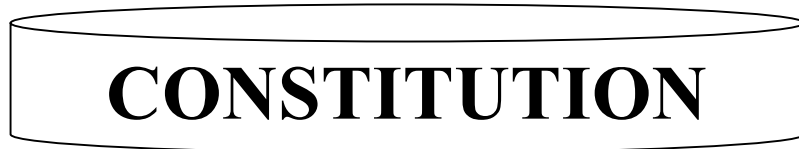


ALL INDIA UNION BANK
PENSIONERS' AND RETIREES'
FEDERATION



BYE-LAWS OF
ALL INDIA UNION BANK PENSIONERS' AND RETIREES'
FEDERATION
(PROMOTED BY AIUBOF)

1.1 .NAME:

The name of the organization shall be ALL INDIA UNION BANK PENSIONERS' AND RETIREES' FEDERATION.

2.1 REGISTERED OFFICE:

The Registered Office of the Federation shall be at Mumbai

2.2 CENTRAL OFFICE:

The Central Office of the Federation shall be at the place from where the General Secretary functions.

2.3 The Federation shall establish State Units at:

Each State/Union Territories and /or, at any other Centre as necessary for effective administration of the affairs and organizational activities of the Federation.

2.4 The jurisdiction of the Federation shall extend to the whole of the territory of India. However, for the purpose of legal proceedings against the Federation, the jurisdiction shall be limited to the place where the Registered Office is located.

3.1 OBJECTS: THE OBJECTS OF THE FEDRATION SHALL BE:

- a) To organize and unite all Pensioners' and Retirees' of Union Bank of India through Affiliates and to develop camaraderie to take up the cause of Pensioners' and Retirees' throughout the Country.
- b) To federate or confederate all the Associations and/or Organizations of Pensioners' and Retirees' in Union Bank of India.
- c) To co-ordinate or promote a broader co-ordination through its own initiative with other organizations in India having identical objects and policies of the Federation.
- d) To secure to its members, through negotiation, litigation, collective bargaining or any other constitutional and legal process, adequate compensation for the services

- rendered by them to the Bank during their employment; fair and adequate terminal benefits, welfare facilities such as medical benefits, concessions from the Bank which are legitimately due to Pensioners/Retirees, from time to time;
- e) To ensure a representative forum created for the purpose of negotiations and collective bargaining on behalf of the entire Pensioners'/Retirees' fraternity through the assistance of all the serving Unions/Associations/Federations; who have wherewithal and machinery for similar purpose in the Bank
 - f) To encourage thrift and co-operation amongst the Members through the Affiliates and to that end promote Co-operative Societies/Banks/NGOs, etc.
 - g) To edit and publish Books/Periodicals, voicing amongst other matters, grievances of the Retired Officers and containing matters of interest to them for circulation.
 - h) To do all such other things as are necessary to further the objectives of the Federation and /or its Affiliates or Members.
 - i) To participate/promote in the socially relevant schemes/activities for the benefit of the Society at large.
 - j) To establish School/College or Training Institution etc.
 - k) To take up such other activities as the Executive Committee//General Body of the Federation may adopt from time to time.

AFFILIATES/AFFILIATION:

4.1 ELIGIBILITY:

Any Organization of Pensioners'/Retirees' of Union Bank of India is eligible for affiliation with the Federation, subject to the condition that the Organization is willing to abide by the policy and philosophy of the Federation and adhere to the Bye-laws/Constitution of the Federation and is approved by the Affiliate State Units of AIUBOF at State level. Affiliation once given will be final and will be changed only with 3/4th majority in the Federation General Body.

4.2 ADMISSION:

Any organization as referred in 4.1 desiring to be admitted as an Affiliate Unit shall submit an application accompanied by:

- a) Certified and up to date copy of its Bye-laws and Rules;
- b) Copy of latest return filed by it with the appropriate authorities as to their minutes/report/statement of accounts etc., of the General Body, if available.
- c) Copy of latest Balance Sheet and Income and Expenditure Account, if available.
List of Office Bearers and Members of the Executive Committee.
- d) Resolution of appropriate body seeking affiliation with Confederation and authorizing the General Secretary and/or any other Office Bearer to sign the Application and comply with other requirements for admission;
- e) Admission Fee as may be prescribed by the Federation.

- f) Subscription for the period from the date of application to the end of the financial year of the Confederation. However, the Executive Committee/shall have the discretion to decide the effective date of admission/subscription.

4.3. PROCEDURE FOR AFFILIATION:

a) All applications for affiliation shall be placed before the Executive Committee/General Body who shall have powers to accept or reject any application without being required to assign reasons for the decision. Provided that in between the meetings of these forums, the General Secretary may grant provisional affiliation to an application, if he is satisfied that prima facie the applicant is eligible for affiliation and has completed the requisite formalities, to be ratified at the immediately following meeting of the Executive Committee/General Body.

b) Motions for affiliation shall be decided by the simple majority of the respective meetings.

c) Affiliation Certificate shall be issued to the State Unit.

d) The Executive Committee/General Body shall have power to waive or relax requirements of clauses(a) to (d) of Article 4.2, if the applicant agrees to comply with these requirements, within such time, as may be stipulated by the respective meetings.

e) Notwithstanding anything to the contrary contained in Article 7 of the Constitution, if the Executive Committee/General Body does not ratify the provisional affiliation at its immediately following meeting, the affiliation shall cease forthwith.

4.4. ADMISSION FEE:

Every Affiliate Unit shall be required to pay admission fee of Rs.501/-

4.5 SUBSCRIPTION:

a) Every Affiliate Unit shall pay the subscription to the Federation as may be determined by the Executive Committee on the basis of the number of primary members on the roll of such Affiliate on the 31st day of December of the previous year on the basis of actual subscription collected. The rate of subscription shall be Rs.20/- per annum for every primary member or a fixed amount as decided by the General Body subject to a minimum of Rs.500/-

b) The subscription shall become due on 1st January every year and shall be paid before the end of March of the year to which the payment relates.

c) If an Affiliate commits default in payment of subscription for one year, the Executive Committee after due notice to the defaulting Affiliate, may strike off its name from the Register of Affiliates.

d) The Executive Committee shall have powers to condone delay or default or to extend time for payment or impose fines as the circumstances of the case may warrant.

5.1. FEDERATION GENERAL BODY:

a) On admission and thereafter once in every three years in the month of January each Affiliates shall be required to nominate members to form the General Body of the Federation on the basis of one member for every 30 Primary Members of the Affiliate subject to a minimum of 3 and maximum of 20.

b) The members so nominated to the General Body shall hold office during the pleasure of the Affiliate and the Affiliate shall have the right to recall a member and substitute another in his place by notice to the Federation. Such notice shall be signed jointly by the President and General Secretary of the Affiliate.

c) Notwithstanding anything contained in clause(b) if the member of the General Body recalled or substituted by the Affiliate, happens to be an Office Bearer of the Federation, such recalling or substitution shall take effect only after the Executive Committee of the Federation has met and made alternative arrangements for taking charge from such Office Bearer so recalled. However that if the Executive Committee fails to make such arrangement within a period of 6 months from the date of receipt of notice of recall, substitution shall take effect at the end of the period of 6 months and the Office Bearer shall be deemed to have vacated his post.

d) If before the expiry of the period of 6 months, after a notice is received from an affiliate, and ordinary or special meeting of the General Body is held, the member recalled or substituted shall be permitted to attend such meeting but shall not be entitled to vote on any motion in the house or to participate in the election.

e) The General Body shall be the supreme body of the Federation and shall have powers to take all decisions relating to policy matters.

5.2 EXECUTIVE COMMITTEE

a) The Executive Committee shall consist of Office Bearers elected by the General Body and Representative(s) nominated by Affiliates and as provided in Clause(b) of this article.

b) Each Affiliate shall nominate one Representative to the Federation Executive Committee.

c) It shall be the duty and responsibility of the Executive Committee to implement the programmes, policies, and directives of the General Body and to take all such measures as may be necessary within the framework of the Constitution for strengthening the organization and financial position of the Federation.

d) When the General Body is not in session and if the Executive Committee is of the opinion that, it is not feasible to convene a meeting of the General Body to decide any matter of urgent nature; which should ordinarily have been referred to the General Body, except the matter set out in Article 8.4(a), the Executive Committee shall have the power and discretion to take such action as may be necessary and report the same to the General Body at the earliest possible opportunity.

The Executive Committee shall consist of the following Office Bearers elected by the General Body from among its members in the manner prescribed vide para 5.2(a) in the Constitution.

(a) President	1
(b) Working President	1
(c) Vice- Presidents	4
(d) General Secretary	1
(e) Joint General Secretaries	2
(f) Organizing Secretaries	4
(g) Dy.General Secretaries	10
(h) Treasurer	1
(i) Deputy Treasurer	1

5.4. MEETINGS:

The General Secretary shall have powers, in consultation with the President of the Federation, to issue notice to the various meetings as per the periodicity mentioned below and convene the same and conduct the business of the meeting as per the agenda.

5.5 PERIODICITY:

General Body	Once in 3 years after obtaining the approval of the Executive Committee . Maximum
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extension of 6 month only will be allowed to hold the meeting.

Executive committee

Once in 6 months or as frequently required by the Organization , in consultation with the President.

5.6 NOTICE

General Body

45 days

Executive Committee

Not less than 30 days. However in case of emergency the General Secretary in consultation with President may call the meeting at short notice as well

Non receipt of notice of these meetings by the members concerned shall not invalidate the proceedings .

5.7 ORDER OF PRECEDENCE:

(i) The various bodies, constituted under the provisions of the Constitution shall have the following order of precedence in the matter of powers and authority.

a) General Body

b) Executive Committee

(ii) In the event of any conflict in the stand, action, policy or decision between the above bodies, the decision of the General Body shall have the over riding effect.

6.1 ELECTIONS:

- a) Election to the various posts of Office Bearers shall be held at the Triennial Conference of the General Body.
- b) The General Body shall appoint a Returning Officer, a member of the Body, who will declare in writing that, he is not a candidate for any post for which Elections are to be conducted.
- c) Only the members of the General Body shall be eligible to contest the Elections or as maybe decided by the General Body from time to time.

- d) Candidature of every contestant shall, be proposed and seconded by one separate member.
- e) Elections shall be held by secret ballot in case of contest.
- f) Affiliates/Members who are in default of subscription will not be eligible to participate.

6.2 TENURE FOR HOLDING THE OFFICE:

- a. The tenure of Office Bearers and Executive Committee shall be 3 years. They shall however continue to hold office till elections are held at the next Triennial Conference.
- b. Office Bearers elected in the General Body shall hold office during the pleasure of the Affiliate who had sponsored/nominated them to the General Body.

6.3 INTERIM VACANCIES:

Vacancies in the Executive Committee caused by death, resignation, or removal shall be filled up by Co-option by the Executive Committee from amongst the members of the General Body.

7.1 A member removed from membership/office whose nomination is terminated by the Affiliate may appeal to the General Body.

8.1 QUORUM:

- a. The quorum for the meetings of the General Body shall be 30 or 1/3rd of the number of members whichever is less.
- b. For the Executive Committee it shall be 1/3rd of the number of total Members
- c. If the quorum is not present within one hour of the time fixed for the commencement of the meeting, the meeting shall be adjourned to such time, appropriate date and place as the President may decide. No quorum shall be required for the meeting held after such adjournment.

8.2. BUSINESS:

- a) The General Body at its Triennial Ordinary Session shall transact the following business.
 - 1. Consider and adopt the General Secretary's report and Audited Statement of Accounts;
 - 2. Appoint Auditors;

3. Consider amendments to Bye-Laws as recommended by the Executive Committee or the amendment proposed by members for which due notice has been given vide Article 15.2;
4. Consider Resolutions/Propositions/Motions recommended by the Executive Committee or brought forward by members after giving due notice vide Article 15.2;
5. Election of Office Bearers;
6. Any other matter with the permission of the Chair.
 - b) The Executive Committee shall transact such business as may have been specified for in the notice calling for the meeting. The President shall however, have the power to permit any other matter to be raised/discussed of the meeting.
 - c) The special meetings of the General Body shall transact only the business specified in the requisition and/or notice.

8.3 DECISIONS:

- a) The decision of the General Body and Executive Committee shall be binding on the members. All motions before the General Body, Executive Committee, unless otherwise specifically provided in this constitution, shall be decided by simple majority. Each member shall have one vote. The Chairman of the meeting shall not vote except when there is a tie.
- b) All decisions of the General Body and Executive Committee taken from time to time are binding on all the members of the Federation.

8.4 EXTRAORDINARY AND REQUISITIONED MEETINGS:

- a) Special Meetings of the General Body and Executive Committee shall be called if a requisition signed by 1/3rd of the members of the respective bodies is received by the General Secretary or the President. Notice and quorum for such meetings shall be the same as the ordinary meetings of these bodies. However if quorum is not available within the time specified, the requisition shall be treated as rejected.
- b) If the General Secretary or the President fails to convene the meeting within the period of one month of the receipt of the requisition, the requisitionists shall have the right to hold the meeting and transact the business for which the meeting was requisitioned. However, if quorum is not available as laid down in clause 8.1 within the time specified, the decision of the meeting will be invalid.

9: DUTIES:

9.1 PRESIDENT

- a) The President shall be the Executive Head of the Federation and his advice and guidance shall be taken in all matters. He shall preside over all the meetings of the Federation. The President shall have powers to call emergency meetings of the Executive Committee.
- b) Working President:

The Working President shall preside over all the meetings and exercise all the power in the absence of the President. He shall assist the President in all matters, give his advice and guidance whenever required.

9.2 VICE-PRESIDENTS

The Vice Presidents shall assist the President in the discharge of his duties. In the absence of the President or Working President, one of the Vice Presidents as decided by the meeting shall act as the President.

9.3 GENERAL SECRETARY:

The General Secretary shall perform all such functions as are necessary for achieving the objects of the Federation. He shall conduct all correspondence, convene all meetings, maintain the connected records, and generally exercise control over the affairs of the Federation. He shall prepare a report on the working of the Federation and submit the same to the General Body at its Triennial Meeting after obtaining approval of the Executive Committee. The General Secretary shall be responsible for submitting the statements and returns as required under the Trade Unions Act or any other legislation .

9.4 JOINT GENERAL SECRETARIES:

The Joint General Secretaries will assist the General Secretary in all matters and carry out such duties as assigned by the General Secretary. In the event of the General Secretary not being available for organizational work for long duration, one of the Joint General Secretary nominated by the Executive Committee shall discharge the duties of the General Secretary.

9.5 DY.GENERAL SECRETARIES

The Deputy General Secretaries shall make periodical reports to the General Secretary on the state of the organization in their respective area of operation.

They shall take steps to promote and secure the interest and image of the Federation.

9.6 TREASURER:

The Treasurer shall be responsible for collection of subscription and fees, the maintenance of accounts, books and registers, audit and for presentation of Statements to the Executive Committee/ General Body. He shall have the custody and be responsible for all assets of the Federation.

9.7 DEPUTY TREASURER:

The Deputy Treasurer shall assist the Treasurer in the day-to-day duties and will carry on the duties of Treasurer during his absence.

10.00 FUNDS AND ADMINISTRATION:

10.1 FINANCIAL YEAR:

The financial year shall be from January to December.

10.2 To raise funds, borrow money from Banks or other Financial Institutions secured by mortgage on the property of the Federation or otherwise or to raise loans on deposits.

10.3 To own, acquire, purchase, sell or lease property including immovable property for carrying on the activities of the Federation.

10.4 To invest the money of the Federation not immediately required in such Investments as may from time to time be determined by the Executive Committee.

10.5 To draw, make, accept, endorse or negotiate Cheques, Promissory Notes, Bills of Exchange, Hundies and other Negotiable Instruments in pursuance of the objects of the Federation.

10.6 CUSTODY:

The funds of the Federation shall vest in the Executive Committee and shall be deposited in a Scheduled Commercial Bank approved by it. The account shall be operated upon by President/General Secretary jointly with the Treasurer/Dy. Treasurer or any other person nominated by the Executive Committee.

10.7 The funds of the Federation shall not be spent on objects other than those specified in Section 15 of the Trade Unions Act or as a specifically authorized by the General Body.

10.8 With reference to the financial position of the Federation, the General Body shall decide from time to time the benefits, which could be given to the members.

10.9 Statement of Accounts for the period commencing from the previous meeting of the General Body duly Audited by an Auditor appointed by the General Body, shall be submitted to the General Body at the Triennial Meeting.

10.10 The Books of Accounts and other records may be inspected by any Affiliate on giving 7 days notice to the General Secretary.

11. MEMBERSHIP REGISTER:

11.1 The Federation shall maintain a Register showing the strength of membership of all its Affiliates.

11.2 The Register shall be made available for inspection by any member /Affiliate of the Federation on requisition.

ARTICLE NO.12 .RULES:

12.1 The Executive Committee may frame rules not repugnant to the objects and provisions of the Constitution of the Federation and for all such matters not provided for in these bye-laws.

ARTICLE NO.13 LEGAL PROCEEDINGS:

13.1 The Federation a body corporate, may sue or be sued in the name of its General Secretary or in the name of any other persons so authorized by the Executive Committee in respect of its own interests, rights and obligations.

13.2 The Federation may take legal proceedings in the name of its General Secretary or in the name of any other person so authorized by the Executive Committee on behalf of its Affiliate /Members or on behalf of the Officers collectively or on behalf of a class of Officers, or on behalf of any individual Officer, if specifically authorized by him or enforcement of protection of their legal and fundamental rights connected with or arising out of the conditions of service of anyone or more of them.

ARTICLE NO.14: INTERPRETATION AND REMOVAL OF AMBIGUITIES:

14.1 The Executive Committee may issue clarification for removal of ambiguities and such clarifications shall be treated as part of the Constitution. All such clarifications shall be placed before the General Body at its next session for ratification.

14.2 Any dispute in regard to the interpretation of any provision of this Constitution, or actions taken by any Committee/Body/Functionary constituted under the Constitution or the Rules made by the Executive Committee or any dispute between an Office Bearer and Member or between two Members or any dispute relating to the conduct of affairs of the Federation shall be submitted for arbitration. For this purpose the Executive Committee shall constitute a panel of Arbitrators and lay down procedure for reference of disputed for arbitration.

ARTICLE NO.15 AMENDMENTS:

15.1 All proposals for amendments to the Constitution moved by Affiliates shall be placed by the Executive Committee before the General Body at its Triennial Ordinary Meeting. All such motions shall require support of two thirds of the members of the Council present and voting.

15.2 Any other member of the General Body desiring to move an amendment to the Constitution shall give notice of the motion to the General Secretary at least 20 days before the meeting.

ARTICLE NO.16 DISSOLUTION:

The Federation shall not be dissolved except on a motion passed by 3/4th of the Members of the General Body at a meeting specifically convened to consider the motion. The assets of Federation on dissolution shall be disposed of in accordance with the decision of the meeting.