

**Central Government Industrial Tribunal Cum Labour
Court Jabalpur**

ORDER SHEET

DATE OF ORDER OF PROCEEDING	ORDER OR PROCEEDING WITH SIGNATURE OF PRESIDING OFFICER	REMARK
Case No. CGIT/LC/R/63/2024 Anil Ramakant Pandey Vs. Western Coal Fields Limited		
09.10.2025	Matter taken up. Workman present in person. Management representative Dr. Vinayak Shankar also present. The management witness whose cross examination is going on is not present today. There are affidavits of as many as six witnesses from the side of management as their examination in chief in support of the charge. This may take considerable time. Hence, on the prayer of workman, it appears a fit case to appoint Advocate Commissioner to record the cross examinations of these management witnesses. Learned Counsel Mr. Siddharth Verma, who is present before the Court has been requested to the Advocate Commissioner for recording the statements to which he has agreed. He is appointed as Advocate Commissioner. He will visit Pathakheda where the witnesses are said to be located on date 31.10.2025. He will be provided a room in the guest house of the management on that date. The management witnesses will produced by management in the said guest house in the room provided by management to the Advocate Commissioner where he will record the cross examinations of the witnesses. He shall be paid his fee Rs. 5000/- by workman and also his travelling expenses and also his guest room expenses including the one day rent of the room allotted on the rate fixed by management, to be paid by the workman and file report of the proceedings as well the record of cross examinations before this Tribunal till or before date fixed. Copy of the affidavits and documents if any, which the management wants to prove, shall be supplied to him (affidavits by this office and documents by management) well in advance. Management files objection on application of workman for	

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	payment of bonus, copy served, taken on record. Heard both the sides on application. According to management, they have withheld the bonus because the workman has not yet vacated the accommodation allotted to him, after termination of his services. As provided in Clause 25.4 of Certified Standing Orders where case pertaining to the concerned worker is pending before CGIT, till the case is decided by CGIT or where management prefers an appeal against award of CGIT till the case is decided by Court of Law. The worker may retain the accommodation. Since, the case of the workman against termination of his services is pending before this Tribunal, the workman is within his rights to retain the said accommodation but naturally on and subject to payment of the rent and electricity as well water/sewer charges of the accommodation which he was paying while he was in service of the management. Hence, management is directed to release the bonus of the workman after deducting the remaining dues with respect to rent / other charges of the accommodation as mentioned above. The workman is also directed to keep depositing the charges with respect to the accommodation allotted to him, which he was paying or was liable to pay during his service time on monthly basis. List on 20.11.2025 for filing of records of proceeding as well cross examinations by Advocate Commissioner. Upload this order. Presiding Officer	