

പതിനാലാം കേരള നിയമസഭ

പതിനൊന്നാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ: 1924

08.06.2018-ലെ മറുപടിക്ക്

കെ.എസ്.ആർ.ടി.സി.യിലെ ഡ്യൂട്ടി സമ്പ്രദായം

ചോദ്യം

ശ്രീ. എൻ. ഷംസുദ്ദീൻ

ഉത്തരം

ശ്രീ. എ.കെ. ശശീന്ദ്രൻ

(ഗതാഗത വകുപ്പ് മന്ത്രി)

<p>(എ) ഈ ഗവൺമെന്റ് അധികാരത്തിൽ വന്ന ശേഷം കെ.എസ്.ആർ.ടി.സി.യിൽ കണ്ടക്ടർക്കും ഡ്രൈവർക്കും നിലനിന്നിരുന്ന ഡ്യൂട്ടി സമ്പ്രദായത്തിൽ പുനഃക്രമീകരണത്തിന് എതിരെ ഏതെങ്കിലും തൊഴിലാളി സംഘടനകൾ കോടതിയെ സമീപിച്ചിരുന്നോ; എങ്കിൽ ഏതൊക്കെ സംഘടനകൾ;</p>	<p>(എ) ഈ സർക്കാർ അധികാരത്തിൽ വന്ന ശേഷം കെ.എസ്.ആർ.ടി.സി.യിൽ കണ്ടക്ടർക്കും ഡ്രൈവർക്കും നിലനിന്നിരുന്ന ഡ്യൂട്ടി സമ്പ്രദായത്തിന്റെ പുനഃക്രമീകരണത്തിന് എതിരെ തൊഴിലാളി സംഘടനകൾ ബഹു. കേരള ഹൈക്കോടതിയെ സമീപിച്ചിരുന്നു. ട്രാൻസ്പോർട്ട് ഡെമോക്രാറ്റിക് ഫെഡറേഷൻ എന്ന അംഗീകൃത തൊഴിലാളി സംഘടനയും, മറ്റ് ചില തൊഴിലാളികളും ഒറ്റയ്ക്കും കൂട്ടായ്ക്കും ബഹു. കേരള ഹൈക്കോടതി മുൻപാകെ റിട്ട് ഹർജിയും (W.P.(C) No.19465/17 and connected cases, W.A.1797/17 and connected cases), അപ്പീൽ ഹർജികളും നൽകിയിരുന്നു.</p>
<p>(ബി) ഇത് സംബന്ധിച്ച് ഹൈക്കോടതി എന്തെങ്കിലും വിധി പുറപ്പെടുവിച്ചിരുന്നോ; എങ്കിൽ എന്ന്, പ്രസ്തുത വിധിയുടെ പകർപ്പ് ലഭ്യമാക്കുമോ;</p>	<p>(ബി) ഇത് സംബന്ധിച്ച് 12.12.2017-ൽ ബഹു. കേരള ഹൈക്കോടതി വിധി പുറപ്പെടുവിച്ചിരുന്നു. പ്രസ്തുത വിധിയുടെ പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു.</p>
<p>(സി) പ്രസ്തുത വിധിയുടെ അടിസ്ഥാനത്തിൽ നിലവിലെ ഡ്യൂട്ടികൾ</p>	<p>(സി) തൊഴിലാളി സംഘടനകളുമായും ഹർജികളുമായും ചർച്ച നടത്തിയ ശേഷം</p>

<p>സിംഗിൾ ആക്കി മാറ്റുന്നതിന് നിഷ്കർഷിച്ചിരുന്നോ; എങ്കിൽ അത് ഈ ഗവൺമെന്റ് അധികാരമേൽക്കുന്നത് വരെ നിലനിന്നിരുന്ന സിംഗിൾ ഡ്യൂട്ടിയെയാണോ;</p>	<p>എല്ലാ ഡ്യൂട്ടികളും 1961-ലെ മോട്ടോർ ഗതാഗത തൊഴിലാളി നിയമത്തിലെ വ്യവസ്ഥകൾക്കനുസരിച്ച് ക്രമീകരിച്ച നൽകണമെന്നാണ് നിർദ്ദേശിച്ചിട്ടുള്ളത്.</p>
<p>(ഡി) എന്നാൽ അപ്രകാരമുള്ള സിംഗിൾ ഡ്യൂട്ടി സമ്പ്രദായത്തിന് പകരം നിലവിലെ ഗവൺമെന്റ് നടപ്പാക്കിയ 1, 1 1/2, 1 1/4, 1 3/4 എന്നീ തോതിലുള്ള ഡ്യൂട്ടി സമ്പ്രദായം ഏർപ്പെടുത്തുന്നത് അവസാനിപ്പിച്ച് മുൻ കാലങ്ങളിൽ നിലവിലുണ്ടായിരുന്ന ലൈൻ ഡ്യൂട്ടി സംവിധാനമേർപ്പെടുത്തുമോ;</p>	<p>(ഡി) മേൽ നമ്പർ W.A. 1797/17 മുതൽ നമ്പർ W.A.-യിലെ ഉത്തരവ് പ്രകാരം 1961 ലെ മോട്ടോർ ഗതാഗത തൊഴിലാളി നിയമത്തിലെ വ്യവസ്ഥകൾക്കനുസരിച്ച് നിലവിലെ കിലോമീറ്റർ അടിസ്ഥാനത്തിലുള്ള ഡ്യൂട്ടി ഒഴിവാക്കി സ്റ്റിയറിംഗ് സമയത്തിന് ആനുപാതികമായി ഡ്യൂട്ടി ക്രമീകരിച്ച നൽകണമെന്ന് ബഹു. കേരള ഹൈക്കോടതി ഉത്തരവായ സാഹചര്യത്തിൽ മുൻകാലങ്ങളിൽ നിലവിലുണ്ടായിരുന്ന തരത്തിലുള്ള ലൈൻ ഡ്യൂട്ടി സമ്പ്രദായം ഏർപ്പെടുത്തുന്നതിന് സാധിക്കുകയില്ല.</p>
<p>(ഇ) നിലവിലെ ഗവൺമെന്റ് ഏർപ്പെടുത്തിയ ഡ്യൂട്ടി പരിഷ്കരണത്തിലൂടെ ലൈൻ ഡ്യൂട്ടിക്കാരായ കണ്ടക്ടർക്കും ഡ്രൈവർക്കും നേരത്തെ നൽകിക്കൊണ്ടിരുന്ന സാമ്പത്തിക ഗുണത്തിൽ നിന്നും എത്ര തുകയുടെ ആകെ ലാഭം കെ.എസ്.ആർ.ടി.സി.ക്ക് ഉണ്ടാക്കാനായി; ഇതിന്റെ കണക്ക് ലഭ്യമാക്കുമോ?</p>	<p>(ഇ) പുതിയ ഡ്യൂട്ടി സമ്പ്രദായ പ്രകാരം ജീവനക്കാരുടെ വിഭവശേഷി പൂർണ്ണമായി ഉപയോഗിച്ചുകൊണ്ട് സർവ്വീസ് ഓപ്പറേഷൻ കൂടുതൽ കാര്യക്ഷമമാക്കുന്നതിനും വരുമാനം വർദ്ധിപ്പിക്കുന്നതിനുംവേണ്ടിയാണ് ഡ്യൂട്ടി ക്രമീകരണം സംബന്ധിച്ച പരിഷ്കരണങ്ങൾ നടപ്പിലാക്കിയത്. എന്നാൽ ജീവനക്കാർക്ക് നൽകി വന്നിരുന്ന സാമ്പത്തിക ഗുണങ്ങൾ/ ആനുകൂല്യങ്ങളിൽ മാറ്റം വരുത്തിയിട്ടില്ലാത്തതിനാൽ ഈ ഇനത്തിൽ സാമ്പത്തിക ലാഭം ഉണ്ടായിട്ടില്ല.</p>



സെക്ഷൻ ഓഫീസർ

ഭരണമന്ത്രി

**P.R.RAMACHANDRA MENON &
DEVAN RAMACHANDRAN, JJ.**

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W.A.Nos.1797, 1994, 2037 & 2346 of 2017

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Dated this the 12th day of December, 2017

JUDGMENT

Devan Ramachandran, J.

These appeals have been heard quite in extenso today. However, during the hearing, a suspicion was raised by certain counsel appearing on the side of the respondents that since the Managing Director of the KSRTC has issued a fresh order dated 20.11.2017, pursuant to the directions of this Court on 15.11.2017, whether an amendment will be required to be made in the appeal to challenge such order.

2. The learned senior counsel appearing on behalf of the appellants also conceded that there was a fresh order passed by the Managing Director in terms of our order and he also admitted, to a large extent, that the pleadings might require amendment. Matters being so, a suggestion was made by Sri.T.A.Shaji, learned senior counsel appearing for the KSRTC that in spite of the earlier order issued by the Managing Director, dated 20.11.2017, the Corporation is open to call all

the recognised Unions, including the petitioners herein, to a fresh round of negotiation so that an amicable settlement could be arrived at in a amiable manner. The learned senior counsel and the counsel appearing for the petitioners were also appreciative of this suggestion made on behalf of the KSRTC and in such circumstances, it was submitted by them that orders be issued to the KSRTC to pursue that course of action now suggested by Sri.T.A.Shaji, learned senior counsel appearing for the Corporation.

3. Before we issue orders thus, we deem it apposite to place a few facts on record as under:

As we have already indicated above, we have passed an order on 15.11.2017. For ease of convenience, we deem it appropriate to extract the entire order which will give an insight into the various disputes raised in these appeals.

"These appeals have been filed by the Transport Democratic Federation (hereinafter referred to as "the Federation" for short) who claims to be one of the two recognized trade unions under the Kerala State Road Transport Corporation (hereinafter referred to as "the Corporation" for

short).

2. The allegations in W.P.(C)No.23871 of 2017 are aimed at Exts.P3 and P6 therein (Exts.P2 and P3 in W.P.(C)No.19644 of 2017) and the learned single Judge, after evaluating the submissions and the materials on record, thought it fit that the Corporation be directed to convene a meeting of all the unions including the petitioner union and to thus attempt to reach a consensus so as to remove the apprehension expressed by the petitioner with respect to the alteration of the service conditions allegedly made to the disadvantage of the workers of the Corporation, consequent to the issuance of Exts.P3 and P6 memorandum.

3. We have considered the directions of the learned single Judge in the impugned judgment and we must say that we find it to be practical and pragmatic.

4. The learned Senior counsel Sri.Kurian George Kannanthanam appearing on behalf of the appellants submits that he is apprehending that the Corporation would not comply with the directions in the judgment in its letter and spirit. What he means to say is that considerations are often guided by extraneous and extrinsic reasons and that most of the time the Corporation does not enter into conclusions based on the merits of the assertions made by the parties.

5. Even though we hear the submission of the

learned Senior counsel as above, we also notice that the learned standing counsel appearing for the Corporation Sri.Sajan submits that pursuant to the directions of the learned single Judge, a meeting of the unions was convened by the Managing Director of the Corporation on 10.10.2017 and that an order has actually been prepared. According to him, this order was not released or published merely because these appeals are pending before this court.

6. After consideration of the submissions made before us, we deem it appropriate to allow the Corporation to publish the proceedings/orders issued by the Managing Director consequent to the meeting said to have been convened on 10.10.2017, pursuant to the directions of the learned single Judge. Since Sri.Sajan submits that the proceedings is ready but not released merely because of these appeals, we deem it apposite to direct the Corporation to place on record the said proceedings so as to enable us to take a considered view in the matter. We are certain that the fate of these appeals would depend to a large extent on the decision that will now be placed on record, since if it is in favour of the appellants, their grievances would be completely allayed and if, on the contrary, it is to their disadvantage, then they may have to seek remedies, as may be available to them in law, including a final hearing of these appeals.

List these cases on 22.11.2017, within which

time learned standing counsel will place on record a copy of the proceedings/orders issued by the Managing Director referred to above.”

4. On the basis of our directions as above, Sri.T.P.Sajan, the learned standing counsel appearing for the KSRTC submitted that a meeting of the Union was convened by the Managing Director and that he had passed orders on 20.11.2017, to which we have referred to above. This order does not find challenge in any of these appeals since no amendment has been sought for or granted. It is in such circumstances that the suspicion if that order will require to be subjected to a proper challenge arose and we are of the view that in the absence of a specific challenge to that order, it will be better for the Unions to have a negotiated settlement with the KSRTC so that all the issues can be ironed out even without the intervention of judicial orders. This is certainly a method that the parties should explore and pursue and it is only if such effort do not yield results, that they will be required to approach judicial forums.

5. In that view, notwithstanding that the Managing Director has already issued an order dated 20.11.2017, we deem it

appropriate to direct the Managing Director of the KSRTC to call a fresh meeting of all recognised trade unions, including the various appellants in these proceedings, and to attempt an amicable solution between them, adverting specifically to the provisions of the Motor Transport Workers Act, 1961. We are certain that if such a solution is arrived at between the parties, the provisions regarding the service conditions of the various employees, that are referred to in these appeals, would also, to a substantial extent or perhaps to a full extent, be taken care of.

6. In such circumstances, we direct the Managing Director of the KSRTC to call a meeting of all the recognised trade unions, including the petitioners/appellants herein, within a period of four weeks from today by issuing appropriate and valid notices to the offices of the trade unions. The various trade unions, including the appellants/petitioners, will participate in the said meeting without fail and without waiting for any further notice or order. The Managing Director will, thereafter, after hearing the views of all the parties concerned, deliberate upon the issues, adverting to the provisions of the Motor Transport Workers Act, 1961 and pass appropriate orders in terms of law

within a period of three weeks from the date on which such meeting is held and concluded.

These appeals are thus closed, but, however, reserving liberty to the appellants to invoke remedies, as may be available to them, in law against any decision to be taken by the Managing Director in terms of this judgment if they are so advised. Needless to say, decision to be taken by the Managing Director will be completely uninfluenced and untrammelled by the observations of the learned single Judge or our interim orders as above or the order dated 20.11.2017 issued by him.

Sd/- P.R.RAMACHANDRA MENON :
JUDGE

Sd/- DEVAN RAMACHANDRAN
JUDGE

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PA to Vnaly

SHAJI P. CHALY, J.

**W.P.(C) Nos.19465, 19476, 19644,
21741 & 23871 of 2017**

Dated this the 14th day of August, 2017

JUDGMENT

The captioned writ petitions are filed by the petitioners who are Drivers and Conductors Grade-I and Trade Unions of Conductors and Drivers in the Kerala State Road Transport Corporation. The writ petitions are filed basically challenging a memorandum issued by the 1st respondent Corporation dated 02.06.2017 with respect to unification of duty pattern, and the consequences arising therefrom. The subject matter of the writ petitions are similar and common in nature, and therefore, I heard them together and propose to deliver a common judgment. The facts discernible from W.P.(C) No.19476 of 2017 are recited for the disposal of the writ petitions.

2. Petitioners are Grade-I Conductors in the Kerala State Road Transport Corporation (KSRTC). Their wages and service conditions, according to the petitioners, are governed by Motor Transport Workers Act, 1961. As per Sec.26(1) of the Act, those motor transport workers who works for more than eight hours in a day, shall be entitled to wages at the rate

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of twice his ordinary rate of wages in respect of the overtime work. However, the 3rd respondent has issued a memorandum, by which, it is stated that in respect of work beyond eight hours, the wages will be paid by applying a formula which is lower than the normal rate. Yet another memorandum is issued, in which, it is stated that in respect of the work beyond eight hours, an amount of Rs.50/- will be paid per hour. Therefore, it is contended that the said directions are contrary to the statutory provisions. Neither the Motor Transport Workers Act, 1961 nor the Motor Vehicles Act, 1988 authorize respondents 2 and 3 to lower the wages of the workers at their whims and fancies. The memorandum is issued without any authority of law, and that too, only for running staff in the bus. It is also contended that, no such restriction is imposed on the administrative side or in the higher-ups of the Department. Therefore, the direction so issued is highly discriminatory and unsustainable. Therefore, it is prayed that clause Nos.3 and 5 of Ext.P2 and P5 may be set aside being contrary to the provisions of Motor Transport Workers Act, 1961.

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3. Separate counter affidavits are filed by respondents 2 and 3 in the writ petitions. Among other contentions, it is stated that KSRTC, being a responsible State Transport Undertaking, is functioning under the provisions of the Road Transport Corporation Act. Section 45 of the said Act empowers the Corporation, with the previous sanction of the State Government, to make regulations not inconsistent with the Act and Rules, for the administration of the affairs of the Corporation. Sub-section (2) of Sec.45 provides that without prejudice to the generality of the above power, such regulations provide for the conditions of appointment and service, and the scales of pay of officers and servants of the Corporation other than the Chief Executive Officer or General Manager and the Chief Accounts Officer can be made. Sections 14(3)(b) and 19(1)(c) of the said Act also provide for formulation of regulations regarding conditions of appointment and service and scales of pay of the servants of the Corporation. In accordance with the said provisions of the Act, the respondent Corporation had formulated regulations regarding the conditions of appointment, service and scales of pay of officers and servants of the Corporation. These

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regulations are made within the ambit of the Kerala Motor Vehicles Act as well as the Motor Transport Workers Act.

4. It is also submitted that, since the Corporation, being an industrial establishment, has entered into bilateral agreements with the Unions with regard to the conditions of service and the scales of pay of its employees, those bilateral agreements are binding on the parties to the agreement and hence on the petitioners also. It is also stated that the service conditions in KSRTC are regulated by the bilateral agreements entered into between the Unions and the KSRTC, and the regulations are formulated by virtue of the provisions of the above mentioned Act.

5. It is also submitted, Sec.26 of the Motor Workers Act provides for extra wages for overtime. The bilateral agreements entered into between the KSRTC and recognized Unions do not provide for payment of overtime wages to the employees of the KSRTC. Therefore, it is contended that, since the workers are governed by bilateral agreements entered into under the provisions of the Industrial Disputes Act, petitioners have no right to claim any other benefits. So, the workers of the KSRTC are not entitled to claim overtime or any other

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benefits with reference to Sec.13 and sub-section (2) of Sec.19 of the Motor Transport Workers Act, since the benefits of the provisions are not incorporated in the bilateral agreement. The other contentions with respect to the claim under the Motor Transport Workers Act are all denied.

6. That apart, it is contended that, before issuing the impugned memorandum, a meeting was convened in the chamber of the Chief Minister, where representatives of all trade unions of the KSRTC had participated. In the said meeting, all trade unions had accepted the proposals put-forwarded by the Government in this regard, which is produced as Ext.R2(a). Pursuant to the said meeting, 2nd respondent convened a meeting of the recognized trade unions of the KSRTC on 28.04.2017, evident from Ext.R2(b). So, it is submitted that, before issuing the circular to the Unit Officers regarding unification of duty pattern, the respondents had considered the views expressed by the trade unions.

7. It is further submitted that, Ext.P2 circular is issued for the efficient operation of the schedules of the Corporation. For the said purpose, the duty pattern of all the services has to be re-organized. As a part of the said decision, it was decided

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to re-schedule the service schedules which do not have collection of Rs.7,000/- per day, so that the per day collection of the said schedules should be increased to Rs.10,000/-. It is submitted that Rs.10,000/- is the break-even point, and the schedules which earn a collection of Rs.7,000/- per day causes a loss of Rs.3,000/- to the Corporation, and it was in the above circumstances, such a decision was taken. It is also contended that, there is no illegality in Clause (3) of Ext.P2 Circular. The employees are given the wages for the duty hours in proportion to their monthly pay for the hours worked by them. A person who has not worked 6 ½ steering hours cannot claim wages for a single duty. By the introduction of the said clause, no rights of the employees have been taken away by the KSRTC. They are given payment in proportion to hours worked and fixed their salary per month.

8. With respect to Clause (5) of Ext.P2 circular, It is submitted that, when ordinary double duty schedule which are earning less than Rs.7,000/- per day are re-scheduled by spread over single duty of 10 hours, the employees are paid the due salary as provided in the bipartite settlement. It is also submitted that spread over of duty is allowed by the

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Motor Transport Workers Act. So, the allegation of the petitioners that Ext.P2 is contrary to the statutory provisions is without any merit. The challenge made against Ext.P3 circular is also without any basis, as the provisions contained therein is beneficial to the employees.

9. That apart, it is stated that, the duty time of a driver and conductor is 8 hours. Out of the said 8 hours, half hour is for sign in and half hour is for sign out. Then half hour is for rest. So, the actual steering hours is only 6 ½ hours. However, under the Act, it is 7 ½ hours. So, the averment that 6 ½ steering hours is in single stretch, and that it cannot be taken as a single stretch unless the worker get interval on completion of 5 hours is not correct and is misleading. Other contentions are also raised with respect to the averments made in the writ petition.

10. As I have pointed out earlier, the contentions raised in the writ petitions are similar in nature. Apart from Exts.P2 and P3 memorandums in the referred to writ petition, petitioners in W.P.(C) No.23871 of 2017 have challenged the memorandum dated 06.07.2017 also, which is a memorandum issued re-scheduling the duty consequent to the impugned

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memorandums issued by the Corporation.

11. In all the writ petitions, the sum and substance of the contention advanced by the petitioners is that there was no sufficient opportunity provided to the workers of the representative unions in the subject matter, and while the bilateral agreement is pending, unilateral decisions were taken.

12. Heard learned Senior Counsel appearing for the petitioners in W.P.(C) No.19476 of 2017 and other counsel for the petitioners, learned Government Pleader as well as the learned Standing Counsel appearing for the respondent Corporation. Perused the documents on record and the pleadings put forth by the respective parties.

13. Even though various contentions are raised by the petitioners alleging various illegalities in the memorandums issued by the Corporation dated 25.05.2017 and 02.06.2017, and counter allegations are raised by the Corporation, justifying issuance of such memorandums, I do not propose to go into the details of the contentions advanced. This is especially for the reason that, petitioners have a case that the memorandums issued are causing irreparable injuries to the petitioners and their members. The KSRTC has a case that

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consequent to the issuance of those memorandums, petitioners have got better service benefits. It is also pointed out that, as per Sec.37 of the Motor Transport Workers Act, 1961, any agreement can be executed, not inconsistent with the provisions of the Act. It is also an admitted fact that the service conditions of the workers were governed by the bilateral agreements entered into between the Corporation and the respective trade unions. Even though It has come out in evidence in the writ petitions that before the issuance of the impugned memorandums, a meeting was conducted by the Corporation, in the presence of the Chief Minister of Kerala and the workers, in my considered opinion, sufficient opportunity should have been provided to the unions as well as the workers to get themselves ensured that the service conditions provided to them will not be affected in any manner consequent to unification of the duty pattern.

14. According to the learned Standing Counsel for the Corporation, the memorandum issued by the Corporation will only benefit the workers. It is also contended by the learned Standing Counsel that the arrangements are in existence even prior to the issuance of the unification memorandum and no

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manner of prejudice will be caused to the employees. Anyhow, these are all matters to be finalized by the Corporation after providing sufficient opportunity of hearing to the representatives of the employees of the Corporation.

15. Having evaluated the fact as well as the legal situations, I am of the considered opinion that the writ petitions can be disposed of by issuing appropriate directions to the KSRTC. The Corporation is directed to convene a meeting of the respective unions who are representing the employees who are guided by the memorandums in question, and attempt to reach a consensus so as to remove the apprehensions expressed by the petitioners with respect to the alteration of service conditions to their disadvantage, consequent to the issuance of memorandums in question. A finality shall be attained to the whole issue within 45 days from the date of receipt of a copy of this judgment.

16. The Chairman and Managing Director of the Corporation shall take necessary steps forthwith in order to comply with the directives contained above. When the writ petitions came up for admission, interim orders were passed to the effect that the implementation and the payments made in

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accordance with the unification of duty pattern will be subject to the result of the writ petitions.

17. Even though learned counsel for the petitioners pressed for stay of operation of the memorandums, learned Standing Counsel submitted that the duty pattern is already introduced in accordance with the memorandums in question, and the Corporation has achieved the benefits as is expected from the ticket sales, and therefore, the same may not be disturbed and the Corporation is prepared to discuss the entire issues with the workers unions.

18. In that view of the matter, I do not propose to stay the operation of the duty pattern. However, I make it clear that the parties will be guided by the final decision taken by the Corporation, as directed above, and ultimately if any amounts are entitled for by the petitioners, the same will be paid by the Corporation to the workers accordingly.

The writ petitions are disposed of accordingly.

Sd/-
SHAJI P. CHALY
JUDGE

St/-
16.08.2017

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WP(C).No. 19465 of 2017 (G)

APPENDIX

PETITIONER(S)' EXHIBITS

- EXHIBIT P1 A TRUE COPY OF THE MEMORANDUM DATED 25.5.2017.
- EXHIBIT P2 A TRUE COPY OF THE ORDER OF THE STATE TRANSPORT AUTHORITY DATED 08/11/2011 VIDE NO. D3/876/STA/2005.
- EXHIBIT P3 A TRUE COPY OF THE RIGHT TO INFORMATION OBTAINED VIDE NO. P.I.O NO. 0638/2013, DATED 25/7/2013 ISSUED BY STATE PUBLIC INFORMATION OFFICER OF THE 1ST RESPONDENT CORPORATION.
- EXHIBIT P4 A TRUE COPY OF THE REPORT DATED 10/06/2006 VIDE NO. TR-1-001922/2015 SUBMITTED BEFORE THE HON'BLE STATE HUMAN RIGHT COMMISSION.
- EXHIBIT P5 A TRUE COPY OF THE REPRESENTATION DATED 17/2/2017 BEFORE THE 1ST RESPONDENT CORPORATION.

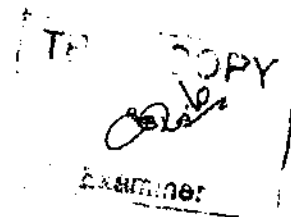
RESPONDENT(S)' EXHIBITS

- EXHIBIT R1(A) TRUE COPY OF THE PROCEEDINGS OF THE MEETING OF THE TRADE UNIONS UNDER THE CHAIRMANSHIP OF HON'BLE CHIEF MINISTER OF KERALA HELD ON 1-4-2017
- EXHIBIT R1(B) TRUE COPY OF THE NOTICE DATED 22-4-2017

TRUE COPY/

PA TO JUDGE

sdr/-



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