



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 30-04-2026

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THE HONOURABLE MR JUSTICE M.DHANDAPANI

WP No. 17253 of 2026 and WMP.No.18528 of 2026

S.Gowrisankar

Petitioner(s)

Vs

1. The commissioner of Labour
commissionerate of Labour, 6th
Avenue, Anna Nagar, Chennai 40

2.The Deputy Commissioner of Labour
(Conciliation I)
Plot No. PB2, SIPCOT Complex,
Irungattukottai, Sriperumbudur Taluk,
Kancheepuram district 602 117

3.Hyundai Motor India Ltd.,
Rep. by its Management, Plot No. H1,
SIPCOT Industrial Park,
Irungattukottai, Sriperumbudur Taluk,
Kancheepuram district 602 105

Respondent(s)

PRAYER: Petition filed under Article 226 of Constitution of India, calling for the records relating to the communication dated 27.03.2026 of the 2nd respondent Conciliation officer and quash the same and consequently direct the 2nd respondent Conciliation officer to resume and conclude the Conciliation proceedings in terms of the advice dated 27.09.2023 and to facilitate a decision on the further course of action in the presence and participation of the 3rd respondent management.

For Petitioner:

Mr.N.G.R.Prasad

for Mr.K.K. Ram Sidhartha

For Respondent:

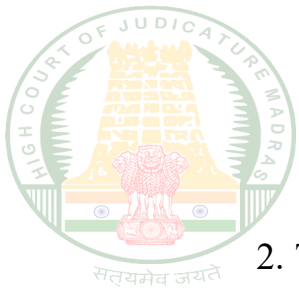
Mr.M.Rajendiran for R1 & R2

Additional Government Pleader

Mr.Anand Gopalan for R3

ORDER

By consent of both parties, this writ petition is taken up for final disposal at the admission stage itself.



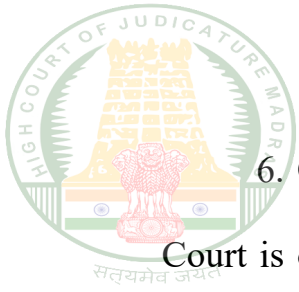
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2. This writ petition has been filed challenging the communication dated 27.03.2026 of the 2nd respondent Conciliation officer and quash the same and consequently direct the 2nd respondent Conciliation officer to resume and conclude the Conciliation proceedings in terms of the advice dated 27.09.2023 and to facilitate a decision on the further course of action in the presence and participation of the 3rd respondent management.

3. It is the petitioner that the petitioner Union raised a dispute before the Conciliation Officer namely the second respondent as against the third respondent Management. It is the grievance of the petitioner that the second respondent has not passed the order in terms of Section 12 of the Industrial Disputes Act, 1947. Challenging the same, the present writ petition has been filed.

4. The learned counsel for the petitioner submitted that this Court may issue a direction to the second respondent to conclude the conciliation proceedings by following the due procedures contemplated under Section 12 of the Act. Hence, seeks for a direction.

5. Heard both sides and perused the materials placed on record.



6. On perusal of the impugned order dated 27.06.2026, prima facie, this Court is of the view that the procedures contemplated under Section 12 of the Industrial Disputes Act is not followed. In such view of the matter, there shall be a direction to the second respondent to follow the procedures contemplated under Section 12 of the Act. Such exercise shall be completed within a period of twelve weeks from the date of receipt of a copy of this Order.

7. Accordingly, this writ petition stands disposed of. No costs. Consequently, connected miscellaneous petition stands closed.

30-04-2026

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Index: Yes/No

Speaking/Non-speaking order

Internet: Yes

Neutral Citation: Yes/No

To

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M.DHANDAPANI J.

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