

THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,
JABALPUR

NO. CGIT/LC/R/85/2021

Present: P.K.Srivastava

H.J.S..(Retd)

**Shri Vinod Ahirwar,
S/o Shri Arjun Singh Ahirwar,
House No. 62, Gali No. 2,
Barela Gaon, Lalghati,
Bhopal (M.P.) - 462001**

Workman

Versues

1. The Chief General Manager,
Zonal Office, Bank of India,
Arera Hills, Fourth Floor, Old Jail Road,
Bhopal (M.P.) – 462011
2. The Manager,.
Bank of India, Airport Road,
Branch Data Colony,
Bhopal (M.P.) - 462030

Management

With NO. CGIT/LC/RC/33/2022

**Vinod Ahirwar,
S/o Shri Arjun Singh Ahirwar,
Age 28 years, R/o Barela village,
H. No. 62, street number 2, Lalghati,
Bhopal (M.P.)**

Workman

Versues

**Bank of India, Zonal Office,
Arera Hills 4th Floor,
Old Jail Road Bhopal M.P.
By Chief General Manager,
and others.**

Management

(JUDGMENT)
(Passed on this 24th day of December - 2025)

In Case No. R/85/2021,

As per letter dated 28.12.2021 by the Government of India, Ministry of Labour, New Delhi, the reference is made to this Tribunal under Section-10

of Industrial Disputes Act, 1947 (in short the 'Act') as per Notification No. J-1(1-11)/2021-IR dt. 28.12.2021. The dispute under reference relates to:

"क्या आवेदक श्री विनोद अहिरवार को दिनांक 01.08.2020 से बैंक ऑफ इंडिया, शाखा अररा हिल्स एवं दिनांक 27.05.2015 से 25.02.2020 तक बैंक ऑफ इंडिया, शाखा एयरपोर्ट रोड, भोपाल में प्यून /साफ-सफाई के पद पर कार्य करने उपरांत नौकरी में स्थायी न किया जाना उचित है ? यदि नहीं तो आवेदक किस अनुतोष को पाने का हकदार है ?"

In RC/33/2022 the petition was filed by the workman against his same termination on the same facts and grounds seeking same relief.

In both the cases, the Management Bank took a case that, the Workman was never appointed against any regular vacancy following recruitment process. He never worked for 240 days in any year. Hence, his termination was not in violation of the Act.

Since, the parties, the nature of disputes and the facts regarding the disputes was one and same, these two cases are being decided by a common judgment and order.

During the proceedings, the workman died. His legal representatives did not file any application to get them substituted in his place. No evidence was filed by the Workman. Management also filed no evidence.

None was present for the workman at the time of argument. I have heard argument of Learned Counsel for the Bank Mr. A.B. Sahu and have gone through the record.

The initial burden to prove his case is on the workman. By not filing any evidence he is held to have failed in discharging this burden. Hence, holding his case and claim not proved, the petitions deserves to be answered accordingly.

AWARD

Holding the action of Management of Bank of India in disengaging the Workman Vinod Ahirwar is held justified in law. His legal representatives are held entitled to no relief.

A copy of this judgment and Award be kept on both the files.

DATE:- 24/12/2025

**(P.K.SRIVASTAVA)
PRESIDING OFFICER**