

## **Government Of Tamil Nadu**

### **Abstract**

Industrial Disputes Act, 1947 – Lay off - Application under section 25-M by the Management of Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District – Permission granted – Orders – Issued.

---

**G.O.(D) No. 46**  
**Dated: 19 .1.2005**

Read:

From the Special Officer (i/c), Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District letter Na.Ka.No.175/2004-E Dated 22.11.2004.

-----

**ORDER;**

In the letter read above, the Special Officer (i/c), of Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District has submitted an application under section 25-M of the Industrial Dispute Act, 1947 for permission to Lay off 377 workmen for six months with effect from 24.1.2005.

2. Notices were served on the Management and Unions and final hearing was conducted by Principal Secretary on 3.1.05.

3. Final hearing was attended by representatives of all the Seven Unions and the Management. The Management was represented by Thiru R.Rajendran Special Officer-incharge, Thiru C.Sridharan, Chief Accountant, Thiru D.Hari Paranthaman, Advocate has represented five unions namely (1) Padalam Sarkarai Aalai Thozilalar Sangam (2) Madurantakam Co-operative Sarkarai Aalai Thozhilalar Munnetra Sangam. (3) Madurantakam Co-operative Sarkarai Aalai Pattali Thozhilalar Sangam. (4) Madurantakam Co-operative Sarkarai Aalai Dr.Ambedkar Thozhilalar Sangam. (5) Madurantakam Co-operative Sarkarai Aalai Office staff Association. (6) The Madurantakam Co-operative Sugar Mills National Workers Union (INTUC) and The Madurantakam Co-operative Sugar Mills Office Staff Association represented by its office bearers, and filed written objections.

4. At the outset the Advocate representing five unions pointed out that while issuing orders permitting the management to lay off of 377 workmen for a period of 6 months, from 24.7.2004, it has been indicated that since the mill is under lay off for a long time the management may take steps to reopen the mill and lay off of workmen for further period cannot be considered. He has contented that eventhough, the management has again applied for permission for lay off. The representative of INTUC and Madurantakam Co-operative Sugar Mills Office Staff Association have also objected the application of the Management.

5. The management representative has stated that a VRS proposal is under consideration of the Government and the present application is made to cover the eventuality, in case orders on VRS are not received by the time, the previous permission expires.

6. The Government have carefully and independently considered the points put forth by the Management and the Unions orally and in writing. The Government observe that the proposal of the management for a Voluntary Retirement Scheme to the workers of the Madurantakam Co-operative Sugar Mills is under the consideration of the Government and the present application is made to cover the eventuality, in case orders on VRS are not received by the times the previous permission expired. The Government have therefore decided that as done on the previous occasion, lay off may be permitted as requested, with the same conditions. The Government accordingly grant permission under Section 25-M of the Industrial Disputes Act, 1947, to the Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District, to lay off 377 workmen for a period of six months with effect from 24.1.2005, subject to making payment to the workers as per the said Act.

(By Order of the Governor)

**M.B.PRANESH**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

**To**

(1) The Joint Registrar/Special Officer (in charge), Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District.

The General Secretary, Madurantakam Co-operative Sugar Mills Anna Thozhilalar Sangam, Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

(2) The General Secretary, Madurantakam Co-operative Sugar Mills National Workers Union (INTUC), Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

(3) The General Secretary, Padalam Sarkarai Aalai Thozhilalar Sangam, Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

(4) The General Secretary, Madurantakam Co-operative Sugar Mills Anna Thozhilalar Sangam, Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

(5) The President, Madurantakam Co-operative Sugar Mills Dr. Ambedkar Thozhilalar Sangam, Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

(6) The General Secretary, Madurantakam Co-operative Sugar Mills Pattali Thozhilalar Sangam, Madurantakam Co-operative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

(7) Genetral Secretary, Madurantakam Co-operative Sugar Mills Office Staff Association, Madurantakam Co-operrative Sugar Mills Limited, Padalam, Kancheepuram District-603 308.

Copy to:

The Commissioner of Labour, Chennai-6

The Joint Commr.of Labour, Chennai-6

The Private Secretary to Principal Secretary to Government, L&E Department, Chennai-9

The Senior P.A. to Hon'ble Minister (Labour), Chennai-9

Stock File/Spare Copy.

/Forwarded by Order/

**Section Officer**