

**BEFORE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL – CUM –  
LABOUR COURT-II, NEW DELHI**

**I.D No. 275/2021**

**Sh. Karan Singh, S/o Sh. Deep Chand,**  
R/o- House No.-98, Bhyampur Khurd,  
Radhma Road, Sonipat, Haryana-131001.

**Through-** Karmakar Ekta Kendra,  
A-704, Transit Camp, Saheed Rajeev Gandhi,  
Colony, Govind Puri, Kalkaji, New Delhi-110019.

**I.D No. 276/2021**

**Sh. Karan Singh, S/o Sh. Ram Mehar,**  
R/o- House No.-1079/3, Near Maya Chand Dairy,  
West Ram Nagar, Sonipat, Haryana-131001.

**Through-** Karmakar Ekta Kendra,  
A-704, Transit Camp, Saheed Rajeev Gandhi,  
Colony, Govind Puri, Kalkaji, New Delhi-110019.

**I.D No. 277/2021**

**Sh. Ramesh Kumar, S/o Late Sh. Daya Ram,**  
R/o- RZ-54-B, Prem Nagar, C-Block, Najafgarh,  
New Delhi-110043.

**Through-** Karmakar Ekta Kendra,  
A-704, Transit Camp, Saheed Rajeev Gandhi,  
Colony, Govind Puri, Kalkaji, New Delhi-110019.

**I.D No. 278/2021**

**Sh. Rajesh Kumar, S/o Sh. Kallu Ram,**

**Through-** Karmakar Ekta Kendra,  
A-704, Transit Capm, Saheed Rajeev Gandhi,  
Colony, Govind Puri, Kalkaji, New Delhi-110019.

VERSUS

**1. Indian Oil Corporation Ltd.,**

Plot No. 3079/3, Sadiq Nagar, JB Tito Marg,  
Near Delhi Jal Board Office, Greater Kailash,  
New Delhi-110049.

**2. Sudhir Kumar Security Agency,**

Unit No. 246, Plot No. 02, LSC, Vardhaman,  
Crown Mall, Sector-19, Dwarka, New Delhi-110075.

*Appearance:-*

*For Claimant: None for the claimants.*

*For Management: Sh. Vinay Sabarwal, Ld. AR alongwith Sh. Karan  
(proxy) for management no. 1.*

*None for the management no. 2.*

**AWARD**

**11.08.2025**

1. By this composite order, I shall dispose of these four applications of U/S 2A of the **Industrial Disputes Act (here in after referred as an 'Act')** filed by the different claimants against the same respondents, because of having the common respondents and same cause of action, these cases are taken together for their illegal termination. Claims of the workmen are that they have been serving the management-1 through management-2. Name and particulars of their employment are given below-

**List of Workmen**

Sr. no	Name	Post	Dates of Joining	Dates of Termination	Last drawn Salary
1	Karan Singh	Security Guard	30.06.2003	20.01.2021	26,091/-
2	Karan Singh	Security Guard	01.06.2001	20.01.2021	26,091/-
3	Ramesh Kumar	Security Guard	01.12.2010	20.01.2021	26,091/-
4	Rajesh Kumar	Security Guard	01.01.2004	20.12.2020	26,091/-

2. They had been doing their work with diligently and honestly. Their service records are clean and they have not given any complaint so far. During the services, management never provided any legal facilities. When claimants demanded all the above said legal facilities, the employer immediately became angry and in a spirit of revenge, their services were illegally terminated by the management on 20.12.2020 & 20.01.2021 respectively, without prior notice, without any notice charge sheet, without any rhyme and reason, which is a violation of 25-F of the I.D. Act. They have sent the demand letter but they have not been taken on duty. They had gone to the conciliation officer, but, no results were yielded. Hence, they have filed the present claims.

3. W.S has been filed by the respondent-1, stating that workmen were the employee of M-2. Therefore, the present claims are not maintainable against the M-1 and are liable to be dismissed.

4. Management-2 has filed its W.S. denying the averment made in the statement of claims. He submitted that claim of the claimant be dismissed.

5. Matters were listed for filing of rejoinder from several dates. Despite being several opportunities, they have failed to file rejoinder. On 18.03.2025, their rights to file rejoinders were struck off. Now,

these matters are listed for listed for framing of issues, however, still, they have not been appearing to substantiate their claims.

6. In these circumstances, when claimants have not been appearing since long to substantiate their claims, this Tribunal has no other option but to pass the no dispute award. No dispute award is passed accordingly. Copies of award be sent to the appropriate government for notification as required under section 17 of the ID act 1947. Records of these files are consigned to record room. A copy of this award is placed in each of the file.

Date- 11.08.2025

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