

HIND MAZDOOR KISAN PANCHAYAT

REGISTRATION NO.- ALC/KARYASAN-17/10600
(HARYANA STATE COMMITTEE)

To,
Shri Gagan Gulati (Director)
Modelama Exports, Gurugram

15.05.2023

Subject: Payment of Minimum Wages Arrears for period between January to March 2023

Dear Mr Gulati,

This letter is written on behalf of the Garment and Allied Workers Unit of Hind Mazdoor Kisan Panchayat (**GAWU**), a union with a substantial membership base across the garment sector in Haryana. GAWU is the only active union in the region dedicated to promoting the welfare of garment workers and has been working closely with workers from Modelama's factories for several years.

GAWU wishes to draw your attention to the minimum wage notification released by the Government of Haryana on 26.04.2023. As per this notification the minimum wages payable to unskilled and semiskilled workers from 01.01.2023 is Rs 10, 532 and 11,059 (Category A-semi skilled) and 11,612 (Category B-semi skilled) respectively. Workers across Modelama Factories, including its units located at Plot 200 and Plot 105-106 in Udyog Vihar and Plot No. 5 and Plot No. 24 in Manesar have received less than the wages stipulated in this notification for the months of January, February and March 2023- which is to be paid by way of arrears after the Notification of 26.04.2023 passed by the Government of Haryana. We urge you to take immediate action to pay workers the difference in what they are entitled to receive under the notification and what they have received in those three months. Refusal to pay these arrears in wages constitutes a violation of the Minimum Wages Act of India 1948.

It is to be noted that Modelama is already in violation of the Minimum Wages Act after failing to pay its workers their legally entitled minimum wages for 6 months last year. In 2022 two notifications dated 08.04.2022 and 14.10.2022 were released by the Government of Haryana increasing the minimum wages of workers with effect from 01.01.2022 and 01.07.2022 respectively. Since the wages paid by Modelama between January to March 2022 were lesser than the wages stipulated in the 08.04.2022 notification, and wages paid to workers between July to September, 2022 were lesser than the wages stipulated in the 14.10.2022 notification Modelama had a legal duty to pay arrears in wages for all 6 months to its workers. However, no payment of arrears was made to workers for this period to date.

The Union has already addressed a letter to you dated 18.01.2023 bringing to your attention Modelama's violation of the Minimum Wages Act, and requesting

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that workers be paid the arrears due to them. However, Modelama has failed to respond to the Union's letter and all other efforts of the Union to engage.

With inflation at an all time high, and workers already struggling with poverty level wages Modelama's failure to pay wages is not only a violation of indian labour legislations, but is also a human rights violation. It undermines the principles of fair labor practices and social justice, which is critical for maintaining mature industrial relations.

We urge you to take immediate action to ensure that workers receive their legally mandated wages going forward, and the arrears for the periods between January to March, 2022; July to September 2022 and January to March 2023 is paid immediately. We also urge you to establish mechanisms to prevent such violations in the future and start this process by engaging in a constructive dialogue with GAWU.

We appreciate your attention to this matter and look forward to a response one week from the receipt of this notice and prompt and effective resolution of the matter two weeks from then.

Yours Sincerely,

Amarnath Sharma (General Secretary)