

To,

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

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

.....**Principal Employer**

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

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

.....**Contractor**

Demand Notice against the Illegal and Forceful Termination of Worker

It is hereby stated that:

1. The worker Munna Kumar, S/o Gandhi Ram, R/o village- Sikariyan, P.S- Garahani, Paharpur Khurd, Paharpur, Againwan, Bhojpur, Bihar-802201, was working for your company, through the above mentioned Contractor, as a **Tailor**, since **01.11.15**, at a monthly salary of **Rs 12000** per month. His employee code was 108.
2. That you had 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**. You had 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**.

3. That you were not paying the wages of workers on time, not paying minimum wage to workers, 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 your company terminated their services on 13.07.2017, without paying the due wages. The complainant was one of these workers.
4. That the worker was hired by your company and the name of the contractor was added only to deceive the authorities and to evade liabilities.
5. The worker was not given any notice, charge-sheet or reason before termination and you also did not pay the worker any compensation in lieu of notice before termination. The conduct of the worker in the company was beyond reproach and there were no conduct or performance related complaints against him. The termination stands fowl in law and is against **Section 25F of the Industrial Disputes Act, 1947.**
6. The worker severally requested you to pay him his due wages, and not to terminate him but the employers did not listen.
7. The worker has completed 240 days in the company and was in continuous service of your company.

8. The worker is a poor man and is the sole breadwinner of his family and the termination and non- payment of his wages has pushed him into debt.

Therefore you directed to:

1. The above mentioned Respondents be reinstated with full back wages and continuity of service, and the worker should be also paid his legally due wages and overtime which comes up to **Rs. 31,385.**
2. You comply with the above demands or we would be compelled to go to the court and you would have to bear the costs incident thereto.

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.

Five copies submitted before the Assistant Labour Commissioner cum Conciliation Officer, Circle 6, Gurgaon.

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.....Principal Employer

2. M/s Om Sai Enterprises

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

.....Contractor

**Demand Notice against the Illegal and Forceful
Termination of Worker**

It is hereby stated that:

1. The worker Rakesh Kumar, S/o Vigan Ravidas, R/o Gandhi Tola, Ward No. 09, Hisua, Hasua, Nawada, Bihar-805103, was working for your company, through the above mentioned Contractor, as a **Tailor**, since **01.11.15**, at a monthly salary of **Rs 11000** per month. His employee code was 84.
2. That you had 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. 27,077**. You had 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**.

3. That you were not paying the wages of workers on time, not paying minimum wage to workers, 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 your company terminated their services on 13.07.2017, without paying the due wages. The complainant was one of these workers.
4. That the worker was hired by your company and the name of the contractor was added only to deceive the authorities and to evade liabilities.
5. The worker was not given any notice, charge-sheet or reason before termination and you also did not pay the worker any compensation in lieu of notice before termination. The conduct of the worker in the company was beyond reproach and there were no conduct or performance related complaints against him. The termination stands fowl in law and is against **Section 25F of the Industrial Disputes Act, 1947.**
6. The worker severally requested you to pay him his due wages, and not to terminate him but the employers did not listen.
7. The worker has completed 240 days in the company and was in continuous service of your company.
8. The worker is a poor man and is the sole breadwinner of his family and the termination and non- payment of his wages has pushed him into debt.

Therefore you directed to:

1. The above mentioned Respondents be reinstated with full back wages and continuity of service, and the worker should be also paid his legally due wages and overtime which comes up to **Rs. 28769.**
2. You comply with the above demands or we would be compelled to go to the court and you would have to bear the costs incident thereto.

It is prayed accordingly.

Place:

Date:

Worker/ Complainant

Through ARs
Kumar Ravishankar/ Ganesh Kumar
Rao Maichand Complex, Plot No. 1
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**Demand Notice against the Illegal and Forceful
Termination of Worker**

It is hereby stated that:

1. The worker Vikash Kumar, S/o Mahesh Paswan, R/o Ophapur, Billaury, Lakhisarai, Bihar-811311, was working for your company, through the above mentioned Contractor, as a **Tailor**, since **01.11.15**, at a monthly salary of **Rs 12000** per month. His employee code was 95.
2. That you had 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**. You had 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**.

3. That you were not paying the wages of workers on time, not paying minimum wage to workers, 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 your company terminated their services on 13.07.2017, without paying the due wages. The complainant was one of these workers.
4. That the worker was hired by your company and the name of the contractor was added only to deceive the authorities and to evade liabilities.
5. The worker was not given any notice, charge-sheet or reason before termination and you also did not pay the worker any compensation in lieu of notice before termination. The conduct of the worker in the company was beyond reproach and there were no conduct or performance related complaints against him. The termination stands fowl in law and is against **Section 25F of the Industrial Disputes Act, 1947.**
6. The worker severally requested you to pay him his due wages, and not to terminate him but the employers did not listen.
7. The worker has completed 240 days in the company and was in continuous service of your company.
8. The worker is a poor man and is the sole breadwinner of his family and the termination and non- payment of his wages has pushed him into debt.

Therefore you directed to:

1. The above mentioned Respondents be reinstated with full back wages and continuity of service, and the worker should be also paid his legally due wages and overtime which comes up to **Rs. 31,385.**
2. You comply with the above demands or we would be compelled to go to the court and you would have to bear the costs incident thereto.

It is prayed accordingly.

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