

GAHC010208242025



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

Case No. : WP(C)/5685/2025

DEHING TEA ESTATE
REPRESENTED BY ITS MANAGER, JAYANTA SARMA, AGED ABOUT 45
YEARS, S/O- PRATAP CHANDRA SARMA, R/O DEHING TEA ESTATE, P.O-
MARGHERITA, P.S.- MARGHERITA, DIST- TINSUKIA, ASSAM, PIN-786181.
THE PETITIONERS TEA ESTATE IS UNDER THE COMPANY MCLEOD
RUSSEL INDIA LIMITED HAVING ITS REGISTERED OFFICE AT FOUR
MANGOE LANE, SURENDRA MOHAN GHOSH SARANI, KOLKATA, WEST
BENGAL-700001

VERSUS

THE UNION OF INDIA AND 3 ORS.
THROUGH THE SECRETARY TO THE GOVT. OF INDIA, MINISTRY OF
LABOR AND EMPLOYMENT, SHRAM SHAKTI BHAWAN, RAFI MARG, NEW
DELHI -110001

2:THE STATE OF ASSAM
REPRESENTED BY THE SECRETARY TO THE GOVT. OF ASSAM
LABOUR AND EMPLOYMENT DEPARTMENT
DISPUR
GUWAHATI
ASSAM
PIN-781006

3:ASSISTANT LABOR COMMISSIONER
TINSUKIA
NIDHI BHAWAN
RANGAPARA ROAD
TINSUKIA
PIN-786125

4:THE SECRETARY

ASSAM CHAH KARMACHARI SANGHA (ACKS) TINGRI CIRCLE
TINSUKIA
P.O. AND P.S.- TINSUKIA
DIST- TINSUKIA
ASSAM
PIN-78660

Advocate for the Petitioner : MR N N UPADHYAYA, MR. S UPADHAYA,MR. B B KAKATI,MR. S SHARMA,MR. V PANDEY

Advocate for the Respondent : DY.S.G.I., MR. S CHAKRABORTY (R-4),MRS. A GAYAN (C.G.C),GA, ASSAM

Linked Case : WP(C)/5567/2025

DIROK TEA ESTATE
REPRESENTED BY ITS SENIOR MANAGER
YOGENDER SINGH SISODIA
AGED ABOUT - 52 YEARS S/O- LATE YASHWANT SINGH SISODIA
R/O DIROK TEA ESTATE
P.O MARGHERITA
P.S MARGHERITA
DISTRICT. TINSUKIA
ASSAM 786181 THE PETITIONERS TEA ESTATE IS UNDER THE COMPANY
MCLEOD RUSSEL INDIA LTD HAVING ITS REGISTERED OFFICE AT FOUR
MANGOE LANE SURENDRA MOHAN GHOSH SARANI KOLKATA WEST
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MINISTRY OF LABOR AND EMPLOYMENT
SHRAM SHKATI BHAWAN
RAFI MARG
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RANGAPARA ROAD
TINSUKIA

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ASSAM CHAH KARMACHARI SANGHA (ACKS) TINGRI CIRCLE
TINSUKIA
TINSUKIA
ASSAM 786601

Advocate for : MR N N UPADHYAYA
Advocate for : DY.S.G.I. appearing for THE UNION OF INDIA AND ORS

Linked Case : WP(C)/5655/2025

MARGHERITA TEA ESTATE
REPRESENTED BY ITS MANAGER
BHASKAR PAL
AGED ABOUT 47 YEARS
S/O- MR. RATHIN KUMAR PAL
R/O MARGHERITA TEA ESTATE
P.O- MARGHERITA
P.S.- MARGHERITA
DIST- TINSUKIA
ASSAM
PIN-786181. THE PETITIONERS TEA ESTATE IS UNDER THE COMPANY
MCLEOD RUSSEL INDIA LIMITED HAVING ITS REGISTERED OFFICE AT
FOUR MANGOE LANE
SURENDRA MOHAN GHOSH SARANI
KOLKATA
WEST BENGAL-700001

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MINISTRY OF LABOR AND EMPLOYMENT
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RAFI MARG
NEW DELHI -110001

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TINSUKIA
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ASSAM CHAH KARMACHARI SANGHA (ACKS) TINGRI CIRCLE
TINSUKIA
P.O. AND P.S- TINSUKIA
DIST- TINSUKIA
ASSAM
PIN-786601

Advocate for : MR N N UPADHYAYA
Advocate for : DY.S.G.I. appearing for THE UNION OF INDIA AND 3 ORS.

Linked Case : WP(C)/4629/2025

ITAKHOOLI TEA ESTATE
REP BY ITS MANAGER MR PANKAJ KUMAR NEOG AGED ABOUT 48 S/O LT
PULIN NEOG R/O ITAKHOOLI TEA ESTATE PO TINSUKIA PS TINSUKIA DIST
TINSUKIA ASSAM PIN 786125

VERSUS

THE UNION OF INDIA AND ORS
THROUGH THE SECRETARY TO THE GOVT OF INDIA MINISTRY OF
LABOUR AND EMPLOYMENT SHRAM SHAKTI BHAWAN RAFI MARG NEW
DELHI 110001

2:THE MINISTRY OF LABOUR AND EMPLOYEE
SHARM SHAKTI BHAWAN RAFI MARG NEW DELHI 110001

3:ASSISTANT LABOR COMMISSIONER
TINSUKIA
NIDHI BHAWAN RANGAPARA ROAD TINSUKIA PIN 786125

4:THE SECRETARY
ASSAM CHAH KARMACHARI SANGHA ACKS TINGRI CIRCLE TINSUKIA PO
AND PS AND DIST TINSUKIA ASSAM PIN 786601

Advocate for : MR. A K PURKAYASTHA
Advocate for : DY.S.G.I. appearing for THE UNION OF INDIA AND ORS

Linked Case : WP(C)/5687/2025

BOGAPANI TEA ESTATE
REPRESENTED BY ITS SUPERINTENDENT
MAHENDRA SINGH SHEKHAWAT
AGED ABOUT 57 YEARS
S/O- LAXMAN SINGH
R/O BOGAPANI TEA ESTATE
P.O- DIGBOI
P.S.- DIGBOI
DIST- TINSUKIA
ASSAM
PIN-786171. THE PETITIONERS TEA ESTATE IS UNDER THE COMPANY
MCLEOD RUSSEL INDIA LIMITED HAVING ITS REGISTERED OFFICE AT
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TINSUKIA
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ASSAM CHAH KARMACHARI SANGHA (ACKS) TINGRI CIRCLE
TINSUKIA
P.O. AND P.S.- TINSUKIA
DIST- TINSUKIA
ASSAM
PIN-786601

Advocate for : MR N N UPADHYAYA
Advocate for : DY.S.G.I. appearing for THE UNION OF INDIA AND 3 ORS.

Linked Case : WP(C)/5654/2025

NAMDANG TEA ESTATE
REPRESENTED BY ITS SENIOR MANAGER
SIDDHARTHA GUPTA
AGED ABOUT 47 YEARS
S/O- MR. CHANDRA PRAKASH GUPTA
R/O NAMDANG TEA ESTATE
P.O- MARGHERITA
P.S.- MARGHERITA
DIST- TINSUKIA
ASSAM
PIN-786181. THE PETITIONERS TEA ESTATE IS UNDER THE COMPANY
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MINISTRY OF LABOR AND EMPLOYMENT

SHRAM SHAKTI BHAWAN
RAFI MARG
NEW DELHI -110001

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P.O. AND P.S.- TINSUKIA
DIST- TINSUKIA
ASSAM
PIN-786601

Advocate for : MR N N UPADHYAYA
Advocate for : DY.S.G.I. appearing for THE UNION OF INDIA AND 3 ORS.

Linked Case : WP(C)/5653/2025

KEYHUNG TEA ESTATE
REPRESENTED BY ITS SUPERINTENDENT
KENAL SHEKHAWAT
AGED ABOUT 61 YEARS
S/O- LATE BHOPAL SINGH
R/O KEYHUNG TEA ESTATE
P.O- HOOGRIJAN
P.S.- HOOGRIJAN
DIST- TINSUKIA
ASSAM
PIN-786601. THE PETITIONERS TEA ESTATE IS UNDER THE COMPANY
MCLEOD RUSSEL INDIA LIMITED HAVING ITS REGISTERED OFFICE AT
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MINISTRY OF LABOR AND EMPLOYMENT
SHRAM SHKATI BHAWAN
RAFI MARG
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TINSUKIA
P.O. AND P.S.- TINSUKIA
DIST- TINSUKIA
ASSAM
PIN-786601

For the Petitioner(s) : Mr. N.N. Upadhaya, Advocate

For the Respondent(s) : Ms. A. Gayan, CGC
Ms. U. Das, Addl. Sr. Govt. Advocate
Mr. S. Chakraborty, Advocate

BEFORE
HONOURABLE MR. JUSTICE DEVASHIS BARUAH

ORDER

Date : **08.09.2026**

List these matters again on 08.10.2026 at the top of the list for final disposal showing them as part-heard.

2. The interim order passed earlier shall continue till the next date.

JUDGE

Comparing Assistant