

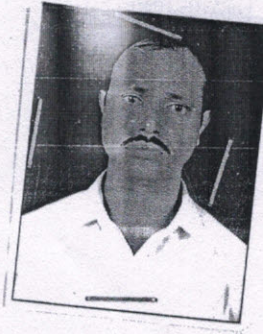
To,

M/s. Modelama Exports  
Plot No. 201, Phase-I,  
Udyog Vihar, Gurgaon,  
Haryana

37  
09/09/13

Present under  
Notice issued  
for all 18/09/13

10/09/13



Subject: Demand Notice under section 2A of the Industrial Dispute Act 1947, against illegal and unjustified termination of the workman

It is Respectfully Submitted,

1. That the workman, **Sidh Saran Sahu, S/o- Shri Mangaliya Sahu, resident of - Bahilwara, Post.- Ashthaniya, Distt.- Panna, M.P.** is employed with **M/s Modelama Exports** as checker. He used to work honestly according to the directions of the management. She was working continuously since 19-06-2013 with monthly salary of INR 5,600/- with full honesty and integrity.
2. That the Management has terminated the workman on 14-06-14 against norms of Industrial Dispute Act, 1947 which is unlawful, unjustified and illegal. The Management has neither issued any charge sheet nor ordered for any domestic inquiry for the stated issue. The deed of the Management was not only illegal but also against the Labour laws and natural justice.
3. That the workman was never intended to leave this job and never made any such mistake, which may be reason of his termination. She was performing his duties with utmost sincerity. He severally requested to management to not terminate him as he is the only bread winner in family and totally depends upon income of salary.
4. That wife of the workman was seriously ill and to care her, he has taken leave from factory. But when he returned, management has denied him for work.



ATTESTED

2

- 5. That he has been called by personnel department and they have asked him to take her full and final without citing any reasons. Management has told her that we do not have work for you and you are terminated.
- 6. That the above mentioned workman has already completed the tenure of 240 days in the said company hence she is eligible for all Labour rights under Industrial Dispute Act, 1947 and other Labour laws.
- 7. That the workman is still unemployed since she has been terminated from the company by the management.

Therefore it is demanded that,

- The management reinstates the above mentioned workman with back wages and continuity in service immediately.
- The Management stops all types of unfair labour practices and terminating workers immediately.
- The Management fulfills the above demands without any delay otherwise we would go to Labour court for justice and the management would be liable to bear all expenses for the same.

Date: 3-9-14/  
 Applicant *[Signature]*

Note: Five copies submitted before Labour cum Conciliation Officer  
 Through,

Retu Singh *[Signature]*  
 C-23, First Floor, Back Side,  
 Haus Khas, New Delhi



ATTESTED *[Signature]*  
 EXAMINER  
 18/3/21