

**IN THE INDUSTRIAL COURT AT AURANGABAD****COMPLAINT (ULP) No. 99 OF 2025  
MHIC-20000397-2025****Pitti Engineering Kamgar Sanghatna.****.....COMPLAINANT****Vs****[1] Pitti Engineering Ltd.****& Ors.****.....RESPONDENTS****AD INTRIM ORDER BELOW EXH. U-2****[Passed on 6<sup>th</sup> day of December 2025 ]**

1] Heard Ld. Advocate Shri. Prabhakaran for complainant and also heard Ld. Advocate Shri. Kawre for respondent No.1. Perused the complaint proceeding. It appears that, it has been allegedly being reported on 12/11/2025 that, under the instigation of outsider the listed employees who were working in the first shift abruptly stopped their machines and abstained from work from 11.00 a.m. to 11.40 a.m. Due to said reason of sudden stoppage of machines and work the entire production process was severely affected causing heavy production and financial losses to the management. Therefore, respondent has issued common show-cause-notice on 01/12/2025 to the 14 employees who are members of complainant Union and called upon to them why deduction of 8 days' wages u/s.9 of the Payment of Wages Act, 1936 should not be imposed.

2] Admittedly, the concerned employees yet not have been tendered their explanation but complainant Union has tendered reply to the said show-cause-notice. As on today no deduction was

made by the respondent. Allegedly for the 40 minutes there was stoppage of machines and work and therefore caused financial loss to the management. Unless and until the respondent is issued punishment order, it is not appropriate to interfere the show-cause-notice. However to avoid the multiplications of the litigations it would be appropriate to pass ad-interim order. Hence I proceed to pass following ad-interim order :

**ORDER**

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| [1] | Sr.No.(1) to (14) employees whose names are mentioned in the notice dt.01/12/2025 hereby directed to tender their explanation and thereafter respondent may consider their explanation. |
| [2] | If the respondent is going to impose eight days' deduction in that event the respondent is directed to not deduct eight day's wages till next date.                                     |

**Place: Aurangabad.**

**Date:-06/12/2025**

**Sd/-**  
**(S . D. SURYAWANSHI)**  
**Member,**  
**Industrial Court, Aurangabad**