

Euro Clothing Company - II

(A Unit of Gokaldas Exports Ltd.)
Katha No. S620-628, T.B. Road, Srirangapatna, Mandya District, Karnataka-571 438

23rd June 2020

To,
The Additional Labour Commissioner
Government of Karnataka
Karmika Bhavana
Bannerghatta Road
Bangalore

23/6/2020

Dear Sir,

Further to conciliation meeting held at your office on 22 Jun 2020 at 11 AM between GATWU & Gokaldas Exports Ltd, we are formally submitting the details of management proposal discussed for your records.

1. Management submitted that given the order position we are unable to commence operations /offer employment at ECC-2 unit in the near future. We submitted that all our other Units in Bangalore are running way below capacity and that we are facing a similar situation in other units too.
2. We proposed that the limited number of Workers in ECC – 2 desirous of continuing service can be accommodated in the nearby units of Gokaldas Exports Ltd (AA-2 and CCC-1), located in Mysuru from 01st Nov 2020. If the number of employees opting for transfer is more than 100, we proposed to pay 25% of the wages on a monthly basis and the remaining 25% shall be paid as arrears subsequent on such employees joining the new unit, along with salary payable for the month of Nov 2020. If the number of employees opting for transfer is less than 100, we can pay 50% wages on a monthly basis till the end of Oct 2020.
3. The workmen at ECC-2 who would like to resign from their current role will be offered following separation benefits
 - a. Those having less than one-year tenure will be paid full wages from 25th May to 06th Jun 2020. From 8th June 2020 to 25th June 2020, 50% wages will be payable until 25th June 2020. Further they will also be considered for one-month notice period wages. Prorated Bonus for FY20 & Leave Encashment as per eligibility will be paid.
 - b. Those having more than one-year tenure will be paid full wages from 25th May to 06th Jun 2020. From 8th June 2020 to 25th June 2020, 50% wages will be payable until 25th June 2020. Further they will also be paid one-month notice period wages. Additionally, half month wages will be payable for every completed year of service. Prorated Bonus for FY20 & Leave Encashment as per eligibility will be paid.
 - c. Those who complete the qualifying service will be eligible for Gratuity.

Yours faithfully
For Gokaldas Exports Ltd

(Dominic George)
Vice President - HR

Copy to:

Deputy Labour Commissioner
Government of Karnataka
Karmika Bhavana
Bannerghatta Road, Bangalore