

ROSA.

Name : Vaibhav Ramesh Gondhalekar Age: 47 years

Occ. Service R/o. Satara.

I have filed my affidavit of examination in chief below Exh.C-90. Same bears my signature. Contents of the same are true and correct.

Date: 13.02.2026

(S.V.Suryawanshi)

Presiding Officer,

Satara.

Industrial Tribunal, Satara.

Cross examination of witness by advocate Shri.D. P. Todkar

for the second party.

1. I have done my masters in personnel management. I do not recollect as to whether at the time when issue regarding workman was decided 27 workers were involved in the present reference proceeding. Six persons who are terminated includes Mr. Kambale and Mr. Fakir. It is partially correct that these six persons have filed complaint against their termination before Labour Court, Satara. Complaint filed by Mr. Kambale and Mr. Fakir are bearing Complaint (ULP)No.8/2021 and 9/2021 respectively. In these two complaint Ld. Labour Court has given interim direction to deposit 50 % wages. Revision petitions were

filed against said orders before this Court. Both the revisions are dismissed. It is true to say that as per interim order of Ld. Labour court, we have not deposited 50 % wages of those two workers. Witness volunteers that we have filed writ petitions before the Hon'ble High Court. It is not correct to say that I am deposing falsely that writ petitions are filed.

2. It is not true to say that First Party company has not given any reply to the charter of demands submitted by Second Party union. I can show the copy of our reply from the present proceeding. I do not recollect the exact date of reply. I have taken information about documents filed by both the parties in the present matter. I am not aware about the copy of constitution of Second Party union filed in the present proceeding. I have no knowledge as to whether we have disputed constitution of the union by filing any proceeding. It is true to say that Second Party union has informed us about formation of union in December 2015 by letter which is below Exh.U-59/2. First Party has given combine reply to said letter. It is not true to say that I am deposing falsely that we have replied said letter. I do not recollect as to whether we have informed Second Party union that your union cannot be formed in our

undertaking. I do not recollect as to whether we have challenged registration certificate of Second Party union. It is not true to say that I have deposed falsely in my affidavit that Second Party union has no locus standi to file the present complaint. It is correct to say that prior to December 2015 no other union was functioning in our undertaking. It is wrong to say that except Second Party union no any other union is functioning in the First Party undertaking. I have not seen the subscription receipts of the members of Second Party union filed in the present reference. I am not aware as to whether we have raised any dispute against the president, office bearers and members of Second Party union. I am not aware as to whether we have informed Second Party union that your demands are excessive, unreasonable and continuous. I am not aware as to whether after 2015 Second Party union has not raised any charter of demands in the year 2016-2017-2018. I do not recollect as to whether we have informed Second Party union at any point of time that they are interferring in our day to day activities.

3. I cannot tell as to how many staff members were working in the First Party company in the year 2015. As a General Manager HR I am performing duties like recruitment, training

and development, performance management, business excellence, compliances and MIS etc. Time keeping work is performed by HR Office. Said office works under my supervision.

4. I am not aware as to whether we have informed Second Party union that workers involved in these reference do not have any complaint against First Party. We have informed Second Party union that your demands are unjustified and illegal. It is correct to say that we have no discussions with the Second Party union on the demands submitted by them. I do not recollect as to whether we have not informed Second Party union we cannot sit for discussion on their demands. I am not aware as to whether we were absent before conciliator on all the dates.

5. It is not true to say that we have never informed the appraisal to the workers involved in this reference. I have filed evidence about appraisal and information about the appraisal given to the employees involved in this reference. It is not correct to say that First Party company has never offered any wage rise to the concerned workers. Statement of salaries drawn by other employees as mentioned in para 11 page 12 of my affidavit is not filed in the present proceeding. I have no

knowledge about the audits and accounts. The chart referred in para 12 of page 12 of my affidavit is not filed on record. I have read the charter of demands raised by Second Party union in the year 2016. I am not aware as to whether we have informed Second Party union that those demands are ambiguous and not specific.

On oral request of ld. Advocate for Second Party union, adjourned to next date.

Date: 13.02.2026
Satara.

(S.V.Suryawanshi)
Presiding Officer,
Industrial Tribunal, Satara.