



W.P.No.47393 of 2025

IN THE HIGH COURT OF JUDICATURE AT MADRAS

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DATED : 04.12.2025

CORAM :

THE HON'BLE MR.JUSTICE D.BHARATHA CHAKRAVARTHY

W.P.No.47393 of 2025
and W.M.P.No.52906 of 2025

Assistant Manager,
AVTEC Ltd., Poonepalli,
Madhakondapalli,
Hosur – 635 114,
Krishnagiri District.

.. Petitioner

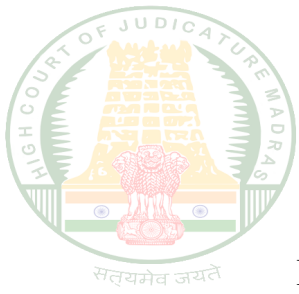
Versus

N.Ravi

.. Respondent

For Petitioner : Mr.Sanjay Mohan,
Asstd. By Ms.N.Swathy,
for M/s.S.Ramasubramaniam and
Associates

ORDER



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Issue notice of motion returnable by 08.01.2026. Private notice is also permitted.

2. Learned Counsel for the petitioner would submit that once the power is sought to be exercised under Section 11A of the Industrial Disputes Act, 1947, it should be viewed from the perspective of the management and the Labour Court cannot substitute its own view. So long as the punishment is not shockingly disproportionate, the Labour Court ought not to have acted as if it is an appellate authority.

3. In view thereof, there shall be an order of interim stay.

4. Post this matter on 08.01.2025.

04.12.2025

grs



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D.BHARATHA CHAKRAVARTHY, J.,

grs

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