 131/2016. Further, the respondent/claimant have no objection to set aside the *ex parte* order passed against the management on 18-2-2016. Accordingly, the application in I.A. No. 131/2016 is allowed and *ex parte* order set aside. The memo filed by the claim petitioner and the respondent and represented that the dispute has been settled out of Court. Further, it is submitted that there is no labour dispute pending in connection with the above claim

petition. Further, the claim petitioner declared that he will never make claim in future in this connection. Memo is recorded. In view of the memo filed by the parties the claim petition I.D. (L) No. 19/2014 is dismissed as settled out of Court. No order as to costs.

Typed to my dictation, corrected and pronounced by me in the open Court on this the 30th day of September, 2016.

C. KUMAR SARAVANAN,
Presiding Officer,
Labour Court, Puducherry.

**GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT**

*(G.O. Rt. No. 120/Lab./AIL/T/2016,
Puducherry, dated 26th December 2016)*

NOTIFICATION

Whereas, an award in I.D (T) No. 12/2011, dated 19-10-2016 of the Labour Court, Puducherry in respect of the industrial dispute between the management of M/s. Hindustan Unilever Limited, Detergents Factory, Vadamangalam, Puducherry and Hindustan Unilever Workers Union over revision of wages to the categories of 35 W3E and 21 W1E employees on par with 4 W3 and 2 W1 employees respectively with effect from their date of joining with payment of arrears has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-5-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

E. VALLAVAN,
Commissioner of Labour-cum-
Additional Secretary to Government (Labour).

BEFORE THE LABOUR COURT AT PUDUCHERRY

*Present : Thiru C. KUMAR SARAVANAN, M.A., M.L.,
Presiding Officer, Labour Court.*

Wednesday, the 19th day of October 2016

I.D. (T) No. 12/2011

The President,
Hindustan Unilever Workers' Union,
No. 23, Iyyanar Koil street,
Embalam Post,
Puducherry-605 106.

.. Petitioner

Versus

The Managing Director,
M/s. Hindustan Unilever Limited,
Detergents Factory,
Off. NH-45 A, Vadamangalam,
Puducherry.

.. Respondent

This industrial dispute coming on 19-10-2016 before me for hearing in the presence of Thiru S. Parthasarathy, Advocate for the petitioner, Thiru L. Sathish, Advocate for the respondent, upon perusing the case records, this Court passed the following:

ORDER

This Industrial Disputes Act, 1947 arises out of the reference made by the Government of Puducherry, vide G.O. Rt. No. 210/AIL/Lab./J/2011, dated 28-11-2011 of the Labour Department, Puducherry to resolve the following dispute between the petitioner and the respondent.

(a) Whether the dispute raised by Hindustan Unilever Workers Union (Reg. No. 1538/RTU/2008), Puducherry against the management of M/s. Hindustan Unilever Limited, Detergents Division, Puducherry over revision of wages to the categories of 35 W3E (Non-ITI holders getting minimum salary as mentioned in Annexure-I) and 21 W1E (Non-ITI holders getting minimum salary as mentioned in Annexure-II) employees on par with 4 W3 (ITI holders getting maximum salary as mentioned in Annexure-IV) category employees respectively with effect from their date of joining along with payment of arrears is justified?

(b) If, justified, to what relief its workmen are entitled to? And what conditions should be adopted?

(c) To compute the relief, if any, in terms of money if, it can be so computed?

Today, this case came up for hearing, both parties and Counsel for the parties are appeared. Memo filed by the parties and submitted that the dispute were entered amicably settled u/s 18(1) Industrial Dispute Act, without any coercion between the parties. Accordingly, the memo is recorded and the I.D.(T) 12/2011 is dismissed as the matter is settled out of, Court. No costs.

Typed to my dictation, corrected and pronounced by me in the open Court on this the 19th day of October 2016.

C. KUMAR SARAVANAN,
Presiding Officer,
Labour Court, Puducherry.

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

(G.O. Rt. No. 121/Lab./AIL/T/2016,
Puducherry, dated 26th December 2016)

NOTIFICATION

Whereas, an Award in I.D (T) No. 10/2012, dated 19-10-2016 of the Labour Court, Puducherry in respect of the industrial dispute between the Management of M/s. Hindustan Unilever Limited, Detergents Factory, Vadamangalam, Puducherry and Hindustan Unilever Workers Union over various charter of demands and other allowances, *etc.*, has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-5-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

E. VALLAVAN,
Commissioner of Labour-*cum*-
Additional Secretary to Government (Labour).

BEFORE THE LABOUR COURT AT PUDUCHERRY

Present : Thiru C. KUMAR SARAVANAN, M.A., M.L.,
Presiding Officer, Labour Court.

Wednesday, the 19th day of October 2016

I.D. (T) No. 10/2012

The President,
M/S. Hindustan Unilever Limited,
No. 23, Iyyanar Koil street,
Keezhsathamangalam,
Korkadu Post, Puducherry. . . Petitioner

Versus

The Managing Director,
M/s. Hindustan Unilever Limited,
Detergents Factory,
NH-45 A, Vadamangalam,
Puducherry. . . Respondent

This industrial dispute coming on 19-10-2016 before me for hearing in the presence of Thiru L. Sathish, Advocate for the petitioner, Thiru S. Ashokkumar, Advocate for the respondent, upon perusing the case records, this Court passed the following:

ORDER

This Industrial Dispute Act, 1947 arises out of the reference made by the Government of Puducherry, *vide* G.O. Rt. No. 81/AIL/Lab./J/2012, dated 10-5-2012 of the Labour Department, Puducherry to resolve the following dispute between the petitioner and the respondent.

1. (a) Whether the dispute raised by Hindustan Unilever Workers Union (Reg. No. 1538/RTU/2008), Puducherry against the management of M/s. Hindustan Unilever Limited, Detergents Factory, Vadamangalam, Puducherry over charter of demands such as:

(i) To give retrospective effect to the settlement from the date of expiry of the earlier settlement *i.e.*, 11-5-2011.

(ii) Revision of basic salary for W1 Grade as ₹ 15,300, W2 Grade as ₹ 16,100 , W3 Grade as ₹ 18,100, W4 Grade as ₹ 20,800, W5 Grade as 24,400, W6 Grade as ₹ 28,400.

(iii) Revision of house rent allowance by ₹ 4,500.

(iv) Revision of Medical allowance by ₹ 1,500 and other allowances *etc.*, are Justified?

(b) Whether the stand of the management of Hindustan Unilever Limited for productivity linked revision of wages is justified? If so, to give appropriate directions?

2. To what other relief the workmen represented by Hindustan Unilever Workers Union are entitled to?

Today, this case came up for hearing, both parties are present. The petitioner filed an application for advance hearing from 25-10-2016 to an earlier date and allowed in I.A. 25/2016 today and hearing advanced from 25-10-2016 to today and both the Counsel for the parties and submitted that the dispute were entered amicably settled u/s 18 (1) of Industrial Disputes Act. Without any coercion between the parties. Accordingly, the memo is recorded and the I.D.(T) 10/2012 is dismissed as the matter is settled out of the Court. No costs.

Typed to my dictation, corrected and pronounced by me in the open Court on this the 19th day of October 2016.

C. KUMAR SARAVANAN,
Presiding Officer,
Labour Court, Puducherry.