

PARAMOUNT BUILDERS

5-4-187/3 & 4, II Floor, Soham Mansion, M.G. Road, Secunderabad - 500 003.

Phone : +91-40-66335551, Fax :

Dt. 05.06.2012

To
Joint Commissioner of Labor,
Labour Dept. Govt. of AP
Ranga Reddy Zone,
Y.Anjaiah Karmika Sankshema Bhavan,
RTC X Roads,
Hyderabad.

Dear Sir,

Sub: Request for re-open of our Minimum Wages file.

Ref: M.W. Case No. 51/2009

Please note that earlier notices which are connected to the above referred case are received by our earlier Manager Mr. Shanker Reddy but the same has neither been given nor informed to the Management. Now that person is absconding and not reporting to the office.

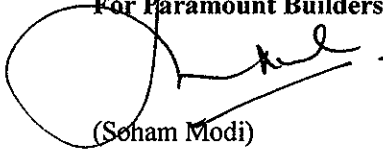
Due to the above reason we are not aware of the notices issued by you.

Based on the above reason we request you to re-open our file and give an opportunity for personal hearing.

Please consider our request and give us opportunity for personal hearing at an early date.

Thanking you,

Yours faithfully,
For Paramount Builders,



(Soham Modi)

PARAMOUNT BUILDERS

5-4-187/3 & 4, II Floor, Soham Mansion, M.G. Road, Secunderabad - 500 003.
Phone : +91-40-66335551, Fax :

Dt. 05.06.2012

To
Joint Commissioner of Labor,
Labour Dept. Govt. of AP
Ranga Reddy Zone,
Y.Anjaiah Karmika Sankshema Bhavan,
RTC X Roads,
Hyderabad.

Dear Sir,

Sub: Request for re-open of our Minimum Wages file.

Ref: M.W. Case No. 51/2009

Please note that earlier notices which are connected to the above referred case are received by our earlier Manager Mr. Shanker Reddy but the same has neither been given nor informed to the Management. Now that person is absconding and not reporting to the office.

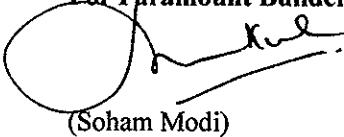
Due to the above reason we are not aware of the notices issued by you.

Based on the above reason we request you to re-open our file and give an opportunity for personal hearing.

Please consider our request and give us opportunity for personal hearing at an early date.

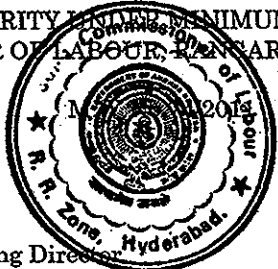
Thanking you,

Yours faithfully,
For Paramount Builders,



(Soham Modi)

BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 AND
JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE, HYDERABAD.



Between:
Asst. Labour Officer,
Moulali

.... Applicant

And
Sri. T. Soham Modi, Managing Director,
M/s Paramount Residency, Sy.No. 176,
Nagaram, Rangareddy District
Reg. Office D.No. 5-4-187/3&4, II Floor,
Sohan Mansion, M.G. Road,
Secunderabad- 003.

.... Respondents

ORDER:

This is an application filed under Section 20(2) of Minimum Wages Act 1948 by the Inspector and Asst. Labour Officer, Moulali claiming the difference of wages to (11) workers employed by the Respondent. The applicant submits that he inspected the Respondent Establishment and found that 11 workers were not paid wages fixed by the Government vide G.O.Ms.No. 85 LET&F Lab-II Department. Therefore he prayed a direction to the Respondent for payment of difference of wages.

The Respondent filed an memo and admitted the claim partially he further submits that the Applicant did not verify the registers showing the actual periods of the works carried on by the workmen of this claim and present claim is filed based on the oral information given by the workers the actual work carried on by the workers.

The respondent also submitted that due to variations in the calculations of recently raised VDA points certain amount of the Minimum Wages has become due to the workmen. The respondent also submitted the Annexure showing the actual claim of the workmen based on the actual working days as per the statutory registers.

The Respondent submitted a cheque No. 373841 Dt 02.05.2012 of HDFC Bank, S.D.Road, Secunderabad branch for the amount of Rs.41,371/- (Rupees Forty One Thousand Three Hundred and Seventy One Only) deposited to this authority payable to 11 workmen shall be disbursed to them by the Asst. Labour Officer, Moulali, by obtaining individual account payee Cheques issued from this Authority. In view of the above this application is disposed off. No order for Costs.

Given under my hand and seal of this Authority, this the 31st day of May, 2012.

**AUTHORITY UNDER MINIMUM WAGES ACT, 1948 &
JOINT COMMISSIONER OF LABOUR,
RANGAREDDY ZONE, HYDERABAD.**
Ranga Reddy Zone, Hyderabad.

To
As above

**IN THE COURT OF THE AUTHORITY UNDER MINIMUM WAGES ACT, & JOINT
COMMISSIONER OF LABOUR, RANGAREDDY ZONE, HYDERABAD**

M. W. No. 74/2011

Between:

Asst. Labour Officer
Moula-Ali, Ranga Reddy District.

---- Applicant

And

Sri. Soham Modi,
Paramount Builders
5-4-187/3&4, II Floors, Soham Mansion,
M. G. Road, Secunderabad – 500 003.

---- Respondent

MEMO FILED BY THE RESPONDENT

It is submitted that the Respondent organization carries on construction work and engaged the workmen at the work site "Paramount Residency" Sy. No. 176, Nagaram, Keesara, Ranga Reddy District as and when the work is taken up. Most of the workmen works for shorter periods and will not turn up for the new works taken up by the organization. In view of the above most of the workmen engaged by the Respondent are casual workers who worked for few months / shorter periods.

It is also submitted that all the workmen shown in the present claim are also casual workmen and they did not work for the periods shown against them in this claim. These workers come for the work intermittently on daily wage basis and they are not employed regularly.

It is submitted that the Asst. Labour Officer, Moula-Ali did not verify the registers showing the actual periods of the works carried on by the workmen of this claim and he filed this claim based on the oral information given by the workers. Therefore it is submitted that the calculation made by the Asst. Labour Officer, Moula-Ali is not correct and it is not based on the actual work carried on by the workers.

I also submit that due to variations in the calculations of recently raised VDA points certain amount of the Minimum wages has become a due to the workmen. I hereby submit the Annexure showing the actual claim of the workmen based on the actual working days as per the statutory registers. I also submit that the claim made by the Asst. Labour Officer, Moula-Ali is calculated on the whole period without taking into consideration of actual days of work.

I hereby admit the difference of Minimum wages arised due to the variations on the VDA calculations for the actual days of work by the workmen as shown in the annexure appended to this memo. By admitting the said amount I herewith submit the cheque No. 373841 dated 02.05.2012 of HDFC Bank, S. D. Road, Secunderabad for the amount of Rs. 41,371/- (Rupees Forty One Thousand Three Hundred and Seventy One only) infavour of "Authority Under Minimum Wages Act & Joint Commissioner of Labour, R. R. Zone, Hyderabad". I request the authority kindly disburse the amount to the workers of the claim.

For PARAMOUNT BUILDERS

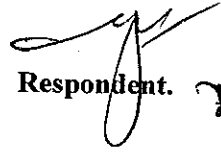

Partner

Since the actual amount due to the workers is admitted and deposited in this court, I humbly pray this authority kindly dismiss the application.

For PARAMOUNT BUILDERS)

Place: Hyderabad.

Date: 14.05.2012


Respondent. Partner


ANNEXURE

Statement Showing the Difference of wages

Payable to Employee in respect of Paramount Builders Project name "Paramount Residency"
Situated at Sy.No.176, Nagaram Village, Keesara Mandal, R.R.Dist.

S.No	Name of the Employee	Designation	Payable		Wages Already paid Rs.	Difference of amount per month Rs.	Period in days	Total Difference Rs.
			Wages Rs.	VDA Rs.				
1	Malleesh	Officeboy	5,460.00	-	3,500.00	1,960.00	87	5,684.00
			5,684.00	-	3,500.00	2,184.00	17	1,237.60
2	Bhagyamma	Sweeper	5,460.00	-	4,000.00	1,460.00	87	4,234.00
			5,684.00	-	4,000.00	1,684.00	17	954.27
3	D. Poonna	Sweeper	5,460.00	-	4,000.00	1,460.00	87	4,234.00
			5,684.00	-	4,000.00	1,684.00	17	954.27
4	G.Srisailam	Sweeper	5,517.00	-	5,000.00	517.00	87	1,499.30
			5,741.00	-	5,000.00	741.00	17	419.90
5	Giju bai	Sweeper	5,460.00	-	4,000.00	1,460.00	87	4,234.00
			5,684.00	-	4,000.00	1,684.00	17	954.27
6	Kunavamma	Sweeper	5,460.00	-	4,000.00	1,460.00	87	4,234.00
			5,684.00	-	4,000.00	1,684.00	17	954.27
7	Sabitha	Sweeper	5,460.00	-	4,000.00	1,460.00	87	4,234.00
			5,684.00	-	4,000.00	1,684.00	17	954.27
8	Ravanamma	Sweeper	5,460.00	-	4,000.00	1,460.00	87	4,234.00
			5,684.00	-	4,000.00	1,684.00	17	954.27

FOR PARAMOUNT BUILDERS


Partner

9	Anand	Security	5,684.00	-	5,500.00	184.00	17	104.27
10	Mahipal	Security	5,460.00	-	5,000.00	460.00	17	260.67
			5,684.00	-	5,000.00	684.00	17	387.60
11	Ramu	Security	5,460.00	-	5,000.00	460.00	17	260.67
			5,684.00	-	5,000.00	684.00	17	387.60
								41,371.20

For PARAMOUNT BUILDERS


Partner

Govt. of Andhra Pradesh Labour Department

INSPECTION ORDER / NOTICE

Office of the Assistant Labour Officer,

Circle

SE. No. A10/MLI/MW/02/201

Date 26.5.2011

The Minimum Wages Act, 1948 and the Andhra Pradesh Minimum Wages Rules, 1980.

To, Shri Soham Modi, Mg. Director

Employer of M/s Pavamant Residency

Sy. No. 176, Nagaram, Kesava, R.R. Dist.

Upon a recent inspection of your establishment/Shops on 19.5.2011 at 12.40 PM a.m./p.m. it was found that certain provisions of the Act and Rules were not being implemented. It is therefore requested that necessary steps to the extent indicated in the inspection order appended may be taken at once to comply with the law under intimation to this office in writing within seven days/show cause in writing within 7 days as to why penal action under this Act should not be taken against you.

The orders appended are issued or repeated from the previous orders without prejudice to any action that this office may take for non-compliance of the provisions of the Act and Rules made there under.

Asst. Labour Officer
Asst. Labour Officer & Inspector under M.W. Act.

T. Anjaiah Bhavan,
R. T. C. 'X' Roads,
HYDERABAD.

Order under Minimum Wages Act 1948 and the Andhra Pradesh Minimum Wages Rule 1980

1. SECTION 12, Read with G.O. Ms. No. 116 dt. 7-12-07

Failed to pay to every employee engaged in your Establishment/Shop/Agriculture land holding the wages at a rate not less than the minimum rate of wages fixed by notification issued in the G.O cited for that class of employees employed under your employment without any deduction except those authorised and in accordance with Rule 32.

2. RULE 23:

(1) Failed to exhibit in English and Telugu a notice in Form No. XII containing the minimum rate of wages fixed for worker under the Act in respect of your employment together with in prescribed abstracts of the Act and Rules.

(2) Failed to exhibit a notice showing the name and address of the inspector in English and in Telugu, the particulars of which are as follows:

Name of the Inspector :

Address : Asst. Labour Officer & Inspector under M.W. Act. Circle

3. RULE : 29

(1) Failed to pay to workers it worked for more than nine hours in a day of 48 hours in a week, in the case of employment in agriculture wages at one and a half times the ordinary rates of wages and at twice the ordinary rate in case of any other employment.

4. RULE : 20

(1) Failed to Maintain a register showing overtime payments made in the Form No. IV.

5. RULE 30 (1)

(1) Failed to maintain a register of wages in Form No. X always up to date with all the particulars prescribed.

6. RULE 30 (2)

Failed to issue wages slip in Form No. XI to all the following employees employed by you atleast a day prior to the date of disbursement of wages.

7. RULE 30 (3)

Failed to Obtain the signature or thumb-impression of all the following employees employed in the Register of Wages and wage slips at the time of payment wages.

8. RULE 30 (5)

Failed to keep a Muster Roll in the prescribed Form No. V at the work-spot or the principal office attached to it, and maintain it up to date.

9. RULE 31

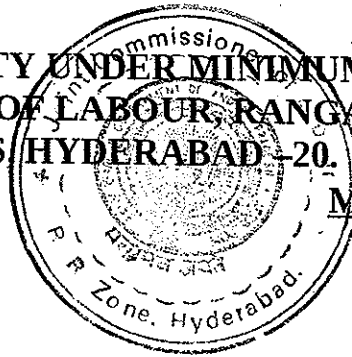
Failed to keep always the registers, records and notices maintained and exhibited under the provisions of Rules available at or as near as practicable to the site of employment and produce them to the inspectors of inspection.

Asst. Labour Officer & Inspector under M. W. Act,

Asst. Labour Officer
Circle
Moula-Ali, Circle, R. R. Dist.
T. Anjaiah Bhavan,
R. T. C. 'X' Roads,
HYDERABAD.

K. Manoj Kumar
9246876366
(Ramesh. A)

**BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 AND
JOINT COMMISSIONER OF LABOUR, RANGAREDDY ZONE, TAKS
BHAVAN, RTC 'X' ROADS (HYDERABAD -20.**



By Regd. Post with Ack. Due

M.W. CASE NO. 51/ 2009

Between:
The Asst. Labour Officer
Moula Ali, Rangareddy dist.

.. Applicant

And
Sri. Sohan Modi
Paramount Builders
Sy. No. 176, Shilpa Nagar Layout,
Nagaram, Keesara, Rangareddy dist.
Regd Office: 54187/3&4, MG Road,
Secunderabad.

... Respondent

Whereas a claim has been instituted against you for non-payment of minimum wages under Section -20(2) of the Minimum Wages Act, 1948 (A copy of the application is enclosed).


Take notice that if you wish to disclaim any interest in the subject matter of the application or consider that the applicants particulars are in any respect inaccurate or desire to bring any fact or document to the notice of the Authority or intend to rely on any fact or deny (wholly or partially) your liability to pay the wages under Minimum Wages Act you must file with the Authority such answer.

Take notice that the above case is posted on **31.10.2009 at 3-00 PM** you are therefore directed to appear before this court on the above said date either in person or through advocate duly authorized by you.

No further date of hearing will be intimated. You should find the dates of hearing from the office of this court from time to time and attend accordingly.

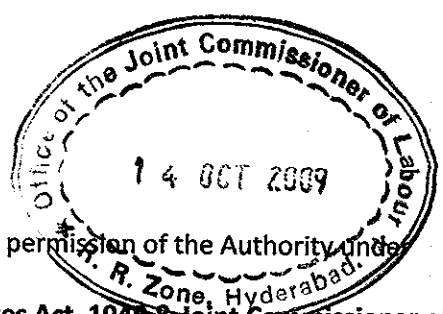
If you fail to attend the hearing case will be proceeded with and decided in your absence.

Given under my hand and seal of this Court on the day of 15th day of October 2009.


Authority under Minimum Wages Act, 1948 &
Authority U/S 20(1) of M.W. Act, 1948,
Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad.

To
As above

*Recd at
Paramount Builders
on 15/10/09
[Signature]*



FORM - VII

(Form of Application by the Inspector or person acting with the permission of the Authority under Section 20)

In the Court of the Authority appointed under the Minimum Wages Act, 1948 & Joint Commissioner of Labour, Rangareddy Zone, Hyderabad.

Inspector under Minimum Wages Act, 1948 &
Asst. Labour Officer, Moulali, RR Dist., Hyd.

.. Applicant

Vs.

Sri Soham Modi
Paramount Builders
Sy.No.176 Shilpa Nagar Layout
Nagaram, Keesara, R.R.Dist.
Regd Office: 5-4-187/3&4 MG Road
Secunderabad.

.. Opponent

The applicant above named begs to submit as follows:

That above named opponent is employer of M/s. Paramount Builders, Sy.No.176 Shilpa Nagar Layout, Nagaram, Keesara, R.R.Dist., which is a schedule employment specified in the schedule under part 1 under Section 2(g) and (27) of the Act.

That the above opponent is person responsible for payment of wages to the persons employed in the said establishment as per G.O.Ms.No.85, LET&F (Lab.II) Dept., dt.22.9.2007.

The opponent is bound to pay wages at the minimum rate of wages fixed by the Government, but he has paid less wages to the following employees (as per statement enclosed).

The applicant estimates the value of the relief sought for the employees at the sum of **Rs.4,75,192.80** (Rupees four laksh seventy five thousand one hundred and ninety two and paise eighty only). The applicant prays that a direction may be issued under Sub-Section (3) of Section 20 for:-


- Payment of difference between the wages due according to the minimum rate of wages fixed by Government and the wages actually paid and
- Compensation amounting to Rs.4,75,192.80


The applicant begs leave to amend or add to or make alteration in the application if and when necessary.

Dated:8.10.2009

The applicant does solemnly declare that what is stated above is true to the best of her knowledge, belief and information this verification is

Signed at Hyderabad on 8.10.2009.


ASST. LABOUR OFFICER
Moulali, Circle, R. R. Dist.
MOULALI, R.R. DIST, HYD.
T. Anjaiah Bhavan,
HYDRABAD.


ASST. LABOUR OFFICER
Moulali, Circle, R. R. Dist.
T. Anjaiah Bhavan,
R T C. 'X' roads,
HYDRABAD.

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees of M/s. Paramount Builders, Sy. No.176 Shilpa Nagar Layout, Nagaram. Regd.office:5-4-187/3&4 MG Road,

as per G.O.MS.No.85, LET&F (Lab.II) Dept. dt.22.9.2007

Office of the Asst. Labour Officer, Moulali

Sl.No	Name of the employee	Designation	Wages payable			Wages already paid per month	Difference of amount per month	period (months)	Total difference	Remarks
			Wages	YDA	Total					
1	Mallesh	Office boy	3370.00	876.80	4246.80	3000.00	1246.80	6	7480.80	April to Sept.09
2	B Venkanna	Labour	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
3	B Ekamma	Labour	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
4	P Srinu	-do-	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
5	Koralah	-do-	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
6	Mangamma	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
7	Md. Yakub	-do-	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
8	Venkanna	-do-	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
9	Upendra	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
10	Srisha	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
11	Srharri	-do-	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
12	Laxmi	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
13	Rama	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
14	Buji Bai	House keepng	3370.00	876.80	4246.80	2500.00	1746.80	4	6987.20	April to Sept.09
15	Ekarachandra	Labour	3370.00	876.80	4246.80	3380.00	866.80	6	5200.80	April to Sept.09
16	Chilukamma	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
17	Amlu	-do-	3370.00	876.80	4246.80	2990.00	1256.80	6	7540.80	April to Sept.09
18	Vijay	Plumber helper	3370.00	876.80	4246.80	2860.00	1386.80	2	2773.60	Aug & Sept.09
19	K Manoj Kumar	Supervisor	4302.00	876.80	5178.80	4600.00	578.80	6	3472.80	April to Sept.09
20	Mithlesh	Painter	4102.00	876.80	4978.80	3900.00	1078.80	4	4315.20	June to Sept. 09
21	Ajay Kumar	Painter	4102.00	876.80	4978.80	3120.00	1858.80	6	11152.80	April to Sept.09
22	J Venkatesh	Security Guard	3370.00	876.80	4246.80	3500.00	746.80	3	2240.40	July to Sept.09
23	R Shankar	-do-	3370.00	876.80	4246.80	3500.00	746.80	3	2240.40	July to Sept.09
24	Srinath	-do-	3370.00	876.80	4246.80	3200.00	1046.80	5	5234.00	July to Sept.09
25	Jiten	-do-	3370.00	876.80	4246.80	3200.00	1046.80	3	3140.40	July to Sept.09

108546
108546
108546

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees of M/s. Paramount Builders, Sy. No.176 Shilpa Nagar Layout, Nagaram. Regd.office:5-4-187/3&4 MG Road,

as per G.O.MS.No.85, LET&F (Lab.II) Dept. dt.22.9.2007

Office of the Asst. Labour Officer, Moulali

Sl.No	Name of the employee	Designation	Wages payable			Wages already paid per month	Difference of amount per month	period (months)	Total difference	Remarks
			Wages	VDA	Total					
26	Yesu	Plumber helper	3370.00	876.80	4246.80	3640.00	606.80	3	1820.40	July to Sept.09
27	S Manoj Kumar	Electrician	4102.00	876.80	4978.80	4420.00	558.80	6	3352.80	April to Sept.09
28	Kishore	-do-	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
29	Ramu	Maistry	4102.00	876.80	4978.80	3900.00	1078.80	3	3236.40	July to Sept.09
30	Sunitha	Labour	3370.00	876.80	4246.80	2600.00	1646.80	3	4940.40	July to Sept.09
31	Rajender	Maistry	4102.00	876.80	4978.80	3900.00	1078.80	3	3236.40	July to Sept.09
32	Savita	Labour	3370.00	876.80	4246.80	2730.00	1516.80	3	4550.40	July to Sept.09
33	Vasantha	Labour	3370.00	876.80	4246.80	3000.00	1246.80	6	7480.80	April to Sept.09
34	Bablu	Marble fitter	4102.00	876.80	4978.80	3900.00	1078.80	4	4315.20	June to Sept. 09
35	Govind Ram	Labour	3370.00	876.80	4246.80	3250.00	996.80	6	5980.80	April to Sept.09
36	Bhuneshwari	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
37	Thameshwari	-do-	3370.00	876.80	4246.80	2600.00	1646.80	5	8234.00	May to Sept.09
38	Nekram	Maistry	4102.00	876.80	4978.80	4550.00	428.80	6	2572.80	April to Sept.09
39	Lalluram	-do-	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
40	Suresh Kumar	-do-	4102.00	876.80	4978.80	4160.00	818.80	6	4912.80	April to Sept.09
41	Gopal Singh	Labour	3370.00	876.80	4246.80	3250.00	996.80	2	1993.60	Aug & Sept.09
42	Sukarbai	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
43	Dev Kumar	Mason	4102.00	876.80	4978.80	4680.00	298.80	6	1792.80	April to Sept.09
44	Dilip	-do-	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
45	Aritha Bai	Labour	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
46	Radhika	-do-	3370.00	876.80	4246.80	2600.00	1646.80	2	3293.60	Aug & Sept.09
47	Rakesh Kumar	-do-	3370.00	876.80	4246.80	3250.00	996.80	4	3987.20	June to Sept. 09
48	Jamna Bai	-do-	3370.00	876.80	4246.80	2600.00	1646.80	6	9880.80	April to Sept.09
49	Krishnaraj Kunjal	Supervisor	4938.00	876.80	5814.80	5590.00	224.80	6	1348.80	April to Sept.09
50	Narsi Naik	Mason	4938.00	876.80	5814.80	5590.00	224.80	3	674.40	July to Sept.09

VNS-4031
 SS-49
 SK-5200
 58
 S.V.

STATEMENT SHOWING THE DIFFERENCE OF WAGES

Payable to Employees of M/s. Paramount Builders, Sy. No.176 Shilpa Nagar Layout, Nagaram. Regd.office:5-4-187/3&4 MG Road,

as per G.O.MS.No.85, LET&F (Lab.II) Dept. dt.22.9.2007

Office of the Asst. Labour Officer, Moulali

Sl.No	Name of the employee	Designation	Wages payable			Wages already paid per month	Difference of amount per month	period (months)	Total difference	Remarks
			Wages	VDA	Total					
51	Sino Bai	Labour	3370.00	876.80	4246.80	2600.00	1646.80	3	4940.40	July to Sept.09
52	Tumantal	Mason	4102.00	876.80	4978.80	3250.00	1728.80	3	5186.40	July to Sept.09
53	Moshe	Welder	4938.00	876.80	5814.80	5500.00	314.80	6	1888.80	April to Sept.09
54	Hanmanthu	Painter	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
55	Narsimloo	-do-	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
56	Raju	Electrician	4102.00	876.80	4978.80	3120.00	1858.80	6	11152.80	April to Sept.09
57	Ganesh	Welder	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
58	Ameer	-do-	4102.00	876.80	4978.80	2860.00	2118.80	6	12712.80	April to Sept.09
59	Bhaskar	Storekeeper	4302.00	876.80	5178.80	4500.00	678.80	6	4072.80	April to Sept.09
60	Bhagyamma	Sweeper	3370.00	876.80	4246.80	2500.00	1746.80	6	10480.80	April to Sept.09
61	Leelamma	Sweeper	3370.00	876.80	4246.80	2500.00	1746.80	6	10480.80	April to Sept.09
62	A Srinivas Babu	Welder	4102.00	876.80	4978.80	3120.00	1858.80	3	5576.40	July to Sept.09
63	Nandu Kumar	Mason	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
64	Jeth Ram	-do-	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
64	Manoj Kumar	Mason	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
65	Santosh Kumar	-do-	4102.00	876.80	4978.80	3900.00	1078.80	5	5394.00	May to Sept.09
66	Leelahar	-do-	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
67	Chunnulal	helper	3370.00	876.80	4246.80	3250.00	996.80	2	3457.60	Aug & Sept.09
68	Hareen Kumar	Mason	4102.00	876.80	4978.80	3250.00	1728.80	2	3457.60	Aug & Sept.09
69	Thestram	helper	3370.00	876.80	4246.80	3250.00	996.80	2	1993.60	Aug & Sept.09
70	Narayana	helper	3370.00	876.80	4246.80	3250.00	996.80	3	2990.40	July to Sept.09
71	Susheela	-do-	3370.00	876.80	4246.80	2600.00	1646.80	4	6587.20	June to Sept.09
72	Janaki	-do-	3370.00	876.80	4246.80	2600.00	1646.80	2	3293.60	Aug & Sept.09
73	Dhatheshram	Maistry	4102.00	876.80	4978.80	3900.00	1078.80	6	6472.80	April to Sept.09
74	Baranth	helper	3370.00	876.80	4246.80	3250.00	996.80	6	5980.80	April to Sept.09

118898

STATEMENT SHOWING THE DIFFERENCE OF WAGES


Payable to Employees of M/s. Paramount Builders, Sy. No.176 Shilpa Nagar Layout, Nagararam. Regd. office:5-4-187/384 MG Road,

as per G.O.MS.No.85, LET&F (Lab.II) Dept. dt.22.9.2007

Office of the Asst. Labour Officer, Moulali

Sl.No	Name of the employee	Designation	Wages payable			Wages already paid per month	Difference of amount per month	period (months)	Total difference	Remarks	
			Wages	VDA	Total						
75	Punnaram	-do-	3370.00	876.80	4246.80	3250.00	996.80	6	5980.80	April to Sept.09	
76	Abdul Ruhroof	Supervisor plumb	4938.00	876.80	5814.80	5500.00	314.80	6	1888.80	April to Sept.09	
77	Balram	Painter Supvr.	4938.00	876.80	5814.80	5000.00	814.80	6	4888.80	April to Sept.09	
78	Narasimha	Painter Supvr.	4938.00	876.80	5814.80	5200.00	614.80	6	3688.80	April to Sept.09	
79	B Ramakrishna	Electrician	4102.00	876.80	4978.80	3640.00	1338.80	6	8032.80	April to Sept.09	
80	P Raju	-do-	4102.00	876.80	4978.80	2990.00	1988.80	6	11932.80	April to Sept.09	
					Total					475,192.80	

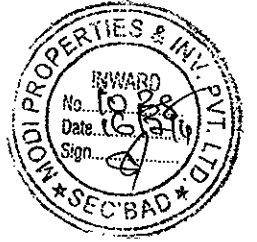
M. S. Rao


 Asst. Labour Officer
 Moulali, Circle R. R., Dist.
 T. Anjaiah Bhavan,
 R. T. C. 'X' Road,
 HYDRABAD.

BEFORE THE AUTHORITY UNDER MINIMUM WAGES ACT, 1948 & JOINT
COMMISSIONER OF LABOUR, RANGAREDDY ZONE, T. ANJALIAH KARMIKA
SANKSHEMA BHAVAN, RTC X ROAD, HYDERABAD

PRESENT BY MURALISAGAR
STATION Hyderabad. HYDERABAD

M.W. CASE NO.51 OF 2009



Between:
The Asst. Labour Officer,
Moulali, Rangareddy Dist.

AND

..... Applicant.

Sri Soham Modi,
Paramount Builders,
M/s. Modi Properties & Investments Pvt. Ltd.,
Sy.No.176 Shilpa Nagar Layout,
Nagaram, Keesara, R.R.Dist.
Regd.Office 5-4-187/3&4 MG Road, Sec'bad.

..... Respondent.

ORDER:

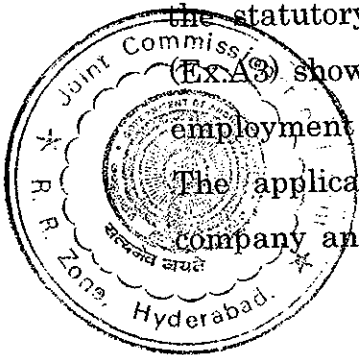
This an application filed under Section 20 of Minimum Wages Act, 1948 by the Inspector & Asst. Labour Officer, Moulali, Rangareddy Dist., claiming a difference of minimum wages amounting to Rs.4,75,192.80 payable by the Respondent to the 80 employees employed in the Respondent's establishment.

Notices were served on the Respondent. The matter was posted on 31.10.2009, 21.11.2009, 26.11.2009, 8.12.2009, 19.12.2009, 30.12.2009, 20.1.2010, 9.2.2010, 18.2.2010, 3.3.2010 for filing the counter by the Respondent. Despite the matter being posted on several dates for filing counter if any, the Respondent failed to attend on any of the above hearings and also there was no representation from him. Therefore, the Respondent was set-exparte.

The applicant filed an affidavit in lieu of chief examination along with the documents of inspection report - Ex.A-1, statements of workmen - Ex.A-2 and

Ex.A-3 G.O.MS.No.85 LET&F (Lab.II) Dept. dt.22.9.2007. She submits that she is notified as Inspector vide G.O.Ms.No.46, LET & F (Lab-IV) Department, dated 20.06.2008 by the Government under Minimum Wages Act. She further submits that she along with Asst. Commissioner of Labour, Rangareddy, and Asst. Labour Officer, Nacharam inspected the Respondent's establishment on 24.09.2009 which comes under a schedule employment of Construction or maintenance of Roads and Building Operations and the minimum wages fixed by the government vide G.O.Ms.No.85, LET & F dated 22.9.2007 are applicable to the workmen employed in the Respondent's establishment. She states that during the course of inspection of the Respondent's establishment, the muster roll of the employees was produced, but it was not maintained in the prescribed form and other registers i.e. wages, overtime were not produced. She also stated that at the time of the inspection (106) employees were found working in it and the particulars of their employment, wages were recorded. She also submits that during inspection it was found that 80 workers were paid less wages than the wages fixed by the Government vide G.O.Ms.No. 85, dated 22.9.2007. Hence the claim under Section 20 filed before this authority and prayed for a direction to the Respondent to pay the said difference of minimum wages as per claim statement along with 10 times compensation.

The inspection report Ex.A-1 reveals that an inspection was carried on by the applicant and Asst. Commissioner of Labour, Rangareddy, Asst. Labour Officer, Nacharam, in the Respondent's establishment on 24.09.2009. The Ex.A-1 also reveals that the wages register of Respondent's establishment was not produced to the inspecting officials. The Ex.A-2 - the statements prepared during inspection with the signatures of workmen indicates the less wages paid to 80 workmen than the statutory minimum wages. The G.O.Ms.No.85, LET & F dated 22.9.2007 (Ex.A3) shows the minimum wages payable to workers employed in the scheduled employment of Construction or maintenance of Roads and Building Operations. The applicant deposes that the respondent's establishment is a construction company and the wages fixed in the G.O.Ms.No. 85, dated 22.9.2007 (Ex.A3) are

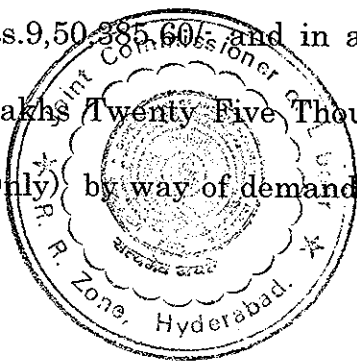


applicable to the workmen employed therein. She also deposes that during the inspection on the interrogation of workmen, it was found that the respondent paid less wages to the 80 employees than the minimum wages fixed by the Government. She further deposes that on demand, during the inspection, wages registers were not produced. As there is no contrary evidence on record, I do not find any reason to disbelieve the version of the applicant.

The above evidence on record establishes that 80 workers shown in the claim were paid less than the minimum wages fixed in Ex.A3 by the Respondent. Therefore I held that the 80 workers of the claim are entitled for the payment of difference of minimum wages as calculated in claim statement and the Respondent is liable to pay the said amount.

The extraction of work without paying minimum wage is nothing but an exploitation of the workmen. The respondent apart from denying the statutory minimum wages to workmen, has not bothered to avail the opportunity to attend the proceedings before this Authority to rectify the anomaly. It indicates his indifference towards payment of minimum wages to the workers employed by him. Therefore I opine that it is a fit case to impose compensation. Accordingly 2 times of the total amount of difference of minimum wages claimed in this case is imposed as compensation.

The Respondents is directed to deposit the claim amount of Rs.4,75,192.80(Rupees Four Laks Seventy Five Thousand One Hundred and Ninety Two and Eighty Paise Only) together with 2 times of compensation of Rs.9,50,385.60/- and in all the total sum of Rs 14,25,578.40/- (Rupees Fourteen Laks Twenty Five Thousand Five Hundred and Seventy Eight and Forty Paise Only) by way of demand draft payable in any Nationalised Bank in favour of the



Authority under Payment of Wages Act and Joint Commissioner of Labour,
Rangareddy Zone, Hyderabad with in 15 days from the date of receipt this Order.

Given under my hand and seal of this Authority on this 28th day of

[Signature]

AUTHORITY UNDER MINIMUM WAGES ACT &
JOINT COMMISSIONER OF LABOUR
RANGAREDDY ZONE, HYDERABAD.
Ranga Reddy Zone, Hyderabad.

APPENDIX OF EVIDENCES
WITNESSES EXAMINED

For Applicant: - AW1 – Smt. A.S.Vinitha,
Asst. Labour Officer, Moulali.

For Respondent : Nil.

EXHIBITS MARKED

For Applicant : Ex.A-1 – Inspection Report.
Ex.A-2 – Statements of workmen.
Ex.A-3 – G.O.Ms.No. 85, dated 22.9.2007

For Respondent: Nil.

[Signature]

AUTHORITY UNDER MINIMUM WAGES ACT &
JOINT COMMISSIONER OF LABOUR
RANGAREDDY ZONE, HYDERABAD.
Ranga Reddy Zone, Hyderabad.

To
The parties concerned.