

Vinod Dogra vs State of H.P. and others a/w connectd matters

**CWP No. 6405 of 2025 a/w CWPs No. 6406
to 6408, 6411, 6420, 6423, 66633 and 6644 of 2025**

07.01.2026 Present: Mr. P.S. Goverdhan, Senior Advocate with M/s Rajat Sahotra and Rakesh Thakur, Advocates, for the petitioner(s), in all the petitions.

Mr. Rajpal Thakur, Additional Advocate General for respondents No. 1 to 4-State, in all the petitions.

Mr. Rajiv Kataria and Mr. Ganesh Barowalia, Advocates respondents No. 5 and 6.

**CMPs No. 20475 of 2025 in CWP No. 6405 of 2025,
CMP No. 20452 of 2025 in CWP No. 6406 of 2025,
CMP No. 20480 of 2025 in CWP No. 6407 of 2025,
CMP No. 20481 of 2025 in CWP No. 6408 of 2025,
CMP No. 21023 of 2025 in CWP No. 6411 of 2025,
CMP No. 21025 of 2025 in CWP No. 6420 of 2025,
CMP No. 32286 of 2025 in CWP No. 6633 of 2025
and CMP No. 20532 of 2025 in CWP No. 6644 of
2025**

For the reasons stated therein, the applications are allowed and the writ petition(s) are permitted to be amended as prayed for. Amended writ petition(s) are taken on record.

**CWP No. 6405 of 2025 a/w CWPs No. 6406 to 6408,
6411, 6420, 6423, 6633 and 6644 of 2025**

Learned Senior Counsel appearing for the petitioner(s) has reiterated that the impugned Annexure P-1 is void *ab initio* as the Authority concerned exercised power under Sections 74(1) and 75(1) of the Industrial Relations Code, 2020, which Code was not in force in the State of Himachal Pradesh.

Learned Counsel for respondents No. 5 and 6, on the other hand, submitted that without conceding to the contentions of learned Senior Counsel for the petitioner(s), as the action of the authority was strictly in consonance with the provisions of the Industrial Disputes Act, therefore, there is no illegality in the impugned order.

Be that as it may, because this Court will have to see whether the Industrial Relations Code, 2020, was in force in the State of Himachal Pradesh or not and if not, then what is the legal consequence thereof. As prayed for by learned Counsel for respondents No. 5 and 6, four weeks time is granted to said respondents to file reply to the amended writ petition(s).

CMP No. 8048 in CWP No. 6405 of 2025, CMP No. 8049 of 2025 in CWP No. 6406, CMP No. 8050 of 2025 in CWP No. 6407 of 2025, CMP No. 8051 of 2025 in CWP No. 6408 of 2025, CMP No. 8052 of 2025 in CWP No. 6411 of 2025, CMP No. 8057 of 2025 in CWP No. 6420 of 2025, CMP No. 8058 of 2025 in CWP No. 6423 of 2025, CMP No. 8417 of 2025 in CWP No. 6633 of 2025 and CMP No. 8427 of 2025 in CWP No. 6644 of 2025

Reply to the application(s), as prayed for, within four weeks. In the meanwhile, operation of the impugned order dated 01.08.2024, shall remain stayed.

CMP No. 31730 of 2025 in CWP No. 6405 of 2025, CMP No. 31731 of 2025 in CWP No. 6406 of 2025, CMP No. 31732 of 2025 in CWP No. 6408 of 2025, CMP No. 31869 of 2025 in CWP No. 6423 of 2025 and CMP No. 32284 of 2025 in CWP No. 6633 of 2025

These applications are disposed of with the direction that the proceedings before the learned Labour Court shall remain stayed during the pendency of the writ petitions.

(Ajay Mohan Goel)
Judge

January 07, 2026
(narender)