

**Resumed on S. A.today on 29/01/2019**

Verified from the First party witness S G Kannan on oath. He admitted to be true and correct and his signature below it.

**Cross-exam by Adv. D. P. Todkar, for the Second party**

21. It is true to say that I never worked in shirwal plant. I am not aware that no duty list is provided to the second party employees. It is true to say that non of the second party employees are authorized to recruit any employee or to terminate the services of any employee working in the company. It is true to say that none of the second party employees are authorized to punish any other employee of the company. I am not aware whether none of the second party employees are not authorized to sanction or to refuse the leave of any employee of the company. It is true to say that none of the second party employees authorized to take any policy decision in respect of production or sales of the company.

22. It is true to say that the employees from K Band, A Band, O Band, P Band, T Band and E Band are working in shirwal plant. I am not sure whether S Band employees are working in shirwal plant. It is true to say that the employees from K Band are in lowest rank of other employees. It is true to say that all the second party employees are working K Band. It is true to say that the K Band employees are working under the control of employees from A, O, P, T and E Bands. I am not aware whether about 90 employees are working in K Band Category in shirwal plant. I am not aware whether about 12 to 15 employees are working in A Band Category in shirwal plant. I am not aware whether about 08 to 09 employees are working in O Band Category in shirwal plant. I am not aware whether about 07 to 08 employees are working in P Band Category in shirwal plant. I am not aware whether about 04 to 05 employees are working in E Band Category in shirwal plant. It is true to say that none other than above mention band employees are working

in shirwal plant. Volunteers that in the management cadre. I am not aware about any other cadre working in shirwal plant.

23. It is true to say that all the second party employees are having educational qualification up to 10 or 12 standards with or without I.T.I. course. It is true to say that EVA reward use to be awarded to all employees working in different bands in shirwal plant, if they are entitled for the same. It is not true to say that the wages of K Band employees is lowest than the wages of other band employees. I am not aware whether K Band employees has to work in any one of shifts as per the direction of his superiors.

24. It is true to say that in the appointment letter of anyone of the employees working in K Band, the (alleged) Key results areas is not mentioned.

25. I am not aware what sort of production activities carried out in shirwal plant. I am not aware what type of machines are used in shirwal plant. Also, I am not aware what sort of process being carried out in shirwal plant. I am not aware about the names of the second party employees. I am only concerned with the recruitment process of the company. It is not true to say that I have falsely mentioned in my affidavit that the second party employees are not 'workmen' within the meaning of section 2(s) of the Industrial Dispute Act. I am not aware about the actual nature of the works being performed by the second party employees in shirwal plant. It is not true to say that the contents of the my affidavit are false and at the instance of the company, today I am the deposing false.

No Re.

R O A C

Date: 29/01/2019  
Place: Satara.

(D. A. Dholakia)  
Member  
Industrial Court, Satara.

