



**CENTRAL SILK BOARD**  
Ministry of Textiles – Govt. of India  
B.T.M. Layout, Madiwala  
BANGALORE 560068  
☎: 26282699 /2620  
Fax: 26681511  
e-mail: law.csb@nic.in

No.CSB-6(5)/2010-Labour/Vol.II

Dated:10.06.2014

### C I R C U L A R

Sub:- Implementation of Interim Orders dated 30.04.2014 passed by the Hon'ble High Court of Karnataka in WP.No.18693/2014 in C.R. No. 151/2007 between CSBEU Vs CSB – Reg.

Ref:(i) This Office letters of even number dated 01.03.2013, 25.04/20.05/24.06/ 22.07/21.08/23.09/22.10/21.11/18.12. 2013 and dated 22.01/19.02/ 21.03/23.04 & 26.05.2014. addressed to specified units only.

(ii) Ministry's letter No.25017/17/2012-Silk dated 04.06.2014.

\*\*\*\*\*

With reference to the subject and references cited above, it is to state that the CGIT, Bangalore (in C R No.151/2007) in its final Award dated 01.04.2013 notified on 23.12.2013 ordered to continue the farm workers who are retiring on attaining the age of retirement at 55 years till 60 years and the same has been challenged by the CSB by way of filing Writ Petition No.18693/2014 before the Hon'ble High Court of Karnataka wherein stay has been granted vide orders dated.30.04.2014 staying the operation of the said final Award passed by the Tribunal subject to implementing the letter dated 08.08.2012 issued by the Ministry of Textiles. In compliance thereto, approval of the competent authority is hereby conveyed to continue the services of the farm workers who are retiring on attaining the age of superannuation at 55 years on or after 01.05.2014 till 58 years subject to the final decision of the Hon'ble High Court in the above writ petition.

With regard to the above following guidelines are issued for necessary compliance:

1. i) The workers who were to retire at the age of 55 years on or after 16.11.2012 have been continued in service from time to time paying to them the then existing wages only, by virtue of interim orders dated 16.11.2012 passed by CGIT, Bangalore in CR.No.151/2007 between CSBEU Vs CSB without any other benefits like increment, EPF etc. Such workers may now be continued in services till 58 years of age or till further orders paying all the benefits like EPF, increment, leave, enhanced VDA etc w.e.f.01.05.2014.

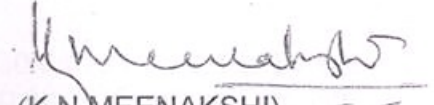
Contd...2

- ii) The services of such workers are deemed to have been continued from 01.05.2014 only for all such benefits. The period of service rendered by such workers from 16.11.2012 till 30.04.2014 should not be taken into consideration for any purpose including for sanction of increment etc till further instructions of this office.
  - iii) The new wage revision package is applicable to these farm workers indicated in para 1 (i) above w.e.f.01.05.2014.
2.
  - i) All those farm workers who are retiring on attaining the age of superannuation at 55 years of age on or after 01.05.2014 may be continued with all the benefits like wages, increment, leave, EPF etc.,
  - ii) The new wage revision package is applicable to these farm workers indicated in para 2(i) above w.e.f 1<sup>st</sup> March 2014 subject to the above writ petition.
3. The enhancement of retirement age of the above farm workers from 55 years to 58 years as above is subject to and without prejudice to the above writ petition.
4. For all practical purpose a worker is deemed to have been retired on the date of his attaining the age of 55 years but for the compliance of the above Interim Orders dated 30.04.2014.
5. In case of unfortunate death of any such worker who is continued in service on or after 01.05.2014, the death benefits may be settled to the nominee of the deceased reckoning the services rendered by such deceased worker upto 55 years of age including the service rendered on or after 01.05.2014 uptill the date of death. However in cases falling under para 1(ii) above the period of service from 16.11.2012 till 30.04.2014 should not be counted.
6. If any worker is not willing to continue as per the above interim order, his consent may be obtained in writing and later he may be relieved from the Board's services settling all the admissible benefits taking into consideration the age of superannuation being 55 years of age.

All the Institutes and their respective nested units may take necessary action to comply with the above guidelines in respect of the farm workers working under them falling under the above mentioned category as indicated above.

The communication to be issued to each of such worker should clearly indicate the contents of Clause 4, besides indicating that the existing retirement age of 55 years is extended upto 58 years in terms of the Interim Orders dated 30.04.2014 passed in Writ Petition No.18693/2014 by the Hon'ble High Court of Karnataka and the same is subject to the result of the said Writ Petition.

For any clarification on the above, Central Office may be consulted.



(K.N.MEENAKSHI)  
JOINT DIRECTOR (ADMN)

To: