

**GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT**

From

Assistant Commissioner of Labour,  
Ongole.

To

The Management,  
SNOVASYS Software Solutions  
India Private Limited,  
Beside Central cafe,  
Ongole, Prakasam District.

**Letter No.C/2617/2024, Dated :05-10-2024**

Sub:- Complaint – Complaint filed by Sri Maddineni Srihari S/o ravi, Mittapalem, Kondepi, Prakasam District, Worked as Software Trainee, at SNOVASYS Software Solutions India Private Limited, Beside Central cafe, Ongole, Prakasam District - Regarding Non Payment of Wages – Joint Meeting Fixed on 7-10-2024 – Regarding.

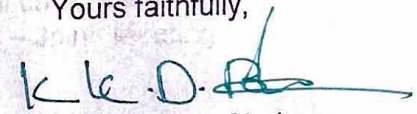
Ref:- Complaint of Sri Maddineni Srihari S/o ravi, Mittapalem, Kondepi, Prakasam District, Dated: 04-10-2024.

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With reference to the subject cited, it is to inform that a Joint meeting is going to be held on 07-10-2024 at 11.30-A.M in this office situated at D.No:7-330(13), Opp Anjaneya swamy statue, Sambasiva Nagar, South Bypass road, Ongole. Therefore, you are requested to attend the meeting with relevant records and registers without fail.

Encl. As above

Yours faithfully,

  
Asst. Commissioner of Labour  
Ongole.

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05/10/24

Copy to Sri Maddineni Srihari S/o ravi, Mittapalem, Kondepi, Prakasam District, is requested to attend the Joint Meeting without fail.

**GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT**

From

Deputy Commissioner of Labour,  
Ongole.

To

The Management,  
SNOVASYS Software Solutions  
India Private Limited,  
Beside Central cafe,  
Ongole, Prakasam District.

**Letter No.C/2741/2024, Dated :30-10-2024**

Sub:- CMO Grievance – Representation made by Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, Worked as Software Trainee Engineer, at SNOVASYS Software Solutions India Private Limited, Beside Central cafe, Ongole, Prakasam District - Regarding Unlawful Termination and unfair labour practices – Joint Meeting Fixed on 04 -11-2024 – Regarding.

Ref:- CMO Grievance - Representation of Sri Maddineni Srihari S/o Ravi, Kondepi, Prakasam District, received from Office of the Commissioner of Labour, A.P., Vijayawada, dated: 30-10-2024

&&&

With reference to the subject cited, it is to inform that a Joint meeting is going to be held on **04-11 -2024 at 11.30-A.M** in this office situated at **D.No:7-330(13), Opp Anjaneya swamy statue, Sambasiva Nagar, South Bypass road, Ongole.** Therefore, you are requested to attend the meeting with relevant records and registers without fail.

Yours faithfully,

Encl. As above

  
Deputy Commissioner of Labour  
Ongole.(FAC)  
30/10/2024

Copy to Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, is requested to attend the Joint Meeting without fail.



OFFICE OF THE COMMISSIONER OF LABOUR  
ANDHRA PRADESH :: VIJAYAWADA

MEMO

No. P / 9473781 / 2024

Dated: 29-10-2024

Sub:- LABOUR DEPARTMENT – Industrial Disputes Act, 1947 – CMO Grievance / Online User – Representation of Sri Maddineni Srihari, Goginenivaripalem @, Kondapi, Prakasam District – Complaint regarding Unlawful Termination and unfair labour practices – Certain instructions issued - Reg.

Ref:-CMO Grievance No.PRA20241003732, dated:03-10-2024, received from the Deputy Statistical Officer, 'M' Section, O/o. the Commissioner of Labour, A.P., Vijayawada.

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A copy of the representation of Sri Maddineni Srihari, Goginenivaripalem @, Kondapi, Prakasam District is sent herewith. The applicant stated that, the Management forcibly terminated his services and ensure smooth transition of any outstanding responsibilities.

The Deputy Commissioner of Labour, Ongole is requested to examine the same for take necessary action and send a detailed report to this office within a week.

Sd/-S.LAKSHMINARAYANA  
Joint Commissioner of Labour

To  
The Deputy Commissioner of Labour,  
Ongole.

// Forwarded by Order //

*Prasanna. G.* 29/10/24  
SUPERINTENDENT



అధికారి నామము మరియు ఫిర్యాదు  
F- SEC  
9473781/2024/1-102

అధి రశీదు  
ONLINE USER  
Prakasham



Hon'ble Chief Minister  
Sri Nara Chandrababu Naidu

Your Request No.(Grievance No)	PRA20241003732	అధి నమోదు తేది	03-10-2024
అధి విభాగము	Labour-->Issues Of Employees Of Labour Department->Issues Related To Employees Of Labour Department		
పేరు	MADDINENI SRIHARI	ఫోను	6304214514
జిల్లా		మండలము	Kondapi
సచివాలయము	GOGINENIVARIPALEM-(R), 10890212	ప్రస్తుత నివాసం	1-49, 1-49, GOGINENIVARIPALEM-(R), 10890212, Kondapi, Prakasham
పరిష్కరించు అధికారి	Commissioner, Labor		
గడువు	30 Day(s)	పరిష్కరించు గడువు తేది	02-11-2024
ఎన్ట్రీ పద్ధతి	Online(Self)		

Scan QR for Receipt



గమనిక! మీ యొక్క ఫిర్యాదు సీతి కొరకు మీరు మీ Grievance No # ని ఉపయోగించి <http://pgrs.ap.gov.in> లో మీ అధి పై తదుపరి పురోగతిని తెలుసుకోవచ్చు.

F- section - Industrial employment standing order Act and other matters relating to IR code.

**GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT**

From

Deputy Commissioner of Labour,  
Ongole.

To

The Management,  
SNOVASYS Software Solutions  
India Private Limited,  
Beside Central cafe,  
Ongole, Prakasam District.

**Letter No.C/2741/2024, Dated :12-11-2024**

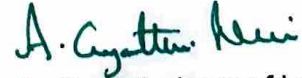
Sub:- CMO Grievance – Representation made by Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, Worked as Software Trainee Engineer, at SNOVASYS Software Solutions India Private Limited, Beside Central cafe, Ongole, Prakasam District - Regarding Unlawful Termination and unfair labour practices – Joint Meeting Fixed on 20 -11-2024 – Regarding.

- Ref:- 1. CMO Grievance - Representation of Sri Maddineni Srihari S/o Ravi, Kondepi, Prakasam District, received from Office of the Commissioner of Labour, A.P., Vijayawada, dated: 30-10-2024.  
2. This Office even letter No. C/2741/2024, dated: 30-10-2024.

&&&

With reference to the subject cited, it is to inform that a Joint meeting is going to be held on **20-11 -2024 at 11.30-A.M** in this office situated at **D.No:7-330(13), Opp Anjaneya swamy statue, Sambasiva Nagar, South Bypass road, Ongole.** Therefore, you are requested to attend the meeting with relevant records and registers without fail.

Yours faithfully,



Deputy Commissioner of Labour  
Ongole. (FAC)

Encl. As above

Copy to Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, is requested to attend the Joint Meeting without fail.



C/2741/2024  
30/10/2024

OFFICE OF THE COMMISSIONER OF LABOUR  
ANDHRA PRADESH :: VIJAYAWADA

MEMO

Dated: 29-10-2024

No. F/9473781/2024

Sub:- LABOUR DEPARTMENT – Industrial Disputes Act, 1947 – CMO Grievance / Online User – Representation of Sri Maddineni Srihari, Goginenivaripalem @, Kondapi, Prakasam District – Complaint regarding Unlawful Termination and unfair labour practices – Certain instructions issued - Reg.

Ref:-CMO Grievance No.PRA20241003732, dated:03-10-2024, received from the Deputy Statistical Officer, 'M' Section, O/o. the Commissioner of Labour, A.P., Vijayawada.

<◇>

A copy of the representation of Sri Maddineni Srihari, Goginenivaripalem @, Kondapi, Prakasam District is sent herewith. The applicant stated that, the Management forcibly terminated his services and ensure smooth transition of any outstanding responsibilities.

The Deputy Commissioner of Labour, Ongole is requested to examine the same for take necessary action and send a detailed report to this office within a week.

Sd/-S.LAKSHMINARAYANA  
Joint Commissioner of Labour

To  
The Deputy Commissioner of Labour,  
Ongole.

// Forwarded by Order //

*Prasanna K.*  
29/10/24  
SUPERINTENDENT



**GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT**

From

Deputy Commissioner of Labour,  
Ongole.

To

The Management,  
SNOVASYS Software Solutions  
India Private Limited,  
Beside Central cafe,  
Ongole, Prakasam District.

**Letter No.C/2741/2024, Dated :20-11-2024**

Sub:- Grievance – Representation made by Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, Worked as Software Trainee Engineer, at SNOVASYS Software Solutions India Private Limited, Beside Central cafe, Ongole, Prakasam District - Regarding Unlawful Termination and unfair labour practices – Joint Meeting Fixed on 30 -11-2024 – Regarding.

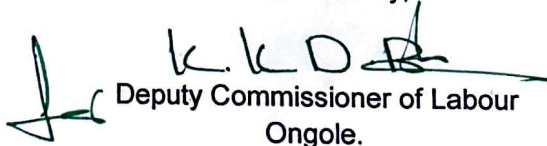
- Ref:- 1. CMO Grievance - Representation of Sri Maddineni Srihari S/o Ravi, Kondepi, Prakasam District, received from Office of the Commissioner of Labour, A.P., Vijayawada, dated: 30-10-2024.  
2. This Office even letter No. C/2741/2024, dated: 12-11-2024.

&&&

With reference to the subject cited, it is to inform that a Joint meeting is going to be held on **30-11 -2024 at 11.00-A.M** in this office situated at **D.No:7-330(13), Opp Anjaneya swamy statue, Sambasiva Nagar, South Bypass road, Ongole.** Therefore, you are requested to attend the meeting with relevant records and registers without fail.

Yours faithfully,

Encl. As above

  
Deputy Commissioner of Labour  
Ongole.

Copy to Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, is requested to attend the Joint Meeting without fail.



e / 2741 / 2024  
30/10/2024

OFFICE OF THE COMMISSIONER OF LABOUR  
ANDHRA PRADESH :: VIJAYAWADA

MEMO

Dated: 29-10-2024

No. F / 9473781 / 2024

Sub:- LABOUR DEPARTMENT – Industrial Disputes Act, 1947 – CMO Grievance /  
Online User – Representation of Sri Maddineni Srihari, Goginenivaripalem @,  
Kondapi, Prakasam District – Complaint regarding Unlawful Termination and  
unfair labour practices – Certain instructions issued - Reg.

Ref:-CMO Grievance No.PRA20241003732, dated:03-10-2024, received from the  
Deputy Statistical Officer, 'M' Section, O/o. the Commissioner of Labour, A.P.,  
Vijayawada.

<<>>

A copy of the representation of Sri Maddineni Srihari, Goginenivaripalem @, Kondapi,  
Prakasam District is sent herewith. The applicant stated that, the Management forcibly  
terminated his services and ensure smooth transition of any outstanding responsibilities.

The Deputy Commissioner of Labour, Ongole is requested to examine the same for take  
necessary action and send a detailed report to this office within a week.

Sd/-S.LAKSHMINARAYANA  
Joint Commissioner of Labour

To  
The Deputy Commissioner of Labour,  
Ongole.

// Forwarded by Order //

*Prasanna K.*  
29/10/24  
SUPERINTENDENT



GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT

From,

The Deputy Commissioner of Labour,  
Ongole.

To,

Sri.Maddineni Srihari,  
Kondepi Mandalam,  
Prakasam District.

Letter No.C/2617/2024, Date: 16-12-2024

Sub: Labour Department – Complaints – Complaint filed by Sri Maddineni Srihari, Kondepi Mandalam, Prakasam District against the Management of Snovasys Software Solutions India Pvt., Ltd., Ongole for Non payment of wages and Non issue of undated cheque taken by the Management – Regarding.

Ref: 1. Memo.No.F/9473781/2024, dated: 29-10-2024, Office of the Commissioner of Labour, A.P., Vijayawada.  
2. Mail Dated, 13-11-2024, The Collector & District Magistrate, Prakasam District, Ongole.

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Through the reference 1<sup>st</sup> & 2<sup>nd</sup> cited, Sri Maddineni Srihari, Kondepi village, Prakasam district, has made a complaint stating that he worked as a Software Trainee Engineer in the Snovasys Software Solutions India Pvt., Ltd., Ongole and the Management has not paid wages for the 15 days and the Management has not issued Undated Cheque worth Rupees 4,87,000/- taken by the Management while he was appointed to the post of Software Trainee Engineer.

Based on the complaint a Joint meetings <sup>were</sup> held in the Office of the Deputy Commissioner of Labour, Ongole on 04-11-2024, 20-11-2024 and 09-12-2024. During the course of Joint Meetings the presiding officer requested to file remarks on the complaint. However, the Management has behaved rudely, arrogantly, disrespectfully and is not willing to settle the dispute in spite of the best efforts made by the presiding officer. Therefore, the worker is advised to file a case before the Authority appointed under sec. 53 of Andhra Pradesh Shop and Establishment Act 1986, and Asst. Commissioner of Labour, Ongole for Payment of Delayed Wages.

Yours Faithfully,

*A. Chaitanya Reddy*  
Deputy Commissioner of Labour,  
Ongole. (FAC)

16/12/2024

Copy Submitted to the Commissioner of Labour, A.P., Vijayawada for favor of information.

Copy Submitted to the Collector & District Magistrate, Prakasam District, Ongole, for favor of information.

Copy to the Snovasys Software Solutions India Pvt., Ltd., Beside Central Cafe, Ongole, Prakasam District.

**GOVERNMENT OF ANDHRA PRADESH  
LABOUR DEPARTMENT**

From

Deputy Commissioner of Labour,  
Ongole.

To

The Management,  
SNOVASYS Software Solutions  
India Private Limited,  
Beside Central cafe,  
Ongole, Prakasam District.

**Letter No.C/2741/2024, Dated :26-12-2024**

Sub:- Grievance – Representation made by Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, Worked as Software Trainee Engineer, at SNOVASYS Software Solutions India Private Limited, Beside Central cafe, Ongole, Prakasam District - Regarding Unlawful Termination and unfair labour practices – Joint Meeting Fixed on 30 -12-2024 – Regarding.

Ref:- E.Mail Dated: 23-12-2024, Snovasys Software Solutions India Pvt., Ltd., Ongole.

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Through the reference cited, it is to inform that a Joint meeting is going to be held on **30-12 -2024 at 03.30-P.M** in this office situated at **D.No:7-330(13), Opp Anjaneya swamy statue, Sambasiva Nagar, South Bypass road, Ongole.** Therefore, you are requested to attend the meeting with relevant records and registers without fail.

Yours faithfully,

*A. G. S. S. S.*

Deputy Commissioner of Labour  
Ongole.(FAC)

Encl. As above

Copy to Sri Maddineni Srihari S/o Ravi, Goginenivaripalem, Kondepi, Prakasam District, is requested to attend the Joint Meeting without fail.