

Date: 07.04.2012

To
The Managing Director
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Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

We have seen in the past a practice in the industry, that denies many workers their rightful benefit of DA neutralization, that is essential if they have to retain real wages at the previous year's levels. Factory management in many companies restricts the DA neutralization effect only to workers who are on the statutory Minimum Wage. This is not a fair interpretation of the DA legislation, which is meant to ensure that workers' wages do not fall in real terms because of inflation. We do hope in the context that your company management takes care to first clearly indicate the wage and DA components separately and second ensure that the DA is calculated every year, to ensure that workers are not subject to falling real wages.

Your full cooperation in this matter is solicited. We are sure if the industry were to adopt this fair interpretation of DA mechanism, it will contribute hugely to stability of workforce and their long term satisfaction, and in turn reflect in improved working of the industry.

Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Texport Overseas,
No.86/ D, 1st Stage,
Yeshwantpur Industrial Suburb,
Bangalore – 560022

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Namaste Exports,
No.21/2, Vittal Nagar,
Chamaraj pet,
Bangalore – 560018

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director,
Colour line,
No. 2/5 6th Cross, Old Guddadahalli,
Mysore Road,
Bangalore - 560026

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Nova craft Pvt. Ltd,
No.12, 1st main, 1st Cross,
Ajij sait Indl. Town, Mysore Road,
Bangalore – 560039

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Texport Overseas,
No.86/ D, 1st Stage,
Yeshwantpur Industrial Suburb,
Bangalore – 560022

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Texport Industries Pvt. Ltd.,
No.154, 3rd Cross, 5th Main,
Yeshwantpur Industrial Suburb,
Bangalore – 560022

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Awesome Apparels Pvt.ltd,
48/4 & 9, Karibavana halli,
Bangalore North taluk, Peenya 2nd stage,
Bangalore.

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director,
Bombay Rayon Fashions Ltd,
No.53/A, 3rd Phase,
Peenya Indl. Area,
Bangalore – 560 058.

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director,
Gokaldas Exports Ltd,
No.70, Mission Road,
Bangalore – 560027

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Scotts Garments Ltd,
No.481-A/B, IV Phase,
Peenya Indl. Area,
Bangalore – 560058

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Devaki Designs,
No.49, Hills view building
Nayandahalli,
Bangalore – 560039

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
Managing Director,
Story fashions,
No.2/5, 3rd Cross, Opp. old tollgate
Mysore Road,
Bangalore – 560 026

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director
Key Stone Apparels,
No.41/42, Sri Lakshmi complex
NTY Layout, Near SRS Garage
Bangalore – 560 026

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To,
The Managing Director,
Aravind Life Style Brands Ltd,
Survey no. 26/2 & 27/2No.
No.93, Archakara Halli, Kasaba hobli
Mysore road, Ramanagar – 571 511

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To,
The Managing Director,
Carnival Clothing Company,
Site No. 2A -1/, Chikkaveeranna Road cross
Banni Mantapa Extn.
Mysore – 570 015

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To,
The Manager (HR),
Aditya Birla Nova ltd,
Basavana pura,
Mayaganahalli post,
Ramanagar Taluk & Dist.

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To,
The Manager (HR),
Shahi Exports
37/1B, 43/2, 43/3, Arakere,
Bannerughatta Road,
Bangalore – 560 076.

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R
Vice President

Date: 07.04.2012

To,
The Manager (HR),
L.V.K. Baby wear,
No. 71/3, Basavanapura village,
B.M Road,
Bangalore – 562 159.

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Vice President

Date: 07.04.2012

To
The Managing Director,
The Arvind Ltd,
No. 26/2, 27/2, Kenchenahalli,
Kengeri Hobli,
Bangalore – 560 098.

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

We have seen in the past a practice in the industry, that denies many workers their rightful benefit of DA neutralization, that is essential if they have to retain real wages at the previous year's levels. Factory management in many companies restrict the DA neutralization effect only to workers who are on the statutory Minimum Wage. This is not a fair interpretation of the DA legislation, which is meant to ensure that workers' wages do not fall in real terms because of inflation. We do hope in the context that your company management takes care to first clearly indicate the wage and DA components separately and second ensure that the DA is calculated every year, to ensure that workers are not subject to falling real wages.

Your full cooperation in this matter is solicited. We are sure if the industry were to adopt this fair interpretation of DA mechanism, it will contribute hugely to stability of workforce and their long term satisfaction, and in turn reflect in improved working of the industry.

Thanking you,

Prathibha R
Vice President

Date: 07.04.2012

To
The Managing Director,
Catalouge Clothing Company
No.7, Makali village,
Tumkur Road,
Bangalore

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 27.04.2012

To
The Managing Director,
Indusfila Limited
Apparel Division, 21, D.2, 2nd Phase,
Peenya Indl area,
Bangalore – 560 058

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 27.04.2012

To
The Managing Director,
Gokuldas Images
No.7 & 12, 2nd stage,
Industrial suburb, Yeshavanthpur
Bangalore – 560 022

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Thanking you,

Prathibha R
Vice President

Date: 27.04.2012

To
The Managing Director,
Gartex Insta apparels pvt ltd,
No.180, 6th main, 4th cross, 3rd phase
Peenya Industrial suburb,
Bangalore – 560 058

Dear Sir,

You would be aware that the Government of Karnataka has sent out its notification for revision of DA to workers, as per the Consumer Price Index (CPI), and the neutralization formula as per the last Minimum Wage Notification of 2009. You are aware that these are times of high inflation, when workers are affected the maximum by the rampant increase in prices of all essential commodities. The CPI does not fully neutralize wages for the high all round price increases. Workers are already penalized by the DA neutralization being done only once at the end of the year, as against the half-yearly DA neutralization for government employees, and in many other sectors of employment.

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Prathibha R

Vice President