CENTRAL ADMINISTRATIVE TRIBUNAL AHMEDABAD BENCH

C.A.11/94 in O.A.NO. /514/89 T.A.NO.



DATE OF DECISION	6-11-996
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Mohmad Hussain A.Zalori	Petitioner
Mr.P.H.Pathak	Advocate for the Petitioner [s]
Versus	
Union of India & ors.	Respondent
Mr.Akil Kureshi	Advocate for the Respondent [s]

CORAM

The Hon'ble Mr. V.Radhakrishnan

Member (A)

The Hon'ble Mr.

JUDGMENT

- 1, Whether Reporters of Local papers may be allowed to see the Judgment ?
- 2, To be referred to the Reporter or not?
- g, Whether their Lerdships wish to see the fair copy of the Judgment?
- 4, Whether it needs to be circulated to other Benches of the Tribunal?

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Mohmad Hussain A. Zalori Navavas, Opp.Post Office, Bidhhpur.

Applicant

Advocate Mr.P.H.Pathak

versus

- Shri V.Balaguru, The Post Master General, (Gujarat Circle), Ashram Road, Ahmedabad.
- Shri N.S.Solanki, The Sr.Supdt.of Post Office, Mehsana Division, Mehsana.
- 3. Shri Keshabhai, The Sub-Post Master, Post office, Sidhhpur.

Respondents

Advocate Mr.Akil Kureshi

ORAL ORDER

C.A.11 of 1994

in

O.A.514 of 1989

Date: 6-11-1996

Per Hon*ble Mr.V.Radhakrishnan

Member (A)

As actisfied, that the Judgment of this Tribunall has / been fully

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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL AT AHMEDABAD.

> CONTEMPT APPLICATION NO.) | OF in

ORIGINAL APPLICATION NO. 514/89

Mohmad Hussain A. Zaliż Zalori. .. Applicant.

Versus : -

shri Keshubher. The Post Master General and others.

.. Respondents.

INDEX

				* 1	
	<u> </u>	er. No.	Annex.	Particular	Pages.
		1.	-	Memo of the application	1 to 4
Jeceived Lur Alvil	eny,	2.	A (Copy of the judgement dated 9.6.93	578
Jecar mail	12 w Ad	3.	A/1	Copy of the charge	9
Lur Agust	A. ld.	4.	A /2	Copy of the advocate notice dated 15.12.93	10 .
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IN THE CENTRAL ADMINISTRATIVE TRIBUNAL AT AHMEDABAD.

CONTEMPT APPLICATION NO. | OF 1994

IN

ORIGINAL APPLICATION NO. 514/89

Mohmad Hussain A. Zalori Navavas, Opp. Post Office, Sidhhpur- 384 151.

... Applicant

Versus

The post Master General
(Gujarat gircle)

Ashram Road, Ahmedabad.

2. Shri N.S. Scleme:
The Sr. Supdt, of Post Office,
Mehsana Division,
Mehsana.

The Sub-Post Master,

Post Office,

Sidhhpur.

SALAN SALAN

.. Respondents.

Application under Contempt of Court Act.

MAY IT PLEASE THE HON BLE TRIBUNAL :

1. That the present applicant is the original applicant in Original Application No. 514/89 whereby the applicant has challenged the decision of the respondents terminating the service of the applicant without following the due procedure of law. That this Hon'ble Tribunal was pleased to allow the application and has quashed and set aside the decision on the part of the respondents and vide its order and judgement dt.

9.6.93 directed the respondents to reinstate him in service and grant the back wages. It was directed that the applicant should be deemed to have continued on duty and required to be paid back wages accordingly. Copy of the judgement of the Hon'ble Tribunal dt. 9.6.93 is annexed and marked as Annexure- A to this application. The said copy of judgement is received by the respondents on 16.7.93.

- It is submitted that after the judgement of the Hon'ble Tribunal, immediately the applicant has reported to the respondents for resuming his duty. This the respondents have said that they are waiting for the appropriate order from the higher authority and thereafter only the applicant will be allowed to resume his duty. That the applicant has time and again requested the respondent No.2 to reinstate him in service as he is facing great difficulty for maintanance of his family. The respondents were given two months time for payment of back wages to the applicant. That after a long delay, the applicant is reinstated in service by the respondents after laps of more then 3 months time. That the applicant is till date not paid the back wages which is required to be paid by respondents to the applicant within 3 months i.e. on or before 16.10.93. That the applicant has reported immediately for resuming duty but due to communication gap between the responden authorityes the applicant Was not reinstated forthwith and it was delayed. That there is no justification available to the respondents not complying fully with the direction of the Hon'ble Tribunal. That the action on the part of the respondents is ex facie arbitrary, illegal and in violation of the direction issued by this Hon'ble Tribunal.
- 3. It is submitted that the time limit granted by the

Hon'ble Tribunal has expired in October'93 and for such a long spell till date the applicant is not paid the back wages. That time and again the applicant has required the respondents and therefore the present contempt application is required to be filed.

- It is submitted that there is no justification available to the contemptners for not complying with the direction issued by this Hon ble Tribunal. That the amount of back wages which is required to be paid to the applicant before about 3 months is amount of back wages which is re uired to be paid to the applicant and therefore the applicant is entitled to get 18% interest of the amount which is illegally withheld by the contemptners. That the above action on the part of the contemothers is in clear violation of the direction issued bythis Hon'ble Tribunal and thereforeit is an offence punishable under the Contempt of Court Act. It is a clear case of flouting the direction of the Hon'ble Tribunal and therefore the present application is required to be filed. Copy of the charge is annexed and marked as Annexure- A/1 to this application. A copy of advocate notice is annexed and marked as Annexure-xx8 $\frac{\Lambda}{2}$ to this application. Inspite of the said notice respondents have not impliemented the order of the Hon ble Tribunal.
- 5. That in most of the cases, the respondents are not complying with the direction of this Hon'ble Tribunal and therefore the employees have to come again by filing Contempt Application.

 The present case is also of a casual labourer, who had to knock the door of this Hon'ble Tribunal again and therefore for such habitual act of flouting the direction of the Hon'ble Tribunal, the respondents are required to be directed to you special cost of Rs. 5000/- to the applicant.



- 6. In the abovementioned facts and circumstances of the case, the applicant pray that:
- A) The Hon'ble Tribunal he pleased to punish Shri

 V. Balaguru, Chief Post Master General, Gujarat Circle

 Ahmedabad or his successor in office and Shri

 N. Dolowsr. Smpdt. of post office Mehsana or his

 successor in office, for their willful disobedience

 of the order of the Hon'ble Tribunal.
- B) Be pleased to direct the contemptners to pay back wages to the applicant, with 18% interest.
- c) Any other relief to which the Hon'ble Tribunal deems fit and proper in interest of justice together with special cost of Rs. 5000/- for the present litigation.

Date: - 4/2/94

Ahmedabad.

(P.H. Pathak)
Advocate for the applicant.

AFFIDAVIT

I, Shri M.H. Zalori, adult, residence of Sidhhpur do hereby solemnly affirme that what is stated above is true to best of my knowledge and information and I believe the same to be true.

of Pts 1994.

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Explained and interpreted in Gujarati by me

Advocate.

Identified by me

Advocate's Clerk.

S NO 7 6 65 1 5 4
SOLEMNLY AFFIRMED
BEFORE ME
NOTARY

Annexure- A/

Shri Mohmad Hussain A. Zalori, Navavas, Opp. Post Office, Sidhhpur- 384 151.

.. Applicant.

(Advocate: Mr. P.H. Pathak)

Versus : -

- Union of India Notice to be served through The Post Master General (Gujart Circle) Ashram Road, Ahmedabad.
- The Sr. Supdt. of Post Office. Mehsana Division. Mehsana.
- 3. The Sub Post Master, Post Office, Sidhhpur.

.. Respondents.

(Advocate: Mr. Akil Qureshi)

ORAL ORDER

O.A. NO. 514 OF 1989

Date: 9.6.1993.

Per: - Hon'ble Mr. R.C. Bhatt, Juridical Member.

Heard Mr. P.H.P athak, learned advocate for the applicant and Mr. Akil Qureshi, learned advocate for the respindents.

- 2. The applicant, a daily wager Night Watchmen under the re-spondent No.3 has filed this application under section 19 of the Administrative Tribunals Act, 1985, for a declaration that the impugned order Annexure- A/2 dated 21st January, 1989 passed by the respondent No.3 terminating the services of the applicant as illegal, invalid and the respondents be directed to reinstate the applicant on his original post with full backwages and continuity of service.
- 3. The fact that the applicant was serving x as night watchmen under the respondent No.3 from 26th November, 1984 to 31st January, 1989 is not in dispute as stated by both the learned advocate before us at the time of hearing of this application.

The applicant has been terminated by the impugned order Annexure A-2 on the ground that as per the order of senior Supdt. Mehsana, the watchmen on the continggency post should not be engaged from 1st Feb. 1989 without the previous sanction of DPS and hence the applicant was directed not to resume duty till the approval was given by Sr. Superintendent. The applicant has averred in the application that the termination of his services by this order dated Blst January. 1989 was in clear violation of the mandatory provision of Section 25F of the I.D. Act. 1947 and hence the same deserves to be quashed and set aside. The applicant has averred in the application that he has produced the certificate dated 11th August, 1988 Annexure A regarding his satisfactory work. The applicant has averred in the application that the reason for termination of the services of the applicant cannot be accepted. He had also made representation Annexure A-2.

that the applicant had served upto 31st august, 1989 as a daily wager. The contention of the respondents as found in the reply is that the applicat's post was not on the approved authorised post and the post was crested temporarily in view of continued communal right in the form during the year 1984. It is contended that the impugned order cannot be termed as termination of the services of the applicant. It is contended that on the release of the applicant the post of night guard stand discontinued/abolished as no further retention was considered necessary in view of the departmental policy.

- 5. The applicant has filed rejoinder controvertion all the contentions taken by the respondents in their reply.
- It is not in dispute that the applicant is a workmen and the respondents 'an industry' under the provisions of I.D. Act. It is not in dispute before theat that the applicant applicant had put more than 240 days fof work before he was terminated by the impugned order Annexure A-2 dated 21st January. 1989. The contention of the respondents that the impugned order was not a termination order cannot be accepted because reading that order, it is clear that the applicant was asked not to resume the duty which isin substance a termination order. The respondents were bound to following the mandatory provision ofSection 25F of the I.D. Act before terminating the services of the applicant which is admittedly followed in this case. We have perused the records and heard the learned advocate of the parties. The action of the respondents in terminating the services of the applicant by telling him not to resume duty as per order Annexure A-2 dated 31st January, 1989 amounts to retrenchment which is not legal as the mandatory provision of Section 25 F of the I.D. Act is not followed. Hence in out opinion the said order is illegal and it is quashed and the respondents are directed to reinstate the applicant in his original post with full backwages. Hence we pass the following order : -

ORDER

The application is allowed. The impugned order dated 31st January, 1898 vide Annexure A-2 passed by the respondent

No.3 is quashed and set aside and the respondents are directed to reinstate the applicant in service with full backwages and continuity of service. The respondents are directed to reinstate the applicant within one months from the date of the receipt of the order of this Hon'ble Tribunal and to pay full backwages within three months from the receipt of the order of this Tribunal. The applicant to fild an affidavit before the respondents, if he has made any gainful earning during this period. The application is disposed of accordingly with no order as to costs. The applicant at liberty to make representation to the concerned respondents for regularisation of his services and the concerned respondents then to dispose of the representation is made, according to rules.

sd/-

(M.R. Kolhatkar) Member (A) sd/-

(R.C. Bhatt)
Member (J)

Muon

CHARGE

have received the copy of the judgement and direction issued by the Hon'ble Tribunal in O.A. 514/89. We They have to carry out the direction of the Hon'ble Tribunal on or before 16.8.93 for xeix reinstatement and 16.10.93 for payment of backwages. Ignoring the request of the applicant to complyx with the direction of this Hon'ble Tribunal, Mr. N.H. Solend & Keshulli have intentionally and wilfully not complied with the direction of the Hon'ble Tribunal dt. 9.6.93. Thereby Mr. & Mr. N.H. have committed an offence under sed. 12 of the Contempt of Court Act. 1971.

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Annexure- A/2

Date: - 15.12.1993

To.

sr.Supdt. of Post Office
Mehsana Division
Mehsana.

Sub : - Contempt of Court.

Under the instruction of my client Shri M.H. Zalori who was the applicant before the Hon'ble Tribunal in O.A. No. 514/89, I the undersigned advocate inform you by this notice as under:

That my client has approached to the Hon'ble Tribunal by filing the abovementioned application against your action of illegally terminating the service of my client. That the Hon'ble Tribunal was pleased to allow the application and directed you to reinstate my client with full back wages and continuity of serivce. Copy of the order of the Hon'bleTribunal is received at your end in July '93.

That inspite of above clear directioj by the Hon'ble Tribuhal, till date you have not granted the benefits of continuity of service to my client and you have not paid the back wages to my client. That your application for seeking extension of time is also disposed of by the Hon'ble Tribunal and therfere there is no justification available to you to delay the granting of benefits of back wages to my client and benefits of continuity of service. That the said inaction on your part is a clear case of disobedience of the order of the Hon. Tribunal for which you can be punished for 6 months imprisonment under the provisions of Contempt of Court Act.

In these circumstances by this final notice I inform you that if within 10 days of receipt of this notice, you will not fully comply with the direction issued by the Hon'ble Tribunal, it will be presumed that you are intentionally flouting the direction of the Hon'ble Tribunal and for that my client shall be constrained to move the contempt of Court proceeding.

Looking to the seriousness of the charges proceeding of Contempt of Court, against you. I hope that you will do the needful immediately for fully complying with the direction of the Hon'ble Tribunal.

Date: - 15.12.1993 Ahmedabad.

(P.H. Pathak) Advocate

CC to: - Post master General Gujarat Ciréle, Khanpur, Ahmedabad.

For information and necessary action.

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BEFORE THE HONOURABLE CENTRAL ADMINISTRATIVE TRIBUNAL AHMEDABD BENCH AT AHMEDABAD

CONTEMPT APPLICATION NO. 11 OF 1994

IN

ORIGINAL APPLICATION NO. 514 OF 1989

Deeld Coly Wilin Betel Shri M.A. Jalori Ne to P.H. Ethere 12-5-94

Applicant

Vs.

The Union of India & Ors.

Respondents

Written Reply on behalf of the respondents

I, N. H. Solanki

working as So. Supolt of Pos. Malesara Dy, Malesara, with respondent No. 2 herein, do hereby state in reply to the above application as under:

That I have perused the relevant papers and files pertaining to the above matter and I am conversant with the facts of the case and I am authorised to file this reply on behalf of the respondents.

Dy.Registrar C.A.T () A'bad Bench

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- 2. At the outset I say and submit that the application is misconceived, untenable and requires to be rejected.
- At the outset I say and submit that no part of the application shall be deemed to have been admitted by the respondents unless specifically stated so herein. All the statements, averments and allegations contained in the application shall be deemed to have been denied by the respondents unelss specifically admitted by me herein.
- 4. At the outset I say and submit that the respondents have not committed contempt of any of the order of direction issued by this Honourable Tribunal and the respondents always hold this Honourable Tribunal with highest regards. The respondents have not disobeyed any of the order or direction issued by this Honourable Tribunal and the application is required to be rejected.
- 5. It is submitted that the applicant herein was originally engaged as an oilitsider as contingent paid daily wager at Siddhpue (LSG) Post Office from

account of continued riots 26.11.1984 on disturbances in the town. The applicant and challenged termination before this Honourable by filing Original Application No. 514 of 1989. This Honourable Tribunal by its judgment dated 9.6.1993 directed the respondents to reinstate the applicant service with full backwagves with continuity of The directions regarding reinstatement backwages were to be complied with within one month and three months respectively from the datte of receipt of the judgment. It is submitted that copy of the judgment was ready on 12.7.1993 and the same received through the concerned Addl.Central Government Standing Counsel on 16.7.1993. The applicant initially offered the post of EDA Sadrana Near Sidhpur. Vide letter dated 6.8.1993 he declined to accept the said post and requested to be reinstated as a full time and not as an EDA. Subsequently the watchman applicant was appointed as outsider Group "D in the Sidhpur (LSG) **P.**O. with effect from 14.9.1993.

6. Thereafter the Misc. Application No.576 of 1993 was filed in the aforesaid original application by respondents for extension of time limit for payment of backwages. This Honourable Tribunal by its order

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last date for payment of backwages was 19.12.1993. Another letter was addressed by the respondents to the Addl.Central Government standing Counsel on 14.112.1993 to request this Honourable Tribunal for granting further extension of two months for implementation of the direction regarding payment of backwages to the applicant. However, it was indicated by the Addl.Central Government standing Counsel that it will be extremely difficult to seek further exstension as substantial time has already passed.

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- It is submitted that thereafter the higher authorities directed the Unit concerned to file a review application in the matter and accordingly the concerned Addl.Central Government standing Counsel was contacted between 17.3.1994 and 24.3.1994 and the review application came to be filed after the same was drafted by the Addl.Central Govt. Standing Counsel on 31.3.1994.
- 8. In reply to para-2 of the application I say that copy of the judgment in O.A. No.514 of 1989 was received on 16.7.1993 through the Addl.Central Govt. Standing Counsel. It was submitted to the Chief

Postmaster General, Gujarat Circle, Ahemdabad 19.7.1993 for perusal and further order. The Chief Postmaster General had asked the Sr.Supdt. of Post Offices, Mehsana to consult the Central Govt. Standing Cousnsel for filing Misc. application for extention of time and for his opinion. He ahd given his opinion and intiamted that it is not a fit case for filing appeal. As such it was decided to appoint the applicant as as no post of Group D was vacant. The applicant was informed accordingly on 6.8.1993, But he had declined to accept the said post vider his application dated N 8.8.1993. As such the Chief Postmaster General again addressed on 13.8.1993 requesting him to# &dvise as to how the appointment of the applicant should be regularised. The Chief PMG had informed vide his letter dated 27.10.1993 to examine as to whether the applicant can be posted on any equivalent rank in or around Sidhpur. It was also informed by the Chief PMG vide his above letter that matter for payment of backwages has been referred to the Directorate for method of calculation of backwages in the cases of casual labourers and asked to keep this aspect pending. As the above letter case for accommodating perm applticant was examined and circle office was informed on 1.19.1993. The circle office had asked the Sr.Supdt.

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of Post Offices, Mehsana vide his letter datZed 7.9.1993 to accommodate the applictent in Group D cadre accordingly. He was informed on 10.9.1993 contact the Sub Postmaster Sidhpur for his appointment* s Group D. The Sub Postmaster Sidhpur had taken him duty on 14.9.1993 A/N. It is further submitted that simultaneously the Standing Counsel was asked to file application for extension of time limit compliance of the direction contained in the order of this honourable Tribunal Accordingly Misc. Applicatilon No.576 of 1993 was filed for extension of time on 22.10.1993. It was heard by this Honourable Tribunal and extension of time was granted upto two months vide jdugment dated 4.11.1993. Thereafter the Chief PMG was periodically reminded on 24.11.1993, 13.12.1993, 21.12.1993, 3.2.1994, 4.2.1994 and requested to give order for payment of backwages. The addl.Central Govt. Standing Counsel was also requested vide office letter dated 14.12.1993 to request the Honourable Tribunal to further extension of time limit but grant intiamted vide his letter dated 20.12.1993 that it is difficult to seek further extension of time limit. The Chief PMG had intimated by his letter dated 11.3.1994 that now the Directorate has advised to file a review application in this honourable Tribunal as substitute outsider appointed on stop gap arrangement due to one



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or the other reason has no claim as such and that the department cannot treat them as employees as such thereby attracting the provisions of $\mathbf{t}_{\mathbf{f}}$ he Industrial \mathcal{N} Disputes Act. or the service Rules of the Department. Accordeingly a revieww application was filed on 31.3.1994.

- The reply to para-2 of the application Is at that from the facts stated above it can be seen that the applicant is reinstated as Group D as per the jdugment of this Honourable Tribunal and all the steps are taken for payment of backwages. The delay has been caused due to official procedures, etc. and there is no bad intention on the part of the respondents.
- 10. In reply to apra-3 of the application, I say that the case for payment of backwage3s was referred to the Directorate and the case was actively pursued by the responents.
- 11. In reply to para-4 of the application, I say that the respondents have taken all the steps for making payment of backwages but since the case was referred to the Directorate regarding method of calcualtion etc. the delay is caused. I say that now the order is received from the higher authorities and a

review application has been filed before this Honourable Tribunal on 31.3.1994.

- In reply to para-5 of the application, I say that there is no such cases like this in this division.
- In reply to para 6 of the application I 13. there is no intention delay on the part of respondents.
- In view of what has been stated above, the application is totally misconceived and requires to be rejected forthwith.

Ahmedabad,

R

Dt. 2 -451994.,

St. Suplt of Pos. Malosing Dr., Malosing.

Affidavit

I. N.H. Solambi

working as So- Supert of Pos, Malesang Dn, Mahasang

respondent No. 2 herein, do hereby state that what is stated above is true to my knowledge, information and belief and I believe the same to be true. I have not supressed any material facts.

Ahmedabad

Dt. 2-4-1994.

St. Supot of Pos. Mahasana On, Mahasang.

3319 994 BEFORE ME n 2-5:94

BEFORE THE HON'BLE CENTRAL ADMINISTRATIVE OF REGISTRAL C.A.T.

TRIBUNAL, AHMEDABAD BENCH AT AHMEDABAD

Contempt Application No.11 of 1995,94

Original Application No.514 of 1989

Shri M.A. Zalori

: Applicant

Versus

Union of India and others

: Respondents

nitin Istal

Affidavit in Reply on behalf of the respondents.

I, Ston N. H. - Solamon working as St. Supol- of Pos Management the respondent No. herein, do hereby state in reply to the above application as under;

- That I have read the contempt application. I am 1 .. conversant with the facts of the case and I am authorised to file this reply on behalf of the respondents and therefore, I am competent to file this reply.
- 2. At the outset, I say and submit that no part of the application shall be deemed to have been admitted by the respondents unless specifically stated so herein. all the statements, averments and allegations contained in the application shall be deemed to have been denied by the respondents unless specifically admitted by me herein.

the contents of the contempt that

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application are not correct. The respondents always hold this Hon'ble Tribunal in highest regard and have not violated any writ, order or direction.

- I further say and submit that the applicant is reinstated as Outsider Gr. D Sidhpur with effect from 14.9.93 A/N to comply with the judgment passed by the Hon'ble C.A.T. on 9.6.93. In past the applicant was engaged as daily wager night guard w.e.f.26.11.24 as Outsider and was being paid at flat rate from the contingent grant. Thereafter, as a matter of Policy framed by the Department, review of this post was taken up and retention of this post was not found justified and hence, engagement was discontinued from 1.2.1989.
- Judgment the case was examined to reinstate the applicant, but there was no such post of Chowkidar(NTC), at Sidhpur SO and hence, the applicant was taken up as Group D, (Test Category) Sidhpur as a contingent paid outsider to honour the judgment. The applicant is not possessiong the requisite qualification for the post of Group D. The applicant is eligible for the post of non-test category only, but, at present no such post is vacant and hence he is taken up as outsider, Group D. Thus, this officer has already honoured the judgment and the applicant is reinstated.

As per judgment of Hon'ble Trbiuanl, dated 9.6.93 this office has already paid amount of backwages of

Rs.69,621/- to the applicant on 13.2.1995. It is incorrect that we have obtained understanding from him that he will not withdraw the amount from the Bank and he is constraint to deposit the amount in Fixed Deposit, before the Bank, on certain conditions. This is totally wrong.

Since the applicant is taken up as Contingent paid outsider, he is not entitled for bonus, and other benefits.

Ahmedabad. Dt:06.04.1995.

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SR. SUPDT OF POST OFFICES MAHESANA DN, MAHESANA-384001

Affidavit

I, Shi N. H Solamai	_working as
So Super of Pos Makeiong with	respondent
Noherein, do hereby state on solemn affirma	ation that
what is stated above is true to my knowledge,	information
and belief and I believe the same to be true. I	have not
suppressed any material facts.	

Solemnly affirmed Ahmedabad on this 6th day of Arpil, 1995.



MAHESANA DN, MAHESANA-384001

S. NO: 8587/ 1895 SOLEMNLY AFFIRMED

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