

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

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

Thursday, the 09th July, 2026

**C.P. No.01/2026
C.N.R.No.TNVL02-000002-2026**

S.Sathiyakumar
S/o. Sanjeevi,
No.510, Annai Moogambigai Nagar,
Kilkuppam Post,
Arakonam Taluk,
Ranipet District.

...

Petitioner

VERSUS

The Management,
Vl.Spl.Kavanoor Primary Agricultural,
Co-operative Credit Society,
Kavanoor and Post,
Arakonam Taluk,
Ranipet District.

...

Respondent

This Petition came up before me for final hearing on 03.07.2026 in the presence of Thiru.A.Suresh Babu, the Authorized Representative for the Petitioner, and the respondent remained ex-parte. Upon hearing the arguments of petitioner side, upon perusing the entire 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.60,855/- towards difference in wages for the period from 01.12.2017 to 30.04.2021 to which he is entitled from the respondent.

1. **Gist of the petition averments: -**

The case of the petitioner is that he joined in the respondent society on 13.05.1992 as a Salesman. Later he was promoted as an Attender on 15.10.1999 and thereafter he was promoted as Junior Clerk on 21.05.2011.

The petitioner alleged that the 12(3) settlement was signed between the respondent and the union, in which the petitioner is also a member. Therefore, he is entitled for the annual increment from 01.04.2013 as per the 12(3) settlement. But the respondent society failed to grant annual increment as per the 12(3) settlement. So, the petitioner filed C.P.No.03/2018 before this court claiming annual increment for the period from 01.04.2013 to 30.11.2017. The said computation petition was allowed by this court on 16.04.2018 and this court directed the respondent society to disburse the difference in wages for the period from 01.04.2013 to 30.11.2017, which totals to Rs.19,301/- to the petitioner. As per the direction of this court, the respondent society complied the order and disbursed the above amount of Rs.19,301/- to the petitioner.

The petitioner further states that as per the 12(3) settlement he is also entitled to annual increment for the further period from 01.12.2017 to 30.04.2021. But the respondent failed to pay the same. So the petitioner requested the respondent society many times, but the respondent society failed to disburse the respective annual increment for further period. Hence the petitioner has come forward with this present application to claim the difference in wages for the further period from 01.12.2017 to 30.04.2021, which totals to Rs.60,855/- and requests this court to allow the application.

2. In this case, the respondent was appeared but failed to file the counter and hence, this court set the respondent Ex-parte on 17.06.2026.

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

4. Point for consideration: -

Whether the petitioner is entitled for monetary benefit amounting to Rs.60,855/- as prayed by him or not ?

5. Point:-

After hearing the petitioner's authorized representative and on perusal of the petition, deposition and the document marked in this case, this court comes to know that the petitioner herein has initially joined the respondent society on 13.05.1992 as a Salesman. Thereafter he has been promoted as an Attender on 15.10.1999 and subsequently he was promoted as Junior Clerk on 21.05.2011.

The petitioner alleged that the respondent society has entered into a 12(3) settlement with the union. The petitioner being the member of the union is entitled for the monetary benefits as agreed under the 12(3) settlement. As such the petitioner claims that he is entitled for annual increment from 01.04.2013 as per the 12(3) settlement. But the respondent society has failed to grant the annual increment as agreed under 12(3) settlement. This has forced the petitioner to file a C.P.No.3/2018 before this court and in that petition he claimed increment for the period from 01.04.2013 to 30.11.2017. That C.P.No.3/2018 has ended in favour of the petitioner and the certified order copy of the same has been marked as Ex.P1. The respondent society after the order has complied the same and disbursed the monetary benefits to the petitioner.

The petitioner further alleged that he is also entitled for annual increments for the subsequent period. But the respondent society again has failed to grant annual increments, in spite of several demands made by the petitioner. Therefore, the petitioner has approached this court again and filed this second computation petition claiming annual increments as per 12(3) settlement.

The respondent after the receipt of the notice in this petition has appeared before this court and prays time for filing counter. This court at the request of the respondent adjourned the case for filing their counter. In spite of sufficient opportunities granted to the respondent they have not chosen to file their counter and contest the case. Therefore, this court set the respondent ex-parte for non-filing of their counter on 17.06.2026. Under such circumstances, this court has no other option except to consider the petitioner's case and document.

Based on the petitioner's evidence and document, this court is of the view that the petitioner being an employee of the respondent society and as per 12(3) settlement signed is entitled for the monetary benefits. But the respondent society for the reasons best known to them has failed to grant the monetary benefits ignoring the orders of this court passed in C.P.No.3/2018. This court already in the above C.P.No.3/2018 had held that the petitioner is entitled for the monetary benefits as per 12(3) settlement. The petitioner in this petition is claiming monetary benefits for the subsequent period. This court had already granted relief for the petitioner for the period from 01.04.2013 to 30.11.2017. Now the petitioner is claiming monetary relief for the further period from 01.12.2017 to 30.04.2021. This court is of the view that the petitioner being an employee of the respondent society is entitled for the monetary reliefs as prayed by him.

Point is answered accordingly.

In the result, this petition is allowed with costs. The respondent is directed to pay a sum of Rs.60,855/- (Rupees Sixty Thousand Eight Hundred and Fifty Five 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 filing of this petition i.e., on 08.01.2026 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 09th day of July, 2026.

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

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

PW1 – Thiru.Sathiyakumar

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

Ex-P1 – 16.04.2018 – Copy of Order passed by this court in
C.P.No.03/2018

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