

**BEFORE CENTRAL GOVT. INDUSTRIAL TRIBUNAL CUM –
LABOUR COURT NO. II, NEW DELHI**

I.D. No. 02/2021

Sh. Sunil Kumar vs. KEC International

Sh. Sunil Kumar, S/o Sh. Bhim Singh,
Village-bangaon, Tehsil- Fatehabad,
Haryana-125050.

...Applicant/Claimant

Versus

The Project Manager,
KEC International Ltd.,
RRTS Project-01, Plot No.-08, Sector-08,
Vasunndhara, Ghaziabad-201012.

...Managements/respondents

Award

24.04.2026

Item No.- 15

I.D. No. 02/2021

24th April 2026

Present:

The claimant in person.

Sh. Manoj Sharma, Ld. AR along with MW Sh. Naman Ojha for management.

The matter was at the stage of management evidence. However, the claimant and the representative for the management appeared and submitted that they have amicably settled the matter, whereby the claimant agreed to settle the dispute for a sum of Rs.2,40,000/- (Rupees Two Lakhs Forty Thousand only) towards full and final settlement of all his claims.

Record perused. The present claim petition was filed in the year 2021 wherein the claimant stated that he was employed with the management as a "Safety Steward" in a non-supervisory and non-managerial capacity. According to the claimant, he had applied for leave for two days from 23.03.2020 to 24.03.2020,

during which period a nationwide lockdown was imposed due to the Covid-19 pandemic, due to which he could not resume duties because of suspension of transport services. It was further alleged that when he approached the management on 15.06.2020 for resuming duties, he was not permitted to join unless he signed an undertaking admitting unauthorized absence and consenting to deduction of salary already credited to his account. The claimant further alleged that despite explaining that his absence was not willful but due to the lockdown situation, the management did not permit him to resume duties. Thereafter, he approached the Regional Labour Commissioner and conciliation proceedings were initiated. Since the claimant didn't agree to the proposed settlement and sought reinstatement in service, a failure certificate was issued and the dispute was referred to this Tribunal for adjudication. Through the present claim petition, the claimant sought reinstatement in service along with salary from 15.06.2020 onwards, approximately amounting to Rs.2,40,000/-, along with other consequential benefits.

The management had filed its written statement denying the claims of the claimant and prayed for dismissal of the claim petition.

Now, considering the submission of the claimant that the matter has been amicably settled and that he has received a sum of Rs.2,40,000/- towards full and final settlement of his claims and does not wish to pursue the present matter any further, the present claim petition stands disposed of as withdrawn in terms of the settlement. Statements of the claimant and the representative for the management, Sh. Naman Ojha, have been recorded separately. The award is passed accordingly.

Let a copy of this award be sent to the appropriate Government for notification under Section 17 of the Industrial Disputes Act, 1947. The file is consigned to the Record Room.

Presiding Officer
CGIT-cum-labour court-II