

# The Orissa Gazette



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## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

The 6th September 2005

No. 7608-Ii/1 (J)-21/05(pt)/LE.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Award dated the 28th June 2005 in I.D. Case No. 18/04 of the Presiding Officer, Industrial Tribunal, Bhubaneswar to whom the industrial dispute between the Management of M/s. J.K. Paper Mills, Rayagada and its workman represented through J.K. Paper Mills Mazdoor Sangha, At/P.O./ Jaykaypur, Rayagada was referred for adjudication is hereby published as in the schedule below : —

### SCHEDULE

INDUSTRIAL TRIBUNAL, ORISSA, BHUBANESWAR

INDUSTRIAL DISPUTE CASE No. 18 OF 2004

Dated the 28th June 2005

#### *Present:*

Sk. Jan Hossain, O.S.J.S. (Senior Branch),  
Presiding Officer, Industrial Tribunal,  
Bhubaneswar.

#### *Between:*

The Management of  
M/s. J.K. Paper Mills,  
Rayagada.

. . First party—Management

And

Their workmen represented through  
J.K. Paper Mills Mazdoor Sangha,  
At/P.O./ Jaykaypur,  
Dist./ Rayagada.

. . Second Party—Workmen

#### *Appearances:*

Shri M.M. Dash, Dy. Manager (PR) . . For the first party—Management  
Shri K. Satyanarayana, General Secretary . . For the second party—Workmen  
of the JKPM Mazdoor Sangha.

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AWARD

The Government of Orissa in the Labour & Employment Department in exercise of powers conferred upon them by sub-section (5) of section 12 read with clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947) have referred the following disputes for adjudication vide their order No. 8695/li/1(J)-21/2004/LE., dated the 4th October 2004.

- 'A' "Whether the existing wage structure of the workers which includes basic wages, dearness allowance, Addl. Dearness allowance, annual increment, allowances such as L.T.A., Conveyance allowance, Education allowance, Night shift allowance, Washing allowance, Dust allowance, House rent allowance, Uniform allowance etc. needs any up ward revision ? If so, what should be the details ?"
- 'B' "Whether the demand of the union for revision of existing grades and creation of special grade for the workman as per the requirements of jobs is legal and/or justified ? If so, what should be the details ?"
- 'C' "Whether the existing number of casual leave and festival holidays availed by the workmen needs any further increases ? If so, what should be the details ?"
- 'D' "Whether the demand of the union for payment of 3 days wage for working on a paid holidays is legal and/or justified? If so, what should be the details ?"
- 'E' "Whether the existing Efficiency-*cum*-production Bonus Scheme needs any revision ? If so, what should be the details ?"
- 'F' "Whether the services of casual workers working for more than two years in M/s. J.K. Paper Mill, Jaykaypur are to be regularized in the permanent role of the company ? If so, what should be the details ?"

2. In this case the representative of the Management Shri M.M. Dash, Deputy Manager (PR) and the General Secretary of the J.K. Paper Mills Mazdoor Sangha Shri K. Satyanarayana by filing a joint petition along with a memorandum of settlement submitted that the disputes, as aforesaid, between them have already been settled out of the Court and accordingly they have prayed to pass an Award in terms of the said settlement. The terms of the settlement are read over and explained to both the parties and they admit the same to be true and correct. The terms of the settlement being fair are recorded. An Award is accordingly passed in terms of the settlement which do form part of the Award.

Dictated and corrected by me.

Sk. JAN HOSSAIN,  
28-06-2005  
Presiding Officer,  
Industrial Tribunal,  
Bhubaneswar.

Sk. JAN HOSSAIN,  
28-06-2005  
Presiding Officer,  
Industrial Tribunal,  
Bhubaneswar.

By order of the Governor

D.MISHRA  
Under-Secretary to Government