

ROSA.

Name : Abhay Manohar Pendse

Age: 62 years

Occ. Service

R/o. Khandala

I have filed my affidavit of examination in chief below Exh.CA-14. Same bears my signature. Contents of the same are true and correct. Today I have brought all the original documents. Copies of which are filed at Sr.Nos.1 to 4 of Exh.CA-15. Witness produced the original for verification. Original documents returned to the witness after verification. All those documents are true and correct as per original. Documents of Sr.No.1 to 4 of Exh.CA-15 are marked as CA-16 to CA-19.

Date: 06.03.2026

(S.V.Suryawanshi)

Member,

Satara.

Industrial Court, Satara.

**Cross Examination of witness by advocate Shri.D. S. Patil for
the Complainant**

1. I am not drawing the wages of the employees. Lawchem Kamgar Sanghatana is functioning in the Respondent company. Said union is recognised union. Said union was in

existence prior to year 2017 also. Prior to year 2017 all the permanent workers of the Respondent company were members of the said union. Respondent Company was paying union contribution of the members of the said union by deducting the same from their salary. Prior to June 2017 there was the consent of members for deduction of their union subscription. It is not true to say that except authorised deduction no any other kind of the deduction can be made without consent of the workers. Any other deductions except legal deductions cannot be made from the salary of the workers without their consent.

Cross incomplete. On oral request of witness cross adjourned to next date.

Date: 06.03.2026
Satara.

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