

**Cross-examination by Ld. Adv. Smt. Kalyanit Anuse for the Respondent.**

18. I am illiterate. I am working with the respondent since 1991, as a Wanmajur. Currently I am posted in the office situated in Kolhapur. It is correct to say that, respondent does not run any Business or Industry. It is not correct to say that, I am called as per required by the respondent. It is correct to say that, I am required to report for duty as another place once the work at the place which are working over. The respondent has a muster-roll for my attendance. It is not correct to say that, I have worked 240 days per working year for the last 5 years. It is not correct to say that, the nature of my work is temporary.

19. It is correct to say that, I have filed Complaint (ULP) No. 56/2002 and Complaint (ULP) No. 57/2002 before the Ld. Labour Court, Kolhapur challenging my termination, which was decided in the year 2011. The said complaint was dismissed by the Ld. Labour Court and I filed revision challenging the same. The Revision (ULP) filed in the Industrial Court was allowed and the order of the Ld. Labour Court was set aside. The respondent challenged the same before the Hon'ble High Court. I was directly appointed as a Wanmajur by the respondent. I was not given any appointment letter by the respondent. It is not correct to say that, I filed the false Complaint regarding my termination on 28/02/2021. It is not correct to say that, I have not fulfilled the conditions for permanency. There is difference between the salary permanent

employee and temporary employee. I am daily wager seeking benefits for permanency. The respondent has vacant post for a Wanmajur. I have not filed the documents proved for the same. It is not correct to say that, the respondent does not indulging the act of unfair labour practice. It is not correct to say that, I have not worked for 240 days per working year consistently for 5 years. I have filed the necessary documents for the same. It is not correct to say that, I am deposing falsely before this Court. It is not correct to say that, the contents of my affidavit are false and untrue.

**Cross-examination is completed.**

**Re-examination-Nil.**

R.O.A.C.

Sd/-

(N. A. Malunjkar)

Member,

Industrial Court No. 1, Kolhapur.

Kolhapur.

Date :- 17/10/2025