

Resumed on S.A.

10) My name is Shripat Narayan Pandirkar, aged 59 years, residing at Badlapur. I have filed my examination in chief by way of affidavit at Exh.UW-1 Contents therein are true and correct. It bears my signature. I have nothing to say more besides my examination in chief by way of affidavit.

Examination in chief completed.**Cross-examination by Ld. Advocate Shri. G.R. Naik appearing on behalf of respondent undertaking.**

11) It is correct to say that I was retired from services on 01.06.2024 and present complaint is filed on 18.11.2024. I have not received any legal dues after my retirement. I have filed one gratuity matter before Controlling Authority claiming my gratuity amount. It is correct to say that I have no any documentary evidence to show that any of the employees has paid LTA of Rs.21,000/- and ex-gratia in lieu of bonus of Rs.30,000/-. It is also correct to say that there is no any settlement or award about the payment of aforesaid amount. I am not aware about the provisions of respondent undertaking about leave accumulation. It is not correct to say that the calculation which I have given about the leave encashment is incorrect. I am not aware about the provision i.e. complaint under MRTU & PULP Act has to be filed within 90 days from the date of cause of action. It is correct to say that I have not filed any delay application before this court to condone the delay caused in filing this complaint. It is not correct to say that the present complaint is barred by time limit. I am not aware whether the financial position of respondent undertaking is bad. It is not correct to say that delay caused in my payment is not intentional

and deliberate but caused due to financial crisis facing by respondent undertaking. It is correct to say that the respondent undertaking has never intimated me that they are not going to pay my legal dues. It is not correct to say that my contention about the engagement of respondent undertaking into unfair labour practice defined under Item 5 and 9 of Schedule IV of MRTU & PULP Act. It is not correct to say that the contents narrated in my affidavit are false and incorrect.

Cross-examination completed.

No re-examination.

Witness discharged.

R.O.A.C.

Date:11.02.2026.

ams/-

(Dr. Dhanashree G. More)

Member

Industrial Court, Mumbai.