

respondent due to filing of said documents. Hence, their application may be allowed.

3. Per contra, the respondent contended that as per the provisions of MRTU & PULP ACT and Factories Act and the rules framed thereunder the employer is required to maintain the record for not more than seven years and the complainants are asking for the documents from the year 2009 onwards, which is not available. The complainants are seeking the information by way of document which is not asked in the complaint. Similarly, there is no agreement took place between the respondent and the complainant and no specification of the agreement like its date, purpose etc is mentioned while seeking said document at Serial No. 3 of the application. At the same time, the complainant is asking document of other employees which are not relevant to prove the unfair labour practice. Therefore, in such circumstances, application may be rejected

4. The complainant filed complaint seeking relief of preventing the respondent from doing unfair labour practice against them. They also sought relief that they have completed service of 240 days in one year and hence, they may be made permanent in job and asked for other facilities about leave, HRA, Dearness Allowance etc. To prove said facts obviously muster register, salary slip, leave with wages register, and bonus register are necessary. However, the documents relating to other employees are not necessary to prove the relief claimed by them. The complainant are not seeking any relief in respect of promotion. Hence, the documents at Serial No. 2 and 4 of their application are not relevant in this case. So far as

document at Serial No. 3 regarding agreement, no details given by the complainant in this regard relating to subject, date and other facts. Therefore, it is not possible to give any direction in absence of those details in respect of agreement referred at Serial no. 3. The respondent contended that it is not maintaining any log book. Therefore, in such circumstances the complainants are entitled for the relief in respect of documents at Serial no. 1 of their application.

5. In the result, I pass following order :

ORDER

1. Application [Exh. U-25] is partly allowed.
2. The respondent is directed to allow the complainants to take inspection of the documents i.e. muster register, salary slip, leave with wages register, and bonus register, if available with them, since the period on which the complainants have joined the service.
3. The respondent is also directed to allow the complainants to take copies of said documents at their own costs.
4. No order as to the costs.

Pune
Dated : 28.07.2022

(K.N. Gautam)
Member,
Industrial Court, Pune

nsp