

## WORKER X VS WARRIOR EXPORTS

### OVERVIEW:

For case -24, the worker has been represented as 'Worker X'. He has been a mechanic in the respective industry for about 8 years since 2002. In 2020, there arose a problem with his assistant and production manager in repairing a machine. He went to compromise between them. In that chaos, the GM asked him to be relieved from the company along with his assistant. Then he resigned and his assistant continued to work. The company has not settled his wage and extra benefits. Then he sought the help of CITU. At last he got his Rs.27000/- salary along with Rs.42000/- settlement instead of Rs.82000/-. He has not got his PF yet.

### BASIC INFORMATION:

1. Name of the Worker: Worker X
2. Gender of the Worker: Male
3. Age of the Worker (at the time of IDI): 55
4. Name of the Company: Warrior Exports - 15, Velappampalayam, AmarJothi Garden, Tirupur
5. Designation of the Worker: Mechanic
6. Years of work in the Company:
7. Dispute Type: Termination & Non payment of wages
8. Year of Dispute onset: 2020
9. Concluded/Ongoing: Compromised
10. Year of Conclusion (If applicable): 2020
11. Individual/ Collective: Individual

### TIMELINE OF EVENTS:

DATE	EVENT
September, 2002	Appointed as Mechanic in Warrior Exports
September, 2020	Issue raised in the company between the worker and management
October, 2020	He was made to be relieved from the company
December, 2020	He got his pending wages and settlement

### CASE HISTORY:

#### a. About the worker

Worker X is native of Kerala. For survival his parents have migrated to Tirupur of Tamilnadu and have been working in textile related works. Worker X thus born at Tirupur and studied up to 7th standard. Since he showed no interest towards studies, the parents also pulled him to work in the textile field. He was very much interested in Tailor machine repair works during his youth and gradually became expert in Tailor Machine Maintenance. With this yearned experience, he started his own service unit at Tirupur. He could not become successful in this endeavor since it required financial investment in terms of machinery and instruments. Therefore he dropped his own

service unit and entered into Garment Units as Singer Machine Mechanic. Since his 25 years old age now he has experience of 30 years in this field. For various reasons he jumped into several companies in the same field. In this company, he has been working for almost 10 years. When he joined this Company Rs.12000/- was the salary, he would get increment every year and thus his recent salary is Rs.27000/- P/M.

b. About the Company

Warrior Exports which is located at 15, Velappampalayam, AmarJothi Garden, Tirupur. This company has multiple buyers abroad and has good turnover every year. As per Worker X statement there are about 600 workers in this company. Working time is 8.30 am – 8.30 pm (12 hours). Major employers are supplied by contractors employed in sections such as Power Table, Packing, and Ironing. Nearly 60 employees are in shifts placed as supervisors, Production line and so on.

c. Beginning of the Conflict

During 2002, he joined the company as a mechanic of tailoring machines. Besides working 12 hours in a day, on need based employees are called to work on Sundays, but no food or OT wages provided. He has an Assistant Mechanic who was working along with him in the company. This assistant mechanic in turn gets direction from Worker X on a daily basis to provide maintenance for the Machines. This assistant Mechanic had disputes and misunderstandings with the General Manager often. This issue was escalated to the management and was dealt with. In this course of time Worker X intervened and has given his inputs on what went wrong with the Assistant Mechanic and General Manager. This incident made a tough situation for Worker X, the Management warned him not to intervene in others matters and then asked Worker X to resign job. Willy-nilly Worker X came out of the job but was never given a resignation letter. This developed mental agony for him since he did nothing wrong, but tried for amicable settlement of matters in between GM and his assistant. He stated that this is out of ego clash; this management has removed him from duties. He is also fed up since from his 30 years experience with various companies, this is the very first experience of a company without any concrete reason for leaving the job. Sudden termination caused a swift in his family and struggled a lot for daily survival until Worker X got another job opportunity at “Silver Hills” Exports Amman Nagar, Tirupur as Mechanic for Rs.25000/- as monthly salary though the present employer offer 2000 rupees less than the previous employer. Worker X agrees to this considering his financial commitment to the family. They deduct ESI PF benefits. He approached the management regarding his PF claim, but it failed.

d. Informal resolution process

\_\_\_\_\_ In later days, he sought the help of CITU to claim his PF. With the support of CITU intervention, Worker X approached Warrior Exports to settle his PF amount. But the company management made lots of purposeful delays and later asked Worker X to apply for PF withdrawal from any browsing centre. As Worker X approached a browsing centre for PF withdrawal, they were told that the company still pays the

monthly PF contribution and hence could not withdraw PF amount. The CITU also supported him to get his one month pending salary Rs.27000/- as he was forcefully stopped from his duties. After the compromise with the company management, he got his salary and the CITU intervention continued to facilitate Worker X to withdraw his PF amount Rs.85000/-. After getting the error corrections in his PF account, he will claim his PF amount. Until this endeavor will be continued until he gets PF withdrawal.

e. Workers' view on the case process:

\_\_\_\_\_ He was totally upset that this has never happened in his whole experience. He was highly worried that this assistant who had the conflict with the management is still working there in Warrior exports. He wondered why the management had behaved so. Now he is working in another company with low pay

f. Available documents:

\_\_\_\_\_ None of the documents is available with the worker K.