

BEFORE THE SUPREME COURT SPECIAL LOK ADALAT
PROCEEDINGS OF

Civil Appeal No(s). 6812/2014

BHANDARA DISTT. CENTRAL COOPERATIVE
BANK LTD. & ANR.

Appellant(s)

VERSUS

ANANDRAO TULSHIRAM KHUMBALKAR

Respondent(s)

Date : 22-08-2026

PRESENT : HON'BLE MR. JUSTICE K.V. VISWANATHAN
HON'BLE MR. JUSTICE ARUN PALLI
SHRI GOPAL SANKARANARAYANAN, SENIOR ADVOCATE
SHRI TALHA ABDUL RAHMAN, ADVOCATE-ON-RECORD

For Appellant(s) : Mr. Gagan Sanghi, Adv.
Ms. Farah Hashmi, Adv.
Mr. Rameshwar Prasad Goyal, AOR

For Respondent(s) :

A W A R D

1. We have heard Mr. Gagan Sanghi, learned counsel appearing for the petitioners and also interacted with the legal representatives of the deceased-respondent through the aegis of the District Legal Services Authority (DLSA), Bhandara.

2. The parties are *ad-idem* that the matter has been resolved in terms of the Settlement Deed dated 31.07.2026 entered into between them before the DLSA, Bhandara. The terms of settlement are reproduced as under:

"The terms of settlement are as under:

- i) The Respondent was terminated from service and thereafter challenged his termination by filing ULPA before Labour Court Bhandara. The Learned Labour Court directed Appellant to give full back

wages to Respondent. Revision against this order is dismissed. Appellant filed Writ Petition No. 2222/2012 before Hon'ble Bombay High Court Nagpur Bench Nagpur. The Hon'ble Bombay High Court Nagpur Bench Nagpur passed order dated 15.10.2013 modified the order of full back wages to 30% Back Wages calculated from the date of termination to date of retirement. The Appellants preferred the present Special Leave Petition challenging the judgment and order dated 15.10.2013 passed by the Hon'ble High Court in Writ Petition No. 2222 of 2012.

- ii) During the pendency of the present appeal, the parties have amicably settled the dispute in pre-sitting counselling proceeding before DLSA Bhandara in view of Special Lok Adalat Before Hon'ble Supreme Court.
- iii) Respondent died on 28.11.2018 at Bhandara. The only legal heirs of Respondent are as under:

1-A. Lalita Anandrao Kumbhalkar (Widow)

1-B Smt. Sulaxna Kusaram Ghollar (Daughter)

1-C Smt. Smita Yadorao Talmale (Daughter)

1-D Shri. Gulshan Anandrao Kumbhikar (Son)

- iv) All the claims arising out of the judgment and order dated 15.10.2013 passed by Hon'ble High Court in Writ Petition No. 2222/2012, except the claim of gratuity adjudicated vide order dated 02.08.2023 in Application (IDA) No. 01/2020, is settled at Rs. 3,00,000/- (Rupees Three Lakhs Only).
- v) All the above legal heirs consent and authorised 1-A Smt. Lalita wd/o Anandrao Kumbhalkar to received amount of Rs. 3,00,000/- (Rupees Three Lakhs Only) on their behalf. In the event any dispute arises in distribution of the said amount, Appellant will not be held liable in any case. It is further agreed that the settled amount of Rs. 3,00,000/- shall be paid by appellant to the respondent before the Special Lok Adalat by use Demand draft.
- vi) Upon receipt of the aforesaid amount, the legal representatives of the deceased Respondent acknowledge and declare that the said payment constitutes full, final and complete satisfaction of all claims relating to back wages arising out of the present appeals and undertake that neither they nor any person claiming through them hereafter raise any claim or initiate any

proceedings against the Appellants in respect thereof.

- vii) It is expressly agreed and understood between the parties that the present settlement is confined exclusively to the dispute relating to back wages and shall neither affect nor prejudice any rights, claims or proceedings concerning gratuity, which shall remain independent and shall be adjudicated strictly in accordance with law.
- viii) The parties, therefore, respectfully pray that this Hon'ble Court may be pleased to dispose of the present appeal in terms of the present compromise."

3. However, we make it clear that this order is independent of the proceedings under the Payment of Gratuity Act, 1972, hence, the claim for gratuity is not covered by this settlement.

4. Accordingly, the appeal stands disposed of in terms of the settlement.

5. We record our appreciation for Mr. Gagan Sanghi, learned counsel appearing for the petitioners and the Secretary, DLSA, Bhandara as well as for the respondent for having positively approached the matter and having worked out the settlement.

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[TALHA ABDUL RAHMAN]

.....
[GOPAL SANKARANARAYANAN]

.....J.
[ARUN PALLI]

.....J.
[K.V. VISWANATHAN]