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**THE ANDHRA PRADESH GAZETTE**

**PART IV-B EXTRAORDINARY**

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**ANDHRA PRADESH ACTS, ORDINANCES AND  
REGULATIONS Etc.**

The following Act of the Andhra Pradesh Legislature which was reserved by the Governor on the 8<sup>th</sup> April, 2015 for the consideration and assent of the President received the assent of the President on the 22<sup>nd</sup> July, 2015 and the said assent is hereby first published on the 7<sup>th</sup> August, 2015 in the Andhra Pradesh Gazette for general information:-

ACT No. 12 OF 2015.

**AN ACT FURTHER TO AMEND THE  
INDUSTRIAL DISPUTES ACT, 1947 IN ITS  
APPLICATION TO THE STATE OF ANDHRA  
PRADESH**

Be it enacted by the Andhra Pradesh State Legislature in the Sixty-sixth Year of the Republic of India, as follows :-

1. (1) This Act may be called the Industrial Disputes (Andhra Pradesh Amendment) Act, 2015. Short title and commencement.
- (2) It shall come into force on such date as the

- Amendment of section 2-A.
- Central Act 14 of 1947.
- State Government may, by notification, appoint.
2. In the Industrial Disputes Act, 1947 (hereinafter referred to as the principal Act), in section 2-A, after the existing sub-section (2), the following sub-section shall be added, namely :-

"(3) Notwithstanding anything in sub-sections (1) and (2), no such dispute or difference between that workman and his employer connected with or arising out of, such discharge, dismissal, retrenchment or termination shall be deemed to be an industrial dispute if such dispute is not raised in conciliation proceeding within a period of three years from the date of such discharge, dismissal, retrenchment or termination :

Provided that the Labour Court or the Conciliation Officer, as the case may be, may consider to extend the said period of three years when the applicant workman satisfies the Court or Conciliation Officer that he had sufficient cause for not raising the dispute within the period of three years."

Substitution of section 25K.

3. In the principal Act, for section 25K together with marginal heading the following shall be substituted, namely :-

**"Application of Chapter V-B :**

25-K. (1) The provisions of this chapter shall apply to an industrial establishment (not being an establishment of a seasonal character or in which work is performed only intermittently) in which not less than three hundred workmen were employed on an average per working day for the preceding twelve months.

(2) Without prejudice to the provisions of sub-section (1), the State Government may, if satisfied that maintenance of industrial peace or prevention of victimization of workmen so requires, by notification in the official gazette apply the provisions of this chapter to an industrial establishment (not being an establishment of a seasonal character or in which work is performed only intermittently) in which such number of workmen which may be less than three hundred but not less than one hundred, as may be specified in the notification, were employed on an average per working day for the preceding twelve months.

(3) If a question arises whether an industrial establishment is of a seasonal character or whether work is performed therein only intermittently, the decision of the State Government thereon shall be final."

4. In the Principal Act, in the Fifth Schedule, under the heading II on the part of workmen and trade unions of workmen, to item 5, the following explanation shall be added namely :-

Amendment of  
Fifth Schedule.

**"Explanation :-** For the purpose of this paragraph, 'go slow' means any such activity by any number of persons, employed in any industry, acting in combination or with common understanding, to slow down or to delay the process of production or work purposely whether called by work to rule or by any other name so as the fixed or average or normal level of production or work or output of workman or workmen of the establishment is not achieved :

Provided that all necessary ingredients or inputs for standard quality production or work are made available in time and in sufficient quantity."

**C.S.S.V. DURGA PRASAD,**  
Secretary to Government,  
Law Department.