

**Before the Asst. Labour Commissioner, Circle 6, Gurgaon**

**In the matter of:**

**Munna Kumar**

**.....Worker/ Complainant**

Versus

**1. M/s Sherling Skins Pvt. Ltd.**

Plot No.- 260, Sector- 6, IMT Manesar, Gurgaon-  
122050.

**.....Respondent 1**

**2. M/s Om Sai Enterprises**

Bhim Palace, Opposite Bhim Nagar More, New Railway  
Road, Gurgaon- 122001.

**.....Respondent 2**

**Complaint against Non- payment of Wages to Worker**

It is hereby stated that:

1. The worker Munna Kumar, was working for Respondent No. 1, through contractor Respondent No. 2, as a **Tailor**, since **01.11.15**, at a monthly salary of **Rs 12000** per month.



2. The Respondents have not paid the worker his earned wages for the months of May, 2017, June, 2017 and for the 12 days he worked in July, 2017. This amount in due wages comes up to **Rs. 29,538.**
3. The Respondents have also not paid the worker overtime for the 16 hours he worked as overtime in the month of July, 2017, which comes up to **Rs. 1847.**
4. The respondents were not paying the wages of workers on time, not paying minimum wage to workers, they were making illegal deductions from the salaries of workers, deducting the PF contributions of workers but not depositing the same- when a group of 6 workers complained about this the management of the company terminated their services without paying the due wages. The complainant was one of these workers.
5. The worker severally requested the respondents to pay him his due wages, but the respondents did not listen.
6. The worker is a poor man and is the sole breadwinner of his family and the non- payment of his wages has pushed him into debt.

Therefore it is requested that:

1. The above mentioned Respondents be directed to pay the worker his legally due wages and overtime which comes up to **Rs. 31,385.**



2. The authority should also impose a fine of up to 10 times of the claim amount to be paid to the worker as default in payment of wages to the worker.

3. Any other relief that this authority feels just and legal in the present case.

It is prayed accordingly.

Place:

Date:

**Worker/ Complainant**

**Through ARs**

**Kumar Ravishankar/ Ganesh Kumar**

Rao Maichand Complex, Plot No. 1  
Jwala Mill. Old Delhi Gurgaon Road,  
Gurgaon- 122015.

**Before the Asst. Labour Commissioner, Circle 6, Gurgaon**

**In the matter of:**

**Rakesh Ram**

**.....Worker/ Complainant**

Versus

**1. M/s Sherling Skins Pvt. Ltd.**

Plot No.- 260, Sector- 6, IMT Manesar, Gurgaon-122050.

**.....Respondent 1**

**2. M/s Om Sai Enterprises**

Bhim Palace, Opposite Bhim Nagar More, New Railway Road, Gurgaon- 122001.

**.....Respondent 2**

**Complaint against Non- payment of Wages to Worker**

It is hereby stated that:

1. The worker Rakesh Ram, was working for Respondent No. 1, through contractor Respondent No. 2, as a **Tailor**, since **02.04.17**, at a monthly salary of **Rs 11000** per month.
2. The Respondents have not paid the worker his earned wages for the months of May, 2017, June, 2017 and



for the 12 days he worked in July, 2017. This amount in due wages comes up to **Rs. 27076.**

3. The Respondents have also not paid the worker overtime for the 16 hours he worked as overtime in the month of July, 2017, which comes up to **Rs. 1692.**
4. The respondents were not paying the wages of workers on time, not paying minimum wage to workers, they were making illegal deductions from the salaries of workers, deducting the PF contributions of workers but not depositing the same-when a group of 6 workers complained about this the management of the company terminated their services without paying the due wages. The complainant was one of these workers.
5. The worker severally requested the respondents to pay him his due wages, but the respondents did not listen.
6. The worker is a poor man and is the sole breadwinner of his family and the non- payment of his wages has pushed him into debt.

Therefore it is requested that:

1. The above mentioned Respondents be directed to pay the worker is legally due wages and overtime which comes up to **Rs. 28768.**



2. The authority should also impose a fine of up to 10 times of the claim amount to be paid to the worker as compensation by the respondents for the delay and default in payment of wages to the worker.
3. Any other relief that this authority feels just and legal in the present case.

It is prayed accordingly.

Place:

Date:

**Worker/ Complainant**

**Through ARs**  
**Kumar Ravishankar/ Ganesh Kumar**  
Rao Maichand Complex, Plot No. 1  
Jwala Mill. Old Delhi Gurgaon Road,  
Gurgaon- 122015.

**Before the Asst. Labour Commissioner, Circle 6, Gurgaon**

**In the matter of:**

**Rakesh Kumar**

**.....Worker/ Complainant**

Versus

**1. M/s Sherling Skins Pvt. Ltd.**

Plot No.- 260, Sector- 6, IMT Manesar, Gurgaon-122050.

**.....Respondent 1**

**2. M/s Om Sai Enterprises**

Bhim Palace, Opposite Bhim Nagar More, New Railway Road, Gurgaon- 122001.

**.....Respondent 2**

**Complaint against Non- payment of Wages to Worker**

It is hereby stated that:

1. The worker Rakesh Kumar, was working for Respondent No. 1, through contractor Respondent No. 2, as a **Tailor**, since **01.11.15**, at a monthly salary of **Rs 11000** per month.
2. The Respondents have not paid the worker hos earned wages for the months of May, 2017, June,



2017 and for the 12 days he worked in July, 2017. This amount in due wages comes up to **Rs. 27077.**

3. The Respondents have also not paid the worker overtime for the 16 hours he worked as overtime in the month of July, 2017, which comes up to **Rs. 1692.**
4. The respondents were not paying the wages of workers on time, not paying minimum wage to workers, they were making illegal deductions from the salaries of workers, deducting the PF contributions of workers but not depositing the same- when a group of 6 workers complained about this the management of the company terminated their services without paying the due wages. The complainant was one of these workers.
5. The worker severally requested the respondents to pay him his due wages, but the respondents did not listen.
6. The worker is a poor man and is the sole breadwinner of his family and the non- payment of his wages has pushed him into debt.

Therefore it is requested that:

1. The above mentioned Respondents be directed to pay the worker is legally due wages and overtime which comes up to **Rs. 31,385.**



2. The authority should also impose a fine of up to 10 times of the claim amount to be paid to the worker as compensation by the respondents for the delay and default in payment of wages to the worker.
3. Any other relief that this authority feels just and legal in the present case.

It is prayed accordingly.

Place:

Date:

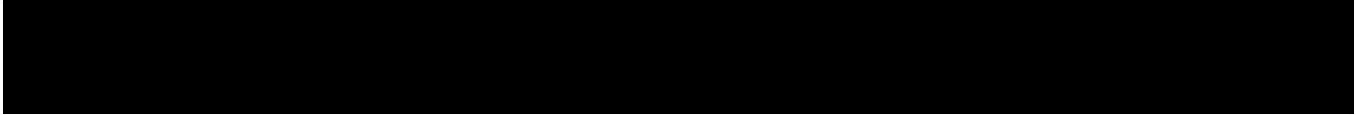
**Worker/ Complainant**

**Through ARs**  
**Kumar Ravishankar/ Ganesh Kumar**  
Rao Maichand Complex, Plot No. 1  
Jwala Mill. Old Delhi Gurgaon Road,  
Gurgaon- 122015.

**Before the Asst. Labour Commissioner, Circle 6, Gurgaon**

**In the matter of:**

**Vikash Kumar**



**.....Worker/ Complainant**

Versus

**1. M/s Sherling Skins Pvt. Ltd.**

Plot No.- 260, Sector- 6, IMT Manesar, Gurgaon-122050.

**.....Respondent 1**

**2. M/s Om Sai Enterprises**

Bhim Palace, Opposite Bhim Nagar More, New Railway Road, Gurgaon- 122001.

**.....Respondent 2**

**Complaint against Non- payment of Wages to Worker**

It is hereby stated that:

1. The worker Vikash Kumar, was working for Respondent No. 1, through contractor Respondent No. 2, as a **Tailor**, since **01.11.15**, at a monthly salary of **Rs 12000** per month.
2. The Respondents have not paid the worker his earned wages for the months of May, 2017, June, 2017 and



for the 12 days he worked in July, 2017. This amount in due wages comes up to **Rs. 29,538.**

3. The Respondents have also not paid the worker overtime for the 16 hours he worked as overtime in the month of July, 2017, which comes up to **Rs. 1847.**
4. The respondents were not paying the wages of workers on time, not paying minimum wage to workers, they were making illegal deductions from the salaries of workers, deducting the PF contributions of workers but not depositing the same- when a group of 6 workers complained about this the management of the company terminated their services without paying the due wages. The complainant was one of these workers.
5. The worker severally requested the respondents to pay him his due wages, but the respondents did not listen.
6. The worker is a poor man and is the sole breadwinner of his family and the non- payment of his wages has pushed him into debt.

Therefore it is requested that:

1. The above mentioned Respondents be directed to pay the worker is legally due wages and overtime which comes up to **Rs. 31,385.**

2. The authority should also impose a fine of up to 10 times of the claim amount to be paid to the worker as compensation by the respondents for the delay and default in payment of wages to the worker.
3. Any other relief that this authority feels just and legal in the present case.

It is prayed accordingly.

Place:

Date:

**Worker/ Complainant**

**Through ARs**  
**Kumar Ravishankar/ Ganesh Kumar**  
Rao Maichand Complex, Plot No. 1  
Jwala Mill. Old Delhi Gurgaon Road,  
Gurgaon- 122015.