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Sub: Re-open Unitex Exports
and negotiate with workers
union!

Mr. P.K. Radhakrishna
Managaing Director
Unitex Exports, Ambattur Industrial Estate,
Chennai

Dear Mr. Radhakrishnan

We have come to understand that your company Unitex Exports in Ambattur has put 120 workers of whom 119 are women virtually on the street. After having worked between 15 to 26 years, workers justifiably have a right to be legally retrenched and given their due settlement. Also, the non-payment of statutory dues, such as ESI, Provident Fund, non-payment of welfare fund monies, wages for three months, closure allowance, etc is highly improper and unjust, apart from it being illegal.

Most of these women as may be aware are principle breadwinners; therefore closure has put 120 families in dire conditions. These women workers carry multiple burdens, many of them being single parents, having to repay loans, pay for children's education, etc. Most of them are women over 40 years age, and unlikely to get employment elsewhere, thus sudden unplanned loss of employment has caused them enormous stress. We are writing to request you to immediately re-open the factory, pay wages for the past three months, and come forward to negotiate with the Garment and Fashion Workers' Union that represents the 120 workers. Failing this, your company needs to settle statutory benefits like provident fund, gratuity, medical insurance, earned leave, closure compensation, etc negotiated through the tripartite dialogue at the Labour Commissionerate.

Your management's continuing failure to participate in the tripartite dialogue with Garment and Fashion Workers Union at the Labour Commissionerate, and demanding individual workers come to meet you is highly irregular and improper. Workers have right to be represented by a trade union, and you should engage in a dialogue. We request you to follow the common code of conduct and take following actions:

1. Accept Garment and Fashion Workers' Union as the sole representative of the 120 workers and come forward to negotiate within a tripartite arrangement before the authorities.
2. Pay workers 3 months wages immediately (under provisions of the Payment of Wage Act)
3. That Unitex Exports Management reopens the factory and reinstate all workers
4. In case of failure to reopen the factory, workers' dues should be settled within a time frame and through a negotiated tripartite settlement with the union and authorities.

Yours