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**Cross-examination by Advocate Mr. S. E. Raghorte on behalf of respondents no. 1 & 2, resumed on S.A.**

18. I joined the service on the basis of compassionate ground. At the time of joining of the service, my education qualification was 12<sup>th</sup> Pass. I am aware of the service conditions rules of the respondent. The respondent is co-operative society. The Board of Director takes decision of the society.

19. I am now shown document at sr. no. 1 of list Exh. C-7. It is the resolution dated 01/06/2020 passed by the society. My name is reflected at sr. no. 3. Said document is now marked as **Exh. C-10**. As per this resolution respondent no. 3 has got promotion. I had not challenged resolution Exh. C-10 in any Court.

20. I am now shown document at sr. no. 2 of list Exh. C-7. It bears my signature and contents are correct. It is now marked as **Exh. C-11**. I am now shown document at sr. no. 3 of list Exh. C-7. I have requested for revoking my transfer. The letter bears my signature. It is now marked as **Exh. C-12**. I am now shown document at sr. no. 4 of list Exh. C-7. The respondent has asked for medical documents of my alleged ailment. It is now marked as **Exh. C-13**. I am now shown document at sr. no. 5 of list Exh. C-7. This letter is given by me and bears my signature. It is now marked as **Exh. C-14**. I am now shown document at sr. no. 6 of list Exh. C-7. By virtue of that document on 19/01/2017, I have requested for giving posting at Sakoli instead of Gondia. The letter bears my signature. It is now marked as **Exh. C-15**.

21. If any employee misbehaves then there is practice of issuing show cause to him by the respondents. I am now shown document at sr.

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no. 7 of list Exh. C-7. The respondent has issued me show cause notice about my alleged misbehaviour. It is now marked as **Exh. C-16**. At that moment of time, Mr. Rathod was Director of the respondent society. I am now shown document at sr. no. 9 of list Exh. C-7. I am not aware that complaint was made against me about misbehaviour.

22. I am now shown document at sr. no. 10 of list Exh. C-7. The Chief Manager has issued me show cause notice about complaint made against me. It is now marked as **Exh. C-17**. I am now shown document at sr. no. 11 of list Exh. C-7. It is correct that my application for medical leave for the period from 07/12/2016 to 26/03/2017 was rejected vide letter dated 19/03/2019. It is now marked as **Exh. C-18**.

23. I joined services in the year 1998. After 12 years, I got time bound promotion and my salary was increased. It is correct that for getting promotion, the aspect of seniority, merit, eligibility and suitability are considered. It is correct that to whom promotion is to be given or to whom it is to be denied, is prerogative of Board of Directors.

24. I am now shown document at sr. no. 1 of list Exh. C-9. On 08/01/2026, I am promoted. I am now shown the promotion order. It is marked as **Exh. C-19**. I am also relieved as per order dated 08/01/2026 from my previous post. The letter is now marked as **Exh. C-20**. I have joined the promotional posts on 09/01/2026 and the document at sr. no. 3 of list Exh. C-9 is my joining report, bearing my signature. It is now marked as **Exh. C-21**.

25. I am claiming promotion from the date wherein my junior was promoted. I do not know whether Bank Manager does not comes within

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the purview of definition of “workman”. It is not true to say that there were many complaints against me. It is not true to say that I have filed a false case and deposing falsely.

**Cross-examination by Advocate Mr. V. A Bhojar on behalf of respondent no. 3.**

26. Adjourned till next date.

**BHANDARA.**  
**Date : 20/02/2026.**

MSH/-

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