

Resumed on 12-04-2024

Cross examination of the witness of the respondent continued on fresh oath

It is true to say that the manufacturing process of any mold involves machining preparation, cutting, clamping, drilling, tapping, loading the job on VMC Machine, Roughing, Finishing, Milling as per CAM Program and final inspection. It is true to say that drilling, milling, VMC Milling, CNC Lath, Forth Axis, Five Axis, EDM etc., these machines are used for the manufacturing of the mold.

The employees designated as Engineers are working on aforesaid machines. It is true to say that continuous monitoring and control over these machines are required by the Engineers & supervisor. It is true to say that the Engineers & Supervisor are used to actual work on machines as per work plan. It is true to say that one Engineer operates one machine and one supervisor supervises near about four machines. The Supervisor has authority to send requisition for material required from the Stores. It is true to say that if there is need of any change in program, supervisors and programmers can make the changes.

The management decided gradation system. I am initially joining as Cell In-charge. Now I am working as a Sectional In-charge. I do not know whether there is any gradation in regards to Engineers. I do not know about any cadre other than management cadre. The management decides gradation/cadre on the basis of responsibilities.

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While deciding gradation, the management discussed with concern employees. I can file documentary evidence in this concern after discussing with management. There are 06 supervisors and 32 machine operators in my department.

Now I am shown the document Vide Exh.C-14 i.e. shift schedule in the said document, 'actual work center' denotes Machine (CNC) Mistsubhishi. Material N (actual material loaded on machine) in the said document it denotes as Material Code. The name of complainant is shown in column of a operator's name in the said document. It is true to say that Machine set time, machine run time, all these activities mentioned in the documents which denotes activities completed by the machine operator i.e. complainant on Machine i.e. (CNC) Mistsubhishi . As on today, the operation on the said machine is still continuing. Three Engineers are working on the said machines in three different shifts. It is true to say that one operator, is used to work on one machine in each shift. I do not know whether the respondent has filed any documentary evidence to show that the operators working on Mitsubhishi CNC Machine is/was also working as supervisor and thereby performing any administrative work or not. I do not know whether the respondent has filed any documentary evidence to show that the complainant was involved in any Team Based Management of manufacturing activities of the production department. It is true to say that the responsibilities of the complainant with respect to improvement in machining quality, ensure hand work reduction, improvement in productivity, ensure on time completion machining activities are in respect to Mitsubhishi CNC Machine. It is true to say that the contents in para no. 05 in my

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evidence affidavit of 'first time right job improvement properly' is in respect to Mitsubishi CNC Machine only. It is true to say that all the machine operators are required to participate in TPM Activities and various other Audits. The complainant can send requisition for demanding the material from Store Department. I have not filed any documentary evidence in this respect. The complainant cannot demand the material from outside Agencies. I do not know whether respondent filed any documentary evidence to show that the complainant was imparting training to fellow employees, apprentices etc. I do not know whether the respondent filed any documentary evidence to show that the complainant was administered the department or section. It is true to say that I have not filed any documentary evidence to show that the activities mentioned in para no. 05 in my evidence affidavit were performed by the complainant. It is true to say that the activities mentioned in para no. 06 (first 3 linesupto CAM) in my evidence affidavit is in regards to Mistsubhishi machine which was operated by the complainant. It is true to say that I have not mentioned the names of employees or machines which the complainant used to supervise and I have not mentioned any reason for that. It is true to say that I have not filed any documentary evidence to show that the complainant was recording manufacturing activities to the extent of his section as mentioned in para no. 06 of my evidence affidavit. It is true to say that I have not filed any documentary evidence in support of my contentions as mentioned in para no. 06 of my evidence affidavit.

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I do not know whether the complainant was working as a Machine Operator on Mistsubhishi Machine or not. I do not know whether the complainant was supervising the work of other employees or not. I do not know whether the complainant had authority to participate any decision making process. It is not true to say that I have filed false evidence affidavit before this Court.

Cross completed.

Re-examination: Nil.

R.O.A.C.,

Sd/-

(Smt. M.R.Kolhar)

Judge,

Labour Court-1, Aurangabad

Dtd.12/04/2024

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