



WEB COPY

WP No. 17807 of 2



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 30-04-2026

CORAM

THE HON'BLE MR JUSTICE M.DHANDAPANI

WP No. 17807 of 2026

&

WMP NO. 19136 OF 2026

WORKMEN OF MRF, THIRUVOTTIYUR
PLANT,
Through MRF Employees Union (Registration
No.30/69/CNI), Rep. by its General Secretary,
No.37, pattinathar koil street, Tiruvottiyur, chennai
- 600019.

..Petitioner

Vs

1. THE MANAGEMENT OF MRF Limited,
Represented by its managing Director, Reg.
Office No.114, Greaves Road, Chennai -
600006.
2. Plant Head
MRF Limited, Tiruvottiyur Plant, TVH Road,
Tiruvottiyur, chennai - 600019.
3. Tamilnadu Labour Welfare Board
Rep. by its Chairperson,
No.259, DMS Campus, Anna Salai, Teynampet,
chennai - 600006.

..Respondents

Writ Petition filed under Article 226 of the Constitution of India praying for issuance of Writ of Mandamus to direct the respondents 1 and 2 not to impose any penal wage cut for the national strike of 12.02.2026 and further return the 4 days wages already deducted, holding such deductions to be violative of the provisions of the code on wages, 2019 read with Tamilnadu payment of wages rules, 1937.



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For Petitioner : Mr.V.Prakash,
Senior Counsel for
Mr.Gokul S.

For Respondent(s): Mr.Anand Gopalan
for R1 and R2

ORDER

This Writ Petition is filed praying for issuance of Writ of Mandamus to direct the respondents 1 and 2 not to impose any penal wage cut for the national strike of 12.02.2026 and further return the 4 days wages already deducted, holding such deductions to be violative of the provisions of the code on wages, 2019 read with Tamilnadu Payment of Wages Rules, 1937.

2. Learned Senior Counsel appearing for the petitioner submitted that the petitioner Union consists of 450 employees and they have participated in the All India Strike announced by the major Trade Unions on 12.02.2026 opposing the implementation of the new four labour codes by the Union Government. The petitioner Union have duly informed the same to the 2nd respondent Management that the members of the Petitioner Union will be participating the said All India Strike on 12.02.2026, however, the 2nd respondent management has imposed 8 days penal wage cut for participating in the All India Strike and the Management is to deposit the said deducted penal wage to the 3rd respondent. The petitioner Management has already deducted 4 days wage cut



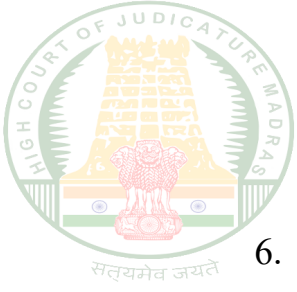
in the pay payable in April 2026 and is about to deduct the remaining 4 days wages in the pay payable in the month of May 2026.

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3. He further submitted that in the event of the Management deducts penal wages cut for the workers on the days they have worked, they will suffer irreparable hardship in the month of May 2026 to pay school/college fees for their children. Hence, this Writ Petition is filed to stop the management from deducting further penal wages and deposit the same to the 3rd respondent.

4. Learned senior counsel appearing for the petitioner further submitted that this court may issue a direction to the 1st and 2nd respondents not to implement the punishment imposed as against the petitioner Union for cut of 8 days wages since the petitioner has not approached the appropriate authority. Accordingly, he prayed for appropriate orders.

5. Per contra, the learned counsel for the respondents 1 and 2 submitted that the writ petition is not maintainable as against the private Management. The remedy available to the petitioner is only before the Labour Court or before the Payment of Wages Authority in the manner known to law and the said issue was already decided by the learned Single Judge of this Court in W.P.No.13081 of 2025 in between the very same petitioner and the management vide order dated 18.12.2025. Accordingly, he prayed for dismissal of the writ petition.



6. In view of the order passed by this Court in W.P.No.38081 of 2025, the Writ Petition is dismissed with liberty to approach the petitioner seeking remedy before the appropriate forum in the manner known to law. No costs. Consequently, the connected miscellaneous petition is closed.

30.04.2026

Index: Yes/No
Speaking/Non-speaking order
Neutral Citation: Yes/No
msr

To

1. The Management of MRF Limited,
Represented by its managing Director, Reg.
Office No.114, Greams Road, Chennai –
600006.
2. Plant Head
MRF Limited, Tiruvottiyur Plant, TVH Road,
Tiruvottiyur, chennai - 600019.
3. Tamilnadu Labour Welfare Board
Rep. by its Chairperson,
No.259, DMS Campus, Anna Salai, Teynampet,
chennai - 600006.



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M.DHANDAPANI J.

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