

1. a) NAME: -

The Association shall be called as 'TELECOM EXECUTIVES' ASSOCIATION OF MAHANAGAR TELEPHONE NIGAM LIMITED' and will hereinafter be referred to as 'TEAM'.

b) HEADQUARTERS AND REGISTERED OFFICE: -

The Head Quarters of the 'TEAM' shall be situated at MUMBAI and its Registered Office at present is at the following address:-

9-A, Shree Sandesh, Rajarshi Shahu Maharaj Marg,
Andheri (East), Mumbai-400 069.

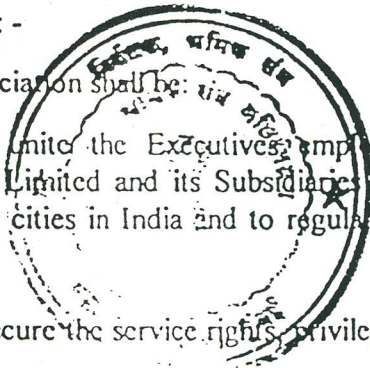
c) JURISDICTION AND AREA OF OPERATION:-

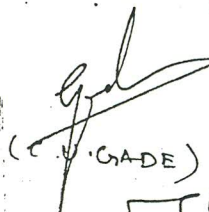
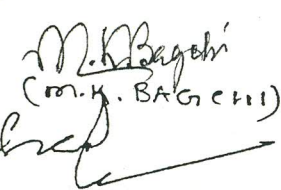
The Jurisdiction and Area of operation of the 'TEAM' shall be the area of operation of the Mahanagar Telephone Nigam Limited and its Subsidiary/Joint Venture Companies in India.



2. AIMS AND OBJECTS: -


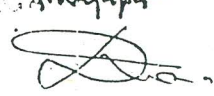
The objects of the Association shall be:


- a) To organize and unite the Executives employed/working in the Mahanagar Telephone Nigam Limited and its Subsidiaries and joint ventures in the Delhi, Mumbai and other cities in India and to regulate their relations with the MTNL Management.
- b) To promote and secure the service rights, privileges, and interests of the members of the "TEAM"
- c) To endeavor to settle disputes between the Management and the Executives working/serving in MTNL and Subsidiaries/Joint Ventures amicably so that cessation of work may be avoided.
- d) To promote welfare schemes for the members of the 'TEAM'.
- e) To promote fraternity and unity among the members of the 'TEAM'.
- f) To publish House Journal, Circulars and maintain a Website that shall be the important mediums of communication of the 'TEAM' with its members.
- g) To conduct seminars and organize talks by eminent persons on trends in Telecommunication and Information Technology, practice of modern management principles, trends in financial and management accounting practices, global accounting standards, and any other topics which may be useful to the members of the 'TEAM'.
- h) To invest the surplus funds of the "TEAM" fruitfully for the benefit of the members.




(N. CHANDRASEKARAN)

(M. K. BAGCHI)


(P. S. PADWAL)

(K. M. DUBEY)


(A. RAJAGURU)

(K. L. DHUA)


K. JAWAHAR

- i) To undertake such other activities which are in the general interest of the members of the "TEAM" or MTNL and/or its Subsidiary/Joint Venture Companies.
- j) To contribute to the continuous growth and profitability of the MTNL and/or its Subsidiary/Joint Venture Companies.
- k) For attainment of these objects the "TEAM" may organise centers in various localities.

3. (A) MEMBERSHIP: -

3.1 Any Executive employed or serving on deputation in the MTNL or its Subsidiary/Joint Venture Companies shall be eligible to become an Ordinary Member of the 'TEAM' on:-

- a) Making an application in the prescribed form agreeing to abide by the Rules and Regulations of the 'TEAM' (hereinafter be referred as Constitution of the "TEAM") that may be in force from time to time and giving a declaration that he is not a member of any other Association registered under Trade Union Act 1926.

b) Payment of Admission Fee of Rs.10/-

3.2 The subscription shall be Rs.300/- per annum or Rs.25/- per month per member and shall be payable in advance. The Quota for the Circle and HQ each shall be Rs.10/- per month per member.

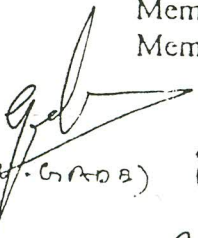
3.3 Any Executive employed or serving on deputation in the MTNL or its Subsidiary/Joint Venture Companies who is suspended, discharged, removed, dismissed or compulsorily retired from service will continue to be the Member of the 'TEAM' till his case is finally decided up to the satisfaction of the 'TEAM'.

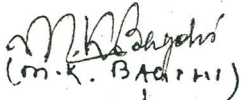
3.4 No one shall be enrolled as Member of the 'TEAM' from a retrospective or a prospective date.



3.5 The Admission Fee of Rs.10/- per member shall be collected and retained by the Branch enrolling the member.

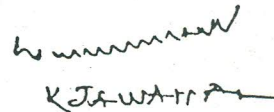
3.6 The Membership Register in "J Form" shall be maintained by the respective Treasurer of the Branch enrolling the member. The Membership Register is open to inspection by any member of the concerned Branch and by any office bearer of Circle Organisation / Head Quarters during the office hours of the Branch on any working day.

3.7 Whenever a Member gets transferred, the concerned Branch Secretary shall forward to his counterpart of that Branch Association of the unit to which the Member is transferred, a Transfer Certificate including the dues, if any against the Member.


(C. S. GADGA) 

(M. K. BARNI) 

(P. S. PADMAL)  R. A. RAJAPUR 


K. L. DHARMA



K. S. DUBEY 
(K. L. DHARMA)

3 (B) HONORARY MEMBERSHIP:-

The person who is not an Executive employed or serving in MTNL and/or its Subsidiary/Joint Venture Companies and is not eligible to become an Ordinary Member of the 'TEAM' may be admitted as an Honorary Member for the purpose of being elected or co-opted as office bearer, by a three fourth majority decision of the Head Quarter Representative Council and he shall be Honorary Member for the duration of his office subject to Section 22 of the Trade Union Act 1926, their ~~number shall not exceed five. The Honorary Members are exempt from payment of Admission Fee and Subscription. However the 'TEAM' will accept donations and any other help from the Honorary Members.~~

4. RIGHTS AND PRIVILEGES OF MEMBERS: -

4.1 Every Member is eligible to represent the 'TEAM' subject to the provisions of the Constitution of the 'TEAM'.

4.2 Every member is free to suggest means and ways for better functioning of the 'TEAM'.

4.3 Every Member is free to take part in the Meeting of the 'TEAM' and discuss on the items of the Agenda subject to the provisions of Constitution of the 'TEAM'.

4.4 Every Member is free to inspect the Account Books, Membership Register in 'Form' and similar records of the 'TEAM'.

Note: The Treasurer and the General / Circle/ Branch Secretary shall give every opportunity to the Member(s) at the respective organizational levels for inspection of said records, when so demanded.

4.5 A Member can represent only the Branch in which he is a Member.

4.6 No Member shall be allowed to contest for more than one post of Office Bearer in the same election.

4.7 No Member shall hold simultaneously more than one elected Office Bearer' post at different organizational levels of the 'TEAM' for more than three months.

4.8 No member shall be eligible for Rights and Privileges as a member unless he/she has paid subscription of the 'TEAM' atleast for preceding six months continuously.

4.9 No member shall be eligible for Rights and Privileges as a member if he/she resorts to strike on his/her own without a call given by the "TEAM".

5. CESSATION OF MEMBERSHIP, FINES AND READMISSION:-

5.1 A Member failing to pay his / her monthly subscription for three months without the permission of the Branch Managing Committee (BMC) or for more than six months with the permission of the BMC shall cease to be a member of the TEAM. But he/she shall be entitled to rejoin the TEAM on paying his/her arrears.

[Signature]
(S. V. GADGE)

[Signature]
(M. K. Bhatnagar)

[Signature]
(P. S. PADWAL)

[Signature]
(R. A. Raut)

[Signature]
(K. J. WADHAWAN)

[Signature]
(M. CHANDRASHEKHARAN)

[Signature]
(K. M. DUBEY) (K. L. DHUA)

5.2 Any Member, any Committee Member or Office Bearers shall be liable to be suspended or removed from the 'TEAM' as a disciplinary measure for any anti 'TEAM' activity or for violation of Constitution of the 'TEAM', or for committing any fraud after giving a notice of 15 days, which shall include an option of being heard by the respective Branch Managing Committee / Branch General Body / Circle Executive Committee / Circle Representative Council / Head Quarters Working Committee / Head Quarters Representative Council as mentioned in the table below. Decisions on the disciplinary measures, appeals, and reviews shall be taken, after due discussions, by three fourth majority of members present and voting in the Committee Meeting / General Body / Representative Council.

CLASS OF MEMBER	The Forum vested with powers to take action.	Appellate and Reviewing Authority
1. Any Member including the Branch Office Bearer, other than Circle/Head Quarters Office Bearer and HQWC Member	Branch Managing Committee. (BMC)	Branch General Body (BGB)
2. Circle Office Bearer / HQ Working Committee Member.	Circle Executive Committee (CEC)	Circle Representative Council. (CRC)
3. HQ Office Bearer	Head Quarters Working Committee (HQWC)	Head Quarters Representative Council. (HQRC)

ORGANISATION AND RECOGNITION :-

6.1 The 'TEAM' shall function at the following Organizational levels:-

- Head Quarters
- Circle
- Branch

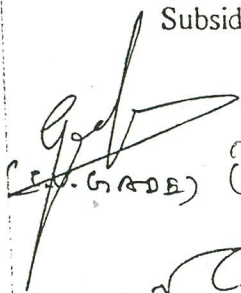




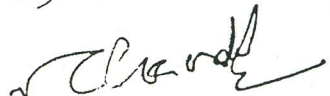

6.2 The respective Circle Secretary will accord recognition to the Branch Managing Committee including Office Bearers and Managing Committee Members duly elected in the Branch General Body Meeting.

6.3 The General Secretary, Head Quarters will accord recognition to the Circle Executive Committee including Office Bearers and Executive Committee Members duly elected in the Circle Representative Council.

GENERAL COMPOSITION:-

7.1 HEAD QUARTERS:-

- The Head Quarters shall be for entire MTNL as a whole including the Subsidiaries/Joint Ventures of MTNL.

 (G. G. G. G.)
 (M. K. BAGCHI)
 (P. S. PADWAL)
 (R. A. RAJAPUR)
 (K. L. DHAVA)
 (K. M. DUBEY)
 (L. CHANDRASEKARAN)

b) Head Quarters Working Committee will consist of following Head Quarters Office Bearers duly elected in Biennial Head Quarters Representative Council Meeting and the HQWC Members duly elected in the Biennial Circle Representative Council Meeting. The Circle Secretaries will be Ex-Officio HQWC Members.

President (One Post), Vice President (Four Posts), General Secretary (One Post), Secretary (Eleven Posts), Treasurer (One Post), Assistant Treasurer (One Post).

c) The Head Quarters Representative Council will consist of the HQ Office Bearers, HQWC Members elected in the Biennial Circle Representative Council Meeting, Circle Secretaries and Branch Secretaries being ex-officio delegates to the Head Quarters Representative Council and the delegates elected by the Branch General Body Meeting held prior to the HQRC Meeting.

7.2 CIRCLE:-

a) Circle Organizations shall be formed on the basis of the Territorial Jurisdiction of MTNL Mumbai and MTNL Delhi i.e. there shall be MTNL Mumbai Circle and MTNL Delhi Circle.

b) As regards the Circle Organization/s for the Subsidiaries/Joint Ventures of MTNL, the decision shall be taken in the HQRC as and when required.

c) Circle Executive Committee will consist of following Office Bearers duly elected in Biennial Circle Representative Council Meeting and Circle Executive Committee Members duly elected in the Branch Annual General Body Meeting. The Branch Secretaries will be ex-officio CEC Members.

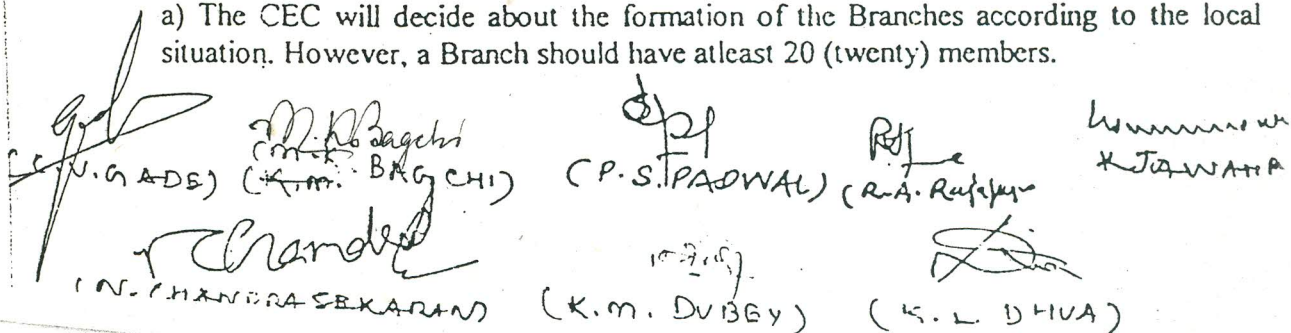
President (One Post), Vice President (Four Posts), Circle Secretary (One Post), Assistant Circle Secretary (Eleven Posts), Treasurer (One Post), Assistant Treasurer (One Post).

d) The Circle Representative Council will elect one Head Quarters Working Committee Member for every 200 (Two hundred) Average paid membership or part thereof being not less than 100 (Hundred) paid membership in the Biennial CRC Meeting. Average paid membership of the Circle is equal to the total amount of HQ quota of subscription remitted by all the Branches under that circle for the preceding term divided by the per member HQ quota for that term.

e) The Circle Representative Council shall consist of the Circle Office Bearers, Branch Secretaries and CEC Members elected in the Branch Annual General Body Meeting and the delegates for the Circle Representative Council elected in the Branch General Body Meeting held prior to the Circle Representative Council Meeting.

7.3 BRANCH:-

a) The CEC will decide about the formation of the Branches according to the local situation. However, a Branch should have atleast 20 (twenty) members.


U. GADE (K.M. BAGCHI) (P.S. PADWAL) (R.A. RAJAPUR) (K.M. DUBEY) (K.L. DHIVA)
N. CHANDRASEKHARAN

b) Branch Managing Committee will consist of following Office Bearers and Building / Floor / Section representatives duly elected in Branch General Body.

President (One Post), Vice President (Two Posts), Branch Secretary (One Post), Assistant Branch Secretary (Three Posts), Treasurer (One Post), Assistant Treasurer (One Post).

c) Branch General Body will elect one member for Circle Executive Committee per 40 (forty) paid members or part thereof being not less than 20 (twenty) paid members in the Annual General Body Meeting.

d) Branch General Body will elect one delegate for Circle Representative Council per 20 (twenty) paid members or part thereof being not less than 10 (ten) paid members prior to holding of Circle Representative Council Meeting.

e) Branch General Body will elect one delegate for Head Quarters Representative Council per 40 (forty) paid members or part thereof being not less than 20 (twenty) paid members prior to holding of Head Quarters Representative Council Meeting.

DUTIES OF THE OFFICE BEARERS:-

1. President

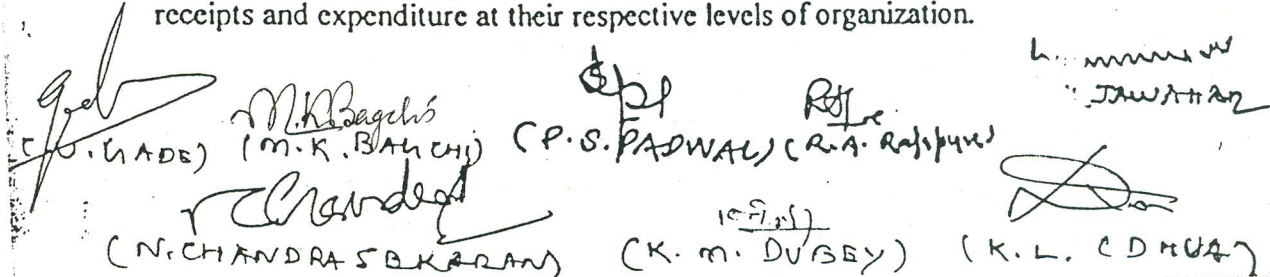
- The President of Head Quarters / Circle / Branch shall preside over all the meetings of HQWC/HQRC, CEC/CRC and BMC/BGB respectively, preserve orders, sign all minutes and shall be allowed to give a casting vote only.
- The President of Head Quarters / Circle / Branch shall have the power if necessary to call for a special meeting of the HQWC, CEC, BMC or HQRC, CRC, BGB respectively whenever necessary.

2. Vice President :-

One of the Vice Presidents shall function in place of President in his absence.

3. General Secretary (GS) / Circle Secretary (CS) / Branch Secretary (BS) :-

- The GS / CS / BS shall take minutes of HQWC /HQRC, CEC/CRC, BMC/BGB Meetings respectively.
- The GS / CS / BS shall conduct all correspondences, convene all meetings keep all accounts and exercise supervision over the affairs of "TEAM" at their respective levels of organization.
- The GS / CS / BS shall keep a correct account of all receipts and expenditure of "TEAM" and prepare Balance Sheet annually showing clearly every item of receipts and expenditure at their respective levels of organization.


 (J. G. MADE) (M. K. BACHU) (P. S. PADWAL) (R. A. RAJSHUK) (N. CHANDRA SAKARAN) (K. M. DUBEY) (K. L. CHAUDHARY)

- d) The GS shall be responsible for submitting to the Registrar of Trade Unions all Returns and Notices as that should be sent to that officer under the Trade Unions ACT'1926.
- e) The GS shall have the power to engage in consultation with the President and subject to the approval and confirmation of HQWC, any assistances for organising and clerical purposes, be necessary and all such assistances shall be under the control of the GS.

4. The Secretary / Assistant Circle Secretary / Assistant Branch Secretary :-

- a) The Secretary / Assistant Circle Secretary / Assistant Branch Secretary shall generally help the General Secretary / Circle Secretary / Branch Secretary respectively in his work.
- b) One of the Secretary / Assistant Circle Secretary / Assistant Branch Secretary shall perform the duties of GS/ CS / BS in his absence respectively.

5. The Treasurer :-

- a) The Treasurer of HQ / Circle / Branch shall be responsible for all sums of money which may from time to time be paid into the 'TEAM' at their respective level of organization and for duly banking them.
- b) The Treasurer of HQ / Circle / Branch shall make payments towards all expenditures sanctioned by HQWC / CEC / BMC respectively.
- c) The Treasurer of HQ / Circle / Branch shall not have the power to draw money from the Bank without first having cheques signed by President of respective level or GS / CS / BS respectively
- d) The Treasurer of the Branch shall maintain the Membership Register in "J Form" on enrolling the members and forward a copy Membership Enrolment Form to the Circle Secretary and General Secretary.

6. The Assistant Treasurer :-

- a) The Assistant Treasurer of HQ / Circle / Branch shall generally help the respective Treasurer in his work.
- b) The Assistant Treasurer of HQ / Circle / Branch shall perform the duties of the Treasurer in his absence.

7. FILLING UP OF VACANCIES:-

- 1. Should the vacancy occur among the HQ office bearer, Circle office bearer or the Branch office bearer it should be filled by HQWC, CEC, BMC by co-option.
- 2. Should the vacancy occur among the HQWC Members, CEC Members, it should be filled up by CEC / BMC respectively by co-option.

M. K. Bagchi
(M. K. Bagchi)

P. S. Prasad
(P. S. Prasad)

R. A. Raghav
(R. A. Raghav)

K. J. A. R. R.
K. J. A. R. R.

N. Chandrasekaran
(N. Chandrasekaran)

C. K. M. DUBEY
(C. K. M. DUBEY)

(K. L. DHIVA)
(K. L. DHIVA)

10. GENERAL MEETING:-

The Annual General Body Meeting of the Branch and the Biennial Representative Council Meeting of the Circle / Head Quarter of the 'TEAM' will be held in the month of January or February to conduct the following business.

- a) to confirm the minutes of the previous meeting;
- b) to adopt the report of the Branch Secretary / Circle Secretary / General Secretary;
- c) to adopt the audited statements of accounts for the previous periods;
- d) to elect the office bearers and BMC Members / CEC Members / HQWC Members of the 'TEAM' for the next term;
- e) to transact such other business as may be brought forward with the permission of the President.

11. TERM OF OFFICE AND PERIODICITY OF MEETINGS:-

11.1 Head Quarters Representative Council:-

The Head Quarters Representative Council shall be held once in two year.

11.2 Head Quarters Working Committee:-

The term of the Head Quarters Working Committee shall ordinarily be two years and will meet at least once in six months.

11.3 Circle Representative Council:-

The Circle Representative Council shall be held once in two years.

11.4 Circle Executive Committee :-

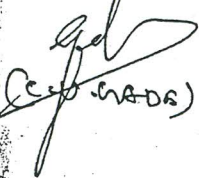
The term of the Circle Executive Committee shall ordinarily be two years and will meet at least once in six months.

11.5 Branch General Body :-

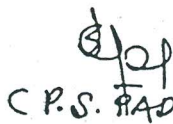
The Branch General Body shall be held every year.

11.6 Branch Managing Committee :-

The term of the Branch Managing Committee shall ordinarily be one year and will meet at least once in three months.


(C. CHANDRASEKARAN)

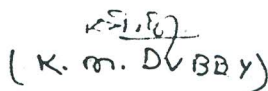

(M. K. BAGCHI)

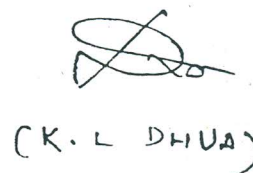

(P. S. PADWAL)


(R. A. RAJAPUR)


(K. J. JAVARA)


(C. CHANDRASEKARAN)


(K. M. DUBEY)


(K. L. DHUA)

12. NOTICE AND QUORUM:-

12.1 Head Quarters Representative Council:-

The General Secretary shall issue the Notice to all Branch Secretaries, Circle Secretaries, HQ Office Bearers and HQWC Members 30 days in advance for holding Head Quarters Representative Council.

The Quorum for the Head Quarters Representative Council shall be 50% of the Delegates representing two third of the Branches and two third of the Circles.

12.2 Head Quarters Working Committee:-

The General Secretary shall issue the Notice to all Branch Secretaries, Circle Secretaries, HQ Office Bearers and HQWC Members 30 days in advance for holding Head Quarters Working Committee Meeting.

The Quorum for the Head Quarters Working Committee Meeting shall be 50% of the Office Bearers and 50% of the HQWC Members representing two third of the Branches and two third of the Circles.

12.3 Circle Representative Council :-

The Circle Secretary shall issue the Notice to General Secretary, all Branch Secretaries, Circle Office Bearers, and CEC Members 30 days in advance for holding Circle Representative Council.

The Quorum for the Circle Representative Council shall be 50% of the Delegates representing two third of the Branches.

12.4 Circle Executive Committee:-

The Circle Secretary shall issue the Notice to all Branch Secretaries, Circle Office Bearers and CEC Members 15 days in advance for holding Circle Executive Committee Meeting.


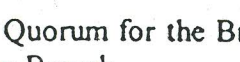
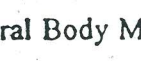
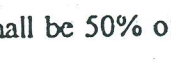

The Quorum for the Circle Executive Committee Meeting shall be 50% of the Circle Office Bearers and 50% of the CEC Members representing two third of the Branches.




12.5 Branch General Body:-

The Branch Secretary shall issue the Notice to Circle Secretary, all the Branch Office Bearers, Branch Managing Committee Members and Members 15 days in advance for holding Branch General Body Meeting.

The Quorum for the Branch General Body Meeting shall be 50% of the paid Members of the Branch.

The Quorum for the Branch General Body Meeting shall be 50% of the paid Members of the Branch.

 (C. N. CHANDRASEKARAM)
  (M. K. BHAT)
  (P. S. PADWAL)
  (R. A. RAJGURU)
  (K. JAWAHAR)

 (C. N. CHANDRASEKARAM)
  (K. M. DUBEY)
  (K. L. DHVA)

12.6 Branch Managing Committee:-

The Branch Secretary shall issue the Notice to all the Branch Office Bearers, and Branch Managing Committee Members 7 days in advance for holding Branch Managing Committee Meeting.

The Quorum for the Branch Managing Committee Meeting shall be 50% of the Branch Office Bearers and 50% of the Branch Managing Committee Members.

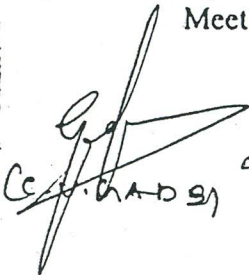
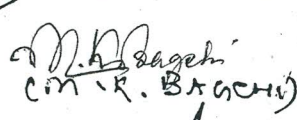

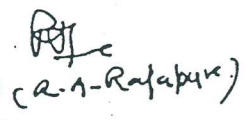
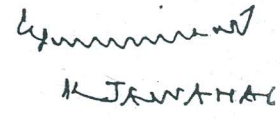
13. GENERAL MEETING ON REQUISITION:-

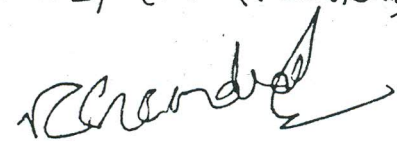
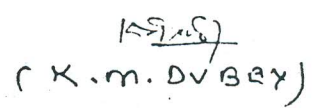
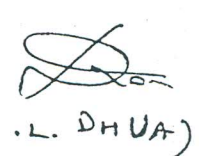
- a) The President or the Branch Secretary shall call a special Branch General body Meeting of the Members of 'TEAM' on a requisition signed by one fifth of the total membership of the Branch within twenty one days of the receipt of the requisition. In case the President or Branch Secretary fails to convene such a meeting, the requisitions, themselves shall call the meeting after due notice and the proceedings of the said Meeting shall be binding on the Branch of the "TEAM".
- b) The President or the Circle Secretary shall call a special Circle Representative Council Meeting of 'TEAM' on a requisition by passing resolution to that effect by two fifth of the total Branches in the Circle within one month of the receipt of such requisition. In case the President or Circle Secretary fails to convene such CRC, the requisitions (Branches) themselves shall call the special CRC after due notice and the proceedings of the said CRC shall be binding on the Circle of the "TEAM".
- c) The President or General Secretary shall call a special Head Quarters Representative Council Meeting of "TEAM" on a requisition by passing resolution to that effect by two fifth of the Branches of every Circle or on requisition by passing the resolution to that effect by the fifty percent of the Circles in their CRC Meeting, within one month of the receipt of such requisition. In case the President or General Secretary fails to convene such HQRC, the requisitions (Branches / Circles), themselves shall call the special HQRC after due notice and the proceedings of the said HQRC shall be binding on the HQ of the "TEAM".

14. VOTING/DELEGATE STRENGTH:-

a) Branch Annual General Body:-

- i) Each member who is not a defaulter in respect of payment of subscription will have one vote for the purpose of election.
- ii) Outgoing Branch Office Bearers will also have one vote each.
- iii) HQ / Circle Office Bearers and HQWC / CEC Members who happen to be the basic member of the Branch will also have one vote each.
- iv) Any Member of the respective Branch can attend the Annual Branch General Body Meeting and can contest election for any post of the Branch organisation..

 (C. J. CHADDA)
  (M. R. BAGCHI)
  (P. S. PADMAL)
  (A. A. RAJAPUR)
  (K. J. JADHAV)

 (N. CHANDRASEKARAN)
  (K. M. DUBEY)
  (K. L. DHUA)



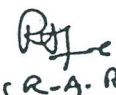

b) Biennial Circle Representative Council:-


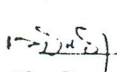
- i) Branches shall elect delegates for CRC in the GB Meeting. The number of delegates shall generally be equal to 'Average paid membership' divided by 20, fraction of .5 and above rounded off to next integer.
- ii) The amount of subscription quota paid by the Branch to the Circle during the preceding term divided by the quota payable per member for that term, is the 'Average paid membership' of that Branch.
- iii) The voting strength of every Branch will be equal to its 'Average paid membership'. The voting strength of individual delegate of the Branch shall be equal to the voting strength of the Branch divided by the number of delegates including the ex-officio delegates of that Branch.
- iv) Office Bearers of HQ / Circle, HQWC Members, CEC Members and the Branch Secretaries will be the ex-officio delegates to the CRC and shall share the voting strength of the respective Branch they belong to as basic member.

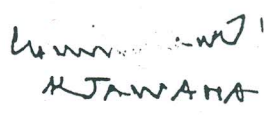
Delegates / ex-officio delegates are eligible to contest election for any post of the Circle Organisation in CRC. If any Branch Office Bearer or HQ Office bearer is elected as Circle Office bearer, he/she shall relinquish the post of Branch office bearer / HQ office bearer within three months as per the provision of 4.4.7 of the Constitution of the 'TEAM'

c) Biennial Headquarters Representative Council :-

- i) Branches shall elect delegates for HQRC in the GB Meeting. The number of delegates shall generally be equal to 'Average paid membership' divided by 40, fraction of .5 and above rounded off to next integer.
- ii) The amount of subscription quota paid by the Branch to the HQ during the preceding term divided by the quota payable per member for the term, is the 'Average paid membership' of that Branch.
- iii) The voting strength of every Branch will be equal to its 'Average paid membership'. The voting strength of individual delegate of the Branch shall be equal to the voting strength of the Branch divided by the number of delegates including the ex-officio delegates of that Branch.
- iv) Office Bearers of Circle / HQ, HQWC Members and the Branch Secretaries will be the ex-officio delegates to the HQRC and shall share the voting strength of the respective Branch they belong to as basic member.
- v) Delegates / ex-officio delegates are eligible to contest election for any post of the HQ Organisation in HQRC. If any Branch office bearer or Circle Office Bearer is elected as HQ Office Bearer, he/she shall relinquish the post of Branch / Circle office bearer within three months as per the provision of 4.4.7 of the Constitution of the 'TEAM'

 (M.K. BAGCHI)
  (P.S. PADWAL)
  (R.A. RAJAPUR)
  (K.L. DHIVA)

 (N. CHANDRASEKARAN)
  (K.M. DUBEY)

 K. JAWAHAR

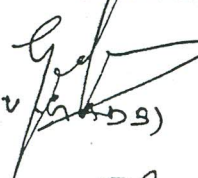
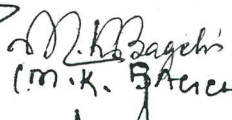




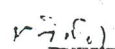

15. SOURCES OF INCOME AND GENERAL FUND :-

- i) The General Fund of the 'TEAM' shall consist of Admission Fee, Subscriptions from Members and Donations *etc...only*
- ii) The Fund shall be deposited in Nationalised Banks approved by the HQWC / CEC / BMC in the name of 'TEAM' and the accounts shall be operated jointly by the respective Treasurer and any one of President or General Secretary / Circle Secretary / Branch Secretary.
- iii) The General Secretary / Circle Secretary / Branch Secretary and Treasurer shall not keep more than Rs.2000/- with them for current expenses.

16. UTILISATION OF FUNDS:-

Subject to the provisions of Section 15 of The Trade Unions Act '1926, the general funds of, the TEAM shall not be spent on any other objects than the following viz.,

- a) the payment salary, allowances and expenses to the office bearers of the 'TEAM';
- b) the payments of expenses of the Administration of the 'TEAM', including audit of Accounts of the General Funds of the "TEAM";
- c) the prosecution of defence of any legal proceeding to which the 'TEAM' or any Member thereof is a party, when such prosecution or defence is undertaken for the purpose of securing or protecting any right of 'TEAM' as such or any rights arising out of the relations of any member with the Management of MTNL or its Subsidiaries or Joint Ventures;
- d) the conduct of trade disputes on behalf of the 'TEAM' or any member thereof;
- e) the compensation of members for loss arising out of trade disputes;
- f) allowances to members or their dependents on account of death, old age, sickness, accidents or unemployment of such members;
- g) the issue of, or the undertaking of liability under, policies of assurance on the lives of the members, or under policies insuring members against the sickness, accident or unemployment;
- h) the provision of educational, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members) or for the dependents of members;
- i) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workmen as such;
- j) the payment, in furtherance of any of the objects on which the general funds of the 'TEAM' may be spent, of contributions to any cause intended to benefit workmen in general provided that the expenditure in respect of such contribution in any financial year shall not at any time during that year be in excess of one fourth of the combined total of the gross income which has up to that time accrued to the general funds of the 'TEAM' during that year and of the balance at the credit of those funds at the commencement of that year; and
- k) subject to any conditions contained in the notification, any other object notified by the Central or State Government in the official Gazette.

 (C.V. 555)  (M.K. BAGCHI)  (P.S. PADWAL)  (A.A. Rafique)  K. JAWAN
 (N. CHANDRASEKARAN)  (K.M. DUBEY)  (K.L. BHUA)

17. FINANCIAL YEAR

The financial year of the "TEAM" shall be the Calendar Year

18. MANAGEMENT OF THE FUNDS:-



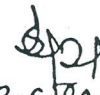

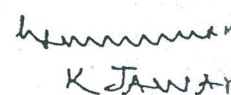
- a) The funds of the "TEAM" shall consist of a General Fund, Reserve Fund Welfare Fund or any other Fund(s) authorised by the HQWC/ CEC/ BMC for any specific purposes ratified by the respective HQRC/ CRC/ BGB.
- b) At the end of each term, the HQRC shall transfer to the Reserve Fund, a specific amount that may be decided by the HQRC.
- c) The HQRC shall also transfer a portion of the quota received by it against subscription to the Welfare Fund as may be decided by the HQRC.
- d) The Reserve Fund will be put into Fixed Deposit. Any withdrawal from the Reserve Fund will be effected only after authorization by way of resolution passed in HQRC.
- e) A portion of the Welfare Fund as decided by the HQWC shall be deposited into Fixed Deposit and the remaining amount of Welfare Funds shall be deposited in to a separate Savings Bank account.
- f) All the Fixed Deposit and Savings Bank Accounts shall be kept at Nationalised Banks and be operated by jointly by the Treasurer and any one of the President / General Secretary.

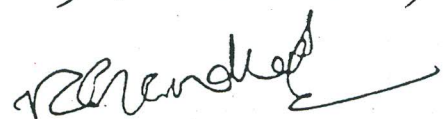
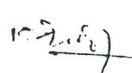

19. AUDITING OF THE ACCOUNTS:-

- a) The TEAM shall make due provision for the annual audit of the accounts of the Branch / Circle / Head Quarters of TEAM by the competent auditors appointed by BMC / CEC / HQWC respectively in accordance with Rule 18 of the Bombay Trade Union Regulations, 1927.
- b) However, the Head Quarter Representative Council / Circle Representative Council / Branch General Body may appoint an Honorary Internal Auditor from amongst the members present in the Meeting. The honorary internal auditor shall not be a member of the HQWC/ CEC / BMC. For the purpose of TA and DA he will be deemed to be a member of HQWC / CEC/BMC.

20. AMENDMENT TO THE CONSTITUTION

The Constitution of the TEAM may be amended, altered, replaced rescinded or added at any time by a majority of the members present at HQ Representative Council, provided previous notice of atleast 21 days is given to the Members through Branch Secretaries of the proposed alterations.

 (C. V. G. RAO)  (M. K. BANERJI)  (P. S. PADWAL)  (R. A. RAJGURU)  (K. JAWAR)

 (N. CHANDRASEKARAN)  (K. M. DUBEY)  (K. L. DHIVA)

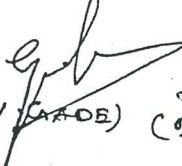
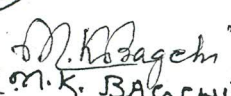



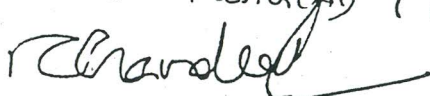


21. DISSOLUTION:-

- a) The 'TEAM' shall not be dissolved except by a majority of three fourth of the voting strength of the Head Quarters Representative Council called for the purpose and by a majority of two third of Branches / Circles.
- b) In the case of dissolution, the property and funds of the 'TEAM' shall remain as a Trust of Three Men Committee elected by the two third majority of the voting strength of the Head Quarters Representative Council. Such Committee will be for the period of one year only, after which the Committee shall convene the Head Quarters Representative Council again to decide about the future courses of action.
- c) In the meantime all the Three Members of the Committee with the signatures all the Three Members may utilise the interest of the funds only (not the capital of movable or immovable property) for the general interests of the Executives working in MTNL and or its Subsidiary Companies.

22. A Member of the 'TEAM' who is in arrears with his subscription or dues shall not be entitled to any benefit until all arrears have been paid a period of two months has elapsed from the date of payment of such arrears.

23. INSPECTION OF BOOKS OF ACCOUNTS :-

The Books of Accounts of the 'TEAM' shall be open to the inspection by any member or office bearer of the 'TEAM' during the hours during which the office of the 'TEAM' is open on any day excluding holidays.

(C.V. GAOB)  (M.K. BACHU)  (P.S. PADWAL)  (R. T. Rajeshwar)  K. JAWANAR 
 (N. CHANDRASEKHARAN)  (K.M. "DUBBY")  (K.L. DHWA) 

समानि न मल
 ०५/१२/०३
 जय-निर्वाहक, श्रीमन्त शाल
 लोकन विभाग, विन्हा ५५६