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KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, SHANKARA ARCADE, VANIVILAS ROAD, BASAVANAGUDI
BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962

Date : 02-09-2013

CIRCULAR No.55/2013

To
All Members of the Association

Sub: Interference by the non trade union organizations in the functioning of the Industrial Establishments and holding of threats

Of late there have been several instances where the outsiders have interfered in the functioning of the Industrial Establishment under the guise of championing the cause of those allegedly aggrieved by the action of the management.

In the case of Royal Enfield Service Centre, MICO Layout, Bangalore a mechanic was caught red handed while committing the theft of the company's property. The employee himself admitted the misconduct on his part and submitted resignation. The resignation was forwarded for consideration by the local management to the head office. On the next working day the employee returned and submitted that he withdraws his resignation and asserted that he would not go out of the premises unless he is assured of continuing in the employment. All the employees along with Kannada Rakshana Vedike members threatened the management personnel that they would close the operation of the establishment and managerial personnel will be face serious consequences if their demands are not met. They did not allow the service center to open. They also held out threat to the life of the managerial persons.

In another case relating to M/s. Continental Automotive Ltd., Hebbagodi, Bangalore-21. Probationers were terminated as per the terms of appointment. The members of Karnataka Rakshana Vedike lead by their president gate crashed in to the factory and threatened that unless 21 probationers are reemployed, the vedike personnel would come in large number and create serious situations in and around the factory.

In both the above cases the establishments sought the protection from the local police and the police provided necessary protection to the company's personnel and property.

M/s. Continental Automotive Ltd., also took up the matter with the Chief Secretary, Industries Secretary, Karnataka Udyoga Mitra and department of labour, Government of Karnataka higher officials in the police department.

The Association is glad to inform the members that the Government has taken necessary action in the matter. The higher officials in the Police Department have also intervened and issued appropriate instruction to local police to ensure that Law and order situation is maintained in the industrial area particularly in the factory concerned and no one takes law in to their hands and cause threat or damage to the safety and security of either the property of establishment or the personnel employed in such establishments.

The Association appreciates the seriousness with which the officials of the departments concerned have intervened in the matter for protecting the property of the establishments and ensuring safety and security of the employees at all levels in the establishments concerned.

The members should ensure that the outside organization who have nothing to do with the employees and the establishments do not interfere in the functioning of the establishment. In case of such interference by the outside bodies or personnel, such incidents should be promptly reported to the jurisdictional police and if need be taken up with the higher officials.

The Letter written by KEA to Chief Secretary is attached for the information of our members.

for KARNATAKA EMPLOYERS' ASSOCIATION

**sd/-
(B.C. PRABHAKAR)
PRESIDENT**



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KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, II FLOOR, SHANKARA ARCADE, VANIVILAS ROAD,
BASAVANAGUDI, BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962

B.C. Prabhakar, B.A., B.L.,
President

Date : 2.9.2013

The Chief Secretary,
Government of Karnataka
Vidhana Soudha
Bangalore – 560 001.

Sub: Interference by the non-trade union organizations in the functioning of the Industrial Establishments and holding out threats.

The Industrial Establishments in Karnataka particularly the manufacturing establishments in Bangalore are confronted with a new type of threat. Of late there have been several instances where the outsiders have interfered in the functioning of the Industrial Establishment under the guise of championing the cause of those allegedly aggrieved by the action of the management. We may cite the following instances.

Royal Enfield Service Centre, Mico Layout, Bangalore :

A mechanic was caught red handed while committing the theft of the company's property. The employee himself admitted the misconduct on his part and submitted resignation. The resignation was forwarded for consideration by the local management to the head office. On the next working day the employee returned and submitted that he withdraws his resignation and asserted that he would not go out of the premises unless he is assured of continuing in the employment. All the employees along with Kannada Rakshana Vedike members threatened the management personnel that they would close the operation of the establishment and managerial personnel will be face serious consequences if their demands are not met. They did not allow the service center to open. They also held out threat to the life of the managerial persons.

Continental Automotive, Hebbagodi, Bangalore :

21 Probationers were terminated as per the terms of appointment. The members of Karnataka Rakshana Vedike lead by their President gate crashed in to the factory and threatened that unless 21 probationers are reemployed, the vedike personnel would come in large number and create serious situations in and around the factory.

In both the above cases the establishments sought the protection from the local police and the police provided necessary protection to the company's

personnel and property and on account of their timely intervention the situation was brought under control.

The management of the Continental Automotive had taken up the matter with the Chief Secretary, Industries Secretary, Karnataka Udyoga Mitra and Secretary Department of labour, and with the higher officials in the police department.

The above officials have promptly intervened and issued appropriate instruction to officials concerned. The higher officials in the Police Department issued appropriate instructions to the local police to ensure that Law and Order situation is maintained in the industrial area particularly in the factory concerned and no one takes law in to their hands and threaten the management of the Industrial Establishment or cause to the safety and security of either the property of establishment or the personnel employed in such establishments.

The Association appreciates the seriousness with which the officials of the departments concerned have intervened in the matter for protecting the property of the establishments and ensuring safety and security of the employees at all levels in the establishments concerned.

The Members of the Association appreciate the response of the Government Departments in ensuring law and order situation is maintained and the Industrial Establishments function normally and there is no dislocation of work and consequent no work and no wages to the employees.

The government is aware that the manufacturing sector in Karnataka is passing through rough patch. The Managements are finding it extremely difficult to maintain the production and continue to provide full time employment to the existing employees on account of the consistent decline in order position. Added to this if the establishments were to face agitation, attack and threat from those persons or body of persons or the associations which have no stake in the industry, the situation may lead to serious consequences both for the establishment and the persons employed therein.

The Industrial establishments feel reassured if the prompt response is forthcoming from the Government Department as and when their intervention is sought. In the situation referred to above the government officials have definitely recognized the threat and the consequences thereof to the industrial establishment on account of the interference by the persons who are totally outsiders and have no stake in the working or otherwise of the industry.

The Association and its members establishments who are over 700 in the state of Karnataka place on record their appreciation of the response of the government and its officials and look forward for such a reassuring response.

For **KARNATAKA EMPLOYERS ASSOCIATION**

B.C.PRABHAKAR
President.