



**GAURAV C. KHOND
ADVOCATE**

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REPLY TO LEGAL NOTICE

Date: 31.05.2025

To,

1. Additional Chief Conservator of Forests
(Administration Subordinate Cadre)
Civil Lines, Nagpur - 440001
2. Chief Conservator of Forests
Amravati (Territorial), Amravati Circle
Camp, Amravati – 444602
3. Divisional Forest Officer (Vigilance)
Chief Conservator of Forests, Office
Camp Amravati – 444602

- Ref.: 1. Your letter dated 25.04.2025 issued by Noticee No. 1.
2. Your Letter dated 23.05.2025 issued by Noticee No. 3

Sir/Madam,

Under the instructions and on behalf of my client, **Bahujanay Vanvibhag Adhikari Va Karmachari Sanghatana Maharashtra State**, Bearing Reg. No. 5904/2024, Through Its President Mr. Rajendra Vishupant Ganjre, Age : 55 Years, Occu.: Service R/o Main Road, Near Yellow Electric Poll, Pandalikababa, Nagar, V.M.V., Amravati – 444604 I hereby serve you with the following legal notice:

1. That my client is registered Trade Union registered as per the provisions of law prevailing in Maharashtra as well as per the guidelines issued time and again by Government of Maharashtra as well as other departments. My client further state that after due scrutiny of documents Dy. Registrar of Trade Unions Nagpur has given certificate Bearing no. NGP - 5904 on 11.06.2024. It is therefore crystal clear that the union formed and organized by my client is valid and legal as per the provisions of Trade Union Act, 1926.
2. That, you the notice under the influence of Forest Rengers Association has issued above referred communications, without giving an opportunity of hearing to my client, which is sheer infringement of principle of natural justice.
3. My client further state here that the said association is registered under the provisions of MPT Act as well as Societies Registration Act which is not permissible as per the guidelines of Government of Maharashtra as well as could not be considered as the said union is legal as per the provision of Trade Union Act, 1926.
4. My client put to your notice that their Trade Union has been registered as per the Government Resolution and the provision of Trade Union Act, 1926 and also referring the guidelines mentioned in Government Resolution Dated 03.03.2018 and corrigendum dated 27.04.2018 wherein it is crystal clear by government of Maharashtra that the said organization is considered to be Registered society of backward classes. Therefore, issuance of such a communication by a responsible official like you is not expected at any instance, that too without considering the factual as well as legal position that the said union is registered though not recognized.

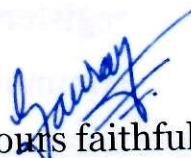
5. My client further put to your notice that after 02.01.2017 there is no such communication, corrigendum, notification or government resolution has been issued in terms of recognition of Trade Union by Government of Maharashtra, hence, the conclusion made out by you the notice that my client's union is bogus and illegal cannot be made out and the above referred communication needs to be immediately withdrawn.
6. My client state that the communication or request letters issued by them is only for information and knowledge to the office regarding the mishappening in the institution, which has covered a larger part of Government body.
7. My client wants to put to your notice that you the notice no. 2 has been requested twice by my client for personal meeting on 28.05.2025, but you the notice no. 2 for the reason best known to you has refused such request and it was really shocking for my client that you have not even taken care of your employees who wants to put to your notice the illegalities committed at the hands of officials. It is pertinent to mention here that you the notice no. 2 has given more than one and half hour time to Range Forest Officers Association to redress their grievance but my client has been outrightly and intentionally kept away from putting forth their grievances which is beyond the principle of natural justice, and the same shows colorable exercise of powers as well as prejudice and favoritism.
8. It is necessary to mention here that my client's union is registered union as per the guidelines and as there is no communication, corrigendum, notification as well as government resolution after 02.01.2017, it doesn't expel its union from legal scenario as mentioned in your above referred letters. Therefore, it

is necessary to mention here that the M.C.S. (Conduct) rules of 1979 is not applicable to my client union.

9. It is stated that my client has time and again requested you the notices for personal meetings regarding the mis – happening and injustice at their work places, but you the notice instead of taking cognizance, has issued a threatening communication to my client which shows the adamant and ignorant nature form you the notice, which is a serious act on your part. It is worth to mention here that my client union has never personally targeted any official or employee to harass them, to extort money from them or to torture them for any of its personal interest, but is working only for the betterment of the organization and to have good governance as per law and order in the department. Therefore, the allegation levelled upon my client is vague, concocted and may be under the influence of some person having personal interest. It is therefore requested to look after the various communication submitted by my client for betterment of department as well as necessary in the interest of employees at large suffering due to some necessary amendments and changes in policy decisions.

Under this set of circumstances, you the notice hereby requested to comply the notice after receipt of this notice 15 days as per the provisions of law. Failing which I have definite instructions to seek appropriate legal proceeding before the competent authority and the court of law.

Please accept the notice and comply accordingly.


Yours faithfully,
(Gaurav C. Khond)
Advocate