

CWP-1711-2026

....Petitioner

CWP-3055-2026

....Petitioner

CWP-3066-2026

....Petitioner

CWP-3068-2026

....Petitioner

CORAM: HON'BLE MR. JUSTICE KULDEEP TIWARI

AMIT KUMAR
2026.02.20 17:59
I attest to the accuracy and
authenticity of this document



KULDEEP TIWARI, J. (Oral)

1. Since learned counsel for the contesting parties are *ad idem* that the matter in issue in all these petitions is identical, therefore, these are being disposed of by a common order. However, facts are being derived from CWP-1711-2026.

2. By way of instant writ petition, as cast under Articles 226/227 of the Constitution of India, an order dated 18.12.2025 (Annexure P-1), is put to challenge, whereby, the learned Industrial Tribunal closed the evidence of the petitioner-Management, for, despite repeated opportunities, it failed to conclude the same. Further, an order dated 02.01.2026 (Annexure P-2), is also assailed, vide which, an application for setting aside the order (*supra*), has also been dismissed.

3. On the last date of hearing, i.e. 23.01.2026, learned Senior counsel for the petitioner-Management categorically stated that the Management would be satisfied, in the event, only two effective opportunities are afforded to conclude its evidence, and it would not indulge in any dilatory tactics. Accordingly, on the basis of the abovesaid assurance, this Court had issued the notice motion, and directed the learned Tribunal to adjourn the case beyond the date fixed before this Court.

4. Learned Senior counsel for the petitioner-Management reiterates that the Management will, in any case, conclude its entire evidence within two effective opportunities, and will not indulge in any kind of delaying tactics.

5. At the outset, learned counsel for respondent No.2, vehemently opposes the relief prayed for, on the ground that the petitioner-Management has already intentionally delayed the matter for about 10 years, which has severely marred the rights/interest of the respondents-Union. In such circumstances, the petitioner-Management does not deserve any sympathy. However, he submits that, for the sake of proper adjudication of the references, the respondent-Union is not averse to the proposal of granting two effective opportunities to the



petitioner-Management to conclude its evidence, but a stringent stipulation be imposed, so as to obviate any further delay on its part.

6. Having heard learned Senior counsel for the petitioner, and also the counsel for the respondents-Union, this Court is of the considered view that the prayer advanced on behalf of the petitioner is not only innocuous and *bonafide*, but would also ensure level playing field to the contesting parties. Further, this Court is also conscious of the fact that the reference is hanging fire more than a decade.

7. In the wake of the above, the impugned orders in all the writ petitions, as mentioned above, are **set aside**. The petitioner-Management is granted two effective opportunities, in each reference, to lead and conclude its entire evidence, subject to furnishing of a duly sworn affidavit before the learned Tribunal that it shall not resort to any dilly dallying tactics, and shall fully cooperate in the speedy disposal of the reference(s) in question.

8. Consequently, the instant writ petitions are **allowed**.

9. A photocopy of this order be placed on the files of connected cases.

(KULDEEP TIWARI)
JUDGE

17.02.2026
Ak Sharma

Whether speaking/reasoned	Yes
Whether reportable	Yes/No