

**IN THE HIGH COURT OF JUDICATURE AT BOMBAY**  
**CIVIL APPELLATE JURISDICTION**

**WRIT PETITION NO.6751 OF 2025**

Shrikant Chandrakant Pawar .. Petitioner  
**Versus**  
Hassia Paching Pvt. Ltd. .. Respondent

- .....  
• Mr. Samir Singh i/by Somnath Iyer, Advocate for Petitioner.

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**CORAM : MILIND N. JADHAV, J.**

**DATE : JUNE 25, 2025**

**P. C.:**

- 1.** Heard Mr.Singh, learned Advocate for Petitioner.
- 2.** By virtue of appointment letter appended at page No.24 and subsequent confirmation of the Petitioner's services with the Respondent Company on 25.11.2011 after completion of probation copy of which is appended at page No.27 of the Petition, an arguable case is made out by Mr. Singh for issuance of notice. Petition challenges the impugned judgment and award of the Labour Court dated 05.10.2024 whereby Reference is answered in the negative. Case of Petitioner is based on the doctrine of proportionality of punishment as can be seen from the Petition as also the fact that he was a confirmed employee. Hence, issue notice to the Respondent. Humdast permitted.

**3.** In addition to Court notice, Petitioner is permitted to serve a copy of the Writ Petition and this order on the Respondent and inform it about the next date of hearing by any permissible mode of service and file appropriate Affidavit of service with tangible proof thereof on or before the next date.

**4.** After receiving notice, Respondent is directed to take cognizance of this order and file its Affidavit-in-Reply on or before the next date, if so desired.

**5.** Respondent is directed to remain present in Court on the next adjourned date either by themselves or through Advocate.

**6.** Stand over to **23<sup>rd</sup> July, 2025.**

[ MILIND N. JADHAV, J. ]