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**Cross-examination by Advocate Mr. S. E. Raghote, for
respondent no. 1 resumed on S.A.**

10. In the complaint, my name is reflected as a complainant. I am shown the memo of complaint. Now, I say that my name is not reflected as a complainant. I have filed authority letter to give evidence. I am now show the Court record. I now say that I have not filed such authority letter. There are elected union representative of respondent no.1. Elections are conducted of them by the Govt. Labour Officer. I have never casted vote in that proceeding. It is not true to say that there are contractors in the company. Sampat Wadhai is not serving in the respondent no. 1 company. It is not true to say that there is no employer employee relationship between respondent no. 1 and Sampat Wadhai.

11. I have filed documents showing that respondent no. 1 company used to pay the salary. I have not filed appointment order issued by respondent no. 1 company in my favour. It is not true to say that to contract labours, the payment is done by contractor. I do not know that in this complaint, the contractor is made as party respondent. I am now shown memo of complaint. In the complaint, respondent nos. 2 & 3 are incorporated as a respondent by virtue of Court order. It is not true to say that no employer employee relationship exists between myself and company. It is not true to say that I have filed false affidavit and deposing falsely.

**Cross-examination by Advocate Mr. Sunil Chopkar, for
respondents no. 2 & 3**

Qu. Whether have you filed any document showing that as on date you are member of Union ?

Ans. I am member of the Union.

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12. I have not filed any receipt showing that from 01/01/2022 till today, I have paid membership fee to the Union. I do not know that the respondent company are getting many work done through contractor. I do not know that respondents. 2 & 3 are contractor of respondent no. 1 company.

13. I have filed bank statement of my account, which is of Bank of Maharashtra, Lakhni branch. My account no. is 60106919937. I am now shown document at sr. no. 2 of list Exh. C-14. I do not know that Disha Manpower (respondent no. 2) has credited salary in my said account. I am now shown document at sr. no. 1 of list Exh. C-14.

Qu. Document at sr. no. 1 of list Exh. C-14 is the muster register ?

Ans. I do not know.

14. In that document my name is reflected. I do not know that absent / present marks are maintained in the muster register. It is true that ESI and PF office are separate Govt. departments. I am now shown document at sr. no. 3 & 4 of list Exh. C-14. My name is registered with ESIC. I do not know that in ESI certificate name of Disha Manpower and Security is mentioned. It is not true to say that I have filed false affidavit and deposing falsely.

Cross-examination is over.

Re-examination – Nil.

BHANDARA.
Date : 06/03/2026.

MSH/-

Sd/-
(Kishore M. Jaiswal)
Member,
Industrial Court, Bhandara.