

ROSA.

Name : Nitin Madhavrao Taralkar Age: 54 years

Occ. Service. R/o.Satara.

I have filed my affidavit of examination in chief below Exh.C-35 Same bears my signature. Contents of the same are true and correct.

Date: 13.02.2026

(S.V.Suryawanshi)

Member,

Satara.

Industrial Court, Satara.

**Cross examination of witness by advocate Shri.D.P. Todkar for
the Complainant.**

1. I have full knowledge about the present proceeding. Respondent No.4 was constituted in the year 2000. Construction of Sankul was started in the year 2004-2005. In the Respondent No.4 there are different activities like, athletic track, cricket ground, badminton hall, swimming tank, basket ball court, tennis court and volleyiball court etc. In said sankul there is Hostel for the residence of players. Complainants are working with the Respondents prior to my appointment with the Respondent. For the purpose of operating swimming tank one coach, one operator, one assistant operator, lifeguards and at least one

sweeper are required. For badminton hall one sweeper is necessary. For the entire campus a groundsman is also necessary. In the campus there is garden also. For garden and hostel, a sweeper is necessary. Entire campus is located in the area of 14 acres. For the security of said campus, watchmen are necessary. In hostel, there are 22 rooms. It is true to say that the Complainants are performing all the aforesaid works from very beginning. It is wrong to say that you have not employed any other employee except Complainants for performing aforesaid works. I cannot produce any evidence to show that any other person except Complainants was appointed for performing the aforesaid works. It is not true to say that aforesaid works are performed only by the Complainants and we have not appointed any other workers, therefore, I cannot produce any evidence about appointment of other persons.

2. I am working at Satara from 23rd June, 2023 till date. Previously also I have worked at Satara from the year 2004 to 2008. It is true to say that Complainants are working with the Respondents continuously from their appointment till date. All the sports activities are functional continuously throughout the year. For sports competitions arranged by the others except

Government, the amounts are charged. Amounts are charged from the sportsmen, except school / college students and senior citizens for sports activities.

3. We used to give instructions about day to day work to the Complainants. I am the secretary of Respondent No.4. Presently, Complainants are getting monthly honorarium of Rs.15,082/-. We have not issued identity cards to any of the Complainants. We have not issued appointment order in writing to any of the Complainants. We have not issued pay slip to any of the Complainants. We have not taken any of the Complainant on muster. We have not extended benefits of Provident fund to any of the Complainant. We have not given benefits of leave to any of the Complainant. We have not extended overtime benefits to any of the Complainant. It is not true to say that Complainants are also performing the work of Respondent No.3 as per requirement.

4. I have not given copy of memorandum / rules of Respondent No.4 to any of the Complainant. We have not informed any of the Complainant that his appointment is on contractual basis. We have not informed in writing to any of the Complainant that he is appointed on honorarium basis. Witness

volunteers that we have informed them orally. It is not true to say that I am deposing falsely that we have informed them orally. Since the Complainants were appointed temporarily we have not informed them in writing that they are appointed on honorarium and on contract basis. It is not true to say that I am deposing falsely that the Complainants were appointed temporarily. It is not there that Respondent No.4 is constituted for a fixed limited tenure. In last 26 years Respondents have not taken any steps for appointment of permanent workers. It is not true to say that I am deposing falsely that the Complainants were appointed irregularly. All the works performed by the Complainants are manual in nature. The other staff at Respondent No.3 is 3 Sports Officers, coaches, Jr. Clerk and Sr. Clerk. Complainants are also required to perform their work as per the instructions of the above staff of Respondent No.3. Pay bill of the Complainant's honorarium is prepared by the clerk of the Respondent No.3. Unless those bills are prepared by our office Complainants cannot get their honorarium. Complainants are not getting bonus. For the Respondent No.4 there is provision for the post of sweeper for each structure, coach at swimming tank, lifeguards, swimming tank operator etc.

On oral request of advocate for the Complainants, cross
adjourned to next date.

Date: 13.02.2026

Satara.

(S.V.Suryawanshi)
Member,
Industrial Court, Satara.