# URGENT LETTER

Date: 20 November 2026

To
Hon'ble Mr. Justice Surya Kant
Chief Justice of India
Supreme Court of India, New Delhi
Registry: supremecourt@nic.in

**Subject: Jatinder Pal Singh and 400 fellow Philips workers — plea for protection of life and liberty and monitoring of their cases by the Punjab and Haryana High Court**

Hon'ble Chief Justice,

1. I, Jatinder Pal Singh, son of Ranjit Singh, respectfully seek Your Lordship's intervention for the protection of the former workers of the Philips factory at Phase 9, Mohali, who complain of coercion, harassment and threats while pursuing their employment claims. It is prayed that this representation be placed before the appropriate Bench for orders entrusting monitoring of the matter to the Punjab and Haryana High Court, so that the workers may pursue their remedies without fear for their life or liberty.

2. My dispute bears reference No. 200/19 before the Industrial Tribunal, Mohali. In my demand notice dated 11 November 2018, I stated that I joined service on 18 October 1999, worked as Junior Officer (Supply Chain), and was pressed to accept early or voluntary retirement. I complained of subsequent employment through T.D.S. Management Consultant (P) Limited at reduced wages despite assurances of continuity, and of work being brought to an end on 4 September 2018. Other workers have grievances arising from the same establishment. No documents are annexed; the relevant records may kindly be called for.

3. Protection from intimidation. The workers complain that signatures were obtained under pressure on blank or printed ERS/VRS papers, without explanation of their nature or legal effect, and that they were threatened with implication in cases. They apprehend retaliation and implication in false cases for asserting their rights. These complaints call for prompt examination and effective protection. A worker should not have to choose between pursuing a lawful claim and preserving his safety and liberty.

4. Preservation of the evidence. The voluntariness of the alleged retirements is in dispute. The original applications, settlements, acceptance letters, payroll and contractor records are therefore material to a fair decision. Their preservation and production would enable the competent forum to determine whether consent was freely given and whether the promised continuity of service was honoured.

5. Delay and continuing hardship. The disputes arise from events set out in a demand notice of 2018. The prolonged uncertainty has caused severe mental agony and financial hardship. A consolidated statement of the cases, their present stage and the reasons for any delay is required, followed by a definite schedule for the matters that remain pending. Periodic reports to the High Court would make that schedule effective while leaving each claim to be decided on its evidence.

6. Official records and the limits of the land dispute. The workers also question the sale, fragmentation and alleged diversion to commercial use of the approximately 25-acre former Philips/Signify industrial site, and the circumstances of factory deregistration. They apprehend that official action favoured private interests at their expense. These concerns require examination of the records, not an assumption of wrongdoing. The employment claims and the need for protection must be considered on their own merits, with due regard to the existing judicial orders.

7. The material judicial orders are expressly disclosed. FIR No. 01 dated 5 January 2023 (as recorded in the judgment), Police Station Vigilance Bureau, Flying Squad-1, Punjab, S.A.S. Nagar, concerned the land transactions. In Gulmohar Township India Pvt. Ltd. v State of Punjab, CRWP-3500-2023 and connected cases, decided on 20 December 2024, the High Court quashed the FIR against the petitioners and held the fragmentation process lawful, while leaving lawful recovery of dues open. In Neelima v State of Punjab, CRM-M-8856-2025 and connected matters, decided on 9 December 2025, the FIR was quashed against Neelima, Ashima Aggarwal and Narinder Singh. That judgment records the State's decision to accept the earlier judgment, not to challenge it by special leave petition, and to close the Vigilance case. Any subsequent proceedings may be ascertained from the record.

8. Need for High Court monitoring. The relief sought is practical: protection against intimidation, production of the records and timely decisions by the competent forums. Monitoring by the Punjab and Haryana High Court would provide a common means of obtaining reports from the labour authorities and the police and addressing any further complaint of harassment. It would also ensure that the workers' apprehensions are examined independently, without deciding disputed facts in advance.

9. In these circumstances, it is respectfully prayed that Your Lordship may be pleased to have this representation placed before the appropriate Bench for suitable orders requesting the Punjab and Haryana High Court to monitor the matter and consider the following measures:

   a) **Protection of life and liberty:** Call for a report from the Director General of Police, Punjab, through a responsible senior officer, on the workers' complaints of threats and harassment; require prompt assessment of any threat, protection wherever warranted, and a designated officer to receive and act on further complaints. The workers should be able to pursue their claims and give evidence without intimidation or retaliatory action. This prayer does not seek immunity from lawful investigation.

   b) **Record of the labour proceedings:** Call for the complete record of reference No. 200/19 and a consolidated status report identifying the connected workers' cases, any awards and subsequent challenges. Fix an appropriate timetable for pending matters and require periodic progress reports at intervals determined by the High Court.

   c) **Preservation and production of documents:** Require the management, T.D.S. Management Consultant (P) Limited and the concerned authorities to preserve and produce the original ERS/VRS papers, settlements, service and wage records, and factory closure and deregistration records, so that the allegations of coercion and the claims to continuity of service can be properly tried.

   d) **Account of official action:** Obtain the relevant allotment, sale, fragmentation and land-use records from PSIEC, PSIDC and the concerned departments, together with the Vigilance record, quashing orders and the State's decision not to appeal. Any examination or further direction should remain consistent with the subsisting judicial orders.

   e) **Access to remedies:** Arrange legal aid for eligible workers through the competent Legal Services Authority. Leave claims for reinstatement, continuity of service, back wages, statutory dues and compensation to the competent forums, with a fair opportunity to produce evidence and be heard.

   f) **Compliance:** Require the concerned Punjab Labour authorities and police to place action-taken reports before the High Court, identifying the officer responsible for each direction and any obstacle to compliance, until the High Court considers further monitoring unnecessary.

10. The workers seek protection and a fair hearing. This representation does not seek administrative reversal of any judicial order or prejudgment of pending claims, nor does it advance allegations against any judicial officer. If proceedings before this Hon'ble Court are not appropriate in the present form, it is prayed that the representation be forwarded to the Hon'ble Chief Justice of the Punjab and Haryana High Court for consideration in accordance with law.

Yours respectfully,

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**Copy respectfully forwarded to:**

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