

20 Rs.



KERALA LABOUR MOVEMENT
MEMORANDUM OF ASSOCIATION

1. NAME OF THE SOCIETY: -

The name of the Society shall be KERALA LABOUR MOVEMENT (KLM)

2. ADDRESS & REGISTERED OFFICE: -

The Registered Office of the Society shall be at KCBC Labour Commission Office at P.O.C, Palarivattam, Cochin – 682025. The General Body can shift the Office to any other place at any time in future.

3. AREA OF OPERATION: -

Area of operation of the Society shall be the whole of Kerala State.



KERALA

4. AIMS AND OBJECTS: -

1. The aim of this Society is to work for the Spiritual, Cultural, Economical, Educational, and Social development of the Labourers both in organised and unorganised sectors and well being of their families.
2. In order to achieve the above objects the movement will undertake various programmes.
 - a. To help labourers to lead a good spiritual and religious life.
 - b. To make labourers real Christ bearers through spiritual revival and to uphold other co-workers to Christ
 - c. To become a Christian Moral Force aiming to re-establish justice when it is denied in any circumstances and occasions.
 - d. To inculcate new culture in the field of employment to increase productivity, efficiency etc and improve responsibility.
 - e. To develop leadership qualities, skills and efficiency among the labourers to enable them to give effective leadership in various fields.
 - f. To conduct cultural and art programmes for the upliftment of cultural development among labourers.
 - g. To publish books, journals and pamphlets on various subjects beneficial to labourers.
 - h. To give training programmes and educational facilities to labourers.
 - i. To provide facilities to get information regarding employment opportunities.
 - j. To promote other charitable Societies or Trusts to undertake Housing Schemes, Self Help Schemes etc for the labourers.
 - k. To encourage labourers to start small-scale industries, credit unions, self help groups etc for the welfare of labourers.

Sd/-
Fr. Jose Vattakuzhy
(Director)

Sd/-
Mr. P.L. George
(President)

Sd/-
Mr. Joseph Jude Arackal
(General Secretary)



- l. To co-operate with the activities of similar other organisations for the upliftment of labourers.
- m. To co-operate with Government and semi-govt. organisations, Universities, Welfare Boards, NGO's etc to implement various programmes for the welfare of labourers.
- n. To promote Welfare Schemes such as Pension Scheme, Insurance Schemes etc for the labourers.
- o. To do any other activities incidental to the above or any other charitable activities for the welfare of the poor and needy.

5. **PATRON:** -

The heavenly Patron of Kerala Labour Movement is St. Joseph.

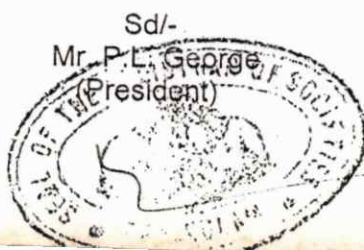
6. **MANAGEMENT:** -

The affairs of the Society shall be managed by the Executive Committee formed from time to time according to the Rules and Regulations of the Society.

Names, Designation, Addresses and Occupations of the Members of the first Executive Committee of Kerala Labour Movement are as follows: -

<u>No.</u>	<u>Name</u>	<u>Designation</u>	<u>Address</u>	<u>Occupation</u>
1.	Rev. Fr. Jose Vattakuzhy	Director	KLM Office, Pastoral Centre, Trichur-680005	Social Work
2.	Mr. P.L. George	President	Paliakara House, Kunnathumkara, Ollukara P.O. Trichur-680655	Social Work
3.	Mr. Johnkutty P.L.	Vice President	Padakulangara, Arthingal P.O. Chnavally, Alappuzha	Social Work
4.	Mr. Joseph Jude Arackal	General Secretary	B205, Shanti Gardens Pipe Line Road, Thoppil, Thrikkakara-682021	Social Work
5.	Mr. M.L. Alfred	Secretary	Sadhgamaya, Chemmakkad, Perinad, Kollam	Social Work
6.	Mr. Benny P. Joseph	Treasurer	Pushpavadi, Kaithaparambu P.O., Enathu, Trivandrum-691526	Social Work
7.	Mr. Jomon Cherussery	Member	16/113 Ollukkara P.O. Trichur	Social Work

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(Director)



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(General Secretary)

7. SAVING CLAUSE: -

This is purely a Public Religious and Charitable Society and hence :-

- (a) All the activities of the Society are solely for philanthropic purposes and not for the purposes of profit.
- (b) The income, if any, or funds of the Society shall not at any event be distributed among the members or office-bearers of the Society as profit or divided and it shall be utilized only for achieving the objects of the Society, either immediately or in future.
- (c) The benefits of the Society shall be open to all irrespective of caste, creed, community and religion.

8. DECLARATION: -

We, the members of the Society, signed hereunder, whose names and addresses are given below are desirous of being formed into a Society in pursuance of this Memorandum under the Travancore-Cochin Literary, Scientific and Charitable Societies Registration Act XII of 1955 under the name Kerala Labour Movement.

<u>No.</u>	<u>Name</u>	<u>Designation</u>	<u>Address</u>	<u>Signature</u>
1.	Rev. Fr. Jose Vattakuzhy	Director	KLM Office, Pastoral Centre, Trichur-680005	Sd/-
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4.	Mr. Joseph Jude Arackal	General Secretary	B205, Shanti Gardens Pipe Line Road, Thoppil, Thrikkakara-682021	Sd/-
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KERALA LABOUR MOVEMENT

RULES & REGULATIONS

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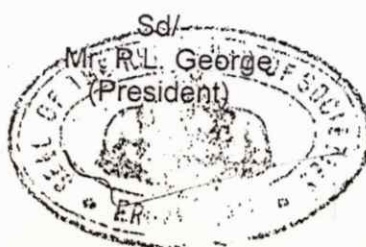
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5. PATRON: -

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6. CHARACTERISTICS, STRUCTURE & MEMBERSHIP: -

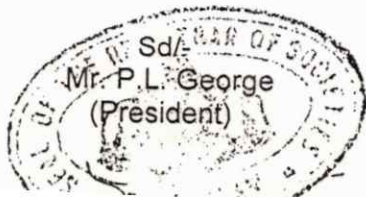
- a. KLM is the unifying agency of various workers' organisations of Catholic Dioceses of Kerala region. KLM of Diocese is the unifying agency of various official workers' organisation coming under the Diocese.
- b. The state level based societies which work under any for Dioceses in any particular employment sector with the consent of the Bishops of the concerned dioceses which functions with the aim of the upliftment of the workers can affiliate to KLM.
- c. The societies affiliated under this rule will get all the equal rights and responsibilities in KLM.
- d. Workers above 18 years of age who comply with the aims and function of the organisation can be its members.
- e. Under each organisation connected with the realm of Diocese, units can form and work in parish level, Christian institutions or in any employment organisations.
- f. These units can formulate its own norms and laws, without conflicting the laws of KLM.
- g. The diocese organisations are authorised to admit members for their units.
- h. Each Diocese units must contain at least five preliminary units.
- i. This organisation is beyond party politics.

7. GOVERNING BODIES :-

A. KCBC LABOUR COMMISSION :-

Kerala Catholic Bishop Council Labour Commission will have all the rights to give advice and guidance to the activities of Kerala Labour Movement. Labour Commission work as a link between KCBC and this movement. The KCBC through the Labour Commission Chairman will give all the helps to this organisation. All the disputes of the organisation will settled by the Labour Commission and this will be binding all parties concerned which can not be questioned by any court of law.

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(General Secretary)

- a. The Labour Commission Chairman will have right to participate in the State Executive, General Body meetings of this movement. The information of all the meetings should be given to the Commission on time.
- b. The information regarding the activities of this movement should given to the Labour Commission on time. And opinions have to be seek regarding the important issues.
- c. The Labour Commission Chairman will be the patron and the members will be the co – patrons.

B. GENERAL BODY & EXECUTIVE COMMITTEE:-

This movement will have two Governing Bodies- General Body and Executive Committee. General body stands for the policy making and Executive Committee stands for the Executive functions.

a. EXECUTIVE COMMITTEE :-

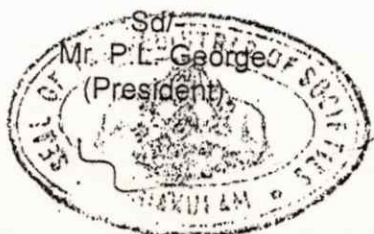
The day to day activities if this movement will be lead by 11 Member Executive Committee comprising the Director, President, Vice – President, General Secretary, Secretary, Treasurer and five Regional Organisers in-charge of each region.

- i. The election of the President, General Secretary and Treasurer will be based on the representation of individual churches of Kerala.
- ii. More than one members is not to be elected from each Diocese.
- iii. The elected official members of CWM recognised by CBCI belonging to Kerala region will remain as ex-officio member without any power to vote until they have the membership of national committee.
- iv. Meeting are to be conducted at least once in three months and proper minutes of the meeting are to be kept.
- v. The duration of Executive members is two years or until the new members take charge after next election.
- vi. The General body members has right to take part in election of member of Executive Committee and to cast their vote. But Diocesan committee can nominate person those who are not included in General body for the post of office bearers.
- vii. President, General secretary and Treasurer are cannot eligible to get elected for the same post for more than two terms continuously.

b. GENERAL BODY :-

The General Body is the ultimate authority of the Kerala Labour Movement. Following are the members of the General Body:

Sd/-
Fr. Jose Vattakuzhy
(Director)



Sd/-
Mr. Joseph Jude Arackal
(General Secretary)

i. The members of KCBC Labour Commission

The Director

The existing state level Executive Committee members.

The President, General Secretary, Treasurer of the units of the Dioceses.

The state President, General Secretary, Treasurer who are completed the term of office just before the existing office bearers.

All the individuals admitted to membership and nominees of Diocesan units.

Those elected from Kerala to the national level bodies like CWM. This status will get automatically terminated once they loose their membership in the said body.

ii. The General Body Meeting is to be conducted at least once in an year to transact the following business :-

- a. Approve the Accounts and Budget
- b. Appoint Auditors
- c. Elect Executive Committee Members if necessary
- d. Discuss and approve future activities

8. POWERS & DUTIES OF OFFICE BEARERS :-

a. DIRECTOR :-

- a. The priest who is appointed as the secretary of KCBC Labour Commission is will be the director of this movement.
- b. It is the duty of the Director to supervise and give guidance in accordance with the policy of KCBC Labour Commission for the smooth functioning of the movement. The duty of Director Includes giving advice for the moral uplift of the members as well as enriching the activities of movement according to the teaching of the church and principles of Christianity.

b. PRESIDENT :-

- a. The General governance and leadership of the movement rests on the President.
- b. Presides over the official meetings of the movement, and also will be the official spokesman of the movement. President can exercise this power in accordance with the declared policies of the movement.
- c. Can permit to spend up to Rs.1000 or the amount fixed by the Executive Committee for urgent matters that are not included into the approved budget.
- d. To call or advice others to call General body and Executive Committee meetings.

c. VICE PRESIDENT :-

When the president is not present or when his position is vacant all the rights of president will ret on Vice President.

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(President)

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(General Secretary)

d. GENERAL SECRETARY :-

General Secretary will be responsible for the day to day functioning and management of the movement and the running of central office.

- i. Issue the notice for the General body & Executive meetings according to rules and maintain the minutes and reports and get approval in the next meeting.
- ii. Undertake communications concerning the movement, maintain files and issue circulars when needed.
- iii. Keeping up to Rs.1000 in hand according to the approved budget and or the amount fixed by the Executive Committee the treasurer are the duties of the General Secretary.

e. SECRETARY :-

- i. secretary should take over charge whenever General Secretary is not present or when his position is not filled when it is vacant.
- ii. It is the responsibility of the secretary to exercise the directions given by General Secretary and executive Committee from time to time.

f. TREASURER :-

Treasurer is responsible to handle the financial transaction of the movement

- i. Collect fees, terminal fee, donation etc. for the movement and issue receipt for the same.
- ii. Organisations account of properties, income expenditure etc. should be recorded and all the necessary documents including passbook should be kept at his own risk.
- iii. Organisation's cash should be deposited in the bank in the name of Director, president & Treasurer as a joint account.
- iv. The Treasurer should not have any rights to do any financial transactions in the name of the movement without the legal permission of the Executive Committee.
- v. The Treasurer should not keep an amount exceeding Rs.1000/- for the purpose of the movement.
- vi. The movement shall not be responsible for the expenditure of Treasurer with out proper document and vouchers.
- vii. Organisation's income & expenditure with an audit report should be presented and get approved in the Executive Committee and general body meeting.

g. ORGANISERS :-

Regional activities of the movement should be co-ordinated by the organisers. Organisers should take effort in establishing movements in Diocese included in the region and follow up in effective way.

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9. FLAG :-

The movement should have a common flag. The red colour which is symbolic of prophecy and martyrdom, and blue which is symbolic of hope should be horizontally sewed together in equal measurements. There should also be the yellow cross within the red background which is represents victory and greatness gained through sacrifice.

10. EMBLEM :-

The organisation will have a common emblem. The emblem signifies the message of solidarity of mankind to protect the job opportunities in the spirit of Holy Ghost. Hands held together in a circle signifies strong unity, the paddy sprouts in the fist, and the mechanised wheels signify the areas of work.

11. PROPERTIES :-

- a. Organisation's properties exists on a common level and no portion of the property or profit will distributed among its members.
- b. A joint account should be opened in the name of Director, President & Treasurer in any bank or other banking organisation as per the decision of executive committee.
- c. Two auditors should be appointed in the Annual General body meeting. The auditors should audit income & expenditure and the report should be presented in the Annual General Body Meeting. External Auditing can be recommended if necessary.

12. DISSOLUTION :-

If this movement is brought to a halt or its work is stopped at a certain time, once its debit and liabilities are fulfilled, the remaining property and wealth will be transferred with the approval of KCBC to those organisation having similar objects of this movement, Otherwise, the property and wealth will be turned over to the Government.

13. AMMENDMENTS :-

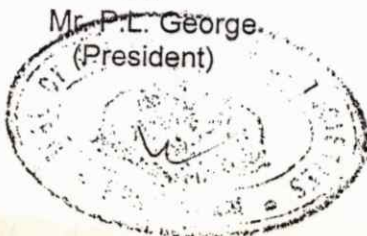
- a. .Amendments of these laws should have the approval of KCBC Labour Commission. The amendments which has no approval of KCBC will not have any legality.
- b. The amendments of these Bylaws need prior approval of the Commissioner of Income Tax.
- c. In order to discuss the intended amendments the complete version of the said amendments should be added to the notice of the said meeting.
- d. To summon the General Body Meeting for the amendments, 30 days notice has to be given.

14. INTERPRETATION OF LAW :-

The power to interpret the law will be held by KCBC Labour Commission.

Sd/-
Fr. Jose Vattakuzhy
(Director)

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Mr. P.L. George.
(President)



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15. RULES :-

The executive shall have the power to bring these rules into practice and to create new rules that facilitate the smooth functioning of this movements. However, the said rule are not supposed to be in contradictory, as shorten or oppose any section of the constitution of the movement.

16. AFFILIATION FEES & ANNUAL FEES :-

- When units become the member of the KLM, it has to remit Rs. 500 as affiliate fee.
- Each units has to remit Rs.100 as annual fees at the head office before annual meeting.
- Those units and its representatives who do not remit the annual fees and the other assets within the due date shall not posses any rights promised in the law unit it dues are cleared and settled. The time limit shall not be extended more than two years.

17. QUORUM :-

- The quorum of the General Body / Executive meeting shall be 25% the total membership of the Bodies.
- If there is no quorum for the meeting the members have to wait for one hour from the scheduled time if the quorum is unavailable after that one hour, the meeting has to be postponed to any other day to which falls before 15 days from the originally scheduled date. There will not be any change in the agenda of the meeting and no quorum is required to conduct the postponed meeting.

18. DECLARATION: -

We the office bearers of the Society hereby certify that the Rules and Regulations given above is the true copy of the Rules and Regulations of the Kerala Labour Movement (KLM).

Dated this 20th Day of August 2004.

<u>No.</u>	<u>Name</u>	<u>Designation</u>	<u>Signature</u>
1.	Rev. Fr. Jose Vattakuzhy	Director	Sd/-
2.	Mr. P.L. George	President	Sd/-
3.	Mr. Joseph Jude Arackal.	General Secretary	Sd/-

സംസ്ഥാന രജിസ്ട്രാർ ചെർമ്മുനത്തു സംസ്ഥാനീയ സർട്ടിഫിക്കറ്റ് 1955-ലെ 12-ാമത്
തിരുവിതാംകൂർ-കൊച്ചി സാഹിത്യ, ശാസ്ത്രീയ ധർമ്മ സംസ്ഥാന രജിസ്ട്രാർ അട



