



M/s. Gaurav International
Plot No. 506, Phase-III,
Udyog Vihar, Gurgaon
Haryana

48
16-9-2014

42

Pradeep Kumar
Notice with date

9

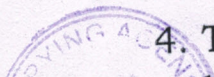
7/10/14

16/9/14
R. Gaurav

Subject: Demand Notice under section 2A of the Industrial Dispute Act 1947, against illegal and unjustified termination of the workman

1. It is most respectfully submitted that the workman Harvir Singh, S/o- Ram Prasad, Resident At- Bahtu Kala, Distt.- ALwar, Rajasthan, is employed with **M/s Gaurav International** as Tailor. The workman has been appointed on dated 12-03-2012. He has been appointed on monthly salary of INR 6,500/-. He was working in company with full honesty and integrity.
2. That the Management of the company has terminated the workman on 13.09.2014 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 never intended to leave this job and never made any such mistake, which may be reason of his termination. He was performing his duties with utmost sincerity. He severally requested to management to not terminate him as he is the only bread winner in family and totally depends upon income of salary.

4. That he has been called by personnel department and they



reasons. Management has told her that we do not have work for you and you are terminated.

5. That the above mentioned workman has already completed the tenure of 240 days in the said company hence she is eligible for all Labour rights under Industrial Dispute Act, 1947 and other Labour laws.
6. That the management did not pay salary and overtime wages 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.
7. That the management has harassed and threatened workman, when he asked for his earned wages.
8. 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:
 Applicant
Hanif

Hanif



ATTESTED


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



ATTESTED



EXAMINER


18/3/24