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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 ASSA

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 SECRETARYLABOUR 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, Senior Advocate assisted by Mr. S. Deka,
Advocate.

For the Respondent(s) : Mr. D. Saikia, Advocate General, Assam.
: Ms. M. Bhattacharjee, Additional Senior Government
Advocate, Assam.
: Ms. R. Barua, Advocate.
: Mr. N.C. Das, Senior Advocate for respondent No.6.
: Ms. J. Baishya, Advocate.
: Mr. K. Gogoi, Central Government Counsel.

– BEFORE –

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

21.04.2025

(Vijay Bishnoi, CJ)

At the request of the learned counsel appearing for the parties, list these matters in the second week of June, 2025.

JUDGE

CHIEF JUSTICE

Comparing Assistant