

**IN THE INDUSTRIAL COURT AT AURANGABAD****COMPLAINT (ULP) No. 95 OF 2018  
MHIC-20000041-2018****Bhimrao Shamrao Ahire  
Vs****.....COMPLAINANT****M/s. Siddheshwar Sahakari  
Karkhana Maryadit, Maniknagar, Sillod****.....RESPONDENT****ORDER BELOW EXH.U-10****(Delivered on this 6<sup>th</sup> day of March, 2026 )**

1] Under the signature of Ld. Advocate for complainant filed present application and prayed for direction to the respondent to produce attendance sheet and records, all payment slips or last payment slip, Provident Fund documents. It is stated that, respondent has not issued monthly salary slips and all record of complainant. Therefore complainant could not file record before the Court as all record are in the custody of respondent. The respondent has acted contrary to the law by not making payment of retention allowance, salary and bonus and deprived rights of complainant. Therefore said documents are required and necessary for adjudication. Hence there is need to direct respondent to place on record the above documents.

2] The respondent has given say and strongly objected the application stating that, the application is not maintainable since there is nothing pleaded in the complaint itself. Further there is no case of the complainant that any document is in custody of respondent. The application is moved without support of affidavit of affirmation by complainant which is mandatory. Vague application

is made without specification as to whose document and no date or period is explicitly mentioned in application. Therefore it is prayed to reject the application.

3] Heard both Ld. Advocates and perused the complaint proceeding. It appears that, complainant has retired from service of respondent in the year 2013 and present complaint is filed in the year 2018. Needless to say that, delay has been caused for filing complaint which is of more than 5 years. Admittedly, complainant has prayed for retention allowance and bonus and vaguely pleaded in the complaint that he is entitled to amount of Rs.4,50,000/-. Needless to say that, under the Factories Act necessary documents are required to be maintained and after lapse of period documents are disposed. However complainant failed to plead that for which period documents are required and no relevancy has been shown by the complainant. It appears that, since framing of issues three months are over but to delay the proceeding it has filed present application. Further it appears that, application is not signed by complainant and not filed any affidavit which is mandatory. Whatever objection raised by respondent appears true and legal. Therefore, no need to direct respondent to produce such documents. Hence I proceed to pass following order :

**ORDER**

1.	Applications at Exh. U-10 is hereby rejected.
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**Place:-Aurangabad.**

**Date 06-03-2026**

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**( S.D. Suryawanshi )**  
**Member,**  
**Industrial Court, Aurangabad**