

# Exploitation of TCS employee in the United States

I am writing this letter to bring to your attention one of many possible violations committed by Tata Consultancy Services (TCS) with regards to labor laws, visa restrictions and employee exploitation.

This letter narrates my travails as a TCS employee, hereafter referred to as John Doe to protect my identity. John has been working at TCS for more than a decade and spent about 7 years as an **H1B worker**, for one of TCS's clients in the US. While in this position, he was working about 10-14 hours per day during the weekdays and also spent some time at work during the weekends. This work was deemed required for his position and was explicitly mandated by his management. He was never compensated for the extra time spent at work. TCS does have a system that allows employees to log extra hours, but they are all strictly forbidden from using the system to claim overtime. There was an implicit understanding between John and his superiors that he would put in extra work and it would later fructify in the form of promotion and pay raise. Unfortunately, neither of these changes occurred. Needless to say, these unpaid hours at work caused him and his family a great amount of stress. There were times when he was extremely sick and yet, forced himself to work in order to meet deadlines and appease his superiors. At the end of his tenure on the **H1B visa**, he was frustrated about not seeing a pay-raise or promotion despite his sustained effort over many years but he was too anxious to report any wrong-doing on the part of his employer for the simple reason that he didn't want to rock the cradle and stir up a movement that could potentially result in the loss of his job. TCS paid John a

measly salary between 60-70K while he was on H1B visa.

John went back to India at the conclusion of his **H1B visa** and within just one year of his departure, was brought back to the same location on an **L1 visa**. It must've been a high-priority task for John's superiors in the United States to expedite his **L1 visa** processing because a submissive and easy-to-exploit employee as himself is hard to find. As expected and much to his dismay, nothing changed upon his return. His workday began around 8:00 am and continued until 1:00 am (the following day) with a break of 2-3 hours in between. As it happened on his previous visit, he did not get paid for any extra time outside the stipulated 8-hour workday. Further, he was indirectly instructed not to report extra hours since TCS has no policy of paying its employees for overtime. The company, however, has no problems with making false promises to its employees and exploiting them to extract innumerable hours of extra work without ever paying them a dime. Isn't the situation described here a gross violation of the labor and immigration laws outlined in the United States? Moreover, the kind of work performed by John is in complete contrast to what is required of a worker on an **L1 visa**.

I'm afraid that if this injustice by TCS goes unreported and unpunished, several innocent employees like John will continue to be abused for many more decades to come. Employees on either **H1B** or **L1** visas are most likely to be harrassed since they cannot easily quit their jobs to find new opportunities elsewhere. The company already has a reputation of flouting, with impunity, labor and immigration laws and this transgression should be met harsh punishment. Managers that force people like John to work long hours are slave-drivers and hold the title of BRM in TCS's hierarchy. Some of them are permanent residents of the United States, and presume that they are in a position to violate

the law.

It is deeply saddening to know that after working extremely hard for a decade in the US, John has nothing to show for his effort. The only merit doled out is more abuse from his slave-driving bosses.

I submit that an investigation be launched into the abusive activities of TCS towards its employees and necessary corrective measures be taken to ensure that its employee harassment be put to a swift end and also that it abides by the laws under which it is allowed to conduct business in the United States. My intent in writing this letter is to only alert the US Government so that it takes necessary action against TCS and not to cause any further hardship to employees such as John, who have already suffered immensely.