



NATIONAL INFORMATION TECHNOLOGY EMPLOYEES SENA

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Date: 16th April 2020

To,

Shri Naval Kishore Ram,

Hon'ble District Magistrate and District Collector,

New Collector Office Building, opp. Sasoon Hospital, Pune, Maharashtra 411001

Subject- Violation of provisions of Disaster Management Act & Epidemic Act by IT/ITeS/BPO/KPO companies.

Sir,

National Information Technology Employees Sena – NITES is working for welfare and benefits of IT/ITES and its related sector employees. On behalf of NITES, Maharashtra we would like to bring to your notice that we have received multiple complaints from employees of **various IT/ITeS/BPO/KPO regarding Termination of employment and deduction of wages/leaves under COVID-19 Pandemic during the Lockdown period.** Many companies like **CAPGEMINI** are forcing employees to apply leaves with immediate effect. There are many companies like **System Plus, Magarpatta & AMDOCS (Quess Corp, Ezest, HCL BPO and Collabera)** where more than **400 employees** have been removed from jobs. **Because of this now Wages and jobs of more than 6.5 Lakh's IT/ITeS/BPO/KPO employees in Maharashtra is at risk.**

However in defiance of the provisions of S 51 to 56 and 72 management of the various companies are terminating jobs of employees illegally. This is a cognizable offence committed by companies who have ordered terminations and other members of the management of the companies. During this critical period of lockdown when Central and State governments are trying to protect the employment and wages and salaries of the employees **various IT/ITeS/BPO/KPO companies** and its management are in complete defiance of the mandatory legal provisions & have acted illegally by terminating services of the employees.

We also request you to direct **various IT/ITeS/BPO/KPO companies** to **stop terminations & salary/leaves reduction** and reinstate all the terminated employees with continuity of service and back payment of salaries. Your prompt action not only will save the employment of the employees but will help in restoring the legal faith in the system by all the employees in general. It is our fervent hope that such violations do not occur in future and the working conditions of the employees will improve at a faster pace.

Thanks & Regards,

Raghunath Kuchik
(Founder President)