

“मेरे नाम की जय-जयकार करने से अच्छा है, मेरे बताए हुए रास्ते पर चलें।”

- डॉ. भीम राव अम्बेदकर।

“जो कौम अपना इतिहास नहीं जानती, वह कौम कभी भी इतिहास नहीं बना सकती।”

- डॉ. भीम राव अम्बेदकर।

“जो धर्म जन्म से एक को श्रेष्ठ और दुसरे को नीज बताए रखे, वह धर्म नहीं, गुलाम बनाए रखने का षड़यंत्र है।” - डॉ. भीम राव अम्बेदकर।

“राष्ट्रवाद तभी औचित्य ग्रहण कर सकता है, जब लोगों के बीच जाति, नरल या रंग का अन्तर भुलाकर उसमें सामाजिक भ्रातृत्व को सर्वोच्च स्थान दिवा जाये।” - डॉ. भीम राव अम्बेदकर।

“संविधान, यह एक मात्र वकीलों का दस्तावेज नहीं। यह जीवन का एक माध्यम है।”

- डॉ. भीम राव अम्बेदकर।

“शिक्षा जितना पुरुषों के लिए आवश्यक है उतनी ही महिलाओं के लिए।” - डॉ. भीम राव अम्बेदकर।

“महात्मा आये और चले गये परन्तु अछूत ही बने हुए हैं।” - डॉ. भीम राव अम्बेदकर।

जो धर्म स्वतंत्रता, समानता और बंधुत्व सिखाता है, वही सच्चा धर्म है।

मैं बहुत मुश्किल से इस कारवां को इस स्थिति तक लाया हूँ। यदि मेरे लोग, मेरे सेनापति इस कारवां को आगे नहीं ले जा सकें, तो पीछे भी मत जाने देना।

मैं समझता हूँ कि कोई संविधान चाहे जितना अच्छा हो, वह बुरा साबित हो सकता है, यदि उसका अनुसरण करने वाले लोग बुरे हों। एक संविधान चाहे जितना बुरा हो, वह अच्छा साबित हो सकता है, यदि उसका पालन करने वाले लोग अच्छे हों।

यदि हमें अपने पैरों पर खड़े होना है, अपने अधिकार के लिए लड़ना है, तो अपनी ताकत और बल को पहचानो। क्योंकि शक्ति और प्रतिष्ठा संघर्ष से ही मिलती है।

वाले लोगों की लंबी कतारें, जिस पुस्तकालय की ओर बढ़ेंगी। उस दिन मेरे इस देश को महाशक्ति बनने से कोई रोक नहीं सकता है।



ALL INDIA INDIAN BANK SC/ST EMPLOYEES' WELFARE COUNCIL

Regn. No. S/83843

under

Registration of Societies Act XXVI of 1961

MEMORANDUM OF ASSOCIATION RULES AND REGULATIONS



CENTRAL OFFICE :

14, India Exchange Place, 1st Floor, Kolkata - 70001

Democracy is not merely a form of Government. It is primarily a mode of associated living, of conjoint communicated experience. It is essentially an attitude of respect and reverence towards our fellow men.

We are Indians, firstly and lastly.

I have never claimed to be a universal leader of suffering humanity. The problem of the untouchables is quite enough for my slender strength. I do not say that other causes are not equally noble. But knowing that life is short, one can only serve one cause and I have never aspired to do more than serve the Untouchables.

What are we having this liberty for ? We are having this liberty in order to reform our social system, which is full of inequality, discrimination and other things, which conflict with our fundamental rights.

Constitution is not a mere lawyers document, it is a vehicle of Life, and its spirit is always the spirit of Age.

Freedom of mind is the real freedom. A person, whose mind is not free though he may not be in chains, is a slave, not a free man. One, whose mind is not free, though he may not be in prison, is a prisoner and not a free man. One whose mind is not free though alive, is no better than dead. Freedom of mind is the proof of one's existence.

Untouchability shuts all doors of opportunities for betterment in life for Untouchables. It does not offer an Untouchable any opportunity to move freely in society; it compels him to live in dungeons and seclusion; it prevents him from educating himself and following a profession of his choice.

You must abolish your slavery yourselves. Do not depend for its abolition upon god or a superman. Remember that it is not enough that a people are numerically in the majority. They must be always watchful, strong and self-respecting to attain and maintain success. We must shape our course ourselves and by ourselves.

My social philosophy may be said to be enshrined in three words: liberty, equality and fraternity. Let no one, however, say that I have borrowed by philosophy from the French Revolution. I have not. My philosophy has roots in religion and not in political science. I have derived them from the teachings of my Master, the Buddha.

My final words of advice to you are educate, agitate and organize; have faith in yourself. With justice on our side I do not see how we can lose our battle. The battle to me is a matter of joy. The battle is in the fullest sense spiritual. There is nothing material or social in it. For ours is a battle not for wealth or for power. It is battle for freedom. It is the battle of reclamation of human personality.

“हम आदि से अज तक भारतीय है।” – डॉ. भीम राव अम्बेदकर
"We are Indians, firstly and lastly." ~ B. R. Ambedkar

“जीवन लम्बा होने की बजाये महान होना चाहिए।” – डॉ. भीम राव अम्बेदकर
"Life should be great rather than long." ~ B. R. Ambedkar

“किसी भी कौम का विकास उस कौम की महिलाओं के विकास से मापा जाता है।” – डॉ. भीम राव अम्बेदकर

"I measure the progress of a community by the degree of progress which women have achieved." ~ B. R. Ambedkar

“मैं ऐसे धर्म को मानता हूँ जो स्वतंत्रता, समानता, और भाई-चारा सीखाये।” – डॉ. भीम राव अम्बेदकर

"I like the religion that teaches liberty, equality and fraternity." ~ B. R. Ambedkar

“आज भारतीय दो अलग विचारधाराओं द्वारा शासित हो रहे हैं। उनके राजनीतिक आदर्श जो संविधान के प्रस्तावना में हंगित हैं वो स्वमानता, और भाई-चारे को स्थापित करने हैं और उनके धर्म में समाहित सामाजिक आदर्श हसर्स इनकार करने हैं।” – डॉ. भीम राव अम्बेदकर

"Indians today are governed by two different ideologies. Their political ideal set in the preamble of the Constitution affirms a life of liberty, equality and fraternity. Their social ideal embodied in their religion denies them." ~ B. R. Ambedkar

“अब तक आप सामाजिक स्वतंत्रता नहीं हाँमिल कर लेते, कानून आपको जो भी स्वतंत्रता देता है वो आपके किसी काम की नहीं।” – डॉ. भीम राव अम्बेदकर

"So long as you do not achieve social liberty, whatever freedom is provided by the law is of no avail to you." ~ B. R. Ambedkar

“यदि हम एक संयुक्त एकीकृत आधुनिक भारत चाहते हैं, तो सभी धर्मों के धर्मग्रंथों की संप्रभुता का अंत होता चाहिए।” – डॉ. भीम राव अम्बेदकर

"The sovereignty of scriptures of all religions must come to an end if we want to have a united integrated modern India." ~ B. R. Ambedkar

“राजनीतिक अत्याचार सामाजिक अत्याचार की तुलना में कुछ भी नहीं एक सुधारक जो समाज को खारिज कर देता है वो सरकार को खारिज कर देने वाले राजतीतिज्ञ से ज्यादा साहसी हैं।” – डॉ. भीम राव अम्बेदकर

"Political tyranny is nothing compared to the social tyranny and a reformer who defies society is a more courageous man than a politician who defies Government." ~ B. R. Ambedkar

“समानता एक कल्पना हो सकती है, लेकिन फिर भी इसे एक गवर्निंग सिद्धांत रूप में स्वीकार करता होगा।” – डॉ. भीम राव अम्बेदकर

"Equality may be a fiction but nonetheless one must accept it as a governing principle." ~ B. R. Ambedkar

ALL INDIA INDIAN BANK SC/ST EMPLOYEES' WELFARE COUNCIL

(Regn. No. S/83843)

CENTRAL OFFICE

14, India Exchange Place, 1st Floor, Kolkata - 700 001

MEMORANDUM OF ASSOCIATION

Name

1. The name of the society shall be "All India Indian Bank SC/ST Employees' Welfare Council"

Address

2. The Registered office of the society shall be located at 14, India Exchange Place, 1st Floor, Kolkata 700 001.

Aims & Objects

3. The society shall, for the general welfare of the members of the society and of the people in general, discharge the following functions, namely-
 - a) To unite all the SC/ST employees of Indian Bank under the banner of the Council for the welfare and betterment of the employees.
 - b) To safeguard the interest of SC/ST employees of Indian Bank regarding employment, promotion and to make better service condition of the members.

- c) To organize and protest against any discrimination and injustice to SC/ST employees due to castes and creeds.
- d) To look after the service interest and to improve the service conditions of the members in terms of the Constitution of India, Government Directives and National Policy.
- e) To protect the legitimate and legal rights of the members.
- f) To conduct legal proceedings, if necessary, in the service interests of the members.
- g) To promote cordial relationship and sense of unity on all the common interests, mutual understanding and cultural upliftment among the members and their families.
- h) To offer financial assistance to the employees and their families in dire needs and distress, if possible.
- i) To impart training in service in order to promote inherent qualities and talents of the members.
- j) To sponsor names of the candidates for recruitment in the bank as well credit flow of the bank.
- k) To participate in the policy making bodies of the bank and to take part in negotiation meetings.
- l) To promote the welfare of the down-trodden people and tender all sorts of social services amongst the SC/ST people.
- m) To do all such things as may be deemed fit or conducive to attain the foregoing objects.

ALL INDIA INDIAN BANK SC/ST EMPLOYEES' WELFARE COUNCIL

(Regn. No. S/83843)

CENTRAL OFFICE

14, India Exchange Place, 1st Floor, Kolkata - 700 001

RULES AND REGULATIONS

1. Jurisdiction:

The Council shall be comprised of SC/ST employees of the Bank and shall function in all over India through its units in Regions, Zones, Districts, Divisions or States.

2. Nature of the Council :

- a) The council shall be a non-political welfare organization. It shall not deal with any political issues and shall remain free from any subversive activities.
- b) This Council shall be the single organization of all SC/ST employees of this Bank to run the welfare activities for them as a whole.

3. Membership :

- i) Any SC/ST employee of Indian Bank posted at any of the branches / offices, desirous of becoming a member of the Council, shall have to apply in writing in obedience with the Rules & Regulations of the Council for membership.
- ii) **Register of Members** : The Council shall maintain a Register of members containing the names, addresses, place of posting, date of joining, date of admission and the date of cessation of membership, if any. The register shall be kept at the registered office and shall be opened for inspection by any member on requisition only.
- iii) **Subscription** : The members will have to pay their subscription to the Central Committee at the rate of Rs.20.00 for Part-Time Sweeper, Rs.30.00 for Full-Time Sweeper and Subordinate Cadre, Rs.50.00 for Clerical Cadre, and Rs.100.00 for Officer Cadre per month.
- iv) **Rights and obligations of the members** :
 - a) Any member of the council whose monthly subscription is updated shall have the right to elect or to be elected in any election of the council.
 - b) To submit suggestions for discussion to the committee or sub-committee on any matter.

- c) To inspect the accounts, minutes-book, any other matters regarding the affairs of the Council on prior appointment with the General Secretary.
- d) To pay his subscription within the prescribed time.
- e) Defaulting members shall not be allowed to take part in a vote or meeting.
- f) To forego or resign from his membership subject to acceptance in writing by the General Secretary.
- g) No member shall disclose any matter of the Council which may endanger the interest of the council.
- h) The General Secretary of concerned unit shall inform in writing to the defaulting members before finalization of voter list for election. If the defaulting member(s) does not pay his subscription up to date, he/she shall not be eligible to take part in election.

v) **Suspension & Expulsion of Members :**

If the Central Executive Committee gets any complaint against any member of the council, the Central Executive Committee shall have the authority, after careful enquiry and taking evidence as required, to suspend or remove any member

including Executive Committee member on the ground hereunder. But expulsion of the member is subject to approval by two-third members in the general body meeting.

- a) Willful contravention of the Rules and Regulations of the Council.
- b) Acts which are prejudicial to the interests of the council.
- c) Willful default, dishonesty or infringement of allied interest of the Council for personal gains.
- d) Willful default of paying monthly subscription for a consecutive period of three months. The Treasurer shall give one month's notice in writing to the defaulting member(s) for payment of his/her dues and failure to do so, the Treasurer shall refer the matter to the Executive Committee.

4. **Central Executive Committee :**

- a) The day to day business of the Council shall be carried on and managed by the Central Executive Committee consisting of the following executives who shall be elected from amongst the general members of the Council. At least one member will be elected from each zonal committee.

| | |
|----------------------------------|-----------|
| 1. President | 1 |
| 2. Vice-President | 10 |
| 3. General Secretary | 1 |
| 4. Asstt. General Secretary | 10 |
| 5. Organizing Secretary | 1 |
| 6. Treasurer | 1 |
| 7. Asstt. Treasurer | 1 |
| 8. Exec. Members | 40 |
| 9. Permanent Invitee | 10 |
| Total | 75 |

- b) The life time of the Executive Committee shall ordinarily be two years from the date of its installation, but shall not exceed three years by any means.
- c) Meeting of the Executive Committee shall be held at least once in every three months. There may be special meeting, if necessary, of the committee.
- d) One third members of the committee will form quorum of the meeting. In absence of quorum the meeting will be adjourned sine die and fresh notice shall be served for further meeting.
- e) The meeting of the Executive Committee generally shall be convened by the General Secretary in consultation with the President. If 1/3rd members

of the Executive Committee request the General Secretary to convene a meeting, the general secretary shall be obliged to do so. If he fails to do so, the President in such case, may call a meeting.

- f) At least seven days' notice shall be given for any Executive Committee meeting except in urgent case.
- g) If any member of the Executive Committee remains absent from three consecutive meeting without assigning any reasonable ground his membership shall be automatically lapsed.
- h) The members of the Central Executive Committee shall be ex-officio members of all the committees from which they hail if not elected otherwise in such committees.
- i) If any member of the Executive Committee resigns or is removed during the tenure of his office the vacancy shall be co-opted by the Executive Committee.
- j) The Executive Committee shall have the right to constitute any sub-committee, make laws / bylaws of any specific purpose.
- k) The subject matter of discussion with the management shall have to be discussed amongst the Executive Committee members and on the

basis of this discussion the negotiation team shall have to take the points for discussion, outside of which they shall not discuss anything as far as practicable with the management.

5. **Method of Elections :**

- a) Delegates fixed by the CEC for the unit as per membership strength will be elected by the general members of respective units.
- b) The Executive Committee will be elected by the delegates in the General Body Meeting (GBM).
- c) All election shall be held either by voice vote or by ballot.
- d) The Central Executive Committee will appoint an Election Commissioner for conducting election of Executives.

6. **Duties & Responsibilities of Executive Committee :**

i) **President :**

The President shall preside over all the meetings of the Council. He may ask the General Secretary to call the meeting of the Executive Committee. If the General Secretary do not do so the President may call any Executive Committee meeting if so requisitioned by 1/3rd members of the existing Executive Committee.

ii) **Vice-President :**

The Vice-Presidents shall assist the President in his functioning. In absence of the President, any Vice-President elected by the Executive Committee shall be the Acting President.

iii) **General Secretary :**

The General Secretary shall be the Chief Executive of the Council and shall execute all directions of the Executive Committee and perform all functions as per constitution in the following manner:

- a) To look after the administration and day to day business of the Council.
- b) To summon all meeting and shall be responsible for keeping the records, minutes, etc. of the meeting.
- c) He is the constitutional custodian of all the properties such as furniture, books of accounts, etc. of the council, including funds jointly along with Treasurer.
- d) To prepare annual report, resolutions, points of discussion, etc. on behalf of the council in consultation with the committee members.
- e) To publish Govt. notifications / periodicals / journals / souvenirs, etc.
- f) To nominate the participants for discussion with the management.

- g) In case, the General Secretary wishes to resign he shall do so in writing addressing the letter of resignation to the President of the Council.

iv) **Assistant General Secretary :**

- a) The Assistant General Secretaries shall assist the General Secretary to perform the works of the Council.
- b) In absence of the General Secretary, the Executive Committee shall elect any one Assistant General Secretary as the General Secretary.

v) **Organizing Secretary :**

The organizing secretary shall have vested in him organizational responsibilities such as propagating the aims and objects of the Council. He will maintain order and discipline in the functions of the Council. He will be in charge of publications and circulations. He will assist other secretaries as and when required.

vi) **Treasurer :**

The Treasurer shall maintain the funds and day to day accounts of money received and spent by the council with the counter signature of the General Secretary and shall place the said accounts in all regular/special meetings of the Executive Committee. Besides, he will perform the functions as under :

- a) He shall be responsible for the funds, books of accounts ready for the purpose of internal/regular audit.

- b) He shall be responsible for collection of subscription / donation from the members.
- c) He will keep all vouchers, cheque books and other receipts regarding money matters.
- d) He shall hand over the SB A/C. book of the Council or fund on written requisition of the General Secretary in accordance with the resolution of the Executive Committee.
- e) He shall apprise the Executive Committee about his difficulties, if any, maintaining regular accounts.

vii) **Asstt. Treasurer :**

The Asstt. Treasurer will assist the Treasurer and will perform all duties and responsibilities as stated for the Treasurer.

7. **Power of the Executive Committee :**

The Executive Committee shall enjoy the following powers and duties :-

- a) To summon the general meeting of the council.
- b) To utilize funds for the benefit of the council.
- c) To appoint sub-committees, Negotiating Committee and shall guide them in accordance with the working policy and procedures of the council.
- d) To keep records of the meetings and to circulate these among the members of the council.

- e) In case of any dispute the decision of the Executive Committee shall be final and binding to all committees / sub-committees / members.

8. Funds :

a) **Collection of Funds :**

The funds of the Council may be raised by subscription / donation from the members and well wishers of the council. The Executive Committee has been vested with the powers of taking any decision to raise the funds.

b) **Employment of Funds :**

To incur the expenditure of the day to day business of the council for fulfillment of its aims and object.

c) **Custodian of Funds :**

All properties movable or immovable shall be vested with the Executive Committee of the council. The funds of the council shall not be used or invested for the personal gains of any member of the council. There shall be a bank account in the name of the Council. The President, General Secretary and Treasurer would be entrusted with the task of operating this S/B A/C. Withdrawals of money from the A/c. shall be with the signature of any two of the authorized persons mentioned above, except in unavoidable circumstances. The operators of the

S/B A/C. i.e. President, General Secretary and Treasurer of Central Executive Committee will be empowered to invest surplus / unused fund for short / long term deposit in Government authorized institutions.

9. **Accounting Year :**

The financial year of the Council shall be from the 1st April to 31st March.

10. **Auditor :**

The Books of account of all the Committees shall be audited by two Auditors appointed for this purpose by the Central Executive Committee.

11. **General Body Meeting : Annual General Meeting -**

The General Body shall be consisting of the delegates elected by the general members of the council as per ratio fixed by the CEC from time to time.

a) The General Body Meeting shall be held within two months after the end of the year i.e. within the month of May except in unavoidable circumstances.

b) The business of a General Body Meeting shall be for the purpose of considering and accepting the balance sheet, Income and Expenditure account of the council and the report of the General Secretary as well as of the Auditor's report. The new Executive Committee shall have to be installed and the auditors for the next year shall have to be appointed.

- c) Generally, three months' notice shall be given except in urgent case before the date of general body meeting signifying the place, date, hour of the meeting and indicating clearly the agenda of the general body meeting.

12. **Regional / Zonal / District / Divisional / State Committee :**

The council will function with three tier system as per Bank's set up i.e. Central, State and Zonal /Regional Committees. To facilitate smooth functioning of the Council there may be District / Divisional / State committees as far as practicable. All other committees as above will enjoy the rights and perform the duties and responsibilities as in case of Central committee. The state committee functioning within Regional / Zonal jurisdiction will come under control of Regional / Zonal Unit and in a State where there are more than one Zone, the State committee will function as a co-ordinating body of zonal units.

13. **Amendments :**

The Constitution or any clause thereof is always subject to amendment at the meeting of the General body provided the same is passed by a majority of 3/4th votes of the members present. Minimum one month's notice shall be given to the members for such amendments. The members will always be at liberty to put any proposal for amendments to the General Secretary, but such proposal must be sent at least two months' earlier than the General Body Meeting.

14. **Dissolution :**

The Council shall not be dissolved except by vote of 3/4th majority present in a meeting of the General Body specially held for the purpose. The funds of the council after meeting all liabilities shall be disposed of in accordance with the decision of the dissolution meeting.

31ST May, 2022



(AMITABHA RAY)
General Secretary
(Central Executive Committee)
AIIBSCSTEW

