

BEFORE THE AUTHORITY APPOINTED UNDER THE PAYMENT OF
WAGES ACT, 1936, PUDUCHERRY

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Present: Thiru.S. MOUTTOULINGAM

Authority under the Payment of Wages Act, 1936,
Labour Department Complex, (II Floor),
Vazhudavur Road, Gandhi Nagar,
Puducherry.

Between

P.W.A.NO.2/2020

Dr. R. Ayappan,
No.16, Kalanthottam Street,
Ariyankuppam,
Puducherry - 605 007.

Date: **2 NOV 2020**

... Applicant

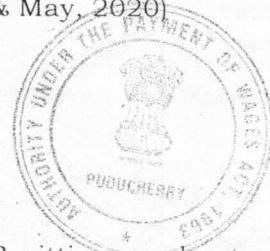
Vs

The Dean,
M/s. Prist University,
Department of Commerce & Management,
Puducherry Campus, R.S.No.24/4,
Uruvaiyar Main Road, Abishegapakkam,
Puducherry - 605 007.

... Opposite Party

Record of Order or Direction

- | | | |
|--|---|--|
| 1. Serial Number | : | 02/2020 |
| 2. Date of Application | : | 01.07.2020 |
| 3. Name or names, parentage,
Address or addresses of the applicants,
or some, or all of the applicants belonging
to the same unpaid group | : | Dr. R. Ayappan,
No.16, Kalanthottam St.,
Ariyankuppam
commune, Puducherry. |
| 4. Name and address of the employer | : | The Dean,
M/s. Prist University,
Puducherry Campus,
Uruvaiyar Road,
Abishegapakkam,
Puducherry - 605 007. |
| 5. Amount claimed | : | |
| (a) As delayed wages | : | 2 months
(April & May, 2020) |
| (b) As deducted from wages | : | |
| 6. Plea of the employer and his
Examination (If any) | : | |



During enquiry the opposite party found absent for 3 sittings and set
ex-parte on 08-10-2020 and posted for orders.

[Handwritten Signature]

7. Findings and a brief statement and their reasons therefore.

It is the contention of the applicant that he joined as an Assistant Professor on 22.01.2020 in the management of M/s. Prist University, Department of Commerce & Management, Puducherry Campus, R.s. No. 24/4, Uruvaiyar Main Road, Abishegapakkam Village, Puducherry - 605 007. He has further stated that proper academic works has not been duly followed in the said management and there are lot of lacunas & atrocities in the allotment of courses/subjects to the faculty members which is violation of UGC norms/regulations. The faculty members are humiliated and ill treated and they have not been paid their monthly salaries in time. Due to non tolerance of violation of the university, many faculties including the applicant submitted resignation letters during the month of February, 2020. Several UGC norms and regulations has been violated by the Prist University administration and also failed to pay monthly salary during three months notice period. Further, the opposite party management engaged online classes to students during lockdown period due to Covid-19, wherein, he also conducted online classes, assignments, exams and evaluation to students' upto 29th May, 2020. He was issued with relieving order excluding the notice period upto 29th May 2020.

During the course of enquiry proceedings he has stated that he worked in the said management from 21.01.2020 to 29.5.2020. As per the offer of appointment order dated 18.01.2020 the management has stated that he will be paid monthly salary of Rs.20,000/-. But, he received only Rs.16,640/- per month for January & February, 2020. The management has not paid salary for the period of 2 months i.e. April & May, 2020. Therefore, requested to take action against the management of M/s. Prist University for payment of wage due for 2 months i.e. April & May, 2020.

In view of the above, I hereby direct the opposite party/management M/s. Prist University, Puducherry Campus, Abishegapakkam, Puducherry to pay the wage due for a period of 2 months i.e. April & May, 2020 amounting to Rs.40,000/- (Rupees forty thousand only) to DR. R.Iyyappan within 30 days from the date of this order.

8. Amount awarded
- | | | |
|--------------------|---|------------------------------------|
| (a) Delayed wages | : | Rs.40,000/-
(April & May, 2020) |
| (b) Deducted wages | : | NIL |
9. Compensation awarded : NIL
10. Penalty imposed : NIL
11. Cost awarded to:
- | | | |
|------------------------|---|-----|
| (a) Court fee charge | : | NIL |
| (b) Pleader's fee | : | NIL |
| (c) Witnesses expenses | : | NIL |
12. Date by which the amount Awarded shall be paid : Within one month from the date of this order.
13. Substance of the evidence : -

Signed:

Dated: 11.11.2020

(S. MOUTTOULINGAM)

AUTHORITY APPOINTED UNDER THE
PAYMENT OF WAGES ACT, 1936.



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