

Government of West Bengal
Labour Department, I. R. Branch
N. S. Building, 12th Floor, 1, K. S. Roy Road, Kolkata – 700001

No. Labr/ 146 /LC-IR/ 22015(16)/27/2026

Date : 09-02-2026

ORDER

WHEREAS an industrial dispute existed between M/s. Sarat Industries Ltd., 57/6, B.T.Road, Kolkata-700002 and its workman Sri Surojit Saha, 76/1, Garpar Road, Kolkata-700009, regarding the issues, being a matter specified in the second schedule of the Industrial Dispute Act' 1947 (14 of 1947);

AND WHEREAS the 4th Industrial Tribunal, Kolkata has submitted to the State Government its Award dated 16.01.2026 in Case No. 23 of 2023 on the said Industrial Dispute Vide e-mail dated 19.01.2026 in compliance of Section 10(2A) of the I.D. Act' 1947.

NOW, THEREFORE, in pursuance of the provisions of Section 17 of the Industrial Dispute Act' 1947 (14 of 1947), the Governor is hereby pleased to publish the said Award in the Labour Department's official website i.e **labour.wb.gov.in**

By order of the Governor,



Assistant Secretary

to the Government of West Bengal

No. Labr/ 146 /1(5)/LC-IR/ 22015(16)/27/2026

Date : 09-02-2026

Copy forwarded for information and necessary action to :-

1. M/s. Sarat Industries Ltd., 57/6, B.T.Road, Kolkata-700002.
2. Sri Surojit Saha, 76/1, Garpar Road, Kolkata-700009.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The OSD & EO Labour Commissioner, W.B., New Secretariat Building, 11th Floor, 1, Kiran Sankar Roy Road, Kolkata – 700001.
5. The Deputy Secretary, IT Cell, Labour Department, with request to cast the Award in the Department's website.



Assistant Secretary

to the Government of West Bengal

No. Labr/ 146 /2(3)/LC-IR/ 22015(16)/27/2026

Date : 09-02-2026

Copy forwarded for information to :-

1. The Judge, 4th Industrial Tribunal, N. S. Building, 1, K.S. Roy Road, Kolkata - 700001 with reference to e-mail dated 19.01.2026.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata - 700001.
3. Office Copy.



Assistant Secretary

to the Government of West Bengal

(1)

In the matter of an Industrial Dispute between M/s. Sarat Industries Ltd.,57/6, B.T.Road, Kolkata-700002 and their workman Sri Surojit Saha, 76/1, Garpar Road, Kolkata-700009.

(Case No. 23 of 2023 u/s. 10(1B)(d)

BEFORE THE FOURTH INDUSTRIAL TRIBUNAL, KOLKATA: WEST BENGAL

P R E S E N T

SHRI NANDAN DEB BARMAN, JUDGE
FOURTH INDUSTRIAL TRIBUNAL
KOLKATA.

Sri Surojit Saha,
76/1, Garpar Road,
Kolkata-700009.

----- Applicant/Workman.

Vs.

M/s. Sarat Industries Ltd.,
57/6, B.T.Road,
Kolkata-700002.

----- Opposite Party/Company

A W A R D

Dated: 16thJanuary, 2026

**Order No. 21
Dated 16.01.2026**

Today is the date fixed for further cross-examination of P.W.-1.

Ld. Counsel representing the applicant workman is present along with the applicant workman Sri Surojit Saha.

Ld. Counsel representing the O.P. Company is present.

Today the applicant workman along with the OP. Company have filed a joint petition along with a Memorandum Of Settlement, praying for disposal of this case and passing Award on the basis of Memorandum Of Settlement dated 16.01.2026 on the ground that the dispute has been settled amicably by and between the parties on the terms and conditions as stated in the Memorandum Of Settlement.

Heard both side Ld. Counsels.

The applicant workman kept into the dock and examined on oath.

During his examination he admitted that he has gone through the said Memorandum of Settlement along with its terms and conditions and having his consent he put his signature thereon.

(2)

He also stated that he has no objection and other claim, if this case be disposed of by passing Award on the basis of aforesaid Memorandum of Settlement.

From his statement on oath it appears that in accordance with the terms and conditions of the said Memorandum of Settlement today he received a Demand Draft of Rs. 3,00,000/- (Rupees Three Lac only) vide D.D. Number 000019, dated 28.10.2025 drawn on HDFC Bank towards full and final settlement of all his dues from the OP. Company M/s. Sarat Industries Ltd.(at present M/s. Sarat industries Pvt. Ltd.). He also produced the said money receipt and the photocopy of Demand Draft. Let the same be kept with the record.

Having perusal of the petition and the Memorandum of Settlement jointly filed by the parties of this case and considering the submissions of the Ld. Counsels and the statement of the applicant workman on oath admittedly when it appears that the dispute between the parties has already been settled amicably with some terms and conditions as stated in the said Memorandum Of Settlement and which are not illegal then I find the instant case between the parties should be disposed of by passing an Award banking upon the aforesaid Memorandum Of Settlement filed by the parties.

Accordingly, the Memorandum of Settlement is accepted and the parties are allowed to have their case disposed of on the basis of the aforesaid Memorandum of Settlement.

Hence it is,

ORDERED

That the instant case be and the same is disposed of on consent of both the applicant workman and O.P. Company of this case on the basis of the terms and conditions as stated in the aforesaid Memorandum of Settlement executed by and between the parties of this case.

The Memorandum of Settlement along with its terms and conditions do form part of the Award of this case.

This is my Award.

Dictated & Corrected by me

Sd/-
Judge

Sd/-
Judge
Fourth Industrial Tribunal
Kolkata
16.01.2026