



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

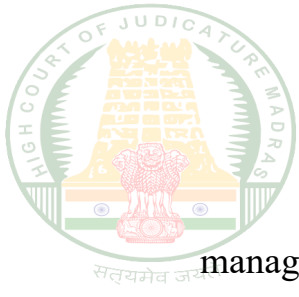
.. Respondent

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

ORDER

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



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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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grs

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

D.BHARATHA CHAKRAVARTHY.J.,

The matter is listed under the caption “for being mentioned”.

2. In paragraph No.4 of the Order dated 04.12.2025, the Registry is directed to correct the date 08.01.2025 as **08.01.2026** and issue fresh order copy.

12.12.2025

nsI