

8 Jan. 2018

Dear All,

I am forwarding a mail which we wrote to Mr. Saurav kumar, Director (HR), on 23.12.2017, and also some brands. As you all know, we are demanding the permanency of the contract workers and the matter is pending before the state labour authority.

In the middle of that, Avery Denison management is trying to do a back door strategy by calling an open job application for the 'Machine operator' on 16.12.2017 and they are suggesting 3 steps of interview, including written test, practical test and oral interview.

Mr. Ganesh Shetty, Manager (HR), is being visiting all departments and orally instructing to Head of the departments to force and insist the workers to apply for it. Also workers have been told that if they will not apply, they have to face the consequences in future.

This is an action of unfair labour practice, while the permanency case is before the conciliation with labour authority; management is trying to confuse workers, by calling for an open application. This is to pressurize the contract workers to apply and face the interview process which is not trustable and they can easily rejected by management after the interview process.

Please take this issue also with your ongoing campaign.

In solidarity,

Garment and Textile Workers Union (GATWU)

New Guddadahalli

Mysore road, Bengaluru - 560 026

Ph: 080-26745242

23 Dec. 2017

Dear Mr. Sourav Kumar

This is in reference to your advertisement dated 16.12.2017 whereby you have called for applications to fill up the vacancy of 'Machine Operator'. In this connection our union submits as follows:

Our union represents the entire work force employed by management in the guise of "Contract labour". However all the workmen so employed, have been engaged in manufacturing process and allied jobs which are permanent and perennial in nature.

The employment of workmen through a artificial intermediary called labour contractor for the purpose of doing jobs of permanent and perennial nature is opposed to the provisions of CLRA act. Hence the alleged labour contract is a sham and bogus arrangement, which an international company like yours should not follow.

In the above circumstances, our union has espoused the cause of 239 workmen of your establishment seeking absorption in service as machine operator. The matter is pending before the conciliation officer.

While the dispute relating the 239 workmen is under contractor, your management has terminated 44 workmen out of 239 workmen. Our union has taken up the cause of those 44 workmen the said dispute is also under conciliation.

Sir, since the matter is with refer to 239 workmen is in respect of their absorption in the service of the company as machine operator , it is not correct and fair on your part to call for application to fill up the post. The best way to resolve the dispute pending before conciliation officer is to absorb the workmen involved therein as machine operator in the appropriate wages. This action in, as your part would bring healthy industrial relation in the company and it will also remove pending disputes.

Our suggestion is to initiate appropriate action to absorb the existing workmen as machine operator.

On behalf of our union we assure you our best co-operation in the matter of production and productivity.

Thanking you,

Sincerely yours

Prathibha R

President.

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