

**BEFORE SHRI S. Z. SONBHADRE**  
**THE MEMBER, INDUSTRIAL COURT, AT AKOLA**

**Complaint U.L.P. No.- 78 / 2022**

**CNR No.- MHIC30-000088-2022**

**Vikas Pradip Kathole**

Aged About 35 Years, Occ. - Labour,  
R/o Hanuman Chouk, Vitthal Nagar,  
Mothi Umari, Akola, Tq. & Dist. Akola.

- **Complainant**

**Versus**

1. Registrar,  
Dr. Panjabrao Deshmukh Krushi  
Vidhyapith, Akola, Tq. And Dist. - Akola.

2. Prasektra Adhikari,  
Shivar Vibhag, Madhavarti Pratyakshik  
Prashetra, Dr. Panjabrao Deshmukh Krishi  
Vidhyapith Vani Rambhapur, Akola,

- **Respondents**

Coram :- S. Z. Sonbhadre, Member, Industrial Court.

Appearance :- Ku. Nahila A. Ali, Ld. Adv. For Complainants.

**Order Below Application Exh.- U-2**

**( Passed On 03-03-2022 )**

**01.** Complainant have filed this Complaint thereby praying for directions to the Respondents for Regularization of his Services. The Complainant have filed Application Exh. U-2, thereby praying for Protection of his Services. The Complainant have not served the Advance Notice upon the Respondents under Rule 115 (3) of the Industrial Court Regulations, on the ground that the Complainant is having apprehension that the services of the Complainant shall be terminated. However, the apprehension of

the Complainant, does not appear to be well founded, because in other matters, the similarly situated Employees have served the Advance Notice upon the Respondents. As such, I am of the view that No Case is made out for waiver of Advance Notice, as per Rule 115 (3) of the Industrial Court Regulations. Accordingly I proceed to pass following Order.

**ORDER**

- i. Issue Notice to the Respondents Returnable on 10-03-2022.
- ii. The Prayer of the Complainant for grant of Ex-Parte Ad-Interim Protection, is hereby rejected, for want of compliance of Rule 115 (3) of the Industrial Court Regulations.
- iii. Hamdast Granted as per Application Exh.- U-7.

Akola.  
Date –  
03-03-2022.

S. Z. Sonbhadre  
Member  
Industrial Court, Akola