

## CONTENTS

*Acknowledgements*

*Table of Cases*

*Introduction*

### **PART I**

#### **TRADE UNIONS, COLLECTIVE BARGAINING AND TRIPARTISM**

<b>A. Trade Unions</b>	<b>1</b>
<b>T.T. Devasthanam v. Commissioner of Labour</b>	<b>4</b>
<b>Federation of Western India Cine</b>	
<b>Employees v. Filmalaya Pvt. Ltd.</b>	<b>5</b>
<b>Indian Oxygen Ltd. v. Their Workmen</b>	<b>10</b>
<b>Notes</b>	<b>14</b>
<b>Tamil Nadu Electricity Board Accounts and Executive</b>	
<b>Staff Union v. Tamil Nadu Electricity Board</b>	<b>16</b>
<b>North Eastern Railway Employees Union v.</b>	
<b>Registrar of Trade Unions</b>	<b>17</b>
<b>Sri Rama Vilas Service Ltd. v. Simpson and Group</b>	
<b>Companies Workers' Union</b>	<b>19</b>
<b>Karnataka Bank Employees Association v.</b>	
<b>Commissioner of Labour</b>	<b>23</b>
<b>Rookes v. Barnard</b>	<b>31</b>
<b>Rohtas Industries Ltd. v. Rohtas Industries Staff Union</b>	<b>39</b>
<b>I.C.C. Thozhitali Union v. T.C.C. Ltd.</b>	<b>47</b>
<b>Note</b>	<b>49</b>
<b>B. Collective Bargaining</b>	<b>52</b>
<b>Collective Bargaining in Modern Industry</b>	<b>53</b>
<b>What is Collective Bargaining?</b>	<b>53</b>
<b>Advantages</b>	<b>54</b>
<b>Disadvantages</b>	<b>54</b>
<b>Bargaining Process</b>	<b>54</b>
<b>Bargaining Power</b>	<b>56</b>
<b>Structure of Bargaining</b>	<b>57</b>
<b>Duration</b>	<b>58</b>

Contents or Subject Matter of Collective Bargaining Contracts	59
Enforcement of Agreements	60
Note	61
C. Tripartism	61

*PART II***CONSTITUTIONAL FRAMEWORK AND INDUSTRIAL RELATIONS**

Constitutional Framework	67
The Scheme of Distribution of Powers	67
Constitutional Operation of the Scheme in the Field of Industrial Relations	68
Constitutional Provisions Setting out Goal-values	70
Limitations on Legislative Competency	70
Constitutional Provisions relating to Appeals from Awards	71
Bharat Bank Ltd. v. Their Employees	72
Niemia Textile Finishing Mills Ltd. v. The Second Punjab Tribunal	80
Delhi Cloth & General Mills Ltd. v. Shambhu Nath Mukherjee	85
All India Bank Employees Association v. National Industrial Tribunal	86
Kameshwar Prasad v. State of Bihar	89
O.K. Ghosh v. E.X. Joseph	91
Maneka Gandhi v. Union of India	93
People's Union for Democratic Rights v. Union of India	99
Gujarat Steel Tubes Ltd. v. Gujarat Steel Tubes Mazdoor Sabha	116

*PART III***INDUSTRY, WORKMAN, EMPLOYER, INDIVIDUAL DISPUTE AND  
INDUSTRIAL DISPUTE**

(A.) <del>Industry</del>	119
Banerji v. Mukherjee	123
State of Bombay v. Hospital Mazdoor Sabha	127
National Union of Commercial Employees v. Industrial Tribunal, Bombay	131

CONTENTS

iii

Note	133
7 University of Delhi v. Ram Nath	135
Madras Gymkhana Club Employees' Union v. The Management	139
Management of Safdarjung Hospital v. Kuldip Singh Sethi	142
Bombay Pinjrapole, Bhuleswar v. The Workmen	144
Workmen of the Indian Standards Institution v. Management of the Indian Standards Institution	145
Bangalore Water Supply and Sewerage Board v. Rajappa	149
Note	165
<b>B. Workman</b>	<b>166</b>
Burmah Shell Oil Storage Distribution Company of India Ltd. v. Burmah Shell Management Staff Association	170
Note	174
Shivnandan Sharma v. Punjab National Bank Ltd.	174
Dharangadhara Chemical Works Ltd. v. State of Saurashtra 57	179
D.C. Dewan Mohideen Sahib & Sons v. United Bidi Workers' Union 64	185
Note	186
Silver Jubilee Tailoring House v. Chief Inspector of Shops and Commercial Establishments 73	187
Employers in relation to Punjab National Bank v. Ghulam Dastagir	190
Note	191
S.K. Verma v. Mahesh Chandra 83	193
<b>C. Employer</b>	<b>195</b>
Western India Automobile Association v. Industrial Tribunal	195
Note	200
<b>(D.) Individual Dispute and Industrial Dispute</b>	<b>200</b>
Newspapers Ltd. v. State Industrial Tribunal, Uttar Pradesh	202
Notes	208
Sindhu Resettlement Corporation Ltd. v. Industrial Tribunal, Gujarat	212
Shambhu Nath Goyal v. Bank of Baroda	213

Rustam and Harnsby (I) Ltd. v. T.B. Kadam	215
Workmen of Dimakuchi Tea Estate v. Management of Dimakuchi Tea Estate	217

**PART IV****SETTLEMENT OF INDUSTRIAL DISPUTES**

<b>A. Works Committees</b>	224
Northbrook Jute Company Ltd. v. Their Workmen	224
Notes	226
<b>B. Conciliation</b>	228
<b>C. Voluntary Arbitration</b>	232
Engineering Mazdoor Sabha v. Hind Cycles Ltd.	233
Notes	242
Gujarat Steel Tubes Ltd. v. Gujarat Steel Tubes Mazdoor Sabha	242
<b>D. Adjudication</b>	256
State of Madras v. C.P. Sarathy	262
State of Bombay v. K.P. Krishnan	267
State of Bihar v. D.N. Ganguly	270
Delhi Cloth and General Mills Co. Ltd. v. Their Workmen	274
Sindhu Resettlement Corporation v. Industrial Tribunal	277
Shambhu Nath Goyal v. Bank of Baroda	279
Western India Match Co. Ltd. v. Western India Match Co. Workers' Union	280
Jaipur Udyog Ltd. v. Cement Works Karamchhari Sangh	283
Avon Services Production Agencies (P) Ltd. v. Industrial Tribunal, Haryana	285
Western India Automobile Association v. Industrial Tribunal, Bombay	290
Bharat Bank Ltd. v. Their Employees	290
Life Insurance Corpn. of India v. D.J. Bahadur	298
Grindlays Bank Ltd. v. Central Govt. Industrial Tribunal	308
Gujarat Steel Tubes Ltd. v. Gujarat Steel Tubes Mazdoor Sabha	312
Tata Consulting Engineers v. Its Workmen	315
Workmen of Hindustan Lever Ltd. v. Management of Hindustan Lever Ltd.	317
Workmen of Williamson Magor and Co. Ltd. v. Williamson Magor and Co. Ltd.	319

<i>Sirsilk Ltd. v. Govt. of Andhra Pradesh</i>	320
<i>Remington Rand of India Ltd. v. The Workmen</i>	323
<i>Associated Electrical Industries (India) Private Ltd., Calcutta v. Its Workmen</i>	325
<i>Pradip Port Trust v. Their Workmen</i>	326
Note	331
<i>Hebertsons Ltd. v. Their Workmen</i>	334
<i>The Jhagrakhan Collieries (P) Ltd. v. G.C. Agrawal</i>	337
Notes	339
<i>Shukla Manseta Industries Pvt. Ltd. v. The Workmen</i>	340
<i>Workmen of Balmer Lawrie and Co. Ltd. v. Balmer Lawrie and Co. Ltd.</i>	343
<i>Burn and Co. Ltd. v. Their Workmen</i>	345
<i>Life Insurance Corpn. of India v. D.J. Bahadur</i>	347
Note	352
Grievance Procedure	353

**PART V****STRIKES AND LOCK-OUTS**

A. Strikes	361
<i>Punjab National Bank v. Their Employees</i>	364
<i>India General Navigation and Railway Co. Ltd. v. Their Workmen</i>	368
<i>Delhi Administration v. Workmen of Edward Keventers</i>	372
<i>Chemicals and Fibres of India Ltd. v. D.G. Bhoir</i>	373
Note	378
<i>Raja Kulkarni v. State of Bombay</i>	379
<i>Mumbai Mazdoor Sabha v. Bennet Coleman and Co.</i>	382
<i>Gwalior Rayons Silk Mfg. (Wvg.) Co. Ltd. v. District Collector, Alleppey</i>	384
<i>Chandramalai Estate v. Its Workmen</i>	387
<i>The Statesman Ltd. v. Their Workmen</i>	389
<i>Crompton Greaves Limited v. The Workmen</i>	391
Note	392
B. Lock-outs	393
<i>Kair Betta Estate, Kotagiri v. Raja Manickam</i>	393
<i>Laxmi Devi Sugar Mills Ltd. v. Ram Swarup</i>	395
<i>Feroz Din v. State of West Bengal</i>	396

Express Newspapers Ltd. v. Their Workmen

Note

Premier Automobiles Ltd. v. G.R. Sapre

Priya Laxmi Mills Ltd. v. Mazdoor Mahajan

Mandal, Baroda

Gherao

Jay Engineering Works Ltd. v. State of West Bengal

## *PART VI*

### **LAY-OFF, RETRENCHMENT, CLOSURE AND TRANSFER**

#### **A. Lay-off and Retrenchment**

Lay-off

Prohibition on lay-off

Substitution of new section for Section 25N

Retrenchment

K.T. Rolling Mills v. Meher

Associated Cement Companies Ltd. v. Their Workmen

Note

Workmen of Dewan Tea Estate v. Their Management

Workmen of Firestone Tyre and Rubber Company of India

Ltd. v The Firestone Tyre and Rubber Company

Hariprasad Shiv Shanker Shukla v. A.D.Divelkar

State Bank of India v. N.Sundara Money

Hindustan Steel Ltd. v. State of Orissa

Santosh Gupta v. State Bank of Patiala

Surendra Kumar Verma v. Central Government Industrial  
Tribunal-cum-Labour Court

Delhi Cloth & General Mills Ltd. v. Shambhu Nath Mukherji

Notes

Indian Hume Pipe Co. Ltd. v. Its Workmen

Bombay Union of Journalists v. State of Bombay

Workmen of Subong Tea Estate v. Subong Tea Estate

May and Baker (India) Ltd. v. Their Workmen

Parry and Company Ltd. v. P.C.Pal, Judge of the Second  
Industrial Tribunal, Calcutta

Anakapalia Co-operative Agriculture and Industrial Society v.  
Its Workmen

Sur Enamel and Stamping Works v. The Workmen

Workmen of Sudder Workshop of Jorehaut Tea Co. Ltd. v. Management of Jorehaut Tea Co. Ltd.	474
Note	475
D. Macropollo and Co. Pvt. Ltd. v. Their Employees' Union	476
Indian Cable Co. Ltd. v. Its Workmen	477
Om Oil and Seeds Exchange v. Their Workmen	481
Cawnpore Tannery Ltd. v. Guha	484
<b>B. Closure and Transfer (Special Provisions)</b>	<b>487</b>
Hathising Manufacturing Co. v. Union of India	489
Excel Wear v. Union of India	495
Note	499

**PART VII****SECTION I****REGULATION OF MANAGEMENT'S PREROGATIVE DURING  
PENDENCY OF PROCEEDINGS UNDER SECTION 33**

Automobile Products of India Ltd. v. Rukmaji Bala	505
Lakshmi Devi Sugar Mills Ltd. v. Ram Sarup	510
Bharat Iron Works v. Bhagubhai Balubhai Patel	513
Strawboard Manufacturing Company v. Gobind	514
Tata Iron & Steel Co. v. S.N. Modak	517
New India Motors (P) Ltd. v. K.T. Morris	519
Bhavnagar Municipality v. Alibhai Karimbhai	521
Punjab Beverages v. Suresh Chand	523
Calcutta State Transport Corporation v. Md. Noor Alam	525
Management of Borpukhuri Tea Estate v. Industrial Tribunal	527
Lord Krishna Textile Mills v. Its Workmen	529
Reserve Bank of India v. C.T. Dighe	532
G.T. Lad v. Chemicals and Fibres India Ltd.	535

**SECTION II****NOTICE OF CHANGE**

Introductory	537
Indian Oxygen Ltd. v. U.N. Singh	540
Hindustan Lever Ltd. v. R.M. Ray	541
Indian Oil Corporation Ltd. v. Its Workmen	544
Notes	545

*PART VIII***EXECUTION OF EXISTING RIGHTS**

Central Bank of India v. Rajagopalan	548
Payment of Wages Inspector v. Surajmal Mehta	551
Uttar Pradesh Electric Supply Company Ltd. v. Shukla (R.K.)	553
M/s. Voltas Ltd. v. J.N. De Mellow	556
R.B. Bansilal Abirchand Mills Co. Ltd. v. The Labour Court, Nagpur	558
Punjab Co-operative Bank v. Bhatia	559
Workmen of Firestone Tyre and Rubber Co. v. Management	560
Namor Ali v. Central Inland Water Transport Corpora- tion Ltd.	561

*PART IX***TERMINATION OF SERVICE AND DOMESTIC ENQUIRY** 563

Buckingham and Carnatic Mills Ltd. v. Their Workers	566
Note	575
U.B. Dutt and Co. v. Their Workmen	576
Bata Shoe Co. (P) Ltd. v. D.N. Ganguly	579
Jabalpur Electric Supply Co. v. Sambhu Prasad Srivastava	583
Municipal Corporation v. P.S. Malavenkar	587
Workmen of Motor Industries Co. v. Motor Industries Co. Ltd.	590
Delhi Cloth and General Mills Co. Ltd. v. Labour Court, Tis Hazari	591
Indian Airlines Corporation v. Sukhdeo Rai	593
Burn and Co. Ltd. v. Workmen	595
Delhi Transport Undertaking v. Balbir Saran Goel	596
L. Michael v. M/s. Johnson Pumps India Ltd.	598
M/s. Francis Klein and Co. (P) Ltd. v. Their Workmen	601
Delhi Cloth and General Mills v. Ludh Budh Singh	602
Sirsi Municipality v. Cecilia Kom Francis Tellis	604
Indian Express and Chronicle Press v. M.C. Kapur	606
Workmen of M/s. Firestone Tyre and Rubber Co. of India (P) Ltd. v. The Management	608
Shankar Chakravarti v. Britannia Biscuit Co.	615
Janki Nath Sarangi v. State of Orissa	621
State Bank of India v. R.K. Jain	623