

Dispute Resolution between All India HCC Workers Union & the management of M/s HCC Ltd, by the Ministry of Labour & Employment

Management of M/s HCC Ltd agrees to disburse 9 month wages, retrenchment compensation & gratuity to all eligible workers along with a bonus at the rate of 8.33%

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A dispute was raised by federation of All India HCC Workers Union against the management of M/S HCC Ltd, a contractor of NHAI demanding payment of wages for 09 months to 600 contract labour along with other service benefits like bonus and leave with wages for financial year 20-21. Also as the contract work of the contractor was to wind up in May 21, the union remanded for retrenchment compensation & gratuity as payable to all contract labour.

The matter was seized in conciliation by the DyCLC(C), Kolkata and several discussions were held by inviting the contractor, the union and the principal employer. After several discussions, it was agreed to sign a memorandum settlement with the employer i.e the contractor and the union on 05.08.2021. The employer in principal agreed to pay following benefits to all the contract labour **“To disburse 09 month wages, To pay retrenchment compensation & gratuity to all eligible workers, To pay bonus at the rate of 8.33%, To pay leave with wages all eligible workers & to pay wages for entire period of covid”** when the workers could not attend to duties.

The entire settlement was held with volition & goodwill of the parties without leaving any financial burden on the employer in future & any litigation.

The above settlement made the employer liable for payment to the tune of 27 crores. The parties have agreed to submit a report on implementation of settlement.

The workers union has profusely expressed their gratitude to such positive & proactive relief oriented action undertaken by offices of Chief Labour Commissioner(Central) at Kolkata. On this occasion Shri. D.P.S. Negi, Chief Labour Commissioner (Central) expressed happiness & said “that such efforts are made by Chief Labour Commissioner (Central) across the country so that no worker is denied their lawful rights.”

VRRK/GK

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