

**GOVERNMENT J. THANKIMA COLLEGE
STAFF WELFARE ASSOCIATION (GJTCSWA)**

**CONSTITUTION
(2021 Amendment)**

INTRODUCTION

Government J. Thankima College Staff Welfare Association (GJTCSWA) was founded on 7th March, 2003. The Constitutions for the proper functioning of the association was put forth right from its inception and these Constitution was revised at the General Body Meeting on 9th December, 2005 which came into function from 1st April, 2006 onwards. The Constitution was again revised on 1st June, 2015, 17th September, 2018 and 12th March, 2021 with minor changes which came into function from 12th March, 2021 onwards.


(LALCHANGLIANA)
Chairman GJTCSWA


(REBECCA KHIANGTE)
Secretary GJTCSWA

Dated Aizawl
12th March, 2021

CHAPTER I

NAME, MEMBERSHIP AND OBJECTIVES

Article - 1: Name of the Association

The name of the association will be “Government J. Thankima College Staff Welfare Association”, in short “GJTCSWA”.

Article - 2: Membership

All the staff of Government J. Thankima College, staff who are attached and employed as Guest/Contract/Part Time/Casual to Government J. Thankima College and who are on deputation to other institutions will be included as members.

Article – 3: Objectives

- A. To plan for the progress and good of Government J. Thankima College.
- B. To work for the unity and peaceful work environment among all the staff of the college.
- C. To work for the prosperity of all members and to be ever ready to help those members in need.
- D. To give gifts of condolences on deaths and wedding gifts to members when such situations arise.
- E. To work for proper teacher-student relationship in the college.

CHAPTER II

MEMBERSHIP

Article – 4: Qualification of Membership

- A. All the staff of Government J. Thankima College can become members after paying a membership fee of Rs. 500/- (Five hundred).
- B. If the members retire or are transferred to other institutions, their membership will end.
- C. When authorities from the government attach a staff to Government J. Thankima College, s/he can become a member after paying the membership fee and monthly contribution.
Note: “Attached Staff” include staff who are employed on a regular basis by the government.
- D. Guest Lecturers/Contract/Part Time/Casual Employed appointed by the government or concerned authority of the College are also eligible to be a member if she or he pays a membership fee of Rs 500/-. However, the Staff Welfare Association Executive Committee will take things into consideration in matters of the deaths and weddings.

CHAPTER III

FINANCE AND ACCOUNTS

Article – 5: Source of Income

The main source of income for Government J. Thankima College Staff Welfare Association are as follows:

- A. Membership fee.
- B. Monthly donation from members – Donation from members is collected as follows: -
 - i) Group A – Rs. 300
 - ii) Group B & C – Rs. 200
 - iii) Group D – Rs. 100**For Guest/Contract/ Contract/ Part Time/ Casual -**
 - iv) Group A – Rs. 150
 - v) Group B & C – Rs. 100
 - vi) Group D – Rs. 50

- C. Donation/Contribution
- D. Other source of income for the organization.

CHAPTER IV OFFICE BEARERS

Article – 6: Office Bearers, Election and Term

- A. The Posts of Office Bearer for Government J. Thankima College Staff Welfare Association are:
- i) Chairman
 - ii) Vice Chairman
 - iii) Secretary
 - iv) Assistant Secretary
 - v) Treasurer
 - vi) Finance Secretary
- A. Office Bearers are elected by the members every year.
- B. Office Bearers are elected post by post.
- C. In order to be elected as an office bearer one needs to get the highest number of votes (simple majority).
- D. Any member can be elected as an office bearer.
- E. The term of an office bearer is one year, and one cannot hold the same post for more than two consecutive terms.
- F. Attached staffs cannot be elected as Office Bearers and members of the Executive Committee.

Article – 7: Executive Committee Members

- A. GJTCSWA Executive Committee Members comprise of the following:
- i) Teaching Staff Representatives – 10 (ten)
 - ii) Non- Teaching Staff Representatives – 4 (four)
- B. Executive Committee Members will be appointed by the Office Bearers.
- C. A Committee Meeting can be held only when one third of the members are present.
- D. If the term of the Office Bearer ends and due to some circumstances, a General Body Meeting cannot be held, the Executive Committee Meeting will have the power to elongate the term of the Office Bearer.
- E. If and when an Office Bearer or a member of the Executive Committee declines from their post, the Executive Committee will have the power to fill that vacant post by electing any member.
- F. The Executive Committee will organize a General Body Meeting every year.

CHAPTER - V CONDOLENCE AND FELICITATION/AWARD

Article – 8: Condolence

- A. The Staff Welfare Association will give a certain amount of money as condolence on the death of:
- i) GJTCSWA Member.
 - ii) Wife/Husband of GJTCSWA Member.
 - iii) Parents of GJTCSWA Member.
 - iv) Children of GJTCSWA Member.
- B. The amount of Condolences are given below; it will be given in cash.
- i) GJTCSWA Members – Rs. 100, 000/- with Citation and Bouquet.
 - ii) Wife/Husband of GJTCSWA Member – Rs. 10, 000/- with Citation and Bouquet.
 - iii) Parents of GJTCSWA Member – Rs. 5, 000/- with Bouquet.
 - iv) Children of GJTCSWA Member – Rs. 5, 000/- with Bouquet.
- C. If a member dies and the funeral service is held at their home, a bouquet will be given to their family.

Article – 9: Felicitation/Award

Government J. Thankima College Staff Welfare Association (GJTCSWA) shall give Award/ Felicitation to the following members:

- A. Single member marriage – Rs. 5000/- and citation.
- B. Double members marriage – Rs. 10,000/- and citation.
- C. When a member is awarded a M. Phil/ Ph. D Degree/ National Award, the Executive Committee will decide the time of felicitation programme and should be given cash incentives Rs. 5000/-with citation.

Article – 10: Gifts and Endowment

Government J. Thankima College Staff Welfare Association (GJTCSWA) shall present gift and endowment to the following members:

- A. Pensioners/Voluntary Pensioners/Medical Reasons – Rs. 5000/- and citation.
- B. Transfers/Joining of other services/other reasons for leaving the college – Rs. 3000/- and citation.
- C. If a member suffers from a serious case of illness the Executive Committee will decide the amount of endowment to be given.
- D. Natural Calamity – When members suffer a natural calamity, the Executive Committee will decide on the amount of endowment to be given.

CHAPTER – VI LOAN AND REPAYMENT

Article – 11: Loan and Repayment

A member can borrow as much as an amount of Rs. 10,000 from the Welfare Fund. If it is a case of death or a serious illness, a member can borrow as much as an amount of Rs. 30,000 with the agreement of the Office Bearers. The member should repay the amount during a time period of 10 months; an extra amount cannot be borrowed before repaying the previous amount. There should always be an amount of Rs. 50,000/- in the GJTCSWA Account.

CHAPTER – VII AMENDMENTS

Article – 12: Amendments

- A. If there is a need to revise the Constitutions of Government J. Thankima College Staff Welfare Association (GJTCSWA), the Executive Committee will hold a General Body Meeting and a revision can be made with a two-thirds vote of the members present.
- B. Regarding issues which are not mentioned in the guidelines, the Executive Committee can take matters into their hand. The matter will be put up for implementation at the next General Body Meeting.

CHAPTER VIII MISCELLANEOUS

If a need arises for the dissolution the GJTCSWA, a General Body Meeting with a Two Third Majority (2/3) can dissolve the Association. If such a dissolution comes about, possessions of the GJTCSWA, money and all loans will be taken care by the General Body Meeting.

ABBREVIATIONS:

- i. SWA - Staff Welfare Association
- ii. GJTCSWA - Government J. Thankima College Staff Welfare Association
- iii. EC - Executive Committee.
- iv. College - Government J. Thankima College
- v. Member - GJTCSWA Member.