

GATE PASS

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Case - 107 - 5-34012

HAND BY

MANISH SINGH



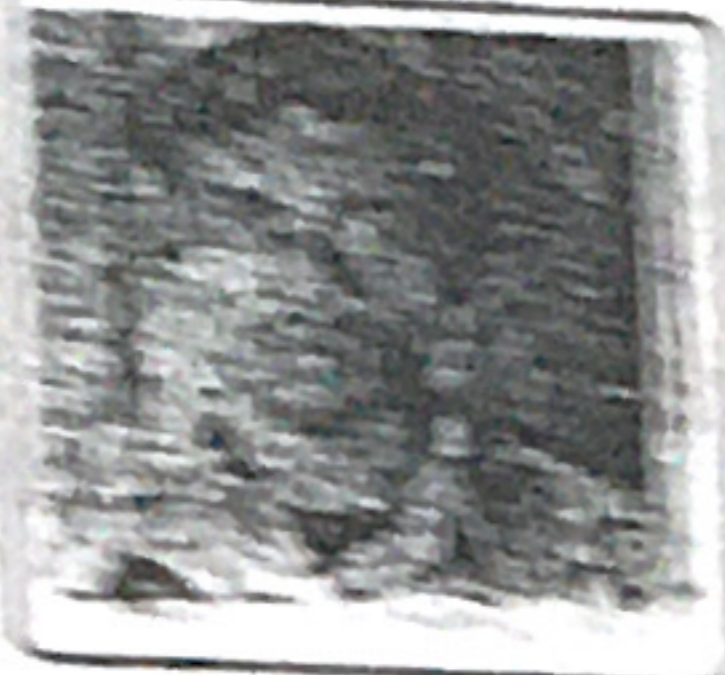
Anay Chugh
President

Garment and Allied Workers' Union
Gurgaon



VIVA GLOBAL

PLOT NO. 413, PHASE-II, UDYOG VIHAR, GURGAON (HR)
PH : 0124-4742200, 4742215 FAX : 0124-4742255



IDENTITY CARD

Code No.	: P1145
Name	: NAGENDER SINGH
F_H Name	: PRATAP SINGH
Designation	: TAILOR
Department	: PRODUCTION
D.O.J.	: 01-01-2009

(Employee Signature)

(Issuing Authority)




Angad Malhotra
 President
 Garment and Allied Workers' Union
 Gurgaon

T & C G GARMENTS
 222, PHASE - LUDHYOO VILLAGE, GURGAON, HARYANA
 Ph: (0124) 451251

IDENTITY CARD

Employee Code	: TC2254
Employee Name	: RAM KARAN
Fach/Flot Name	: LATE BHAGDATH
Designation	: OPERATOR
Date of Joining	: 19/11/2001
Issuing Date	: 19/11/2001


[Signature]
 *
 Attested
[Signature]
 Authorized Signatory

[Signature]
 Signature of Employee



[Signature]
 President
 Garment and Allied Workers' Union
 Gurgaon

ROLEX HOSIERY PVT. LTD.

OT NO. 7, IDC, MEHRAULI ROAD, GURGAON - 122 001 (HARYANA)
Tel. : 0124-4788000 - 199, Fax : 0124 - 4788174



IDENTITY CUM ATTENDANCE CARD

Code No. 1440
Name: PRAMOD KUMAR RAI
FTH Name: DEEPA SAN RAI
Designation: Sizing Operator
Department: SEWING
U.O. No. 02/01/2008

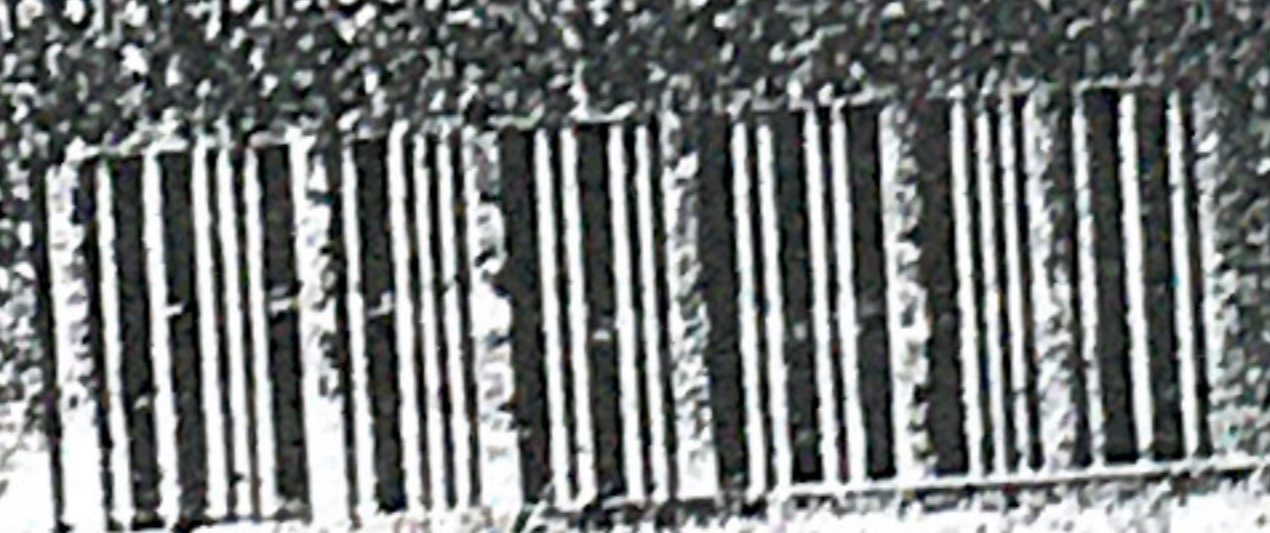
P. Kumar
Employee of Card Holder

[Signature]
Issuing Authority



Address of Card Holder

- Display in
- This card is to be
- This card is to be
- Loss of Card to be reported to
- Immediately Cost of Replacement will be borne by the employee

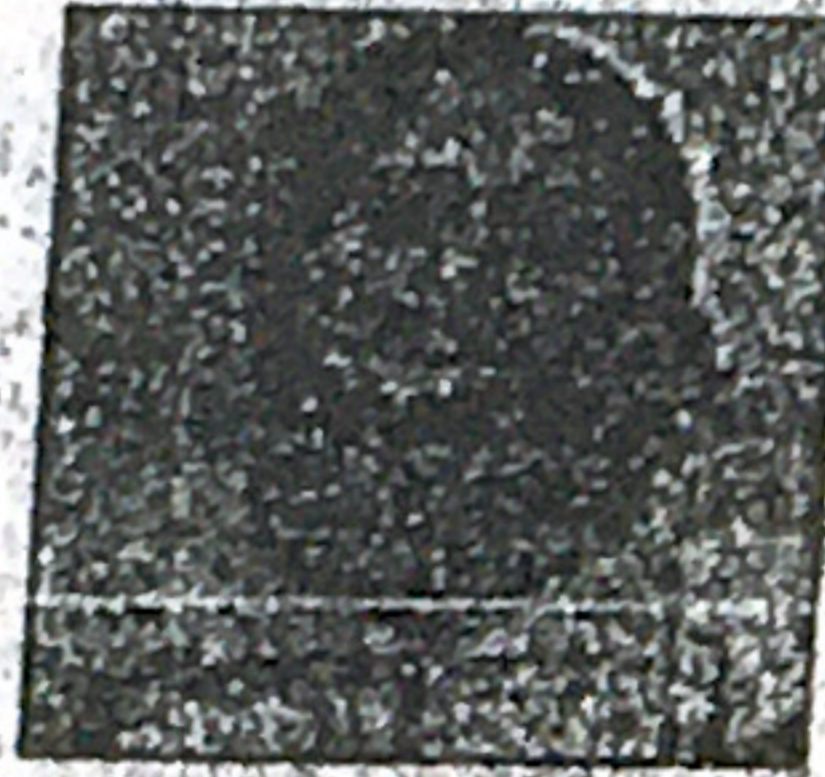


[Signature]
President
Garment and Allied Workers' Union
Gurgaon



Transport Department, National Capital Territory of Delhi

Licence to drive vehicles throughout India



LICENCE NO. : P09102006408751 H
NAME : ANANNYA
Daughter of : SH D K BHATIACHARJEE
ADDRESS : B-5/90 IIND FLR
S J ENCL
NEW DELHI 110029
DT. OF BIRTH : 12/07/1962
VEHICLE CLASS : MCYL 19/10/2006
LMV(NT) 19/10/2006

Anny Ananya

(Holder's Signature)
DT. OF ISSUE : 19/10/2006
VALIDITY : 11/07/2012
INV CARR NO. : NA

[Signature]
Sig. Of Licencing Authority



Anny Ananya

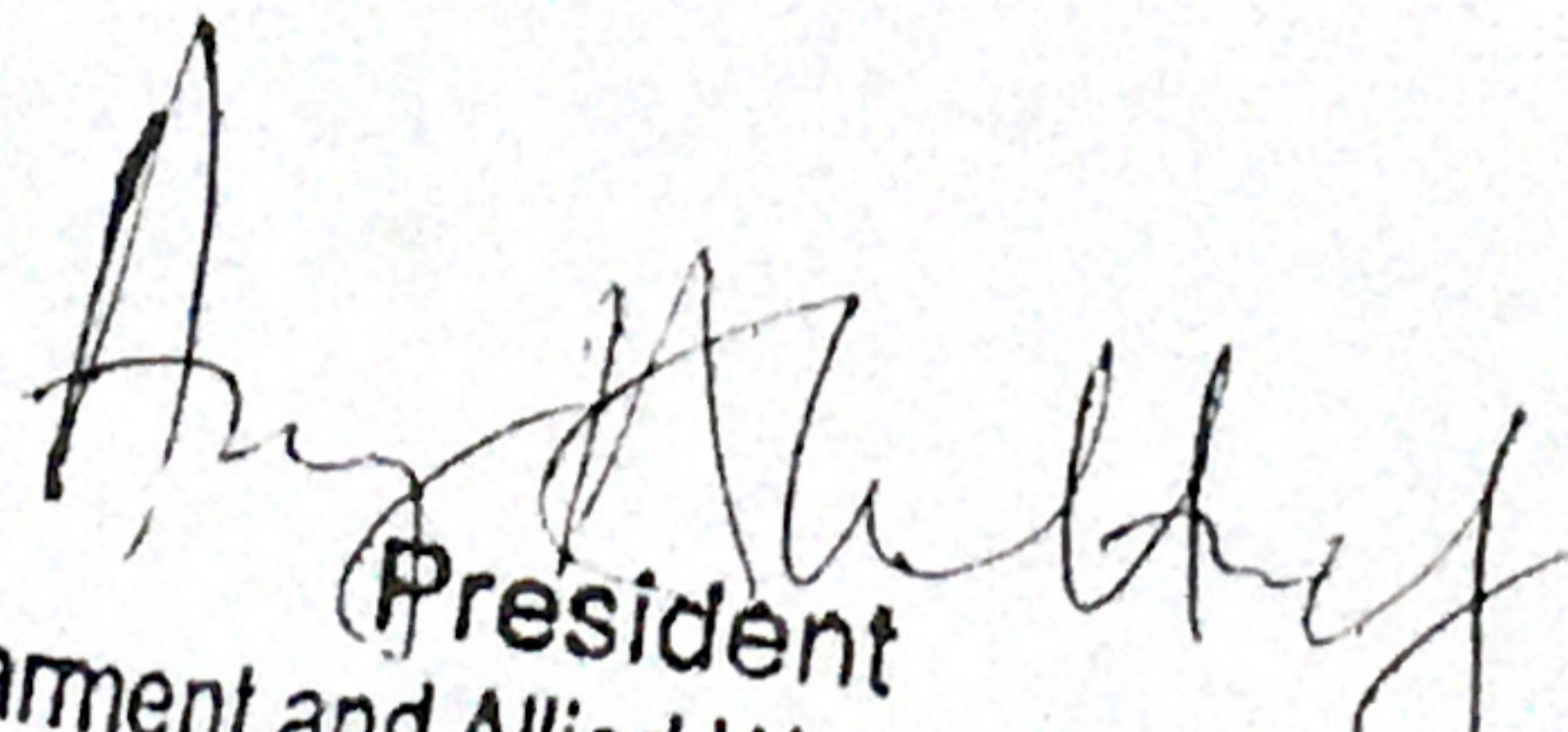
President
Garment and Allied Workers' Union
Gurgaon

Garment and Allied Workers' Union
Gurgaon

SCHEDULE I
LIST OF OFFICERS

Serial No.	Title	Name	Age	Address	Occupation
1	President	Anannya Bhattacharjee	48 Years	Plot No.1, Rao Maichand Complex, Near Jwala Mill, In front of Military Station, Old Delhi-Gurgaon Road, Gurgaon, Haryana	Social Activist
2	General Secretary	Nagendra Singh	26 Years	M/s. Viva Global, Plot No.413, Phase-III, Udyog Vihar, Gurgaon, Haryana	Worker
3	Organizing Secretary	Ashok Singh	28 Years	M/s. Modelama, Plot No. 105, Phase-I Udyog Vihar, Gurgaon, Haryana	Worker
4	Publicity Secretary	Ramkaran	48 Years	M/s. Richa Global, Plot No.232, Phase-I, Udyog Vihar, Gurgaon, Haryana	Worker
5	Joint Secretary	Mantun Giri	35 Years	M/s. Gaurav International, Plot No.133, Phase-IV, Udyog Vihar, Gurgaon, Haryana	Worker
6	Joint Secretary	Pramod Kumar	31 Years	M/s. Rolex Hosiery, 7 IDC, Mehrauli Raod, Gurgaon, Haryana	Worker
7	Joint Secretary	Khushboo	21 Years	M/s. Viva Global, Plot No.413, Phase-III, Udyog Vihar, Gurgaon, Haryana	Worker
8	Treasurer	Retu Singh	28 Years	Plot No.1, Rao Maichand Complex, Near Jwala Mill, In front of Military Station, Old Delhi-Gurgaon Road, Gurgaon, Haryana	Social Activist




President
Garment and Allied Workers' Union
Gurgaon

भारतीय गैर न्यायिक

पचास
रुपये

₹.50



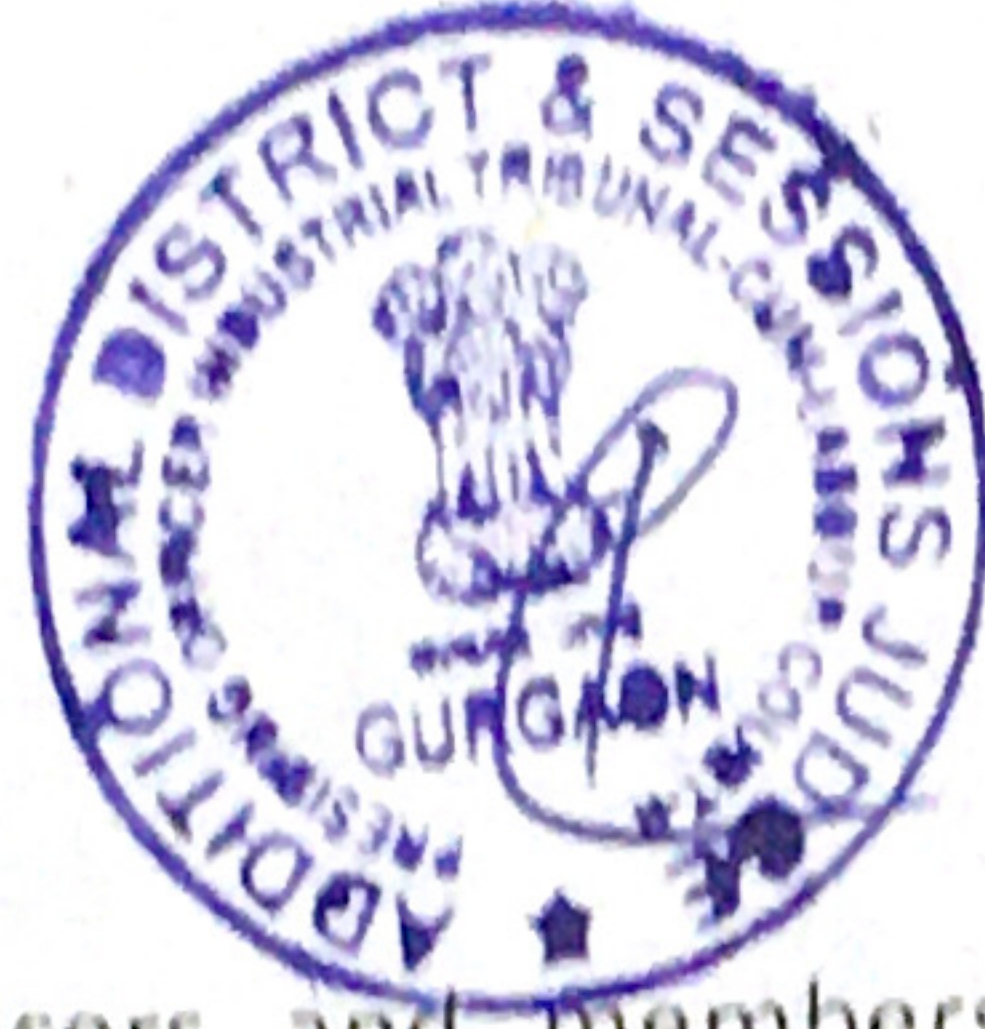
FIFTY
RUPEES

Rs.50

INDIA NON JUDICIAL

हरियाणा HARYANA

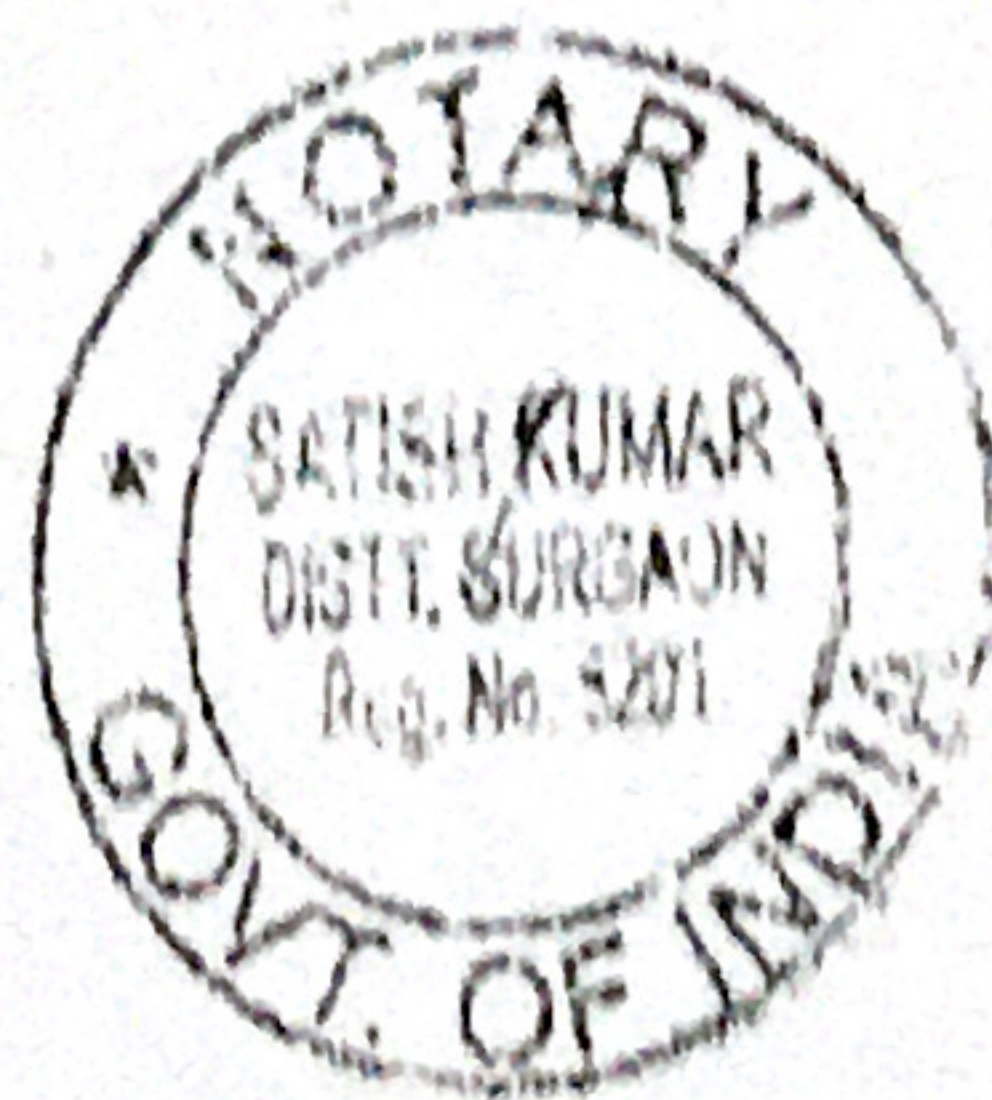
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DECLARATION

We the following officers and members of the executive committee mentioned the application dated..... to be submitted to the Registrar, Trade Unions, Harvana, Chandigarh for registration under the Trade Unions Act, 1926, do hereby declare that we have not been convicted by any court of law in India in any offence involving moral turpitudes and sentenced to imprisonment.

Serial No.	Name	Father's name	Designation	Age
1	Anannya Bhattacharjee	Dileep Kumar Bhattacharjee	President	48 Years
2	Nagendra Singh	Shri Pratap Singh	General Secretary	26 Years
3	Ashok Singh	Shri Baburam	Organizing Secretary	28 Years
4	Ramkaran	Late Shri Bharirath	Publicity Secretary	48 Years
5	Mantun Giri	Late Shri Gopeshwar Giri	Joint Secretary	35 Years
6	Pramod Kumar	Shri Darshan Rai	Joint Secretary	31 Years
7	Khushboo	Shri Jeevan Prasad Sah	Joint Secretary	21 Years
8	Retu Singh	D/o Shri Vijay Shankar Singh	Treasurer	28 Years



Anny Anubhai
President
Garment and Allied Workers' Union
Gurgaon

Amr Khatke
Dob

Rajni
मोगिन सिंह
रुशव

Ramkaran
M-LIRI
DEPONENTS Retu Singh

Place:

Date:

VERIFICATION:-

Verified that the contents of our above declaration are true and correct to our knowledge. No part of it is false and nothing material has been concealed therein



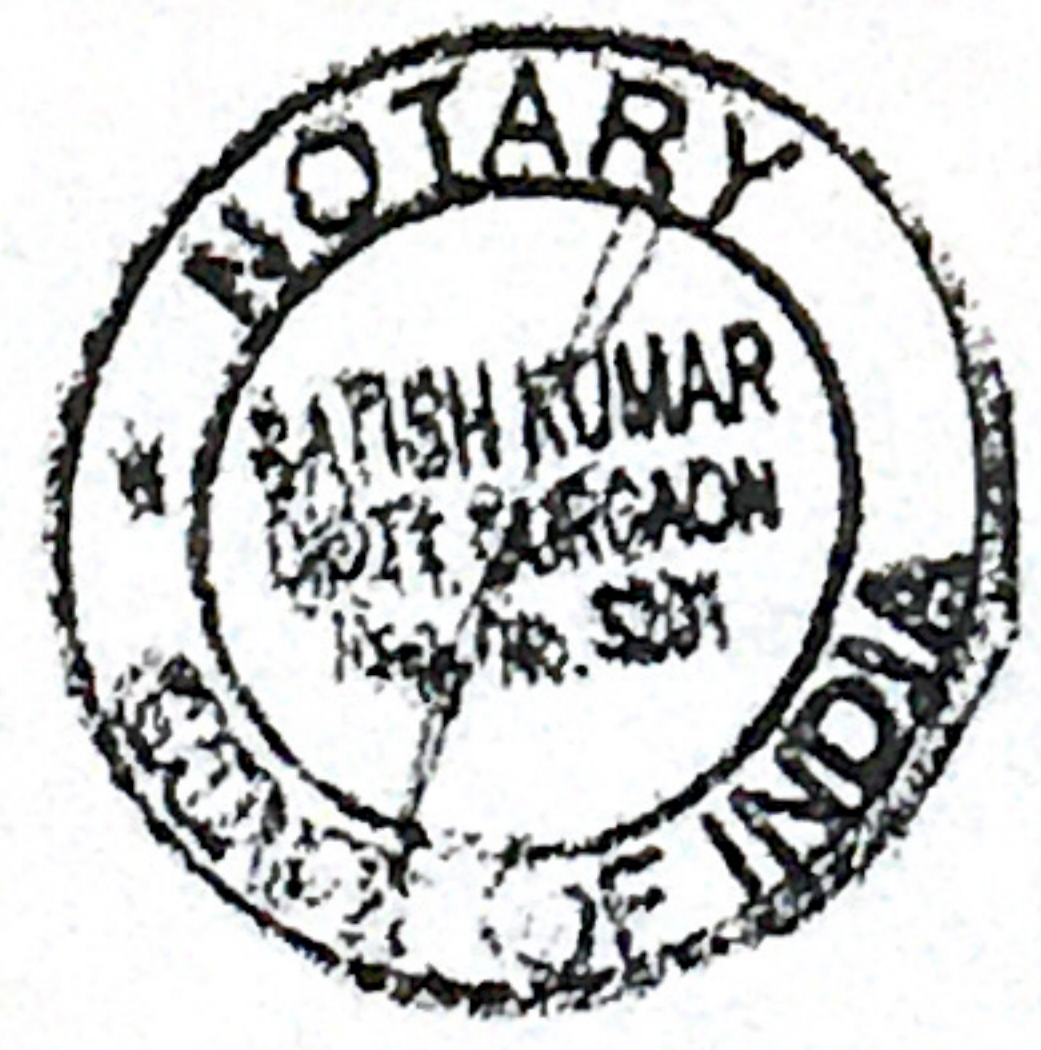
Amr Khatke
Dob

Rajni
मोगिन सिंह
रुशव

Ramkaran
M-LIRI
DEPONENTS Retu Singh

Place:

Date:



ATTESTED

SATISH KUMAR
ADVOCATE & NOTARY
DISTT GURGAON (Haryana) India

Amr Khatke
President
Garment and Allied Workers' Union
Gurgaon

20 DEC 2011

SCHEDULE II

Reference to rules

The numbers of the rules making provision for the several matters detailed in column 1 are given in column 3 below

S. No.	Matter	No. of rules
1	2	3
1.	Name of Union	2
2.	Head Office of the Union	3
3.	Aims and Objectives of the Union	4
4.	Membership	5
5.	Honorary Membership	6
6.	Functional Area of the Union	7
7.	Composition of the Union	8
8.	General Body	9
9.	Executive Committee	10
10.	Factory Committee	11
11.	Office Bearers	12
12.	Cultural and Legal Cell	13
13.	Custody of the funds	14
14.	Purpose of the Funds	15
15.	Assets	16
16.	Annual Audit	17
17.	Maintenance of membership register and minutes book	18
18.	Discipline of the Union	19
19.	Procedure for settling an election Dispute	20
20.	Amendment of Rules	21
21.	Procedure of Dissolution of the Union	21



Arjun Kulkarni
President
Garment and Allied Workers' Union
Gurgaon

The Constitution and Rules of the "Garment and Allied Workers Union"

1. **The name of the Union** shall be the "Garment and Allied Workers Union" and it shall be in the following rules, be referred as "union".
2. **The Head Office** of the Union shall be at Plot No. 1, Rao Maichand Complex, Opposite to Dominant Offset, Jwala Mill, Gurgaon, Haryana and its branches can be opened all over the Haryana State/all India. The Head Office of the Union may be shifted to any other suitable place in the state of Haryana/all over India as per the requirement of the Union.

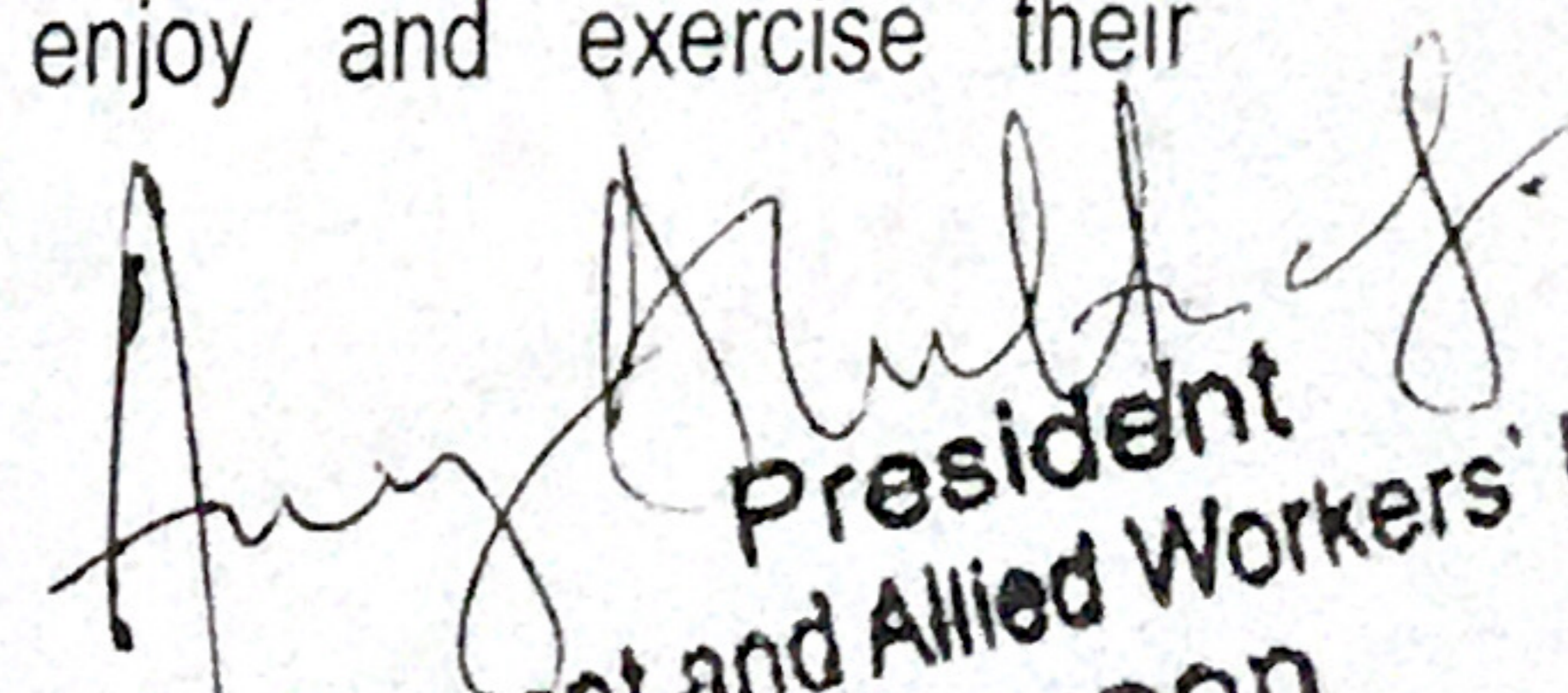
3. **Aims and Objectives of the Union**

The whole of the subjects for which the union has been established shall be:

- 3.1 To fight for the interests of the working class of the country and the state of Haryana in general and the Garment and its Allied industries in particular.
- 3.2 To fight for the uniform need-based wage policy for the workers of Garment and Allies industries of Gurgaon in particular and Haryana/all India in general.
- 3.3 To unite and organize the workmen employed in the Garment and Allied industries for better wage and working conditions.
- 3.4 To take all possible steps to create and secure fair conditions of life and service for workers of Gurgaon and Allied industries in Haryana/all India in general.
- 3.5 To take all possible steps and initiative to resolve and redress the problems and grievances of the workmen of the sector of the state.
- 3.6 To take all possible initiatives and steps (to secure workers' interests during the disputes between employers and employees in Garment and Allied industries in the state.
- 3.7 To take all possible steps to provide all sorts of help to workmen in times of their distress.
- 3.8 To provide legal assistance to all needy workmen of the sector.
- 3.9 To take all possible steps to cooperate with like-minded organizations in the state, the country, and internationally as well for the sake of working class interests.
- 3.10 To take all possible steps to create progressive working class culture and temperament among the workmen of the sector in particular and Gurgaon in general by the help of cultural organizations and personalities, etc.
- 3.11 To take all possible steps to ameliorate the socio-economic and political conditions of the Gurgaon and the state as well.

4. **Membership:**

- 4.1 Any workmen employed in any capacity in any industry (listed below in the schedule) in Haryana/all India who has attained the age of 15 years shall be entitled to become ordinary member of the Union if he/she accepts rules and regulations of the Union and pays Rs 5 for membership fee and Rs 10 for admission fees at the time of admission of the union. All the members will be entitled to enjoy and exercise their


President
Garment and Allied Workers' Union
Gurgaon



membership rights as per the provision of the Trade Union Act, 1926.

4.2 The membership fee can be paid half yearly and yearly basis as per the convenience of the member.

4.3 If any member fails to pay his/her membership subscription/fee upto 6 months, his/her name automatically will be dropped from the membership list.

5 Honorary Members:

5.1 Those persons who are not eligible for admission as ordinary members under Article 4(1) above may be admitted as Honorary Members of the union for the purpose of being elected or co-opted to the executive committee of the union, subject to the provisions of section 22 of the Trade Union Act 1926.

5.2 Number of such Honorary Members will remain restricted to as provided in the Indian Trade Union Act 1926.

6 The Union will operate and function among the following **industries**:

6.1 Garment

6.2 Leather and leather garment

6.3 Textile and textile related

6.4 Home furnishing

6.5 Other Allied industries, etc.

7 **Composition of the Union**

7.1 General Body

7.2 Executive Committee

7.3 Office Bearers

7.4 Factory Committee

8 **General Body**: The General Body meeting of the Union shall be held generally in the month of March every year to transact and consider the following business:

8.1 The Annual Report and Accounts

8.2 To elect the Honorary Members

8.3 To elect the Office Bearers and Executive Members and the persons in charge of various cells and departments

8.4 To transact any other business with the permission of the Chair.

8.5 Special general body meeting may be called as per the requirement of the Union.

8.6 At least 15 days notice shall be given to the members for the General Body meeting.

8.7 The presence of at least one third members of the General Body shall be necessary to form a quorum for the General Body meeting.



A. M. Singh
President
Garment and Allied Workers' Union
Gurgaon

9 Executive Committee

- 9.1 The Executive Committee will manage all affairs of the Union between the times of two general body meetings.
- 9.2 The members of the Executive Committee shall be appointed from the ordinary members of the Trade Union with the consent of majority members present in the General Body Meeting
- 9.3 The tenure of any Executive Committee member shall be for one year
- 9.4 All the Executive Committee members must play a vital role to run the Union by organizing and running Factory Committees and shop level committees in the respective factories as per the direction and decision of the Union.
- 9.5 The total number of Executive Committee Members will be 13 only and 8 out of 13 will be office bearers to conduct day-to-day union activities and look after all affairs of the Union.
- 9.6 The Executive Committee shall meet at least once in a month and the presence of at least one third members of the Executive Committee shall be necessary to form a quorum.
- 9.7 At least 3 days notice shall be given in advance for an Executive Committee meeting to its members.
- 9.8 The continuous absence from the three Executive Committee meetings may be taken seriously and even his/her name may be dropped from the Executive Committee by the majority decision of the Executive Committee after examining causes/reasons behind his/her absence.
- 9.9 The President may call a special meeting of the Executive Committee whenever he/she thinks necessary by giving short notice to its members as per requirement of the organization.
- 9.10 The Executive Committee of the Union shall have the power to constitute Special Committees and cells for the purpose like, cultural cell, legal cell, crisis management cell, education and training cell, etc.
- 9.11 The Executive Committee shall have the power to recruit its cell in-charges even from professionals with independent charge and in-charges of cells maybe invited to attend the Executive Committee meeting to express their opinions and reports, etc.
- 9.12 The Executive Committee shall have all the power and right to fill vacant posts and seats of any committee of the Union or change the responsibilities of any office bearer, etc.



10 Factory Committee

- 10.1 There will be one Factory Committee in a company of any size. The size of the Factory Committee will be decided according to the size of the specific factory's workforce. Among them there will be one President, one Vice-President,

Arjun Mathur
President
Garment and Allied Workers' Union
Gurgaon

one Secretary, one Propaganda Secretary and one Treasurer as well.

10.2 All the Factory Committee members must be elected from the General body of the respective company. The Factory Committee members will be responsible to organize or constitute shop level committee or department level committee to unionize all the workers of the company.

10.3 The Factory Committee must be developed as the effective centre of leadership of all the workmen of the company. They must enjoy popular support of the workmen of the company. Any pro-management element should not be allowed in the factory committee. The Factory Committee members must honour the collective wisdom of the workers of the company in all respects.

10.4 The Factory Committee members must learn how to prepare general charter of demands and how to negotiate and bargain with the management in the interests of the workmen.

10.5 The Factory Committee will maintain all kinds of records relating to the company and its all workmen and their service conditions etc.

10.6 All Factory Committee members must be re-elected after one year compulsorily.



11 Office Bearers

The Office Bearers shall consist of the following:-

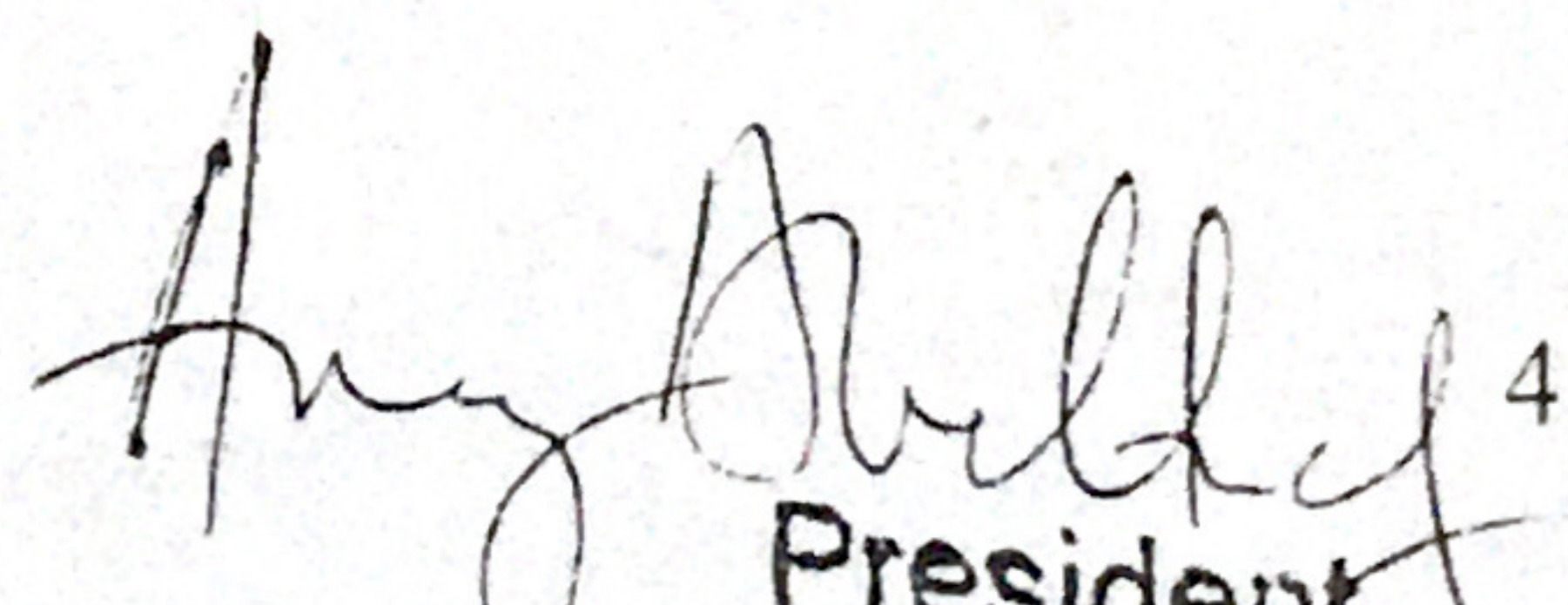
A) President	One
B) General Secretary	One
C) Organizing Secretary	One
D) Publicity Secretary	One
E) Treasurer	One
F) Joint Secretary	Three

11.1 The office bearers of the Union shall be appointed from the Executive Committee as decided in the Body Meeting of the Union.

11.2 The appointment of the office bearers shall be for one year from the date of appointment

11.3 The President: The President will be the constitutional and organizational head of the Union. He/she will have the right and power to exercise constitutional and organizational measures in case of any unwanted crisis of movement and the Union.

11.4 The President shall preside over all meetings of the Union including Executive Committee and General Body, etc.


President
Garment and Allied Workers' Union
Gurgaon