

M/s. Magsons Exports
Plot No. 41-42, Phase-IV,
Udyog Vihar, Gurgaon,
Haryana

Ex- R-1

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

1. It is most respectfully submitted that the workman Amit Kumar, S/o- Deepak Prasad Resident At- maniyarpur, PO- Varish Nagar, Distt.- Samastipur, Bihar, is employed with **M/s Magsons Export** as Sticker Man. The workman has been appointed on dated 11-03-2011. His last drawn salary is **INR 6,250/- per month.** He was working in company with full honesty and integrity.
2. That the Management of the company has terminated the workman on **05.09.2014** 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 have asked him to take her full and final without citing any reasons. Management has told her that we do not have work for you and you are terminated.
5. That the management has terminated two co-workers at the same time named Suman Mishra and Shravan Kumar. These terminations come under unfair labour practices under Schedule-V of the Industrial Disputes Act, 1947.

6. 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.
7. 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.
8. That the management has harassed and threatened workman, when he asked for his earned wages.
9. 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

Amul

Point-A

Through,

Retu Singh

C-23, First Floor, Back Side,

Haus Khas, New Delhi