

**BEFORE SH. ATUL KUMAR GARG, PRESIDING OFFICER, CENTRAL  
GOVT. INDUSTRIAL-CUM-LABOUR COURT NO-II, NEW DELHI**

**I.D. No. 198/2018**

**Sh. Jagbir Singh, S/o Sh. Girwar Singh**

**Address:- R/o House no.- P-11, Gandhi Ashram Pana Paposian, Narela,  
Delhi- 110040.**

**Through- All India General Kamgar Union,  
U-90, Shakarpur, Delhi-110092.**

**I.D. No. 199/2018**

**Sh. Sandeep Kumar, S/o Sh. Mange Ram,**

**R/o- 59, Nai Basti Pana, Mamoor Pur, Delhi- 110040.**

**Through- All India General Kamgar Union,  
U-90, Shakarpur, Delhi-110092.**

Versus

- 1. Quality Evaluation Laboratories,  
Spice Board, Plot No.- 5, Sector- 7,  
Near Ramleela Ground- Narela, Delhi- 110040.**
- 2. M/s. Avenger Security  
2151/3A/2A, Ground Floor, New Patel Nagar,  
Near Metro Hospital, New Delhi-110008.**

**AWARD**

These are the two cases U/S 2A of the I.D Act filed by the different workmen against the same management. Having common respondents and same cause of action, these cases are taken together for disposal of these cases.

Claims of the claimants are that they were appointed by the management at the post of Security Guards and clerk through management-2 at their last drawn salary of Rs. 7000/- and 10920/- respectively. They have honestly worked with the management and no complaints of any kind were made of them. The management, as established practice, obtained signatures on several papers as a precondition (eligibility) to get service from the entire working staff without any exception. If someone ignores to do so the management disallowed and disqualified him as an aspirant of service. During the services, management was not maintaining the muster roll, service record and not providing the legal benefits in terms of grant by Delhi Administration like minimum wages, Provident Fund, Bonus etc. The management also grabs signatures in the name of providing Provident Fund every year. When the workmen reached at his workplace and requested the management to provide the minimum wages, as they are facing enormous trouble to face the spirally-price-rise but the management threatened the workmen. When workmen reached the workplace they were terminated from their services by the management on 28.02.2018 and 01.02.2018 respectively. They send the demand notice to the management to take them on duty, but the management denied. They had sent the complaint to the labour commissioner, but, it has yielded no result. Hence, They have filed the present claims.

Management-1 had filed the W.S and it had denied the relationship of an employer and employee. It is his case that management-1 had entered into agreement with management-2 from 1<sup>st</sup> December, 2016 to 30<sup>th</sup> November, 2017 for providing one cleaner, two clerks, one electrician and two cleaners at the office of the respondent-1.

Workmen were directed to furnish the correct address of the management-2, but they had not furnished. Therefore, the proceeding against management-2 is hereby dropped.

Issues have already been framed vide order dated 17.09.2019. After framing the issues, no one appeared on behalf of both the parties. Even, workmen have not appeared to substantiate their claims.

In these circumstances when the workmen have not led any evidence to substantiate their claims, their claims are resulted into dismissal. Their claim stand dismissed. Award is passed accordingly. Copies of these awards are sent

to appropriate government for notification under section 17 of the I.D. Act. Files are consigned to record room. A copy of this order is placed in each of the file.

09<sup>th</sup> April, 2024

ATUL KUMAR GARG  
Presiding Officer.  
CGIT-cum- Labour- Court-II