

Constitution of
GOVERNMENT AIZAWL COLLEGE EMPLOYEES WELFARE ASSOCIATION: 1999
(3rd Revised - 2019)

To ensure unity and spirit of co-operation among the employees of Government Aizawl College and to promote their common interest, the Welfare Committee, in its meeting on 17th February 1991, hereby adopt the Government Aizawl College Employees' Welfare Committee Rules as follows :-

I. Short title and commencement :

- 1) These Rules shall be called the Government Aizawl College Employees' Welfare Rules, 1999.
- 2) They shall come into force from the date of adoption by the welfare committee.

II. Definitions :

Unless there is anything repugnant in the subject and context :-

- 1) 'Rules' means the Government Aizawl College Employees' Welfare Committee Rules 1999.
- 2) 'College' means Government Aizawl College;
- 3) 'Welfare Fund' means the Government Aizawl College Employees' Welfare Fund;
- 4) 'Welfare Committee' means the Government Aizawl College Employees' Welfare Committee;
- 5) 'Employees' means the employees of the Government Aizawl College.
- 6) 'Members' means employees of the Government Aizawl College who contribute regularly to the Welfare Fund;
- 7) 'Family members' means the family member of an employee/ subscriber.
- 8) 'General Body Meeting' means General meeting of employees/ subscribers.

III. Welfare Committee :

- 1) There shall be a welfare Committee consisting of :-

Chairman

Vice Chairman

Secretary

Treasurer, and five committee members (one each from Teaching Staff, Clerical Staff (Group B and C), IV Grade (Group D) and Ex-Office member Principal.

2) The Welfare Committee will be responsible for the proper maintenance of the Welfare fund and it will have authority to make rules and amend Rules as and when necessary on recommendation by the General body meeting.

3) The term of office for two years. The same person shall not hold the same office for more than two consecutive terms. The Executive Committee can appoint interim Office Bearer member as and when necessary.

IV. Fund Collection :-

Welfare fund shall be collected monthly from the members of Government Aizawl College at the rates given below :- (w.e.f. July, 2019)

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| 1) Principal and Teaching Staff (Regular) : | Rs. 400/- |
| 2) Part-Time & Contract Teacher : | Rs. 200/- |
| 3) L.D.C and above : | Rs. 200/- |
| 4) IV Grade Staff : | Rs. 100/- |
| 5) Establishmet Staff (casual) : | Rs. 50/- |

V. Maintenance of fund :

1. The Treasurer shall be responsible for the proper maintenance of the fund. He/She may keep cash in hand as a precaution against emergency subject to a maximum of Rs. 10,000 (Rupees Ten Thousand).

2. The accumulate fund over the above amount reserved for precautionary Purpose shall be deposited in the Bank which shall be jointly operated by the Chairman and the Treasurer.

VI. Loan:

1. Loan may be granted to any regular employees/subscriber in the event of :-
 - a) Damage of subscriber's house/ residence by fire/land slice or any calamities;
 - b) Medical treatment of the subscriber or his/her family members, which required huge amount of expenditure beyond his/her capacity;
 - c) Any other matters which the Welfare Committee deems it reasonable.

2. Any application for loan shall be submitted to the Chairman of the Welfare-Committee.

3. The amount of loan, if grant, shall be fixed by the welfare Committee to maximum of Rs.20,000 (Rupees Twenty thousand).

4. Agreement Bond shall be signed by the loanee in the prescribed form. (Annexure I)

5. Loan from the Welfare Fund cannot be claimed as right. The Welfare Committee reserves the right to accept or reject any application for loan.

6. Loan may be given if fund availability is more than Rs.2,00,000 (Rupees Two lakh)

VII. Loan Recovery :

1) Recovery of the loan shall commence from the following month of availing loan from the Fund as per the rate fixed by the Welfare Committee on the basis of the amount and the limit fixed for the period of recovery without any interest, i.e. 10 months.

2) The amount outstanding beyond 10 months, if any will entail a simple interest at the rate of 5% p.a

VIII. Presentation :-

1. The Welfare fund may be used as a means for acquiring mementos to be presented to the members/ subscribers as under:-

a) Superannuation with at least 20yrs. or more service in the Govt. Aizawl College Rs. 40,000/-

b) Superannuation with at least 10-19 yrs. Service in Govt. Aizawl College Rs. 30,000/-

c) Superannuation with at least 5-9 yrs. service in Govt. Aizawl College Rs.15,000/-

d) Superannuation with less than 5yrs service in Govt. Aizawl College Rs. 7,000/-

2. Marriage of Subscriber Rs. 6,000/-

3. Transfer (if an employment subscribes to the fund at least for 3yrs) Rs. 2000/-

Note : Entitlement of the stated presentation shall be determined by updated subscription, i.e.

a) The subscriber shall require to pay all outstanding dues up to the month he/she draw Salary from G.A.C.

b) Non-Clearance of outstanding dues shall ensue non-receipt of the presentation, should the dues exceed the amount of the presentation due.

IX. Financial Assistance :-

Financial Assistance may be given to many member under peculiar circumstances which the Welfare deems it reasonable. The amount of such assistance shall be determined by the Welfare Committee from time to time as the case may be.

X. Condolence :-

The Welfare Fund shall be used as a means of condolence in the event of death of a member or any member of his/her family :-

- 1) Member: Rs. 80,000/-
- 2) Parents/Wife/husband depending son/Daughter of member : Rs.10,000/-
(Brother/Sister living with him/her (Rule II:7))

XI. Membership :

1. a) Any interested person working on Regular basis (Faculty & Establishment Staff) in Govt. Aizawl College may be a member of Govt. Aizawl College Employees Welfare by paying required fee (s).

b) Any interested person working on Adhoc basis/Muster roll, Contract basis, Part-Time (Faculty & Establishment Staff) may be a member of Aizawl College Employees Welfare by paying required fee (s).

c) Any member terminated owing to non-payment of required fees may renew his/her Membership if he/she cleared all arrear fees.

2. Termination of membership :

Membership may be terminated under the following circumstances. :

- a) Failure to pay monthly contribution/subscription etc. for more than 6 (six) months.
- b) Retirement / Death.
- c) Expulsion from the membership.

XII. Amendment :

Amendment to the whole or any part of the rules shall be made by simple majority vote of the members present in the General body meeting on the members proposal for such amendment by any subscriber.

XIII. Residual power shall be vested in the Welfare Committee.

XIV. Resolution

In the event of resolution passed by simple majority votes of member present in the General Body Meeting, the accumulated fund shall be distributed among all the member/ subscribers in proportion to their contribution to the fund. *(3rd Amendment effective from July,2019)*

(Dr. ANDREW LALSANGZELA SAILO)
President

(NGURHMINGLIANI SAILO)
Secretary