

Department of Finance  
Revenue & Control Division

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**Notification**

No. 38/1/2017-Fin(R&C)(59)

In exercise of the powers conferred by Section 99 of the Goa Goods and Services Tax Act, 2017, read with the rules made thereunder, the Government of Goa hereby constitutes the Goa Appellate Authority for Advance Ruling consisting of the following officers as it's members, namely:-

- (a) Commissioner of State Tax, Goa State.
- (b) Chief Commissioner of Central Tax, Pune Zone.

This Notification shall come into force with immediate effect.

By order and in the name of the Governor of Goa.

*Sushama D. Kamat*, Under Secretary, Finance (R&C).

Porvorim, 11th June, 2018.

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Department of Labour

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**Notification**

No. 28/3/2018-LAB/Part-II/356

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 25-04-2018 in Case No. A-IT/19/11 in reference No. IT/04/07 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*A. S. Mahatme*, Under Secretary (Labour).

Porvorim, 30th May, 2018.

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IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT

GOVERNMENT OF GOA  
AT PANAJI

**(Before Mr. Vincent D'Silva, Hon'ble Presiding Officer)**

Case No. A-IT/19/11  
in  
Ref. No. IT/04/07

M/s Hindustan Unilever Limited,  
Plot Nos. 128-139 & 324-326,  
Kundaim Industrial Estate,  
Kundaim, Goa-403 115. ... Applicant

V/s

Mr. Yogesh Amonkar,  
Emp. No. 134,  
Dignem, Vithalnagar,  
Surla, Goa 403 505. ... Opponent

Applicant represented by Ld. Adv. Shri G. K. Sardesai.

Opponent represented by Shri Subhash Naik Jorge.

**AWARD**

**(Delivered on this the 25th day of the month of April of the year 2018)**

This is an application filed by the Applicant under Section 33(2)(b) of the Industrial Dispute Act, 1947.

2. Briefly stated, the case of the Applicant is as follows:

The Applicant is a Company registered under Companies Act, 1956. The Opponent was employed with the Company as a workman. The Opponent was issued a Show-cause Notice dated 18-02-2011 alleging various misconducts and requiring him to submit his explanation, if any. The Opponent submitted the explanation dated 05-03-2011 and the management did not find it satisfactory and he was charge-sheeted vide letter dated 20-4-2011. The Opponent was entitled for earned leave at the rate of one day for every 20 days of attendance as per the provisions of Factories Act, 1948 for first 240 days of attendance and thereafter it would accrue at the rate of one day for every 12 days worked on which he has earned full wages during a calendar year; causal leave of 8 days in a calendar year and he is also eligible for 3 days sick leave in a calendar year subject to sanction by the superiors.

3. The Opponent was habitually and frequently absenting from duties without any authorization from his superiors continuously for many days, from time to time. The attendance record indicates that he had remained unauthorizedly absent for about 183 days from 01-12-2009 to 31-03-2011 as indicated in the table mentioned in Para 3 of the Claim statement. The Opponent has been orally and in writing counseled on 14-07-2010, 13-12-2010 and 8-3-2011 for said unauthorized absence and issued advisory letters dated 9-3-2011 and 5-4-2011 and was issued a show-cause notice dated 18-02-2011. The Opponent has been severally informed about