

ಕಾರ್ಮಿಕ ನ್ಯಾಯಾಲಯ, ಮೈಸೂರು.

Ref:16/2025

ಎಂ.ಡಬ್ಲ್ಯೂ-1

ದಿನಾಂಕ 26.02.2026 ರಂದು ಸಾಕ್ಷಿಗೆ ಪ್ರಮಾಣ ವಚನ ಭೋದಿಸಲಾಯಿತು

ಮುಖ್ಯ ವಿಚಾರಣೆ: 2 ನೇ ಪಕ್ಷಗಾರರ ಪರ ಶ್ರೀ.ಜಿ.ಪಿ. ವಕೀಲರ ಪರವಾಗಿ ಶ್ರೀ.ವಿ.ಎಲ್.ಪಿ.

ವಕೀಲರಿಂದ :

Ex M14	Authorization letter.
Ex M15	Copy of Appointment letter dated 6th October 2016 issued to HARISHA C N, Emp. No. 929.
Ex M16	Copy of the transfer letter dated 07th June 2018 issued to HARISHA C N, Emp. No. 929 transferring from the Mysore unit to the Tirupathi unit, Andhra Pradesh.
Ex M17	Copy of first reminder letter dated 30 th June 2018 issued from the Management of Tirupathi unit, APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittor District, Andhra Pradesh, advising HARISHA C N, Emp. No. 929 to report to the duty at Tirupathi Unit, Andhra Pradesh, as per the transfer letter.
Ex M18	Copy of the second reminder letter dated 31 st July 2018 issued from the Management of Tirupathi unit, APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittor District, Andhra Pradesh, advising HARISHA C N, Emp. No. 929 to report to the duty at Tirupathi Unit, Andhra Pradesh, as per transfer letter.
EX M19	Copy of the acknowledgement and confirmation letter dated 10th August 2018 related to HARISHA C N, Emp. No. 929, has reported to the duty at Tirupathi unit , located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittor District, Andhra Pradesh.
EX M20	Copy of the Monthly Attendance register physically signed by HARISHA C N, Emp. No. 929 , during his working at Tirupathi Unit located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittor District, Andhra Pradesh, for the period from August - 2018 to March -2020.

EX M21	Copy of the monthly salary slips issued from Tirupathi unit located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittor District, Andhra Pradesh, related to HARISHA C N, Emp. No. 929 during his working period from August 2018 to May 2020.
EX M22	Copy of the termination/retranchment letter dated 1 st June 2020 issued to HARISHA C N, Emp. No. 929 due to closure of Tirupathi unit located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittor District, Andhra Pradesh, with effect from 31 st may 2020 under the section 25FFA-of the Industrial Dispute Act 1947 the said termination/ retranchment letter contains full and final settlement such as retranchment compensations and Gross salary towards one month notice period as per Industrial Dispute Act 1947, gratuity as per payment of gratuity act 1972.
EX M23	Copy of the unemployment/retranchment benefits form- UA4-I (ESI) of HARISHA C N, Emp. No. 929, on his request the said form has been issued to avail the benefits subsequent to closure of Tirupathi unit located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Thrupthi – 517526, Chittor District, Andhra Pradesh, The said form is related to benefits given to retrenched employees due to closure of the factory by Employees State Insurance Corporations, the said form has been submitted by HARISHA C N to Sub-Regional office, ESI, Tirupathi, to avail the benefits.
EX M24	Copy of the Memorandum of understanding signed between Vinyas Innovative Technologies Pvt. Ltd and Government of Andhra Pradesh, dated 26 th Feb 2018.
EX M25	Copy of the Lease deed Agreement dated 31 st May 2018 for one year between Vinyas Innovative Technologies Ltd and Andhra Pradesh Industrial Infrastructure Corporation.
EX M26	Copy of the Lease deed Agreement dated 9 th Sep 2019 for Three year between Vinyas Innovative Technologies Ltd and Andhra Pradesh Industrial Infrastructure Corporation.
EX M27	Copy of the factory license issued by Inspectors of factories,

	Chittoor, Andhra Pradesh to Vinyas Innovative Technologies Pvt. Ltd., located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittoor District, Andhra Pradesh,
EX M28	Copy of the Employee State Insurance Corporation allotment code No. 79730185240010606 issued by the sub-regional ESI office, Tirupathi to Vinyas Innovative Technologies Pvt. Ltd, located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittoor District, Andhra Pradesh,
EX M29	Copy of Employee Provident Fund sub code No: GRCDP1785115000 issued by the sub-regional office, Kadapa to Vinyas Innovative Technologies Pvt. Ltd, located at APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittoor District, Andhra Pradesh.
EX M30	Copy of the consent order issued by Regional Office, Andhra Pradesh Pollution Control Board to Vinyas Innovative Technologies Pvt. Ltd, APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittoor District, Andhra Pradesh.
EX M31	Copy of the notice dated 19.09.2018 issued by Andhra Pradesh Industrial Infrastructure Corporation(APIIC), Tirupathi, to Vinyas Innovative Technologies Pvt. Ltd., Tirupathi to vacate the premises of APIIC Shed No. 7, EMS Cluster-2, Vikruthamala (V), Yerpedu (M) Tirupathi – 517526, Chittoor District, Andhra Pradesh.
EX M32	Copy of the reply letter dated 29 th September 2018 given by Management of Vinyas Innovative Technologies Tirupathi Unit for the notice dated 19.09.2018 given by Andhra Pradesh Industrial Infrastructure Corporation (APIIC), where in Management of Vinyas Innovative Technologies have categorically denied the averments mentioned in the notice and accordingly explained with statement of facts to Andhra Pradesh Industrial Infrastructure Corporation (APIIC), Zonal Office, Tirupathi.
EX M33	Copy of the stay order dated 05.10.2018 given by High Court of Judicature at Hyderabad for the state of Telangana and the state of Andhra Pradesh , for the arbitrary notice dated 19.09.2018 issued by Andhra Pradesh Industrial Infrastructure Corporation(APIIC)

	against Management of Vinyas Innovative Technologies, Tirupathi Unit .
EX M34	Copy of the Compliant/Petition letter dated 08.08.2018 filed by 76 employees of Tirupathi unit along with Mr. Harisha C N , (including Harish C N i.e first party of this case) against the Management of Vinyas Innovative Technologies, Tirupathi unit before Joint Commissioner of Labour, Tirupathi, Labour Department, Government of Andhra Pradesh.
EX M35	Copy of the Joint meeting notice letter Rc. No. A/1445/2018 dated 16.08.2018, issued by Deputy Commissioner of Labour, Tirupathi, Labour Department, Government of Andhra Pradesh, w.r.t Compliant/Petition letter dated 08.08.2018 filed by 76 employees of Tirupathi unit (including Harish C N i.e first party of this case).
EX M36	Copy of the objection statement letter dated 28.08.2018 submitted by respondent management of Vinyas Innovative Technologies Tirupathi against the petition filed by 76 employees of Tirupathi unit along with Mr. Harisha C N , related to the case ref. No. Rc. No. A/1445/2018 dated 16.08.2018.
EX M37	Copy of the certified copies of conciliation proceedings attended by respondent management Vinyas Innovative Technologies Tirupathi and also representatives of the complainants before "Deputy Commissioner of Labour, Tirupathi", Labour Department, Government of Andhra Pradesh , against the case Rc. No. A/1445/2018 dated 18.08.2018.
EX M38	Copy of the petition filed by the 80 employees including Mr. Harisha C N , (first party of this case) of Tirupathi unit, before Authority i.e. "In The Court Of Authority Appointed Under The Payment Of Wages Act, 1936 & Joint Commissioner Of Labour, Zone-IV, Kurnool", Labour Department, Kurnool, Andhra Pradesh against the Management Of Vinyas Innovative Technologies Tirupathi, related to case matter pertaining to payment of wages for the illegal period of strike at Tirupathi unit.

EX M39	Copy of the notice Case Ref. No. P.W.:01/2019 letter dated 20.10.2018, issued against the Management of Vinyas Innovative Technologies Tirupathi by "In The Court Of Authority Appointed Under The Payment Of Wages Act, 1936 & Joint Commissioner Of Labour, Zone-IV, Kurnool", Andhra Pradesh related to case matter connected with payment of wages for the illegal period of strike at Tirupathi unit.
EX M40	Copy of the objection statement submitted by the respondent management of Vinyas Innovative Technologies, Tirupathi unit before authority i.e "In The Court Of Authority Appointed Under The Payment Of Wages Act, 1936 & Joint Commissioner Of Labour, Zone-IV, Kurnool", Andhra Pradesh , Tirupathi against the petition filled by 80 employees of Tirupathi unit, related to payment of wages case ref. No. P.W.:01/2019, for the illegal period of strike at Tirupathi unit.
EX M41	Copy of the order sheet issued in the case matter of payment of wages case ref. No. P.W.:01/2019 before "In The Court Of Authority Appointed Under The Payment Of Wages Act, 1936 & Joint Commissioner Of Labour, Zone-IV, Kurnool", Andhra Pradesh.
EX M42	Copy of the Petition filed dated 21.10.2019 filed and signed by 41 employees of Tirupathi unit along with Mr. Harisha C N , (including Harisha C N , i.e. first party of this case) against the Management of Vinyas Innovative Technologies, Tirupathi unit before Deputy Commissioner of Labour, Tirupathi, Labour Department, Government of Andhra Pradesh. Pradesh case matter pertaining to charter of demands.
EX M43	Copy of the joint meeting notice letter Lr. No. D1/2214/2019 dated 02.11.2019. issued against the Management of Vinyas Innovative Technologies Tirupathi by "Hon'ble Joint Commissioner of Labour", Tirupathi, Labour Department, Government of Andhra Pradesh , for attending the meeting related to charter of demands
EX M44	Copy of the objection statement dated 09.01.2020 related to charter of

	demands, submitted by respondent management of Vinyas Innovative Technologies Tirupathi unit, before the Hon'ble Joint Commissioner of labour and conciliation officer, Kurnool, Andhra Pradesh against the petition notice/reference letter Lr. No. D1/2214/2019 dated 02.11.2019.
EX M45	Copy of the compliant letter dated 27.07.2019 filled by Mr. Kandharapu Muruli, District General Secretary, CITU Tirupathi, along with 4 other employees on behalf of other employees of the Tirupathi unit, (including Harish C N i.e. first party of this case) before Deputy Commissioner of Labour, Tirupati, Labour Department against the Management of Vinyas Innovative Technologies, Tirupathi unit.
EX M46	Copy of the meeting notice letter Rc. No. A/1015/2019 dated 31.07.2019. issued before Deputy Commissioner Of Labour, Tirupati, Labour Department, Andhra Pradesh , to management of Vinyas Innovative Technologies Tirupathi unit to appear/attend meeting related to the compliant given by Mr. Kandharapu Muruli, District General Secretary, CITU Tirupathi.
EX M47	Copy of the objection statement dated 16.08.2019 submitted by respondent management of Vinyas Innovative Technologies Tirupathi Unit to Deputy Labour Commissioner & Conciliation Officer, Tirupathi Unit, Andhra Pradesh , against the petition filed by Mr. Kandharapu Muruli, District General Secretary, CITU Tirupathi related to the case ref. No. Rc. No. A/1015/2019 dated 31.07.2019.
EX M48	Copy of the notice dated 14.08.2018 displayed in the notice board at Vinyas Tirupathi unit, advising employees to not stay inside the factory premises after the working hours for doing illegal strike.
EX M49	Copy of the Notice No. 2/2018 dated 14.08.2018 displayed in the notice board at Vinyas Tirupathi unit, advising the employees to have the lunch organized based on their request.
EX M50	Copy of the Notice No. 3/2018 dated 14.08.2018 displayed in the notice board at Vinyas Tirupathi unit, advising employees to not stay inside the factory premises after the working hours.
EX M51	Copy of the Notice No. 4/2018 dated 14.08.2018 displayed in the

	notice board at Vinyas Tirupathi unit, advising employees to participate effectively in electronics manufacturing training program for upskilling and reskilling.
EX M52	Copy of the Notice No. 5/2018 dated 17.08.2018 displayed in the notice board at Vinyas Tirupathi unit, advising employees to have the lunch.
EX M53	Copy of the Notice No. 6/2018 dated 17.08.2018 displayed in the notice board at Vinyas Tirupathi unit, advising employees to not do illegal strike against the management inside the shopfloor.
EX M54	Copy of the Notice No. 8/2018 dated 17.08.2018 displayed in the notice board at Vinyas Tirupathi unit, advising employees to participate in On-Job Training program to upgrade their skill set.
EX M55	Copy of the Notice No. 9/2018 dated 18.08.2018 displayed in the notice board at Vinyas Tirupathi unit, informing employees about paid leave declared by management from 20 th August 2018 to 2 nd September 2018, because reported employees have not made any arrangements for their stay, travel at Tirupathi, the paid leave was given based on the request of the employees subsequent to the meeting had with Deputy Labour Commissioner Tirupathi, Andhra Pradesh.
EX M56	Copy of the notice No. 12/2018 dated 03.09.2018 displayed in the notice board at Vinyas Tirupathi unit, related to company has arranged the afternoon lunch for all employee's based on their request.
EX M57	Copy of the notice No. 13/2018 dated 03.09.2018 advising employees not to do illegal strike and not to stay inside the factory premises after working hours.
EX M58	Copy of Notice dated 5 th September 2018 related to Suspension of Factory operation because of industrial unrest and illegal strike inside the shop floor of the company.
EX M59	Copy of the appeal letters dated 17th, 18th, 19th, 21st, 22nd, 24th of September 2018, was displayed in front of the main entrance of the company advising from to stop doing illegal strike and vacate the shop floor, by taking all your personal belongings such as luggage bags, clothes, electronic gadgets, beds, Pillows, Food, Groceries and

	beverages, stoves and cooking cylinders from the shop floor and also advising the said employees to give undertaking for good conduct/behavior.
EX M60	Copy of the notice dated 05.10.2018 displayed in the in front of the main entrance of the company at Vinyas Tirupathi unit, appealing employees to drop their illegal strikes and also stop creating industrial unrest.
EX M61	Copy of the letter dated 27.10.2018 displayed in the notice board at Vinyas Tirupathi unit, informing employees about one to one meeting with Managing Director.
EX M62	Copy of the letter dated 30.10.2018 displayed in the notice board at Vinyas Tirupathi unit, informing employees about one to one meeting with Managing Director.
EX M63	Copy of the notice dated 19.11.2018 displayed in the notice board at Vinyas Tirupathi unit, about revocation of suspension of factory operations w.e.f 19 th November 2018.
EX M64	Copy of the notice dated 14.03.2019 displayed in the notice board at Vinyas Tirupathi unit, informing employees about company had declared the paid leave from 14 th march 2019 to 16 th March 2019 based on their request.
EX M65	Copy of the notice dated 05.04.2019 displayed in the notice board at Vinyas Tirupathi unit, advising 18 employees to submit their leave forms to process the salary computation for the month of March-2019 in spite of oral reminders.
EX M66	Copy of the notice dated 10.04.2019 displayed in the notice board at Vinyas Tirupathi unit, informing employees about paid holiday declared by company on related to Assembly election carried out in Andhra Pradesh state on 11.04.2019.
EX M67	Copy of the notice 01/2019 dated 05.07.2019 displayed in the notice board at Vinyas Tirupathi unit, appealing employees to co-operate with the management for the smooth operational of unit.
EX M68	Copy of the Notice No. 02/2019 dated 06.08.2019 displayed in the notice board at Vinyas Tirupathi unit, advising employees to submit

	their residential address of proof for their stay at Tirupathi.
EX M69	Copy of the notice No. 03/2019 dated 06.08.2019 displayed in the notice board at Vinyas Tirupathi unit, advising employees to take ESI Sick leave/medical leave from ESI Dispensary/ESI Hospital in Tirupathi.
EX M70	Copy of the notice No. 04/2019 dated 06.08.2019 displayed in the notice board at Vinyas Tirupathi unit, informing employees about company has remitted the one-month wages as salary advance paid during January 2019, will be deducted consecutively with effect from July 2019 salary payable in four installments deductions.
EX M71	Copy of the notice No. VIN/05/2019 dated 13.09.2019 displayed in the notice board at Vinyas Tirupathi unit, informing employees about their habitual unauthorized absence from duty.
EX M72	Copy of the notice No. VIN/06/2019 dated 13.09.2019 displayed in the notice board at Vinyas Tirupathi unit, addressing employees not to sleep during the working hours of the company.
EX M73	Copy of the notice No. VIN/08/2019 dated 14.09.2019 displayed in the notice board at Tirupathi unit, addressing the employees not to repeat undisciplined and unruly behavior inside the shop floor.
EX M74	Copy of the notice No. VIN/09/2019 dated 14.09.2019 displayed in the notice board at Vinyas Tirupathi Unit, informing employees about paid leave declared by company from 16 th September 2019 to 18 th September 2019 based on the employees request.
EX M75	Copy of the notice No. 07/2019 dated 14.09.2019 displayed in the notice board at Vinyas Tirupathi unit, addressing the employees not to spread rumors about the stating company has not received any extension from Andhra Pradesh Industrial Infrastructure Corporation, Zonal Office, Tirupathi.
EX M76	Copy of the notice No. VIN/10/2019 dated 26.10.2019 displayed in the notice board at Vinyas Tirupathi Unit, informing employees about paid leave declared by company from 28 th October 2019 to 2 nd November 2019 based on employees request.
EX M77	Copy of the notice dated 02.11.2019 displayed in the notice board at Vinyas Tirupathi unit, informing employees about the gross emoluments as per the revision in Minimum wages guidelines of

	Andhra Pradesh.
EX M78	Copy of the Memo dated 14.02.2020 informing employees about the upcoming visit of Managing Director and other board Director's to Tirupathi unit.
EX M79	Copy of the Memo dated 24.02.2020 informing employees to give their names to their respective manager for one to one meeting with Management.
EX M80	Copy of the notice No. 05/2020 dated 02.03.2020 informing employees about voluntary separation scheme introduced to employees working at Tirupathi unit due to varied reasons mentioned in the voluntary separation scheme
EX M81	Copy of the notice No. VIN/11/2020 dated 23.03.2020 displayed in the notice board at Vinyas Tirupathi Unit, informing employees about paid leave declared by company from 23 rd March 2020 to 31 st March 2020 due to Covid-19 guidelines given by Ministry of Home Affairs and government of Andhra Pradesh.
EX M82	Copy of the Notice dated 01.06.2020 displayed in the notice board at Vinyas Tirupathi unit about termination of the services of all the employees working at Tirupathi unit due to closure of the Tirupathi unit due to varied reasons mentioned in the notice.
EX M83	Copy of the Wage register of Vinyas Tirupathi unit for the period from August 2018 to May 2020, (Where in Harisha C N's name are reflecting wage register)
EX M84	Copy of the muster roll register of Vinyas Tirupathi unit for the period from August 2018 to May 2020. (Where in Harisha C N's names are reflecting muster register)
EX M85	Copy of the ESIC payment & challans, Monthly contribution receipt of Vinyas Tirupathi unit for the period from August 2018 to May 2020. (Where in Harisha C N's names are reflected in said records)
EX M86	Copy of the EPFO Payment & ECR challans and receipt of Vinyas Tirupathi unit for the period from August 2018 to May 2020. (Where in Harisha C N's names are reflecting in said records)
EX M87	Copy of the Joint letter dated 04.09.2018 signed by 72 employees, including Mr. Harisha C N , (i.e. first party of this case) of Vinyas

	Tirupathi unit to the management of vinyas Tirupathi unit, requesting to provide work at the Tirupathi unit due to industrial unrest created by the employees of Tirupathi unit.
EX M88	Copy of the Joint letter dated 05.09.2018 signed by 72 employees, including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M89	Copy of the Joint letter dated 06.09.2018 signed by 72 employees including Mr. Harisha C N , (i.e. First party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M90	Copy of the Joint letter dated 07.09.2018 signed by 70 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M91	Copy of the Joint letter dated 08.09.2018 signed by 74 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M92	Copy of the Joint letter dated 10.09.2018 signed by 70 employees, including Mr. Harisha C N , (i.e., first party of this case) of Vinyas Tirupathi unit, to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.

EX M93	Copy of the Joint letter dated 11.09.2018 signed by 70 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M94	Copy of the Notice No. 15/2018 dated 11.09.2018 informed all concerned employees of Vinyas Tirupathi unit are held responsible for any loss happens for the company's business existence and survival at Vinyas Tirupathi Unit due to illegal strike and forcibly occupying and staying in the shop floor and creating the unrest in electronics manufacturing cluster at Tirupathi.
EX M95	Copy of the Joint letter dated 17.09.2018 signed by 70 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M96	Copy of the Joint letter dated 18.09.2018 signed by 71 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M97	Copy of the Joint letter dated 19.09.2018 signed by 71 employees, including Mr. Harisha C N , (i.e., first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M98	Copy of the Joint letter dated 20.09.2018 signed by 69 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to

	provide work at Tirupathi unit during the suspension of factory operation due to industrial unrest created by the employees of Tirupathi unit.
EX M99	Copy of the Joint letter dated 21.09.2018 signed by 71 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M100	Copy of the Joint letter dated 21.09.2018 signed by 62 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M101	Copy of the Joint letter dated 22.09.2018 signed by 66 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M102	Copy of the Joint letter dated 28.09.2018 signed by 71 employees along with Mr. Harisha C N , including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to Managing Director of company, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M103	Copy of the Joint letter dated 28.09.2018 signed by 74 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to Director of company, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Vinyas Tirupathi unit.

EX M104	Copy of the Joint letter dated 28.09.2018 signed by 74 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit, to Director of company, requesting to provide work at the Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Vinyas Tirupathi unit.
EX M105	Copy of the Joint letter dated 03.10.2018 signed by 80 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to Director of company, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M106	Copy of the Joint letter dated 06.10.2018 signed by 79 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit, requested for provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Vinyas Tirupathi unit.
EX M107	Copy of the Joint letter dated 08.10.2018 signed by 78 employees, including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit, requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Vinyas Tirupathi unit.
EX M108	Copy of the Joint letter dated 09.10.2018 signed by 79 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit requesting provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M109	Copy of the Joint letter dated 10.10.2018 signed by 81 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.

EX M110	Copy of the Joint letter dated 11.10.2018 signed by 81 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M111	Copy of the Joint letter dated 12.10.2018 signed by 81 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M112	Copy of the Joint letter dated 13.10.2018 signed by 66 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M113	Copy of the Joint letter dated 15.10.2018 signed by 65 employees, including Mr. Harisha C N , (i.e., first party of this case) of Tirupathi unit, to the management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M114	Copy of the Joint letter dated 16.10.2018 signed by 75 employees, including Mr. Harisha C N (i.e., first party of this case) of Tirupathi unit, to the management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M115	Copy of the Joint letter dated 22.10.2018 signed by 81 employees, including Mr. Harisha C N , (i.e., first party of this case) of Tirupathi unit, to the management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.

EX M116	Copy of the Joint letter dated 23.10.2018 signed by 67 employees, including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M117	Copy of the Joint letter dated 24.10.2018 signed by 58 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M118	Copy of the Joint letter dated 25.10.2018 signed by 64 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M119	Copy of the Joint letter dated 26.10.2018 signed by 79 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M120	Copy of the Joint letter dated 27.10.2018 signed by 68 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting for provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M121	Copy of the Joint letter dated 30.10.2018 signed by 71 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting for provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M122	Copy of the Joint letter dated 31.10.2018 signed by 69 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M123	Copy of the Joint letter dated 02.11.2018 signed by 66 employees

	including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M124	Copy of the Joint letter dated 05.11.2018 signed by 63 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M125	Copy of the Joint letter dated 06.11.2018 signed 64 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M126	Copy of the Joint letter dated 07.11.2018 signed by 73 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M127	Copy of the Joint letter dated 19.11.2018 signed by 57 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M128	Copy of the Joint letter dated 21.11.2018 signed by 57 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M129	Copy of the Joint letter dated 23.11.2018 signed by 64 employees including Mr. Harisha C N (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to

	industrial unrest created by the employees of Tirupathi unit.
EX M130	Copy of the Joint letter dated 24.11.2018 signed by 57 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M131	Copy of the Joint letter dated 26.11.2018 signed by 50 employees including Mr. Harisha C N , (i.e. first party of this case) of Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M132	Copy of the Joint letter dated 27.11.2018 signed by 47 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit requesting for provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Tirupathi unit.
EX M133	Copy of the Joint letter dated 28.11.2018 signed by 50 employees including Mr. Harisha C N , (i.e. first party of this case) of Vinyas Tirupathi unit to management of vinyas Tirupathi unit requesting to provide work at Tirupathi unit during the suspension of factory operations due to industrial unrest created by the employees of Vinyas Tirupathi unit.
EX M134	Copy of the joint request letter dated 05.04.2019 employees including Mr. Harisha C N , (i.e. first party of this case) requested Management of Vinyas Tirupathi unit for give Paid Leave from 08.04.2019 to 09.04.2019.
EX M135	Copy of the joint request letter dated 29.08.2019 employees including Mr. Harisha C N , (i.e. first party of this case) requested Management of Vinyas Tirupathi unit for give Paid Leave from 03.09.2019 to 04.09.2019.

EX M136	Copy of letter dated 04.09.2018 submitted to Deputy Labour Commissioner, Labour Department, Government of Andhra Pradesh , by Management of Vinyas Tirupathi unit, requesting for intervention for evacuation of unauthorized stay and illegal, unjustified strike resorted by the employees after and before the working hours inside the factory w.e.f. 5:30 Pm of 3 rd September 2018 spearheaded by disgruntled employees and their supporting unions and unfair practices against the management disturbing peaceful functioning of the organization.
EX M137	Copy of the letter dated 05.09.2018 related to suspension of factory operation submitted to Deputy Labour Commissioner, Labour Department, Government of Andhra Pradesh , by Management of Vinyas Tirupathi unit, Andhra Pradesh, for unauthorized stay and illegal and unjustified strike resorted by the employees after and before the working hours inside the factory.
EX M138	Copy of the letter dated 06.09.2018 related to suspension of factory operation notice dated 05.09.2018 submitted to Deputy Director of Factories & Boiler, Tirupathi, Chittoor District, Andhra Pradesh , for unauthorized stay and illegal and unjustified strike resorted by the employees after and before the working hours inside the factory.
EX M139	Copy of the letter dated 19.11.2018 submitted to Deputy Labour Commissioner, Tirupathi, Labour Department, Government of Andhra Pradesh , informing about revocation of suspension of factory operations at Tirupathi unit w.e.f. 19.11.2018.
EX M140	Copy of the letter dated 19.11.2018 submitted to Zonal Head, Andhra Pradesh Industrial Infrastructure Corporation, Tirupathi, Government of Andhra Pradesh , informed about revocation of suspension of factory operations at Tirupathi unit w.e.f. 19.11.2018.

EX M141	Copy of the sample 6 photos of the employees of Tirupathi unit doing illegal strike and brought their all personal belongings luggages, bags, clothes, electronic gadgets, beds, Pillows, Food, Groceries and beverages inside the shop floor.
EX M142	Copy of the sample 4 photo's of the employees of Vinyas Tirupathi unit stayed inside the factory premises and management of Vinyas has informed the Police Inspectors about the employees illegal stay inside the factory and immediately inspector has visited the plants and understands the situations and addressed the same.
EX M143	Copy of the sample 6 photo's of the employees of Vinyas Tirupathi unit stayed inside the factory premises after and before the working hours of company created the industrial unrest at Tirupathi Unit.
EX M144	Copy of the sample 8 photo' s of the employees putting the CITU union flags around the compounds and also hoisting the flags and conducting the union meeting and inviting several CITU union leaders inside the factory premises for creating industrial unrest..
EX M145	Copy of the sample 10 photo's of the employees showing hanger and misbehavior with the factory managers and disturbing the peaceful working environment of Vinyas Tirupathi unit for creating industrial unrest..
EX M146	Copy of the sample 14 photo's of the Employees using their mobile phones and watching movies and chitchat with subordinates during the working hours of the company for creating industrial unrest..
EX M147	Copy of the sample 14 photo's of the employees sleeping while on duty inside the factory premises during the working hours of the company for creating industrial unrest.
EX M148	Copy of the sample 10 photo's of the all transferred employees of Tirupathi unit doing illegal strike/dharana in front of the security gates at Vinyas Mysuru unit.
EX M149	Copy of the sample 4 photo' s of the employees of Vinyas Tirupathi unit forcibly entering the vinyas Mysore unit created the scary environment fear phobia in the minds of loyal employees for doing

	industrial unrest inside in Mysore Unit and after Jurisdiction Police intervention for restore the peace and evacuate the
EX M150	Copy of the sample 12 photo' s employees of Tirupathi unit roaming around the streets of Mysore and collecting the money/donations from the general public in the city of Mysore during the dasara festival for doing illegal strike.
EX M151	Copy of sample 6 photo' s of the employees doing jatha in the roads of Mysuru to Bengaluru and spreading the wrong information about the organization and spreading the false rumors to public.
EX M152	Copy of the sample newspaper clipping of Sakashi Newspaper the employees doing strikes and dharana in front of the Hon'ble Sub-collector Tirupathi and also before Hon'ble Deputy labour Commissioner, Tirupathi.
EX M153	Copy of the sample newspaper clipping of Prajashakthi Newspaper the employees doing strikes and dharana in front of the Hon'ble Sub-collector Tirupathi and also before Hon'ble Deputy labour Commissioner, Tirupathi.
EX M154	Copy of the letter dated 07.09.2018 submitted to Zonal Head, APIIC, Tirupathi, requesting for temporarily disconnect the power due to suspension of factory operations due to illegal strike by the employees inside the manufacturing area and also the said employees are staying inside the shop floor.
EX M155	Copy of the letter dated 12.03.2019 submitted to Vice Chairmen and Managing Director, APIIC, Government of Andhra Pradesh for requesting further extension of lease rent of industrial building of Tirupathi Unit.
EX M156	Copy of the letter dated 24.07.2019 submitted to Hon'ble Vice chairmen and Managing director, APIIC, Government of Andhra Pradesh submitting immediate restoration of the power connection to Tirupathi unit, issues of the No objection certificate to take the new additional power connection from the electricity Board/Department, Government of AP and Extension of lease rental agreement for another

	3 years.
EX M157	Copy of the letter dated 29.08.2019 submitted to Zonal Manager, APIIC, Andhra Pradesh, requesting for immediate restoration of power connection of Tirupathi unit that has been disconnected from 5 th March 2019.
EX M158	Copy of the letter dated 22.06.2020 submitted to Hon'ble Zonal Manager, APIIC, Tirupathi, submitting the Notice to Cessation of lease deed.
EX M159	Copy of the letter dated 29.05.2020 sent through RPAD FORM-Q, Form of notice of closure to be given by an employer under section 25-FFA of the industrial Dispute Act, 1947 to Hon'ble Secretary of the Andhra Pradesh, Department of Labour and Employment, Government of Andhra Pradesh.
EX M160	Copy of the compliant letter dated 19.05.2018 filled by Mysore District general employee's union against the management of Vinyas Innovative Technologies Mysore related to Transfer of 94 Employees to Tirupathi unit.
EX M161	Copy of the Meeting notice ref. DLCB-02/PTN/CR-06/2018-19 dated 22.05.2018 issued by Deputy labour Commissioner and conciliation officer, region-2, Bangalore to Management of Vinyas Innovative Technologies Mysuru to attend the conciliation meeting on 28.06.2018.
EX M162	Copy of the Objection statement dated 28.06.2018 submitted by the Management of Vinyas Mysore unit against the case ref. DLCB-02/PTN/CR-06/2018-19 dated 22.05.2018 to Deputy labour Commissioner and conciliation officer, region-2, Bangalore.
EX M163	Copy of certified copies of conciliation meeting proceedings happened before the Hon'ble Deputy labour Commissioner and conciliation officer, region-2, Bangalore about the case ref. DLCB-02/PTN/CR-06/2018-19 dated 22.05.2018.
EX M164	Copy of the Objection statement dated 30.08.2018 submitted by the Management of Vinyas Mysore unit against the case ref. DLCB-02/PTN/CR-06/2018-19 dated 22.05.2018 to Deputy labour Commissioner and conciliation officer, region-2, Bangalore

EX M165	Copy of the additional Objection statement dated 12.09.2018 submitted by the Management of Vinyas Mysore unit against the case ref. DLCB-02/PTN/CR-06/2018-19 dated 22.05.2018 to Deputy labour Commissioner and conciliation officer, region-2, Bangalore
EX M166	Copy of the Injunction Order Sheet Ref. No. O.S. 244/2018 issued against the 6 employees of Vinyas Mysore unit.
EX M167	Copy of the petition No. 190/2018 filed by the management of Vinyas Tirupathi unit In The Court of the Principal Junior Civil Judge at Srikalahasthi, against the 76 employees of Tirupathi unit.
EX M168	Copy of the Judgement order issued by In The Court of the Principal Junior Civil Judge at Srikalahasthi against the case ref O.S. 190/2018 to Vinyas Tirupathi unit.
EX M169	Copy of Notification No. 40-3/2020-DM-I(A) dated 24th March 2020 released by the Ministry of Home Affairs related to Notional lockdown imposed for the period of 21 days with effect from 25.03.2020 for containment of Covid-19 pandemic in the country.
EX M170	Copy of the Notification No. 40-3/2020-DM-I(A) dated 14 th April 2020 released by the Ministry of Home Affairs Government of Andhra Pradesh related to further Extension of lockdown till May 3, 2020 for containment of Covid-19 pandemic in the country.
EX M171	Copy of the Notification No. 40-3/2020-DM-I (A) dated 14 th April 2020 released by Ministry of Home Affairs, Government of India related to Covid-19 guidelines to follow and further.
EX M172	Copy of the guidelines Annexure- I released by the Ministry of Home Affairs, Government of India, about guidelines to follow by the general public during Covid-19 lockdown.
EX M173	Copy of the Notification No. 40-3/2020-DM-I(A) dated 17 th May 2020 released by the Ministry of Home Affairs, Government of India, about further guidelines about Covid-19 lockdown imposed in India.

EX M174	Copy of the 48 photos of Harish C N' S misconduct, such as sleeping, watching mobile, and not doing the work at Tirupathi Unit.
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ಸದರಿ ದಾಖಲೆಗಳನ್ನು ಹಾಜರುಪಡಿಸಿರುತ್ತೇನೆ. ಅವುಗಳನ್ನು ನಿ.ಎಂ-14 ರಿಂದ 174 ಎಂದು ಗುರುತಿಸಲಾಯಿತು.

ಪಾಟೀ ಸವಾಲು: 1 ನೇ ಪಕ್ಷಗಾರರ ಪರ ವಕೀಲರು ಗೈರು ಹಾಜರಿದ್ದು ಪಾಟೀ ಸವಾಲಿಗೆ ಕಾಲಾವಕಾಶ ನೀಡಲಾಯಿತು.

(ಸಾಕ್ಷಿಯ ಹೇಳಿಕೆಯನ್ನು ತೆರೆದ ನ್ಯಾಯಾಲಯದಲ್ಲಿ ನನ್ನ ಉಖ್ತಲೇಖನಕ್ಕೆ ಬೆರಳಚ್ಚು ಮಾಡಿದೆ.)
(ಮೇಲಿನ ಸಾಕ್ಷ್ಯವನ್ನು ಸಾಕ್ಷಿಗೆ ಓದಿ, ತಿಳಿಸಿ, ಹೇಳಿದಾಗ, ಅವರು ಅದು ಸರಿ ಇದೆ ಎಂದು ಒಪ್ಪಿದ್ದಾರೆ.)

**ಅಧ್ಯಕ್ಷಾಧಿಕಾರಿಗಳು,
ಕಾರ್ಮಿಕ ನ್ಯಾಯಾಲಯ, ಮೈಸೂರು**