

**BEFORE THE ADDITIONAL LABOUR COURT, VELLORE.
VELLORE DISTRICT.**

**PRESENT : Tmt.S.Uma Maheswari, M.L.,
Presiding Officer.**

Thursday, the 11th June, 2026

**C.P. No.12/2026
C.N.R.No.TNVL02-000017-2026**

L.Sathishkumar,
S/o. Lakshmikanthan,
No.58, Perumal Kovil Street,
New Govindapuram,
Gangapuram Post,
Ambur – 635 802.

...

Petitioner

VERSUS

The Managing Director,
C.Dairy Products Private Limited,
No.146, Annanagar,
Periyavarigam Village,
Thuthipattu Post,
Ambur– 635 802.

...

Respondent

This Petition came up before me for final hearing on 05.06.2026 in the presence of Thiru.K.S.Sathish, the Authorized Representative for the Petitioner, and the respondent remained ex-parte. Upon hearing the arguments of petitioner side, upon perusing the material case records and having stood over for consideration till this date, this Court delivered the following:-

ORDER

This is an application filed by the Petitioner to compute the monetary benefits amounting to Rs.2,40,000/- under the heads of November 2025 pending salary and notice pay salary to which he is entitled from the respondent management.

1. Gist of the petition averments: -

The case of the petitioner is that he worked in the respondent management in the Marketing Branch. His last monthly salary was Rs.1,20,000/-.

The petitioner alleged that the respondent management without any prior intimation terminated him by a letter dated 27.11.2025. As per the Labour Welfare Legislations, the employer has to issue one month notice or one month salary. But the respondent failed to follow the above procedure. Further the management submitted wrong calculations while calculating the terminal benefits of the petitioner and thereby it arrived a lesser amount. The petitioner's actual working days and balance salary amount is Rs.1,20,000/-. Hence the petitioner demanded the respondent management his pending salary due amount and one month notice pay. But the management without disbursing the same, delayed the payment. Hence the petitioner has approached this court and requests this court to compute the monetary benefits as claimed in the petition.

2. In this case, the respondent has failed to receive the notice and hence the notice was returned as "Refused". Therefore, this court set the respondent ex-parte on 22.05.2026.

3. The petitioner herein to prove his case examined himself as PW1 and through him Ex.P1 and P2 were marked.

4. Point for consideration: -

Whether the petitioner is entitled for monetary benefit totaling to Rs.2,40,000/- as prayed by him or not ?

5. Point:-

On perusal of the petition, deposition and the documents marked in this case, this court comes to know that the petitioner alleged himself as an employee of the respondent company. The respondent also alleged that he has worked in the Marketing Division of the respondent and was drawing Rs.1,20,000/- as his monthly salary. The petitioner to prove his employment and disbursement of wages by the respondent has marked his Bank Account Statements as Ex.P1.

The petitioner alleged that while he was continuing his service in the Marketing Division, the management without any prior notice and without disbursing the notice pay had issued a letter of termination dated 27.11.2025 - Ex.P2. The petitioner alleged that the management before issuing the termination order as per the Labour Welfare Legislations Laws ought to have issued either one month's prior notice or one month notice pay. The petitioner's case is concerned the management has failed to follow the above procedure.

Further while settling the final settlement benefits the management has failed to account his exact working days and thereby it calculated a lesser amount as final settlement. The petitioner based on his working days and pending salary due amount is entitled for a sum of

Rs.1,20,000/- along with notice pay amount of Rs.1,20,000/-. Totally the respondent is liable to pay a sum of Rs.2,40,000/- to the petitioner. The petitioner made several demands to the respondent to disburse the above amount but the management by citing one or other reason had delayed the payment. Therefore, the petitioner has approached this court by way of this petition.

The petitioner to prove his employment, salary and his termination has produced Ex.P1 and P2. From these documents it is clear that the petitioner was an employee of the respondent company with a salary of Rs.1,20,000/-. The petitioner alleged that the management has failed to issue one months' prior notice before his termination and also failed to disburse one month notice pay. To deny the above allegation of the petitioner, the respondent has not chosen to appear before this court and further the respondent has refused to receive the court notice. Consequently, this court set the respondent ex-parte.

Under such circumstances, this court has no other option except to believe the petitioner's case and documents. The Ex.P2 – termination order clearly reveals that the management has terminated the services of the petitioner with them. The settlement details filed along with the termination order does not disclose the payment of one month notice pay. Further the petitioner is disputing the final settlement calculation arrived by the respondent. To give correct calculation the management has failed to appear. Hence this court is of the view that the management might have refused to disburse the above monetary lawful benefits of the petitioner as claimed by him. For that reason alone, the management has failed to appear before this court and contest the case.

In final, based on the petitioner's documents this court comes to a conclusion that the petitioner is entitled for the amount as claimed by him in the petition.

Point is answered accordingly.

In the result, this petition is allowed with costs. The respondent is directed to pay a sum of Rs.2,40,000/- (Rupees Two Lakhs and Fourty Thousand only) to the petitioner within a period of two months from the date of this order, failing which the petitioner is entitled for an interest amount at the rate of 12% per annum from the date of issuance of termination order i.e., 27.11.2025 till its realization.

Dictated to the Steno-Typist, typed directly in the Computer, corrected and pronounced by me in the Open Court, on this the 11th day of June, 2026.

**Presiding Officer,
Additional Labour Court,
Vellore.**

1. List of Witnesses on the side of the Petitioner:-

PW1 – Thiru.L.Sathishkumar

2. List of Exhibits on the side of the Petitioner:-

Ex-P1 – ----- – Copy of Bank Statement

Ex.P2 – 27.11.2025 – Copy of Termination Letter

**Presiding Officer,
Additional Labour Court,
Vellore.**