

HIGHLIGHTS OF LABOUR JUDGMENTS

(Arranged subject-wise and ratio decidendi of nearly 400 judgments)

As a regular reader of Labour Law Reporter you must have appreciated the gist of the judgments being given every month at the cover page of the Labour Law Reporter without name of the judgment due to space constraint. However, on persistent demand of the subscribers the editorial board of the Labour Law Reporter has consolidated the highlights of over 400 judgments from January 2018 to January 2019 subject-wise. Herein below are :

SOME EXAMPLES

- **A director of a company cannot be held personally liable for default in remitting ESI contributions.**

Director in Charge ESI Corporation and others vs. M/s. Delkan Buildtech (P) Ltd., 2018 LLR 58 (Del. HC)

- **An office bearer of a trade union must have integrity and do hard work to be a role model for others.**

Krishnappa M. vs. Bharat Electronics Ltd., rep. by its General Manager (ES) & Anr., 2018 LLR 957 (Karn. HC)

- **A terminated worker engaged through contractor cannot seek reinstatement from principal employer.**

Civil Aviation Training College, Bamrauli vs. Mohan Lal Prajapati, 2018 LLR 758 (All. HC).

- **Non compliance of transfer order justifies termination of an employee.**

H.P. State Co-operative Marketing and Consumers Federation Ltd. vs. Naini Sukh, 2018 LLR 727 (HP HC).

- **Striking workmen can be restrained by Court from staging dharna, demonstration etc. within 500 meters of the premises of the employer.**

Gujarat Steel Tubes Ltd. vs. Gujarat Steel Tubes and others, 2018 LLR 535 (HP HC)

- **An order by Regional Provident Fund Commissioner relying upon the report of Enforcement Officer is not legal.**

Endurance Technologies Limited vs. The Union of India and Another, 2018 LLR 78 (Bom. HC)

- **Higher pension can't be denied when an employee has contributed more than the prescribed rate of contribution.**

Regional Provident Fund Commissioner vs. Prakash Chand Jain, 2018 LLR 1264 (MP HC)

- **Pre-deposit not necessary on filing of appeal challenging levy of damages on delayed deposit of provident fund contributions.**

Ascot Hotels and Resorts Pvt. Ltd. vs. Assistant Provident Fund Commissioner, 2018 LLR 648 (Del. HC)

- **Hurling of filthy abusive language at a senior officer justifies dismissal.**

Western Coalfield Ltd. vs. Santosh Kumar and Others, 2018 LLR 764 (Bom. HC)

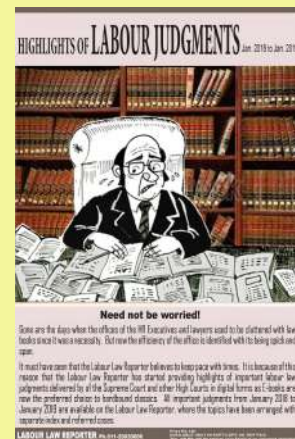
- **A cooperative housing society is not covered by Industrial Disputes Act even if it is earning profits.**

M/s. Arihant Siddhi Co.op. Hg. Soc. Ltd. vs. Pushpa Vishnu More & Ors., 2018 LLR 869 (Bom. HC)

- **Directing by High Court to the principal employer not to terminate workers of contractors during pendency of dispute liable to be quashed.**

I.D.B.I. Bank Ltd. vs. Bhartiya Kamgar Sena and 2 Others, 2018 LLR 1201 (Bom. HC)

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