

Reference (IT) No.:- 04/2016.

Below Exh.:-U-80.

Further cross-examination by Adv. Varun Joshi  
for the first party on solemn affirmation.

4. Second party Union has not passed any resolution authorising me to depose on behalf of all employees. I do not remember as to whether other employees have authorised me to depose on their behalf.

5. I have referred name of ACG Metal, ACG Farma Pack, Asian Paints, Alfa Laval, Tube Investment of India, Tyco Electronics and Nicrome Companies in my affidavit. However, I have not filed any document to show the date of their establishment. I have not filed any document to show that I have verified the balance sheet of the above Company. I have not studied the financial position and market share of those Companies. I have not filed any document to show the number of employees working and turn over of those Companies.

6. I am not aware as to whether ACG Metal Company manufactures wind mill and components for Sugar mills.

7. I am not aware as to whether ACG Farmapack Company is engaged in the Pharmaceuticals. Asian Paints Company manufactures paint for industrial, commercial and domestic purposes. I am not aware as to whether Alfa Laval Company manufactures auto components. I am not aware as to whether Tube India Company manufactures tubes for motor-cycles. I am not aware about whether Tyco Electronics manufactures wire harnessing for automobiles. I am not aware as to whether Nicrome manufactures medical devices. I am not

aware about Still Case Company. I am not aware as to whether Rawat Furniture Company is situated at Shirwal.

8. I have not studied the balance sheet of first party Company. I have not studied balance sheet because the same is in possession of first party Company. I do not remember as to whether I have written any letter to first party Company for balance sheet. It is correct to say that, I have made statement about the financial position of first party Company without verifying the balance sheet. It is not true to say that, I have made false depositions about financial position so as to conceal the real financial position of Company. I cannot tell as to whether first party Company has suffered a loss of 16.23 Cr. for the year 2015–2016 and Rs. 19.45 Cr. for the year 2016–2017 and Rs. 17.80 for the year 2017–2018 and Rs. 13.18 for the years 2018–2019.

9. I do not remember as to what was my basic salary in the year 2015–2016. I do not remember as to whether my basic salary in the year 2015–2016 was Rs. 8,850/-. I joined services of the first party Company in February 2015 but I do not remember the exact date. I do not remember as to whether in September 2015 my basic was increased by Rs. 750/-.

10. I cannot tell as to whether the basic salary was less than Rs. 9,500/- of the employees working with Ravat Industries and Steel Case at the relevant time.

11. It is not true to say that, I have intentionally not filed documents showing salary of the employees for September 2017 for ACG Farmapack Company, Asian Paints Company, Alfa Laval Company, Tube India Company, Tyco Electronics, Nicrome, Still Case Company. I cannot tell as to whether my salary in the

year 2016 was less than or more than the minimum wages. I cannot tell as to whether my basic salary in the year 2016 was Rs. 9,600/- and the same was more than the minimum wages. The suggestion that other Companies are not giving dearness allowance and therefore, I have not filed details of the salary paid to their employees is false.

12. I am not aware about Ravat Company and Steel Case Company. I am not aware as to whether second party Union is functioning in Steel Case Company.

13. I do not remember as to whether my House Rent Allowance in the year 2015 was Rs. 9,350/- and in September 2015 it was increased upto Rs. 9,441/-. I do not remember as to whether in November 2016 Minimum H. R. A was Rs. 467/-. I cannot tell as to whether in the year 2016 to 2018, I was getting more than minimum wages.

14. I cannot tell the reason why I have not mentioned about where my residence (whether in rented premises or in own premises) in my affidavit. It is not true to say that, I was not in need of H.R.A. and therefore, I have not mentioned the same. I do not remember as to whether I have made any correspondence with the Company while demanding HRA as to whether I am staying in rental premises or own premises. I have not verified any documentary evidence about HRA paid to the employees of ACG Farmapack Company, Asian Paints Company, Alfa Laval Company, Tube India Company, Tyco Electronics, Nicrome Company.

15. I do not about Steel Case and Ravat Industries therefore, I do not know about the H. R. A. paid to the employees

// 7 //

the those Industries. I cannot tell as to whether we were getting highest HRA in the region.

16. I do not remember as to whether I was getting education allowance of Rs. 200/- in the year 2016. Our demand for education allowance is for our children. I do not have any proper information as to how many employees were married and having children in the year 2016. I married in the year 2014. My first child born in the year 2018.

17. I have not studied about the education allowance was paid to the employees of other Companies. I cannot tell as to whether other Companies were not paying education allowance to their employees. It is not to say that, just to extract money from the Company I have demanded education allowance.

**Cross-examination adjourned on oral  
request of advocate for first party Company.**

Before me / R. O. A. C.,

DATE :- 18/07/2025.

SATARA.

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