

WORKER Q VS POPPYS KNITWEAR (P) Ltd

OVERVIEW:

For case -17, the worker has been represented as 'Worker Q'. The victim had met with an accident near Anuparalayam (FIR no 110/18). While going on the way to the company in the company van, the accident occurred near Makusamy garden and two were dead. The company paid compensation of Rs.1 lakh and 27 others got injured severely. The injured were given First aid and left out without any medical claim/compensation.

BASIC INFORMATION:

1. Name of the Worker: Worker Q
2. Gender of the Worker: Male
3. Age of the Worker (at the time of IDI): 27
4. Name of the Company: Poppys Knit Wear (P) Ltd, Kalipalayam, Palladam Road, Tirupur 641 103.
5. Designation of the Worker: Tailor
6. Years of work in the Company: 22 years
7. Dispute Type: Company Vehicle met with an accident, two workers died, 27 workers injured
8. Year of Dispute onset: 2018
9. Concluded/Ongoing: Ongoing
10. Year of Conclusion (If applicable):
11. Individual/ Collective: Collective

TIMELINE OF EVENTS:

DATE	EVENT
02.07.2018	Company Vehicle met with an accident, two workers died, 27 workers injured
25.08.2018	Worker Q discharged from VEL Multi specialist Hospital, Palani
23.07.2018	By Advocate. Suba Thenpandiayan B.A.B.L., State Secretary Social Justice Front Organization lodged petition to District Collector

CASE HISTORY:

a. About the worker

All the injured and dead workers belong to Scheduled Caste and Most Backward Communities. Their respective Families completely rely on these workers' income only and almost there is no other source of income to these families. Those who got injured during this accident, for them to get healed of the wounds, it has taken another four months.

b. About the Company

Poppys Knitwear (P) Ltd, Kalipalayam, Palladam Road, Tirupur 641 103. This company has few units in various parts of the city employing almost 300 workers most of them are women. Makes business through buyers abroad in the Netherlands in particular.

c. Beginning of the Conflict

On 02.07.2018, morning 08.25 am, while one of the Poppys Knitwear Staff Van as usual on the way for the route Vagarai-Dharapuram Road, Makkusammy Thottam, Tirupur met with an accident unexpectedly. During his time, two women workers died at the spot itself due to heavy blood loss. They are Thirumathi.Parvathi W/O Kumaran, Pappathy W/O Marimuthu. Other workers who were with them inside the van got severe injuries and were taken to hospital. As a result they were saved without any loss. The women who died and the other persons nearing 20 in count were actually workers of Poppy's Knit Wears and actually returning home from shift. Hence this accident occurred while they were on duty. Those women workers who died and the other 20 workers who got injured are of OddanChatram Taluk of Dindigul District.

Poppys Knitwear Management has paid Rs.1, 00,000/- per family to meet the funeral expenses of those two Women who died during the accident. But for those who got injured, the company management met the expenses for the first aid being given and asked the respective workers to take care of the expenditure in connection with the further treatment for the injuries through ESI card.

d. Resolution process

On behalf of these victims, a petition was filed to the District Collector of Dindigul by Advocate.Suba Thenpandiay B.A.B.L., State Secretary Social Justice Front Organization requesting the Collector to distribute financial aid ranging Rs.50000 – Rs 100000/- through District Collector Relief Fund. Besides, through Scheduled Castes And Scheduled Tribes (Prevention of Atrocities) Act 1989 and Rules 1995 relief fund can be considered. Also through Workmen Compensation Act 1923 these victims can avail compensation amounts. The family of those women who died from the accident may receive Relief Fund through Chief Minister Relief Fund. This request was submitted by the Social Justice Front Organization.

Also other request was submitted to ensure and take necessary steps to handle the case legally on need based through RTO of the respective District that the Vehicle TN 25 K 0266 owned by the Poppys Knitwear Management for which whether FC is in current, ensure that the driver who drove it holds valid driving license with sound experience as driver.

e. Workers' view on the case process:

The workers expect the company to provide utmost care for the families of those who lost their members in the accident and other workers who were injured from the accident. Company was

lethargic in terms of providing support on how to access ESI benefits. All the injured workers seek to handle the issue legally.

f. Documents:

Medical Records, Petition copy to the District Collector, Workers Identity Card, List of Workers who died and others who injured.