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THE GAUHATI HIGH COURT
(HIGH COURT OF ASSAM, NAGALAND, MIZORAM AND ARUNACHAL PRADESH)

Case No. : WP(C)/2066/2019

1: KRISHNABEHARI TEA COMPANY LTD. AND 3 ORS. A COMPANY INCORPORATED UNDER THE PROVISIONS OF THE COMPANIES ACT, 1956, HAVING ITS REGISTERED OFFICE AT 5, PANNALALL BANERJEE LANE, 8TH FLOOR, KOLKATA-700001 REP. BY ITS DIRECTOR, NAMELY SRI PREM RATAN LAHOTY, S/O OF LT. BIHARI LALL LAHOTY, 14/2A, BURDWAN ROAD, ALIPORE, KOLKATA-700027, WEST BENGAL.

2: BIHUBARI TEA COMPANY PVT. LTD A COMPANY INCORPORATED UNDER THE PROVISIONS OF THE COMPANIES ACT 1956 HAVING ITS REGISTERED OFFICE AT P.O. NAZIRA DIST. SIVASAGAR ASSAM PIN.-785685 REP. BY ITS DIRECTOR NAMELY SRI SANTOSH KUMAR AGARWAL S/O LT. PARSHURAM AGARWALLA R/O 76-A JATINDRA MOHAN AVENUE KOLKATA-700005 WEST BENGAL.

3: GANGABARI TEA COMPANY PVT. LTD. A COMPANY INCORPORATED UNDER THE PROVISIONS OF THE COMPANIES ACT 1956 HAVING ITS REGISTERED OFFICE AT BISHMILE P.O. CHABUA DIST. DIBRUGARH-786184 ASSAM REP. BY ITS DIRECTOR NAMELY SRI VIKASH AGARWAL S/O SHRI RADHEMOHAN AGARWAL R/O MAKUM ROAD P.O. TINSUKIA DIST. TINSUKIA PIN-786125 ASSAM

4: RIVER VALLEY TEA COMPANY PVT. LTD. A COMPANY INCORPORATED UNDER THE PROVISIONS OF THE COMPANIES ACT 1956 HAVING ITS REGISTERED OFFICE AT THANA ROAD P.O AND DIST. TINSUKIA ASSAM PIN-786125 REP. BY ITS DIRECTOR NAMELY SRI MAHENDRA KUMAR AGARWALLA S/O LT. PARSHURAM AGARWALLA R/O BISHMILE P.O. CHABUA DIST. DIBRUGARH-786184 ASSAM

VERSUS

1: THE STATE OF ASSAM AND 6 ORS. REP. BY THE SECRETARY TO THE GOVT. OF ASSAM, LABOUR AND EMPLOYMENT DEPTT. DISPUR, GUWAHATI-781006

2:THE COMMISSIONER AND SECRETARY
LEGISLATIVE DEPTT. GOVT OF ASSAM DISPUR GUWAHATI-781006

3:THE SECRETARY LABOUR WELFARE DEPTT. LABOUR (RC) BRANCH
GOVT. OF ASSAM JANATA BHAWAN DISPUR GUWAHATI-781006

4:THE ADDITIONAL CHIEF SECRETARY LABOUR WELFARE DEPTT.
LABOUR (RC) BRANCH GOVT. OF ASSAM JANATA BHAWAN DISPUR
GUWAHATI-781006

5:THE LABOUR COMMISSIONER ASSAM
GOPINATH NAGAR GUWAHATI DIST.-KAMRUP (M) ASSAM PIN-781016

6:THE SECRETARY CUM PF COMMISSIONER ASSAM TEA EMPLOYEES
PROVIDENT FUND ORGANIZATION NIDHI BHAWAN LALMATI NH-37
GUWAHATI-781029

7:THE UNION OF INDIA REP. BY ITS CHIEF LABOUR COMMISSIONER
(CENTRAL) 4TH FLOOR JEEVAN DEEP BUILDING PARLIAMENT STREET
NEW DELHI-11000

Linked Case : WP(C)/3045/2021

GILLAPUKRI TEA COMPANY LIMITED A COMPANY INCORPORATED
UNDER THE PROVISIONS OF THE COMPANIES ACT 1956 HAVING ITS REGD.
OFFICE AT 9 BRABOURNE ROAD KOLKATA-700001 REP. BY ITS MANAGING
DIRECTOR SRI SUMIT KANOI S/O. LT. DEOKI NANDAN KANOI R/O.
GILLAPUKRI TEA ESTATE P.O. P.S. AND DIST. TINSUKIA ASSAM PIN-786125.

VERSUS

1: THE STATE OF ASSAM AND 8 ORS REP. BY THE SECRETARY TO THE
GOVT. OF ASSAM LABOUR AND EMPLOYMENT DEPTT. DISPUR
GUWAHATI-781006.

2:THE COMMISSIONER AND SECY. LEGISLATIVE DEPTT.
GOVT. OF ASSAM DISPUR GUWAHATI-781006.

3:THE SECRETARY LABOUR WELFARE DEPTT. LABOUR (RC) BRANCH
GOVT. OF ASSAM JANATA BHAWAN DISPUR GUWAHATI-781006.

4:THE ADDL. CHIEF SECRETARY LABOUR WELFARE DEPTT. LABOUR (RC)
BRANCH GOVT. OF ASSAM JANATA BHAWAN DISPUR GUWAHATI-781006.

5:THE LABOUR COMMISSIONER ASSAM GOPINATH NAGAR
GUWAHATI DIST. KAMRUP (M) ASSAM PIN-781016.

6:THE GRATUITY COMMISSIONER ASSAM TEA EMPOLYEES PROVIDENT FUND ORGANIZATION NIDHI BHAWAN LALMATI NH-37 GUWAHATI-781029.

7:THE CONTROLLING AUTHORITY ASSAM TEA EMPOLYEES PROVIDENT FUND ORGANIZATION NIDHI BHAWAN LALMATI NH-37 GUWAHATI-781029.

8:THE ASSTT. PF COMMISSIONER TINSUKIA ZONAL OFFICE
DIST. TINSUKIA ASSAM.

9:THE UNION OF INDIA REP. BY ITS CHIEF LABOUR COMMISSIONER
(CENTRAL) 4TH FLOOR JEEVAN DEEP BUILDING PARLIAMENT STREET
NEW DELHI-110001.

For the Petitioner(s) : Mr. B. Dutta, Sr. Advocate, assisted by Mr. J. Das, Advocate.

For the Respondent(s) : Mr. D. Saikia, Advocate General, Assam, assisted by Ms. M. Bhattacharjee, Additional Senior Govt. Advocate, Assam.
: Mr. N.C. Das, Sr. Advocate, assisted by Ms. M. Devi, Advocate.

- B E F O R E -

HON'BLE THE CHIEF JUSTICE MR. VIJAY BISHNOI
HON'BLE MR. JUSTICE N. UNNI KRISHNAN NAIR

11.02.2025

(Vijay Bishnoi, CJ)

At the request of Mr. D. Saikia, learned Advocate General, Assam, the matters stand adjourned.

List again on **13.03.2025**.

JUDGE

CHIEF JUSTICE

Comparing Assistant