

Resumed on S.A.**Further cross-examination by Advocate Shri. D.H. Patil for first party:-**

19) It is not true to say that employees at sr. no. 3, 4, 7, 8, 9, 12 and 18 were employed as multi purpose workmen. It is not true to say that they were appointed temporarily for a fixed term. The witness says they were sweepers. I have not filed any document showing that they were appointed as sweepers. The witness again says we were not given documents of appointment but the log sheet of the concerned ward shows that they were working as sweepers. It is true to say that I got all relevant documents from BMC under the Right to Information Act. It is true that I do not have a document showing that they were working for 240 days in the muster of BMC. It is true that BMC appointed them through different NGOs. It is not true that they were appointed on fixed term by NGOs and their services were expiring on expiry of that term. I do not know that the Municipal Commissioner has powers to frame rules for recruitment of employees and the Municipal Commissioner frame rules accordingly and give sanctions therefor. I have documentary evidence to show that BMC recruits employees by making false, sham and bogus contracts. But I have not produced those documents.

20) My union is in existence in BMC from 2021-2022. It is true that I do not have personal knowledge of affairs of the year 2017-2018. It is true that I did not have communication with BMC

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regarding my allegations before filing this case. It is not true to say that I stated falsely in my affidavit of examination in chief that BMC does not pay minimum wages to its employees. It is not true to say that BMC did not violate any law as alleged by me. It is not true to say that these employees were not doing the same work done by employees of BMC. I have produced certificates of employees who worked during the pandemic. Witness says I produced those certificates only which were issued by BMC. Perhaps the employees to whom certificates were not issued, did not work during the pandemic. I cannot tell the names of NGOs with whom the 18 employees worked from 2017 and how long they worked. It is not true that my request for grant of permanency to these 18 employees is wrong. It is not true that the contents of my affidavit are false.

(Witness says he has brought the original registration certificate, its photocopy is filed on record at Article-A. It is compared with the photocopy and found correct. The registration certificate is marked Exh.U-9)

Cross-examination completed.

Re-examination nil.

Witness discharged.

R.O.A.C

Dated: 09.12.2025

(V. G. RAGHUWANSHI)
Presiding Officer
Industrial Tribunal, Mumbai

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