

WORKER T VS STAR TIME APPARELS

OVERVIEW:

For case -20, the worker has been represented as 'Worker T'. He says that in the company, they provide 4 days leave for a month as per records. But he had worked for 28 days in a month. Every month they give a salary on the 12th day. He had requested Rs. 4,300 for their house expenses before the salary date as advance since he had just migrated to the city. But the company management didn't provide him the advance. He was kept on requesting for days and then he got his advance. Then only he found that the company used to do like this. He was uneasy with another issue in the company which is that the company has only 2 shifts per day. The company workers have to work 12hrs per day. If the company workers came late for office they cut the half-a-day salary of the employee. So he went to CITU for help to get justice. Then it was resolved with compromise between CITU representative and company.

BASIC INFORMATION:

1. Name of the Worker: Worker T
2. Gender of the Worker: Male
3. Age of the Worker (at the time of IDI): 56
4. Name of the Company: Star Time Apparels - 654/2, Behind Tamilnadu Theatre, Palladam Road, Tirupur 641605
5. Designation of the Worker: Security P.O.
6. Years of work in the Company: 3 Months
7. Dispute Type: Non-Payment of Wages
8. Year of Dispute onset: 2020
9. Concluded/Ongoing: Resolved
10. Year of Conclusion (If applicable): 2021
11. Individual/ Collective: Individual

TIMELINE OF EVENTS:

DATE	EVENT
November 30th, 2020	Appointed as Security
December, 2020	Applied for salary advance
January 3rd, 2021	Resigned from the company since the management treated him worse
February 11th, 2021	Got the pending salary after the intervention of CITU

CASE HISTORY:

a. About the worker

Worker W was the actual resident of Madurai. He has a small family with a wife and 2 sons. The elder one got married. Due to Covid-19 pandemic, his sons and himself had lost the job opportunity. Hence, he has migrated to Tirupur for their son's employment opportunity. His two sons got a job in an export garment company through an advertisement given in the newspaper for job vacancy in KTM garments. They are working in a garment under contract basis. In Madurai, he worked in the Pharmaceutical Industry at Madurai as PRO. Then he joined Star Time Apparels and worked for 3 months. Now the entire family of Manoharan was settled in Tirupur.

b. About the Company

Star Time Apparels is an 8 year old exporting company in Tirupur City. It employs over 200 workers in its unit. It exports its products to Asian and European countries. It produces kids' clothing and hosiery. It has the unit of Cutting, Stitching and Ironing.

c. Beginning of the Conflict

_____ In the company, they provide 4 days leave for a month as per records. But he had worked for 28 days in a month. Every month they give a salary on the 12th day. He had requested Rs. 4,300 for their house expenses before the salary date as advance since he had just migrated to the city. But the company management didn't provide him the advance. He was kept on requesting for days and then he got his advance. Then only he found that the company used to do like this. He was uneasy with another issue in the company which is that the company has only 2 shifts per day. The company workers have to work 12hrs per day. If the company workers came late for office they cut the half-a-day salary of the employee.

When the supervisor found that the worker was not in the place, the management would file a penalty on that worker and deduct a fine amount from the salary. The company would not have any paid leave for their workers. In this situation, he has requested an advance of Rs.2000 again as his wife fell sick. He wanted to take his wife to his hometown for treatment. The company management refused to give him the advance. But he requested the advance from the company HR many times. All his attempts went into vain. Then he managed somehow and took his wife to Madurai for medications. After 2 days, he has come back to work in the company after the leave. He has requested the salary to give to the local money lender who had given a loan for his wife's treatment. But the company management refused his request and treated him badly. So, he had resigned from his job. He was not comfortable with this company and the way they treated the employee. When he asked for the pending salary, the company refused and forced him to continue the work.

d. Informal resolution process

He was worried about the actions of the company management. He used to be active in the regional political party when he was in Madurai. So, he went to the CITU in order to find some ways to get his salary back. There Com. Eswaramurthy had dealt with his case. He had demanded justice and asked them for his salary. Then the management provided him Rs.6500/- instead of giving Rs.10000/- which was his actual monthly salary.

e. Workers' view on the case process:

_____He says that every month 10 members will leave the company. In his working period of 3 months, nearly 72 members left the company for the same problem. Some freshers will leave the company after 10 days of working because of the torture and work pressure. For such workers the company won't provide that 10 days salary. The designation they provide in the advertisement for job vacancy is totally different from the actual. The employee should do some work which is not related to their job. For example, the accountant has to do all the work which was done by the employee. In their point of view all of them should do all the work tasks. So, the workload will be heavy. They won't give any official appointment orders for the workers. They won't give any E.S.I. and P.F. for the employers. Totally (90- 200) members working in the company. Out of this 200 members Cashier and Accountant would be the ladies. Others were gents. The company owners would not give any respect to the supervisors and employers. They use impertinent words against workers.

The quality of hostel rooms was very poor & unhygienic. They put 10 members in one room. The canteen atmosphere was unhygienic, and the canteen food was unhealthy and unhygienic. Some bad smell came from the canteen.

There is an agent who used to bring migrant workers to work in the company. The company won't give the correct salary for north Indian workers and also for the agent. The chances of getting in an accident are high, because they did not provide any safety measures for them. If an accident occurs they won't give any compensation to the workers. There is no Bus facility in the company. They gave permission to go out. But if you are not there in time they will punish you heavily. There was no Inspection from the government or brand until I worked there.

If the order does not come, they will shut down the work and they will not give a salary for that day. They don't have any workers committee, canteen committee. In case of any problem the H.R. would not stand for the employee, he only supports the company. If the employee goes against the H.R. They will create some problems like cutting down the salary of employees. Manoharan was requesting his salary.

f. Available documents:

_____Application form of the company for recruitment (unfilled), Cash Advance Slip and Letter submitted by the worker W

g. Missing documents:

No identity documents available as the company has not provided.