This order is corrected as per speaking to the minutes order dated 05th November, 2026

IN THE HIGH COURT OF JUDICATURE AT BOMBAY
BENCH AT AURANGABAD

13 WRIT PETITION NO.15161 OF 2026

Leelabai Kadu Tayade Died
Through her Lrs
Asha Ravindra Kale,
age 47 years, Occ. Household,
R/o Chinchkhede Sim, Tq. Bodwad,
District Jalgaon. Petitioner.

Versus

1. The State Of Maharashtra
Through it's Secretary,
Revenue and Forest Department,
Mantralaya, Mumbai – 32.

2. The Jilha Adhishak Krushi Adhikari,
Jalgaon, Akashwani Chowk,
Jalgaon , Tq. & Dist. Jalgaon. Respondents.

…

and

16 WRIT PETITION NO. 15206 OF 2026

Wanabai Kalusing Gaikwad (Bhil) (Died)
Through Lrs Mangalabai Khandu Bhil,
age 45 years, Occ. Household,
R/o Waki,Tq. Jamner,
District Jalgaon. Petitioner.

1. The State Of Maharashtra
Through it's Secretary,
Revenue and Forest Deprtment,
Mantralaya, Mumbai – 32.

2. The Jilha Adhishak Krushi Adhikari,
Jalgaon, Akashwani Chowk,
Jalgaon , Tq. & Dist. Jalgaon. Respondents.

…

and

This order is corrected as per speaking to the minutes order dated 05th November, 2026

17 WRIT PETITION NO. 15209 OF 2026

Dhanabai Madhav Teli (Died)
Thr. her Lr Ramesh Madhav Teli
age 58 years, Occ. Nil,
R/o Waki, Tq. Jamner,
District Jalgaon. Petitioner.

VERSUS

1. The State of Maharashtra
Through it's Secretary,
Revenue and Forest Department,
Mantralaya, Mumbai – 32.

2. The Jilha Adhishak Krushi Adhikari,
Jalgaon, Akashwani Chowk,
Jalgaon , Tq. & Dist. Jalgaon. Respondents.

...

Advocate for Petitioner/s : Mr. V.D.Sapkal Senior Advocate i/b Mr. V.Y. Patil

AGP for Respondents: Mr. S.R.Wakle/Ms.S.S.Joshi/Ms.N.B. Kamble (in respective petitions.)

...

CORAM : NITIN B. SURYAWANSHI & ABASAHEB D. SHINDE, JJ.

Dated : October 29, 2026

JUDGMENT :-

1. Rule. Rule made returnable forthwith. Heard finally with the consent of the parties.

2. These petitions are filed under Article 226 of the Constitution of India, seeking the following relief :-

> 'B] To issue writ of mandamus or any other appropriate writ, order or directions in the like nature, to direct the respondents to pay

This order is corrected as per speaking to the minutes order dated 05th November, 2026

> lump sum compensation amount of Rs.10 Lacs as a similar/ identical view has taken by the Hon'ble Court in various group of writ petitions and same be deposited in this Hon'ble Court and allow to withdraw.'

3. Since, all these petitions are filed by similarly situated petitioners, seeking the same relief, they are heard together and are being decided by this common judgment.

4. The petitioners worked with the respondents from 1985 onwards, continuously for more than three decades as labourers. The petitioners approached the Industrial Court by filing the Complaint ULP Nos.21 of 2004 and 651 of 99, which were allowed by the Industrial Court, Jalgaon, by observing that respondents have committed unfair labour practices under Section 28 read with Items 6, 9 and 10 of Schedule-IV of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 (for short, 'the MRTU & PULP Act') and were directed to cease and desist from continuing the same forthwith. The respondents were further directed to pay the monetary benefits to the workmen concerned in the said complaints, at the pay-scale of Rs.2550-3200, as per the Government Resolution dated 22.02.2000, from the date of filing of their complaints and go on paying the same till the continuance of the contract of employment.

This order is corrected as per speaking to the minutes order dated 05th November, 2026

5. The State challenged the said decisions of the Industrial Court by fling Writ Petition Nos. 5629 of 2003 and 3373 of 2007.

6. By the order dated 16.04.2026, this Court was pleased to dispose of the said petitions in terms of the directions contained in paragraph No.9 of the order dated 28.11.2024 passed in Writ Petition No.2614 of 2003 alongwith connected matters. The said directions are reproduced herein below :

> '9. Since no different view can be taken by this Court, these petitions are disposed of in following terms :-
>
> a) The proposal of the workmen be send for approval to the competent authority for granting benefit of Converted Regular Temporary Establishment (CRTE).
>
> b) The said authorities are hereby directed to take decision within a period of three months from today.
>
> c) Needless to say that the competent authority to take into consideration the fact that the case of the present workmen is similar to the case of Dnyandeo.'

7. The fact remains that, inspite of issuance of aforesaid directions, no action is taken by the respondents. Hence, the petitioners are constrained to approach this Court.

This order is corrected as per speaking to the minutes order dated 05th November, 2026

8. The State has opposed the petitions by filing affidavit-in-reply. By way of an additional affidavit, it is brought on record that the proposal is now forwarded to the State Government for payment of the dues of the petitioners.

9. Perusal of the said proposal shows that it is incomplete proposal. No dates of retirement of the workers are mentioned in the said proposal. According to us, therefore, this is nothing but an eyewash and a delaying tactic on the part of respondent/State.

10. Undisputedly, the case of the petitioners is squarely covered by the decision of this Court rendered in the similar facts of the case in Writ Petition No.12935 of 2023 with connected petitions dated 28.08.2024, wherein this Court has observed thus :

> '16. Considering the above cited reports, we are of the view that it would be impracticable to remit all these matters back to the Government for reconsideration. As noted above, further litigation cannot be ruled out. All these Petitioners, commenced their litigation journey in 1997 and it is almost 27 years that they are in litigating in Courts. Many of them have passed away. It is high time that we should give a quietus to this litigation. We have taken into account these factors for considering the request of the learned Advocate for the Petitioners to grant *lump sum* compensation to these Petitioners/legal heirs.

This order is corrected as per speaking to the minutes order dated 05th November, 2026

> 17. The learned AGP submits, on instructions, that the Forest Department is in a financial stringency and they have no funds to pay even difference of wages. The proposal for payment of wages of difference is also pending.
>
> 18. Since the difference of pay-scale is also not paid to these Petitioners and since there are concurrent findings that they have worked for three decades, except the Petitioner (Nana Pandit Pawar) in Writ Petition No.12940/2023, who has put in 2 decades, we conclude that the Forest Department/Respondent No.1 herein shall pay *lump sum* compensation of Rs. 10,00,000/-(Ten Lakhs) to these Petitioners (except Nana Pandit Pawar) or to their legal heirs in case of death of the original Petitioners, in lieu of regularization, gratuity, retiral benefits, the difference in payment of salary, if not yet paid, etc.
>
> 19. These Writ Petitions are, therefore, partly allowed in terms of the above conclusions. The amount of Rs.10,00,000/- (Ten Lakhs) per Petitioner employee or his legal heir in case of death of the original Petitioner, except the Petitioner (Nana Pandit Pawar) in Writ Petition No. 12940/2078 shall be deposited in this Court, on or before 30.09.2024'

11. The said decision is consistently followed by this Court in Writ Petition Nos. 12618 of 2024 and 13813 of 2024 with connected Writ Petition No.13857 of 2024. Copies of the said orders are placed on record.

This order is corrected as per speaking to the minutes order dated 05th November, 2026

12. For the reasons stated in the above orders and taking into consideration the fact that the petitioners are running more than 85 years of age, we are inclined to allow the petitions.

13. The Writ Petitions are **allowed.**

14. The respondents are directed to pay lumpsum compensation of Rs.10,00,000/- (Rupees Ten Lakhs Only) each to the petitioners within a period of four (04) weeks from the date of receipt of copy of this order.

15. The respondents are directed to deposit the aforesaid amount of compensation in this Court. After depositing the same, the petitioners shall be paid the same.

16. In the case in which the petitioner/s are expired, their legal heirs would be entitled to withdraw the amount of *lumpsum* compensation.

17. Rule is made absolute in the above terms.

18. List the matters for compliance on 4th December, 2026.

(ABASAHEB D. SHINDE, J.) **(NITIN B. SURYAWANSHI, J.)**

...

aaa/-