

Complaint No. 250
Date 27/11/14

Letter No. 1128, Dabra
Jeevan
27/11/14
A.L.C.

Before Labour-cum-Conciliation Officer, Gurgaon, Haryana
Asstt. Labour Commissioner - circle-1, Gurgaon.

M/s. Modelama Exports
Plot No. 105, Phase-I,
Udyog Vihar, Gurgaon,
Haryana

Subject- Complaint about non-payment of Wages and illegal termination of workman

1. It is most respectfully submitted that the workman Shamim, S/o- Jakirullah, Resident of Village- Mishr Ki Mathiya, P.O.-Bairiya, Distt.- Ballia, U.P., is employed with **M/s Modelama Exports** as helper. The workman has been appointed on dated **01-09-2010**. He has been appointed on monthly salary of **INR 5,548/-**. He was working in company with full honesty and integrity.
2. That the Management has terminated the workman on **04.08.2014** without citing any reason and prior information and against the norms of Industrial Dispute Act, 1947, which is unlawful, unjustified and illegal. The Management not served any notice before his termination. The deed of the Management was not only illegal but also against the Labour laws and natural justice.
3. That the workman was seek since dated 15.07.2014 and taken leave for his treatment, management has granted him leave without application. After treatment, when he returned back, he was terminated by the management. Management has not given any such proof of employment. Identity card or appointment letter is not provided to the workmen for his identity as an employer of the company. The workman has repeatedly asked for the same but the management has not provided.
4. That the management has not paid him his earned wages for the month of July. He has repeatedly asking for his earned wages, but the management has denied to pay his salary and terminated him without



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any prior information. Management not only denied to pay his earned wages for work done by him.

5. That the management did not pay salary on the time prescribed by law and with intention to criminal misappropriation of the worker's salary and its interest. Management repeatedly called him to factory for his payment but did not pay him and harassed him mentally and physically.
6. That the management has harassed and threatened workman, when he asked for his earned wages.
7. That the workman is still unemployed since he has been terminated from the company by the management.

Therefore it is demanded that,

- The management reinstates the above mentioned workman with back wages and continuity in service immediately.
- The Management makes all the payments due till date to the abovementioned workman without delay.
- The Management fulfills the above demands without any delay otherwise we would go to Labour court for justice and the management would be liable to bear all expenses for the same.

Date: 3-9-14

Applicant
[Signature]

[Signature]

Through,
Retu Singh [Signature]
C-23, First Floor, Back Side,
Haus Khas, New Delhi



ATTESTED

[Signature]

EXAMINER

[Signature]
18/3/14