

No. I-18/85(Fac)Lab
Government of Himachal Pradesh
Directorate of Labour & Employment
Ph.No.2625085, Fax.No.2624209,
E-Mail Add. lep-hp@nic.in.
Dated. Shimla-171001

September,2013

From

The Labour Commissioner-cum-
Chief Inspector of Factories, Himachal Pradesh, Shimla-1

To

1. Deputy Director (Factories), N/Z Una, H.P.
2. All Labour Officers, H. P.

Subject:-

Bye Elections to Panchayati Raj Institutions Himachal Pradesh

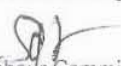
Sir,

It is brought to your notice that Bye Elections to fill up the vacant seats in Panchayati Raj Institutions are scheduled to be held on 06.10.2013 as per schedule announced by State Election Commission, H.P. In this context, your attention is drawn to the provision of Section 135-B of Representation of the People Act, 1951. For your ready reference the provision of Section 135-B, is as under:-

"135-B Grant of paid holiday to employees on the day of poll--- (1) Every person employed in any business, trade, Industrial undertaking or any other establishment and entitled to vote at an election to the House of the People or the Legislative Assembly of a State shall, on the day of poll, be granted a holiday.
(2) No deduction or abatement of the wages of any such person shall be made on account of holiday having being granted in accordance with sub section (1) and if such person is employed on the basis that he would not ordinarily receive wages for such a day, he shall nonetheless be paid for such day the wages he would have drawn had not a holiday been granted to him on that day.
(3) If an employer contravenes the provisions of sub section (1) or sub section (2), then such employer shall be punishable with fine which may extend to five Hundred Rupees.
(4) This section shall not apply to any elector whose absence may cause danger or substantial loss in respect of the employment in which he is engaged."

You are, therefore, requested to bring the said provisions to the notice of occupiers/managers of factories/Industrial establishments situated under your jurisdiction and direct them to grant additional paid holiday to the workers working in their factories as per section 135-B of Act ibid on 06.10.2013 in order to exercise their right of franchise. Please note that this will be a additional paid holiday only in industrial establishments situated in the area where bye elections are scheduled to be held and special casual leave may be given to the workers working in different places in the State but have a right to cast their vote in above Panchayati Raj Institutions .

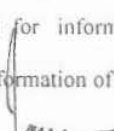
Yours faithfully,


Labour Commissioner-cum-
Chief Inspector of Factories, H.P.

Endst: No. above Dated, Shimla-171001

Copy to the following for information and necessary action please:-

1. Chief Secretary, to the Government of Himachal Pradesh Shimla-2.w.r.t.their letter no. GAD-A(B)8- 4/2001-II,dated 18.09.2013.
2. Principal Secretary (Lab.& Emp.) to the Government of Himachal Pradesh Shimla-2.
3. All Deputy Commissioner, Himachal Pradesh.
4. Secretary, State Election Commission, H.P. Shimla-2
5. Director, Information & Public Relations, H.P. Shimla-2 with the request to give press release in news papers for the information of all concerned.
6. Director, All India Radio, H.P.Shimla-4 with the request to broadcast the above information for information of all concerned.
7. State NIC, Shimla-2 with the request to flash this circular in the Departmental Web Site for information of all concerned.


Labour Commissioner-cum-
Chief Inspector of Factories, H.P.

Endst.No.As above Dated,Shimla-171001

Copy to the following for information with the request that their member industries may be informed about the said provisions and they may be asked to grant additional paid holiday to the workers working in their factories on 06.10.2013 as per section 135-B of Act ibid:-

1. President, B.B.N. Industries Association (Regd) C/O Single Window Clearance Agency, Industrial Area, Baddi, Distt.Solan H.P.
2. President, Parwanoo Industries Association, Sector-5(Rotary Vocational & Community Centre) Parwanoo, Distt.Solan H.P.
3. President, Mehatpur Industries Association, c/o Service Building, Industrial Area Mehatpur, District Una,H.P.
4. Sh.Parmod Sharma,President, Amb Sub-Division, Industrial Association, C/O M. M. Ferrochem, VPO Tibbi, Karloohi, Tehisl Amb., District Una H.P.
5. Sh.R.K.Nag, President, BBT Industries Associations, Tahliwal Industrial Area, District Una.
6. President, H.P. Chamber of Commerce & Industry, C/O Sh.Kailash Azad,(Vice President)Malwa Cotton Spinning Mills, Patlian, Paonta Sahib, Distt. Sirmour,H.P.
7. Sh.Umesh Garg, President Kala Amb, Chamber of Commerce & Industry .C/O M/S Ruchira Paper Mills, Trilokpur Road Kala Amb, Distt.Sirmour H.P.


Labour Commissioner-cum-