

IN THE COURT OF INDUSTRIAL TRIBUNAL, AT PUNE

Reference (IT) No.13 Of 2020

Haier Appliances Pvt. Ltd.	..First Party
V/s	
Hind Kamgar Sanghatna	..Second Party

Orders Below Ex.U-9 and Ex.U-11

(Date : 29th October 2025)

The Second Party has filed an application at Ex.U-9 calling documents of agreement signed between management and Maharashtra Nav Nirman Kamgar Sena for the period from 1/04/2018 to March 2021 and 1/04/2021 to March 2024. According to Second Party, these documents are in the custody of First Party which are essential to decide the present reference on merit. Say was called from other side but no say was filed, hence my learned Predecessor has passed an order thereon – “Only production of document is allowed.” Since the First Party did not produce the documents an application at Ex.U-11 came to be filed by the Second Party to direct the First Party to produce these documents called in application at Ex.U-9. The First Party has filed say thereon stating that time be granted to file the documents by next date. On perusal of said say it appears that the First Party is ready to produce the documents. However, at the time of argument the First Party has questioned the relevancy of documents. However, in the absence of say on Ex.U-9 and protest on Ex.U-11 now it is not open to First Party to object

relevancy. Even otherwise this matter pertains to general demands of revision of wages. Therefore, it would be relevant to see as to whether any revision of wages has been granted by the company in the agreements effected with another union. Therefore, I do not find the documents called by the Second Party are totally irrelevant to the issues involved in the present matter. The reference pertains to year 2020 and charter of demands are regarding the period 2018 to 2021. Under such circumstances, this reference is required to be decided expeditiously. Hence I pass the following order.

Order

- (i) The First Party to produce documents demanded in Ex.U-9 on next date without fail.
- (ii) Reference is expedited and parties to co-operate the Tribunal to decide the reference as expeditiously as possible.
- (iii) Parties to note.

Pune.

Date : 29th October 2025.

(D.M. Patil)
Presiding Officer,
Industrial Tribunal, Pune