



**GAURAV C. KHOND  
ADVOCATE**

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0/c  
प्रधान मुख्य वनसंरक्षक  
(संरक्षण) म.रा.नागपूर

**REPLY TO LEGAL NOTICE**

**Date: 29.09.2025**

To,

Principal Chief Conservator of Forest,  
(Protection), Vanbhavan. Ramgiri Road  
Civil Lines, Nagpur - 440001



**Ref. :** Your Letter क्रमांक: कक्ष-१८/दक्षता/ शस्त्र व दारूगोळा / मा.  
अह./२५-२६/४५७ दिनांक २८ ऑगस्ट, २०२५

**Subject :** महाराष्ट्रातील वनविभागातील वन अधिकारी व कर्मचा-यांना  
अटकेपासून संरक्षण, दारूगोळा- हत्यारे हाताळण्याचे संरक्षण व  
प्राथमिक चौकशीपासून संरक्षण करण्यासाठी भारतीय नागरी सुरक्षा  
संहिता, २०२३ चे कलम १७५ आणि २१८ (२) (३) अन्वये दि.१९  
सप्टेंबर २००६ चे अधिसूचनामध्ये सुधारणा करण्याबाबत.

**Other Ref. :**

- श्री. राजेंद्र विष्णूपंत गांजरे, प्रदेशाध्यक्ष, बहुजनाय वनविभाग अधिकारी व  
कर्मचारी संघटना, अमरावती यांचेकडील पत्र क्र.म.रा. संघटना/ बहुजनाय/ प्र.क्र.४९/  
०८/ २०२५-२६, दि.०६/०४/२०२५.

२. अपर प्रधान मुख्य वनसंरक्षक (प्रशासन-दुय्यम संवर्ग) यांचेकडील पत्र क्र. कक्ष-१० (२)/आस्था/एक/प्र.क्र.४३(२४-२५)/८८,दि.२५/०४/२०२५.
३. श्री.राजेंद्र विष्णूपंत गांजरे, प्रदेशाध्यक्ष, बहुजनाय वनविभाग अधिकारी व कर्मचारी संघटना अमरावती यांचेकडील पत्र क्र. म. रा. संघटना/ बहुजनाय/ प्र.क्र.४९/११४/२५-२६. दि.८/०८/२०२५.

Sir,

Under the instructions and on behalf of my client, **Bahujanay Vanvibhag Adhikari Va Karmachari Sanghatana Maharashtra State**, bearing Registration No. 5904/2024, through its President, Mr. Rajendra Vishupant Ganjre, aged 55 years, residing at Main Road, Near Yellow Electric Pole, Pandalikababa Nagar, V.M.V., Amravati – 444604, I am serving this legal notice to you regarding the unlawful communication issued by your office and the denial of natural justice to my client ;

1. That my client's union is a duly constituted and registered trade union under the Trade Union Act, 1926, certified by the Deputy Registrar of Trade Unions, Nagpur, on 11.06.2024, bearing Certificate No. NGP-5904. The said certification confers full legal status upon my client's union to function and represent the interests of its members.
2. That despite the above, your office has issued certain communications, inter alia *Reference No. 2 dated 23.05.2025 and signed on 26.05.2025*, declaring or implying that my client's

union is not a recognized union under the Maharashtra Civil Services (Conduct) Rules, 1979. Such communications are misconceived, arbitrary, and without factual or legal basis.

3. That my client submits that reliance on the Government Resolution dated 02.01.2017, and Rules 29 and 30 of the Maharashtra Civil Services (Conduct) Rules, 1979, to deny recognition to my client's union is wholly misplaced. The said rules apply to "recognized service associations" of government servants and not to duly registered trade unions under the Trade Union Act, 1926. My client's union has been validly registered and enjoys protection under the central statute, and no government resolution can override the statutory rights conferred thereunder.
4. That the impugned communication has been issued without affording any opportunity of hearing to my client, thereby violating the principles of natural justice. My client was neither given a chance to submit its documents nor heard before passing such remarks against the legitimacy of its union.
5. That my client has also observed discriminatory conduct on your part. On 28.05.2025, despite repeated requests, my client was denied an audience to present grievances, whereas more than 1.5 hours were given to the Range Forest Officers Association to place their grievances. Such partiality amounts to prejudice, bias, and undermines the credibility of your office.
6. That allegations levelled by your office against my client's union, such as targeting officials, creating disruptions, or

engaging in unlawful activities, are baseless, factually incorrect, and motivated by vested interests. My client's union has always acted within the framework of law and in the interest of governance and welfare of its members.

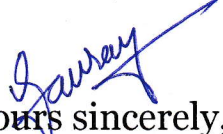
7. That the communication dated 23.05.2025 (signed 26.05.2025) is procedurally defective and exhibits serious discrepancies, thereby raising doubt about the bona fides of the actions taken by your office.

**Therefore, through this notice, my client hereby demands:**

- a. Immediate withdrawal of the impugned communications that question or deny the legitimacy of my client's union.
- b. Acknowledgment of the legal status of my client's union as a registered trade union under the Trade Union Act, 1926.
- c. Issuance of a clarification/communication declaring whether my client's union is considered legal or illegal in the context of departmental records, with specific reference to the legal provisions or documents relied upon.
- d. An opportunity for a personal hearing to submit documents and represent grievances before any further communications or decisions are issued.

If you fail to comply with the above demands within **15 days** of receipt of this notice, my client shall be constrained to initiate appropriate legal proceedings before the competent court/ authority, at your entire risk as to costs and consequences.

This notice is issued without prejudice to my client's rights and remedies available under the law.

  
Yours sincerely,

**Adv. Gaurav C. Khond**

Copy to :

1. **Additional Chief Secretary (Forest),**  
Revenue and Forest, Madam Kama  
Road, Mantralay, Mumbai – 440032
2. **Chief Conservator of Forest (Territorial)**  
Amravati Circle Office, Amravati – 444602