

ORDER BELOW EXH.U-12 IN COMPLAINT (ULP) NO.24/2020
(Date:- 06/03/2026)

1. This is an application taken out by Complainant for direction to produce certain documents from the custody of Respondent. It is stated that proposed documents are necessary and being relevant to decide the issue of alleged unfair labour practice on the part of Respondent. At the same time Complainant was charge-sheeted along with Vivek Swami and Sandip Jadhav. Those enquiries are completed. However, Respondent not taken any action against the Vivek Swami and Sandip Jadhav. Therefore, the entire enquiry proceedings of Vivek Swami and Sandip Jadhav be directed to be produce on record. On the contrary application is strongly opposed by Respondent by filing reply overleaf. Proposed documents are not necessary and relevant to the present dispute. Mr. Sandip Jadhav has tendered his resignation and the enquiry against Vivek Swami has no concerned with the Complainant. Hence, submitted rejection of application.

2. Complainant come with unfair labour practices against the Respondent. Respondent filed written statement with his respective defence. From the pleading itself, it shows that Mr. Vivek Swami was officer in P.P.C. Section and so far as Mr. Sandip Jadhav is concerned, he was one of the witness of enquiry of the Complainant. Considering the participation, interest and involvement of Mr. Vivek Swami and Sandip Jadhav, proposed documents are not necessary and relevant. Complainant sought interim protection in his favour. Since, interim protection

complaint is pending and awaiting for hearing on preliminary issues. After perusal of entire complaint there is no pleading that Respondent has not taken any action against Vivek Swami and Sandip Jadhav on the basis of charge-sheet issued against them. There is no pleading of discrimination on the part of Respondent. Proposed documents are not necessary to decide the dispute between the parties. Respondent filed enquiry papers on record. Application is not maintainable, hence, following order is passed.

ORDER

1. Application stands rejected.
2. No order as to costs.

Date : 06/03/2026
Kolhapur.

(K. B. Kamgauda)
Judge,
Second Labour Court, Kolhapur.