

Non Judicial



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Haryana Government



Date : 28/01/2025

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Stamp Duty Paid : ₹ 1000
(Rs. Thousand Only)

Penalty : ₹ 0

(Rs. Zero Only)

Seller / First Party Detail

Name: Railway maal godam shramik sew

H.No/Floor : 217

Sector/Ward : 25

LandMark : Indra colony kalupur shiv mandir

City/Village : Sonipat

District : Sonipat

State : Haryana

Phone: 75*****34

Buyer / Second Party Detail

Name : Deepak

H.No/Floor : Dy658

Sector/Ward : 25

LandMark : Behind dhanuk chopal kalupur

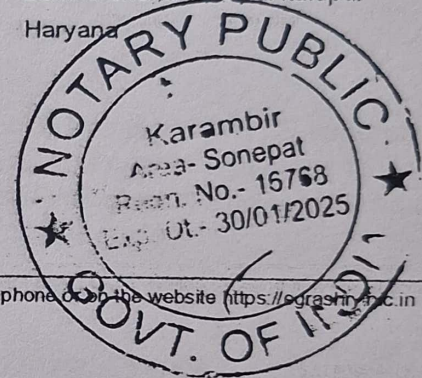
City/Village : Sonipat

District : Sonipat

State : Haryana

Phone : 94*****02

Purpose : TRUST DEED



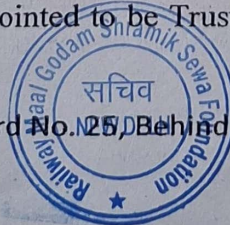
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TRUST DEED

This deed of Trust of “**Railway Maal Godam Shramik Sewa Foundation**” executed on this 28th January, 2025 by **Mr. DEEPAK** resident of Dy-658, Ward No. 25, Behind Dhanuk Chopal, Kalupur, Sonipat -131001 (Haryana), hereinafter called the Settler / Author of the Trust which expression unless repugnant to the context or meaning thereof includes their heirs, executors, and administrators, etc., whereas Settler of the Trust are possessed of and otherwise well and sufficiently entitled to the sum of Rs.1,00,000/- (Rupees One Lac Only) hereinafter referred to as said property.

WHEREAS the following persons are appointed to be Trustees for holding the said property in Trust for the purposes detailed in this Trust Deed:

1. Deepak, S/o Dilbag, R/o Dy-658, Ward No. 25, Behind Dhanuk Chopal, Kalupur, Sonipat -131001 (Haryana)



Railway Maal Godam Shramik Sewa Foundation

Authorised Signatory

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Authorised Signatory

2. Anil Kumar, S/o Shyam Lal, R/o House No. 217/25, Indra Colony, Kalupur, Sonipat -131001 (Haryana)
3. Rohit Kumar, S/o Jasbir Singh, R/o Chamrawali, Ramgarh, Dadri, Gautam Buddha Nagar – 203207 (Uttar Pradesh)

NOW THIS DEED OF TRUST WITNESSETH HAS FOLLOWS:

1. NAME : The Trust hereby established shall be named as:
“Railway Maal Godam Shramik Sewa Foundation”

2. REGISTERED OFFICE ADDRESS:

217/25, Indra Colony, Kalupur, Near Shiv Mandir, Sonipat -131001 (Haryana) India, or at such other place in India as the Trustees may from time to time think fit. Administrative and branch offices can be opened anywhere in the country or abroad wherever board of Trustees may think fit and proper from time to time.

3. NUMBER OF TRUSTEES:

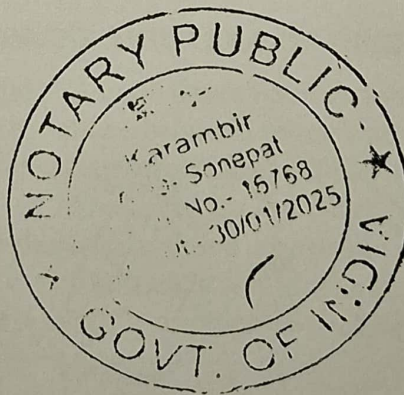
The number of Trustees including the Author of the Trustees shall not be less than Two (2) and not more than Twenty One (21) persons. The Board of Trustees shall nominate and invite person/persons to be the other trustees for such period, as they may deem fit and proper. At present following would be composition of board of trustees:

NAME OF TRUSTEES

1. Mr. Deepak
2. Mr. Anil Kumar
3. Mr. Rohit Kumar

DESIGNATION

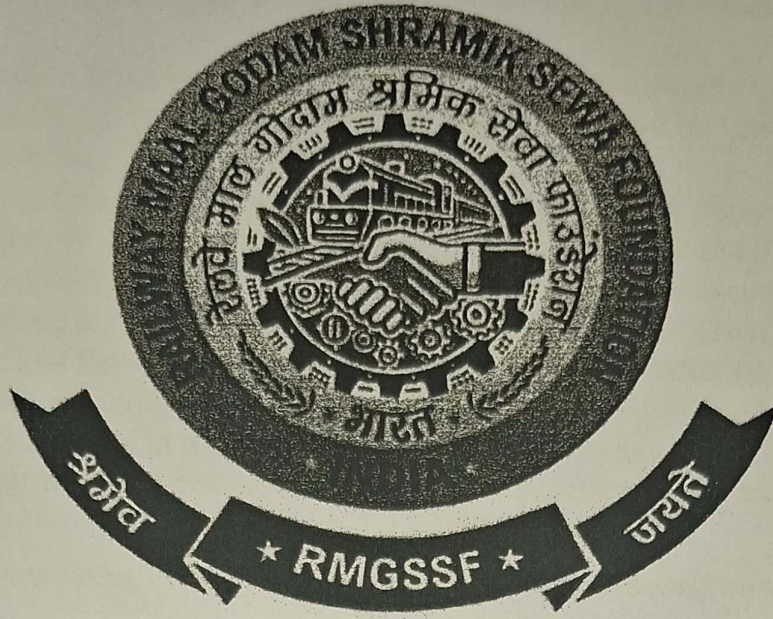
Chairman cum Trustee
Trustee cum Director
Trustee cum Director



Deepak
Railway Maal Godam Shramik Sewa Foundation
Authorised Signatory

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Railway Maal Godam Shramik Sewa Foundation
Authorised Signatory

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Railway Maal Godam Shramik Sewa Foundation
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"हमारा उद्देश्य - श्रमिकों की सेवा"

BYE LAWS

Railway Maal Godam Shramik Sewa Foundation

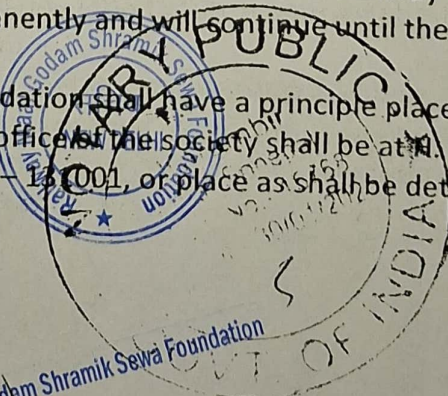
ARTICLE 1

NAME, ADDRESS AND AREA OF OPERATION

Section 1.1 NAME, ADDRESS AND AREA OF OPERATION

1.1 The TRUST shall be called "Railway Maal Godam Shramik Sewa Foundation" and in Hindi "Railway Maal Godam Shramik Sewa Foundation". Herein after it shall be referred to as "Railway Maal Godam Shramik Sewa Foundation". This trust is established permanently and will continue until the trustees decide to terminate it.

1.2 The Railway Maal Godam Shramik Sewa Foundation shall have a principle place of business, which shall be the registered place of the society. The Regd. office of the society shall be at NO.-217, Ward no 25, Indira Colony, Kalupur, Near Shiv Mandir Sonipat - 131001, or place as shall be determined by the Trustees from time to time.



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Any change in address shall be notified to the Registrar within 15 days of its change and also published in local newspaper and shall be made by an amendment of its by-laws after following the procedures laid down in the Indian trust act.

1.3 The Railway Maal Godam Shramik Sewa Foundation shall have a common seal. The common seal shall be kept in the safe custody of the Officer authorised by the Board and shall be used on the authority of a resolution of the Board constituted under the bye-laws of the Trust.

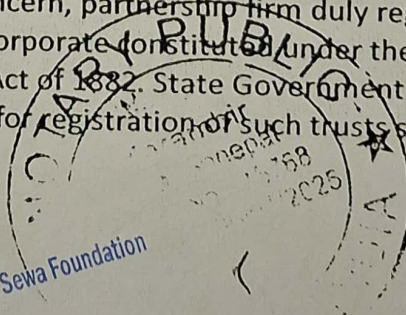
1.4 The Area of operation of the Railway Maal Godam Shramik Sewa Foundation shall extend to whole of Indian Railway Goods Sheds & Dedicated freight corridor Corporation of India (DFCIL).

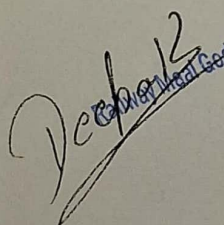
1.5 The Railway Maal Godam Shramik Sewa Foundation is a Trust which can sued and be sued in its name. These Bye-Laws are adopted pursuant to Section 6.8 of the Declaration of Trust, as from time to time in effect (the "Declaration"), of Railway Maal Godam Shramik Sewa Foundation (the "Trust") and shall be subject to the terms of the Declaration. Any capitalized term not otherwise defined herein shall have the same meaning given to such term in the Declaration. In the event of any inconsistency between the terms of these By-Laws and the terms of the Declaration, the terms of the Declaration shall control.

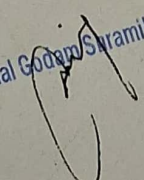
Section 1.2 DEFINITIONS

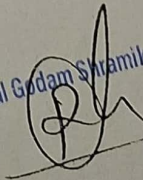
The words/expressions appearing in these bye laws shall have the following meaning unless otherwise provided:

- a) "Act" means the Indian trust act 1882 as amended time to time.
- b) "Rules" means the Indian trust act Rules, 1882 made under Indian trust act 1882 and as amended time to time.
- c) "Registrar" means the Registrar Of Trust appointed under the provisions of the Trust Act.
- d) "Bye laws" means the Bye-laws of the Trust for the time being in force which have been duly registered or deemed to have been registered under the Indian trust act in force and includes amendments thereto which have been duly registered or deemed registered to have been under the Act.
- e) "Delegate" means a person who is duly appointed/elected by the members of the Railway Maal Godam Shramik Sewa Foundation or part there of in accordance with its byelaws as its representative to the General Body of the Trust or a person who is duly authorised by the Board of the member Trust to represent the Trust in General Body of the Railway Maal Godam Shramik Sewa Foundation of which the Trust is a member.
- f) "General Body", means all the members of the Trust and in relation to a Railway Maal Godam Shramik Sewa Foundation or a federal Trust means all the delegates of member Railway Maal Godam Shramik Sewa Foundation or delegates of Railway Maal Godam Shramik Sewa Foundation and includes a body constituted under the provisions of the Act.
- g) "Board" means the Board of National committee Members of the Railway Maal Godam Shramik Sewa Foundation.
- h) "General Meeting" means a meeting of the general body of the Railway Maal Godam Shramik Sewa Foundation and includes special general meeting.
- i) "Chief Executive" means Chief Executive/Managing Director, by whatever name he may be called, of the Railway Maal Godam Shramik Sewa Foundation.
- j) "Person" means an adult individual proprietary concern, partnership firm duly registered under the Indian partnership Act 1932, company, or any other body corporate constituted under the law for the time being in force, Trust registered under the Trust Registration Act of 1882, State Government and Public Trust registered under any law for the time being in force for registration of such trusts subject to amendment in the Act.




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k) "Officers" means a Chairman/President, Vice-President, Chairperson, Vice- Chairperson, Managing Director, Secretary, Manager, Members of the board, Treasurer, Liquidator, an Administrator appointed under section 123 and includes any other person empowered under Multi State Department, Board, Corporations, Local Bodies, Industries Enterprises, Cooperative Societies and other organisations, which relate to the award of contracts in India.

l) "GOVERNMENT" means Government of India.

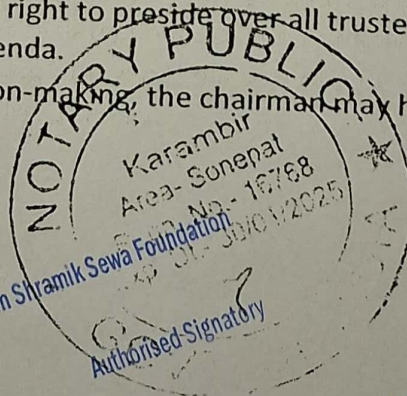
ARTICLE 2

TRUSTEES & BOARD MEMBERS ROLE & RESPONSIBILITY

1. Trustees - The individuals responsible for managing the trust's assets and affairs.
 2. Governance and Oversight Ensure the foundation operates within its mission and complies with legal and regulatory requirements, formulate and review policies for effective management.
 3. Financial Management Approve budgets and monitor expenditures to ensure transparency and accountability, Mobilize funds through donations, grants, or other means to support shramik welfare activities.
 4. Program Implementation Design and implement programs to improve working conditions, wages, and social security for shramiks, Advocate for the rights and welfare of laborers, including healthcare, education, and skill development.
 5. Community Engagement Establish strong communication with shramiks to understand their needs and grievances, Coordinate with railway authorities, government bodies, and other stakeholders to address issues effectively.
 6. Conflict Resolution Mediate disputes between shramiks, employers, or other parties in a fair and impartial manner.
 7. Health and Safety Ensure that safety protocols and equipment are available to prevent workplace accidents, Arrange regular health check-ups and provide access to medical care for shramiks and their families.
 8. Promotion of Welfare Activities Organize events or initiatives such as educational camps, training programs, or cultural activities for shramik families, Provide emergency support during crises, such as accidents, natural disasters, or financial hardships.
 9. Reporting and Accountability Maintain detailed records of all activities and prepare annual reports for stakeholders and authorities. Conduct regular audits to ensure the foundation operates with integrity.
- General Responsibilities. Act in the best interest of the foundation and its beneficiaries. Avoid conflicts of interest and maintain a high standard of ethical behavior. Foster a collaborative environment within the foundation and with external partners. Creating Zonal and Divisional Committees within a Railway Maal Godam Shramik Sewa Foundation involves a structured process to ensure effective governance and operational efficiency. Below is a guide to appoint trustees and establish zonal and divisional committees.

Section 2.1(A) Chairman's Rights in the Trust

1. Presiding Over Meetings- The chairman has the right to preside over all trustee or committee meetings. Ensures orderly conduct and adherence to the agenda.
2. Casting Vote- In the event of a tie during decision-making, the chairman may have a casting vote, allowed by the trust deed.



Deeba K
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3. Access to Information- The chairman can access all trust-related documents, financial records, and reports necessary to perform their role.
4. The Chairman Role- Represents the trust in public, legal matters, and dealings with government or external agencies like railway authorities.
5. The chairman Decision-Making Authority In cases, have the authority to make executive decisions, especially in emergencies, subject to later ratification by the trustees.
6. The chairman Oversight- Supervises the functioning of committees (executive, zonal, divisional) within the trust.
7. The chairman can delegate responsibilities to other members or committees as needed, within the scope of the trust deed.
8. The Chairman is Authorized Signing Authority as a signatory for key trust documents, contracts, or financial transactions.
9. The chairman Indemnity Entitled to indemnity for actions taken in good faith while performing their duties.

Section 2.1(B) The Chairman's Responsibilities

1. The chairman Ensure the Trust's Objectives Are Met Lead initiatives that align with the trust's mission, such as supporting railway goods shed workers (maal godam shramiks) and their welfare.
2. The chairman Compliance with Laws and Policies Ensure the trust adheres to applicable laws, including trust laws, labor laws, and regulations related to railway operations.
3. The chairman Supervise Committees Oversee the work of Zonal, Divisional, and Executive Committees to ensure they function effectively and efficiently.
4. The chairman Financial Oversight Work with the treasurer to monitor the trust's financial health, approve budgets, and ensure proper use of funds.
5. The chairman Conflict Resolution Address disputes or conflicts among trustees, members, or beneficiaries of the trust.
6. Ethical Leadership Ensure that decisions and actions taken by the trust uphold transparency, fairness, and the welfare of the shramiks (workers).

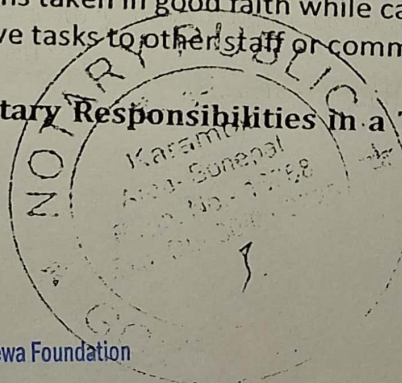
Section 2.2(A) The Secretary Rights in a Trust

1. The secretary Access to Information has the right to access all trust-related records, documents, and information necessary to perform their duties.
2. The secretary Participation in Meetings can attend trustee meetings, propose agenda items, and participate in discussions (if they are also a trustee) may take minutes and ensure their accuracy.
3. The secretary Authorized to Communicate on behalf of the trust with stakeholders, including trustees, beneficiaries, and external entities.
4. The secretary Representation the trust in administrative matters, such as dealing with government departments or filing legal documents, delegated by the trust.
5. The secretary Entitled to indemnity for any actions taken in good faith while carrying out their duties.
6. The secretary may delegate certain administrative tasks to other staff or committees, as permitted by the trust deed.

Section 2.2(B) The Secretary Responsibilities in a Trust

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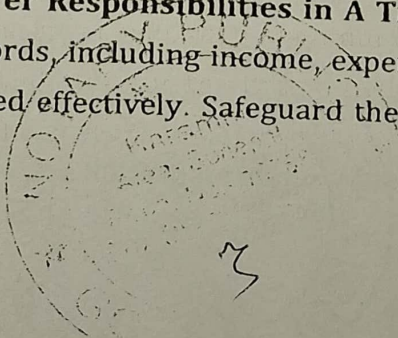
1. The secretary Administrative Duties Maintain all records of the trust, including meeting minutes, correspondence, and official documents, Prepare and distribute meeting agendas, notices, and supporting materials, Ensure proper filing of statutory documents with relevant authorities (registration updates, tax filings).
 2. Compliance Duties Ensure the trust complies with its governing documents (trust deed) and applicable laws Monitor deadlines for legal or regulatory filings, such as tax returns or annual reports, Keep trustees informed of legal obligations and ensure adherence to them.
 3. The secretary Communication Duties Serve the main point of contact for internal and external communications, Draft and issue official communications, such press releases or notices to beneficiaries. Liaise with beneficiaries, stakeholders, and government bodies on behalf of the trust.
 4. The secretary Support to the Trustees, Assist the chairperson and trustees in fulfilling roles providing administrative and organizational support, Ensure trustees receive accurate and timely information for decision-making, Circulate resolutions, decisions, and updates among trustees and members.
 5. The secretary Appointed & Maintain Record Keeping up-to-date and secure records of Executive Members appointments and resignations. Financial statements and audit reports Trust property, assets, and beneficiary records.
 6. The secretary Management Organize Meeting and facilitate trustee meetings, annual general meetings (AGMs), and any special meetings. Record accurate minutes of meetings and distribute them to all relevant parties. Follow up on actions and decisions taken in meetings.
 7. The secretary Financial Oversight Collaborate with the treasurer to ensure financial records are accurate. Ensure timely preparation and submission of budgets, reports, and financial statements. Monitor fund utilization and ensure compliance with trust objectives.
 8. The secretary Representation and Advocacy Act as a representative of the trust in legal or administrative matters, as authorized. Advocate for the trust's objectives and maintain positive relationships with stakeholders.
 9. The secretary Confidentiality: Safeguard sensitive information about the trust, its trustees, and beneficiaries. Ensure that confidential records are not disclosed without proper authorization.
- The Treasurer of a trust is responsible for managing the financial affairs of the organization. This role is critical for ensuring the trust's financial stability, compliance with legal requirements, and proper use of funds in alignment with the trust's objectives. Below is a detailed overview of the roles and responsibilities of a treasurer in a trust.

Section 2.3(A) The Treasurer Roles in a Trust

1. The Treasurer are Financial Manager & Oversees the trust's finances, including income, expenses, assets, and liabilities.
2. The Treasurer Provides financial advice to trustees to guide decisions and ensure financial sustainability.
3. The Treasurer (Finance) Ensures the trust adheres to all financial regulations, tax laws, and reporting requirements.

Section 2.3(B) The Treasurer Responsibilities in A Trust

1. The Treasurer will keep Maintain financial records, including income, expenditure, and investment. Develop and monitor the trust's budget funds used effectively. Safeguard the trust's assets, including cash, bank accounts, and property.



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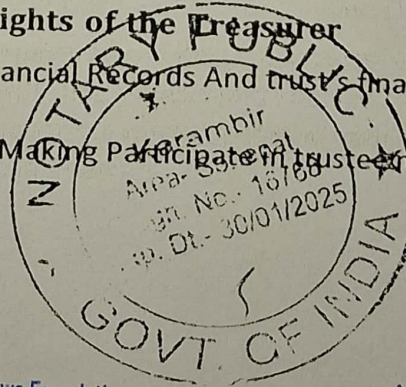
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2. The Treasurer will keep Budgeting and Planning Prepare annual budgets and forecasts for approval by the trustees. Monitor the budget throughout the year and report any variances to the trustees. Assist in planning for long-term financial sustainability.
3. The Treasurer will keep Reporting and present financial statements, including balance sheets, income statements, cash flow statements. Regular financial reports to the board of trustees. Ensure transparency by presenting financial updates at trustee meetings and annual general meetings (AGMs).
4. The Treasurer will keep Banking and Fund Management Act as a signatory for bank accounts and oversee banking transactions. Manage investments and savings & Current accounts in line with the trust's policies and objectives. Ensure proper allocation of funds for specific projects or purposes as defined in the trust deed.
5. The Treasurer will keep Compliance and Legal Obligations Ensure the trust complies with tax laws and files necessary returns, such as income tax, GST, or other statutory filings. Work with auditors to facilitate annual audits and address any findings or recommendations. Maintain financial documents in accordance with legal and regulatory requirements.
6. The Treasurer will keep Fundraising and Resource Management Assist in fundraising efforts by preparing financial projections or providing input on resource requirements. Manage and track donations, grants, or other sources of income. Ensure donor funds are used according to agreed terms and conditions.
7. The Treasurer will keep Expense Oversight Authorize and monitor expenditures to ensure they are within budget and serve the trust's objectives. Verify bills, invoices, and receipts before payment is made.
8. The Treasurer will keep Collaboration with Trustees and Committees Work closely with the chairperson, secretary, and other trustees to align financial management with the trust's goals. Support committees or project leaders with financial guidance and oversight.
9. The Treasurer will keep Risk Management Identify financial risks and implement measures to mitigate them. Ensure adequate insurance coverage for the trust's assets and liabilities.
10. The Treasurer will keep Record-Keeping Maintain organized records of Receipts and payments. Tax filings and audit reports. Contracts, leases, and financial agreements.

Section 2.3(C) Rights of the Treasurer

1. The Treasurer will Keep all access to Rights of Financial Records And trust's financial documents, bank statements, and investment records.
2. The Treasurer will keep Participation in Decision-Making Participate in trustee meetings and provide input on financial matters.



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3. The Treasurer Authorization Powers Authority to approve expenditures, sign checks, and execute financial transactions within limits defined by the trust deed.
4. The Treasurer can Request for Resources or tools necessary for efficient financial management.
5. The Treasurer Indemnity to Entitled for actions taken in good faith while fulfilling their duties.

Section 2.3(D) Limitations of the Treasurer

1. The treasurer has no Absolute Authority cannot make unilateral financial decisions without trustee approval, Must act within the boundaries of the trust deed and trustee resolutions.
2. Audits Financial records and decisions are subject to internal and external audits.
3. The treasurer must Fiduciary Responsibility in the best interest of the trust and its beneficiaries.

Section 2.4 The Vice President (Vice Chairman) Roles & Responsibility in Trust

The Vice President in a trust, such as the Railway Maal Godam Shramik Sewa Foundation Trust, plays a supportive and complementary role to the President while also having their own set of responsibilities. The Vice President ensures the smooth functioning of the trust by stepping in when necessary and contributing to the trust's overall success. Below are the typical roles and responsibilities.

Section 2.4(A) Support to the President

1. The Vice President Assisting the President and Work closely with the President to execute the trust's vision, mission, and goals.
2. The President Acting in Absence. The Vice President Assume the President's responsibilities in their absence, ensuring continuity in decision-making and operations.
3. The Vice President Advisory Role in Trust. The Vice President Provide advice and insights to the President on strategic matters and trust operations.

Section 2.4(B) Leadership and Representation

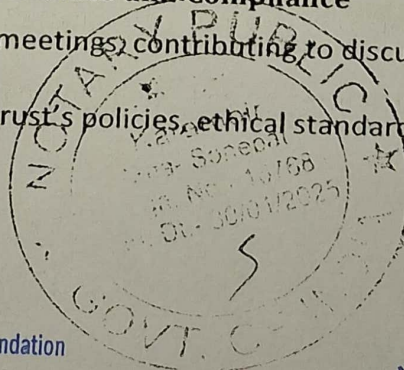
1. The Vice President Do keep Deputy Leadership- Act as a second-in-command, assisting with the leadership and governance of the trust.
2. The Vice President Representation- Represent the trust in meetings, forums, and events when the President is unavailable.
3. The Vice President Stakeholder Engagement- Build and maintain relationships with key stakeholders, including labor groups, donors, and government agencies.

Section 2.4(C) Operational Oversight

1. The Vice President do keep Program Supervision- Monitor and oversee specific programs, projects, or initiatives as delegated by the President or Board.
2. Team Coordination- Work with the CEO/Managing Director and other executives to ensure smooth operations.
3. Resource Allocation- Assist in prioritizing and allocating resources effectively across trust activities.

Section 2.4(D) Governance and Compliance

1. Board Participation: Actively participate in board meetings, contributing to discussions and decision-making.
2. Policy Enforcement: Ensure compliance with the trust's policies, ethical standards, and regulatory requirements.



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3. Monitoring and Evaluation: Help assess the effectiveness of the trust's initiatives and recommend improvements.

Section 2.4(E) Financial Oversight

1. Budget Support: Assist in reviewing budgets, financial plans, and fundraising efforts.
2. Fundraising Initiatives: Support fundraising campaigns and initiatives to secure resources for the trust's operations.

Section 2.4(F) Advocacy and Promotion

1. Advocate for Workers: Support and promote the rights and welfare of shramiks (workers) associated with the trust.
2. Public Awareness: Help raise awareness about the trust's mission, activities, and impact.

Section 2.4(G) Conflict Resolution and Risk Management

1. Dispute Mediation: Act as a mediator to resolve conflicts within the organization or among stakeholders.
2. Risk Assessment: Identify potential risks and propose strategies to mitigate them for Special Assignments.
3. Project Leadership: Lead specific projects or initiatives as assigned by the President or Board.
4. Crisis Management: Take on leadership roles during emergencies or critical situations affecting the trust, Accountability and Reporting
5. Reporting to the President: Provide regular updates on activities, challenges, and progress within their areas of responsibility.
6. Team Reporting: Ensure proper communication and reporting from project teams or committees under their purview by fulfilling these responsibilities, the Vice President ensures the trust operates effectively, supports its mission, and maintains stability and progress in its activities. They play a crucial role in leadership continuity and organizational success.

Section 3.1(A) The Board Directors Roles & Responsibility

The Board Director of the Railway Maal Godam Shramik Sewa Foundation play a vital role in the governance, strategy, and oversight of the Railway Maal Godam Shramik Sewa Foundation activities. Their primary objective is to support and uplift the working conditions, welfare, and rights of the laborers working in railway Goods Sheds. Below are the roles and responsibilities of the board members.

Section 3.1(B) Governance and Leadership

Establish and uphold the vision, mission, and values of the Railway Maal Godam Shramik Sewa Foundation. Ensure compliance with applicable laws, regulations, and ethical standards. Approve policies, frameworks, and plans to guide the Railway Maal Godam Shramik Sewa Foundation operations effectively.

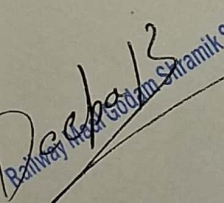
Section 3.1(C) Strategic Planning

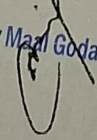
Develop and approve long-term strategies and annual work plans for the Railway Maal Godam Shramik Sewa Foundation.

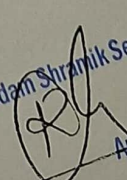
Set objectives to improve the welfare and working conditions of railway warehouse laborers.

Monitor the implementation of programs and initiatives to ensure alignment with the Railway Maal Godam Shramik Sewa Foundation goals.

Section 3.1(D) Advocacy and Representation


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Represent the Railway Maal Godam Shramik Sewa Foundation in meetings with railway authorities, government bodies, labor unions, and stakeholders.
Advocate for policy changes and reforms that benefit laborers in railway Goods Sheds.
Promote the Railway Maal Godam Shramik Sewa Foundation cause in public forums and create awareness about its initiatives.

Section 3.1(E) Financial Oversight

Oversee the financial management of the Railway Maal Godam Shramik Sewa Foundation, including budgets, financial statements, and audits.
Approve funding proposals and monitor the proper utilization of funds.
Support fundraising efforts and secure partnerships to sustain the Railway Maal Godam Shramik Sewa Foundation activities.

Section 3.1(F) Monitoring and Evaluation

Assess the impact of programs and initiatives undertaken by the Railway Maal Godam Shramik Sewa Foundation. Ensure regular reporting on activities, outcomes, and key performance indicators. Address any gaps or shortcomings to improve the Railway Maal Godam Shramik Sewa Foundation effectiveness.

Section 3.1(G) Labour Welfare and Support

Design and implement programs for skill development, training, and capacity-building for laborers. Address grievances and ensure fair treatment and safety measures for the labor community. Create initiatives that provide financial support, healthcare, and education for laborers and their families.

Section 3.1(H) Fundraising and Resource Mobilization

Develop strategies to mobilize resources from government schemes, CSR funds, and donors. Identify and establish collaborations with NGOs, corporations, and other stakeholders to secure funding. Ensure transparency in the use of funds to maintain the trust of stakeholders.

Section 3.1(I) Risk Management

Identify and manage risks associated with the Railway Maal Godam Shramik Sewa Foundation operations. Develop and implement safety measures for laborers in railway Goods Sheds. Ensure legal compliance and maintain high ethical standards.

Section 3.1(J) Decision-Making

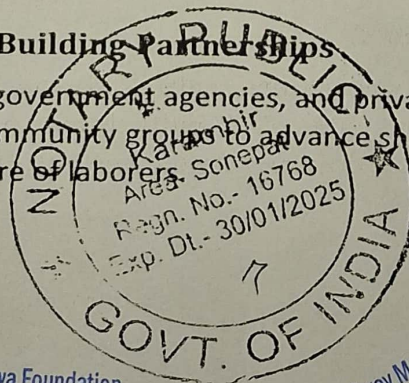
Actively participate in board meetings and contribute to key decisions. Approve major initiatives, policies, and partnerships that align with the foundation's mission. Resolve disputes or conflicts within the Railway Maal Godam Shramik Sewa Foundation or among stakeholders.

Section 3.1(K) Ethical Leadership

Lead by example and inspire others within the Railway Maal Godam Shramik Sewa Foundation to uphold integrity and ethical behavior. Ensure inclusivity, fairness, and respect in all aspects of the Railway Maal Godam Shramik Sewa Foundation work. Promote accountability and transparency in decision-making and operations.

Section 3.1(L) Building Partnerships

Strengthen relationships with railway authorities, government agencies, and private organizations. Collaborate with other NGOs, labor unions, and community groups to advance shared goals. Facilitate partnerships that contribute to the welfare of laborers.



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Section 3.1 (M) Compliance and Reporting

Ensure compliance with government regulations, labor laws, and Railway Maal Godam Shramik Sewa Foundation policies.

Maintain accurate records and submit regular reports to stakeholders, donors, and regulatory authorities. Conduct periodic reviews and audits to ensure operational efficiency.

Section 4 EXECUTIVE COMMITTEE

The Board of Directors shall constitute an Executive Committee comprising the following members:

- A) Chairman
- B) Vice President
- C) Secretary
- D) 2 Directors including one representative of the Government.
- E) Managing Director (CEO)

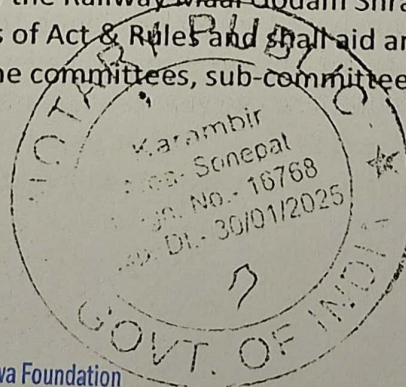
The Executive Committee shall have the following powers and functions:

- i) To arrange for internal checking of the accounts;
- ii) To hire or taken on lease Land, Yards, Godowns, Building, Plants, Machinery and Equipment etc.
- iii) To purchase, sell or otherwise acquire or dispose of movable property of the Railway Maal Godam Shramik Sewa Foundation.
- iv) To establish and manage different business of the Railway Maal Godam Shramik Sewa Foundation.
- v) To fix the limits of each balance to be kept by various officers and branches and authorise officers to sign or execute receipts and other documents on behalf of Railway Maal Godam Shramik Sewa Foundation.
- vi) To arrange for raising funds for carrying on the business of Railway Maal Godam Shramik Sewa Foundation and to determine the terms and conditions thereof.
- vii) To decide the terms, period for and the rate of interest at which deposit are to be received and the arrange for repayment of such deposit.
- viii) To appoint trustee or trustees, attorney or attorneys, agent or agents for the business of Railway Maal Godam Shramik Sewa Foundation.
- ix) To refer any claims or demands for arbitration and to observe and perform the awards.
- x) To exercise any other powers elected by the Board of Directors from time to time.
- xi) To delegate its powers to such officers of the Railway Maal Godam Shramik Sewa Foundation as it may deem fit.

The Executive Committee may meet as often as necessary but normally once in every quarter. Four members of the Executives Committee shall form a quorum in the meeting of the Executive Committee. In case there is no quorum for the meeting within an hour, the said meeting shall stand adjourned for an hour. If in such adjourned meeting there be no quorum the members present shall have the power to transact all the business specified in the agenda of the meeting which had to be adjourned for want of a quorum.

Section 5 MANAGING DIRECTOR

The Managing Director shall be the Chief Executive of the Railway Maal Godam Shramik Sewa Foundation and shall be appointed by the Board as per provisions of Act & Rules and shall aid and assist the Board of Directors in its functions. He shall be member of all the committees, sub-committees and sub-groups of the Board of Directors as may be constituted.

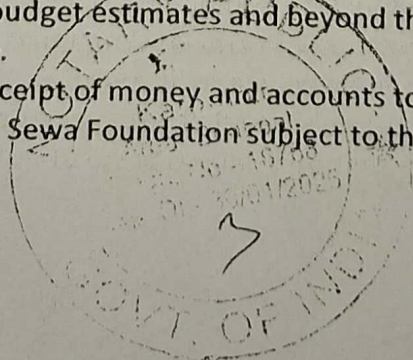


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- A) Powers and functions of the Managing Director, Subject to overall control and general supervision of the Board of Directors, the Managing Director shall have the following powers, functions and responsibilities. To assist the Board of Directors in the formulation of policies, objectives and planning
- B) To implement the policies and plan duly approved by the General Body or the Board and furnish to the Board of Directors periodical information necessary for appraising the activities and progress of achievement towards implementations of the policies and programme.
- C) To summon meeting of various committees, Board of Directors including the General Body under the instructions of the Chairman and participate in them.
- D) To maintain proper records of the Railway Maal Godam Shramik Sewa Foundation.
- E) To manage the funds of the Society, cause proper accounts to be maintained and audited.
- F) To attend to all correspondence of the Railway Maal Godam Shramik Sewa Foundation.
- G) To be responsible for collection and safety of the funds.
- H) To execute the policies/programmes and business of the Railway Maal Godam Shramik Sewa Foundation and take such action as is necessary to give effect to the resolutions of the General Body, Board of Directors or any other Committee constituted under bye-laws.
- I) To sign all deposit receipts of the Railway Maal Godam Shramik Sewa Foundation with banks in accordance with the resolutions of the executive committee.
- J) To endorse and transfer promissory notes and other securities and to endorse, sign, encash cheques and negotiate instruments on behalf of the Railway Maal Godam Shramik Sewa Foundation.
- K) To be officer of the Railway Maal Godam Shramik Sewa Foundation to sue or to be sued on behalf of the Railway Maal Godam Shramik Sewa Foundation.
- L) To appoint such personnel in the Railway Maal Godam Shramik Sewa Foundation as may be approved by the Board of Directors.
- M) To determine powers, functions and responsibilities of the employees of the Railway Maal Godam Shramik Sewa Foundation of all categories.
- N) To maintain a list of members correct and up-to-date.
- O) To exercise administrative control in respect of all officers and staff, including granting of leave, granting of annual increments and other matters relating to the service conditions of the employees.
- P) To sign on behalf of the Railway Maal Godam Shramik Sewa Foundation and conduct its correspondence.
- Q) To present the draft annual report and financial statement for the approval for the Board.
- R) To record proceedings of meeting and have duly signed.
- S) To perform all duties entrusted to him and to exercise such other powers the may be delegated to him by the Board of Directors, executive committee and Chairman from time to time.
- T) To be responsible for the general conduct, supervision and management of the day-to-day business and affairs of the Railway Maal Godam Shramik Sewa Foundation.
- U) To institute, conduct, defend, compound or abandon any legal proceedings by or against Railway Maal Godam Shramik Sewa Foundation and also to compound and allow time for payment or satisfaction of any claim or demand by or against Railway Maal Godam Shramik Sewa Foundation.
- V) To certify copies of entries in the books of Railway Maal Godam Shramik Sewa Foundation.
- W) To incur expenditure within the approved budget estimates and beyond that subject to the approval of the Board of Directors of Executive Committee.
- X) To delegate all or any power in respect of receipt of money and accounts to the Treasurer or other employee of the Railway Maal Godam Shramik Sewa Foundation subject to the ultimate control and authority being retained by him.



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Y) The Managing Director shall exercise control and supervision on the administration of Railway Maal Godam Shramik Sewa Foundation and to conduct the affairs of the Railway Maal Godam Shramik Sewa Foundation in conformity with Act, Rules and these bye-laws and the decisions of the General Body, Board of Directors, Executive Committee and other Committees. The Managing Director shall have in addition the following powers:

Z) To appoint, suspend and punish the employees of the Railway Maal Godam Shramik Sewa Foundation.

AA) To create temporary post of casual nature against specific work.

AB) To enter into negotiations and contracts and vary such contract and execute and do all such acts, deeds and things in the name of and on behalf of the Railway Maal Godam Shramik Sewa Foundation in relation to any of the matters aforesaid or otherwise for the purpose of the National Federation.

AC) To incur contingent expenditure not exceeding Rs. 50000/- in each case.

AD) To delegate all or any other powers, authorities and discretion vested in him to any other employee or employees of the Railway Maal Godam Shramik Sewa Foundation subject to the ultimate control and authority being retained by him.

The powers as referred to under xxv(a) to (e) are however, subject to these bye-laws and such other rules framed from time to time and decisions of the Board of Directors, Executive Committee and other Committees of the Railway Maal Godam Shramik Sewa Foundation.

(AE) Railway Maal Godam Shramik Sewa Foundation will establish a contributory Provident Fund for the benefit of its employees to which shall be credited all contribution made by the employees and National. As per CPF rules framed by Railway Maal Godam Shramik Sewa Foundation.

(AF) CPF will not be used in the business of Railway Maal Godam Shramik Sewa Foundation. It will not form part of the assets of the society and it will not be liable to attachment of subject to any other process or any court or other authority.

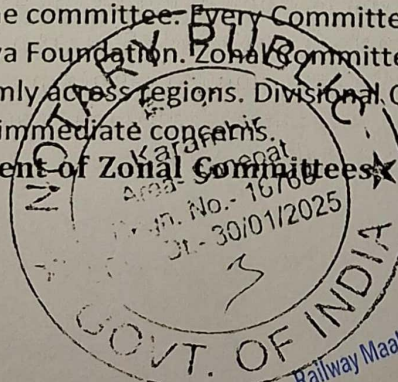
ARTICLE – 3

COMMITTEES

Establishment and Authority

The Declaration contains provisions relating to the establishment of committees by the Trustees. Each committee shall have such powers and authority as shall be authorized by the Trustees, and may fix its Trust deed rules and procedures, and adopt its Trust charter, in each case subject to approval by the Trustees. The Trustees may abolish any such committee at any time in their sole discretion. Any committee to which the Trustees delegate any of their powers shall maintain records of its meetings and shall report its actions to the Trustees. The Trustees shall have the power to rescind any action of any committee, but no such rescission shall have retroactive effect. The Trustees shall have the power at any time to fill vacancies in the committees. The Trustees may designate one or more Trustees as alternate members of any committee who may replace any absent member at any meeting of the committee. Every Committee General Member must be Taken Stakes in Railway Maal Godam Shramik Sewa Foundation. Zonal Committees coordinate with divisional committees to implement programs uniformly across regions. Divisional Committees focus on direct engagement with shramiks and resolving their immediate concerns.

Section 3.1 Establishment of Zonal Committees



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Zonal Committees operate at a broader regional level and coordinate with divisional committees under their jurisdiction. with the Indian Railways' zonal structure for effective coordination.

Committee Structure :-

Zonal President are Responsible for overall zone operations.

Secretary Do Handles documentation and communication.

Treasurer are Manages funds at the zonal level.

Members Representatives from divisional committees and other stakeholders.

Responsibilities:

Monitor and guide divisional committees.

Liaise with zonal railway authorities for policy implementation.

Oversee the welfare programs and resolve escalated issues.

Appointment of Members:

Trustees & Chairman appointed members based on recommendations from Trustees & National Board members Committee.

Preference is given to individuals with leadership skills and knowledge of local issues.

Section 3.2 Establishment of Divisional Committees

Divisional Committees are grassroots units focused on operational and welfare activities in specific railway divisions.

Steps to Form Divisional Committees:

Division Allocation

Define divisions under each zone based on the railway's divisional structure.

Assign clear geographical boundaries.

Committee Structure:

Divisional President to Leads the divisional operations.

Vice-President do Assists the chairperson and acts in their absence.

Secretary are Keeps records and communicates with zonal committees.

Treasurer to Manages local funds.

Members are Representatives from labor groups, local NGOs, or railway employees.

Responsibilities - Implement welfare programs for Railway maal godam shramiks.

Address grievances and provide solutions at the local level.

Maintain communication with the zonal committee and railway authorities.

Appointment of Members Trustees & Chairman appointed Selection is based on recommendations from Trustees & National Board members Committee. Members must have a good understanding of local labor issues. Coordination Between Committees - Trustees oversee all committees and provide strategic guidance.

Section 3.3 Compensation of Members

The chairman, if any, and members of any duly appointed committee shall receive such compensation and fees and reimbursement for expenses as from time to time may be determined by the Trustees.

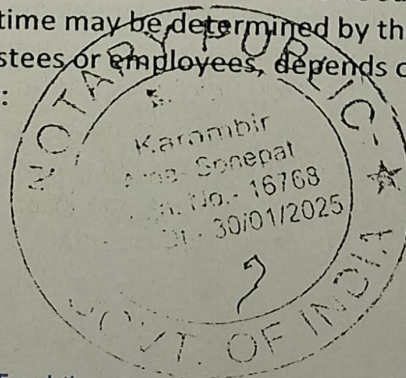
The compensation of members in a trust, including trustees or employees, depends on the type of trust, its objectives, and the governing laws. Here's an overview:

A. Types of Members in a Trust

Trustees: Typically manage the trust's affairs.

Employees: Carry out the day-to-day operations.

Volunteers: Usually not compensated.



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B. Compensation for Trustees, Railway Maal Godam Shramik Sewa Foundations In many jurisdictions But Trustees may be compensated as per the trust deed. which specifies the amount or formula for compensation. If Their position is often considered Officers they reimbursed for expenses incurred while performing their duties & travel, Transport Allowance or meeting costs.

C. Compensation for Employees, Employees of a trust are compensated as per their roles, which might include salaries, bonuses, and other benefits. The compensation must align with the trust's financial health and adhere to labor laws.

D. Legal and Tax Implications, Excessive compensation in Railway Maal Godam Shramik Sewa Foundations could raise questions from regulatory authorities or tax departments. It is essential to maintain transparency and document all payments.

E. Trust Deed Provisions The trust deed often outlines the rules regarding compensation for trustees and employees. Any changes must be approved by the board or Trustees.

Section 3.4 Regular Meetings

Regular meetings of the Trustees may be held without call or notice at such places (including for these purposes, by means of conference telephone circuit, video conferencing or similar communications equipment by means of which all persons participating in the meeting can hear each other as provided for in the Declaration) as the Trustees may be time to time determine.

Section 3.5 Special Meetings

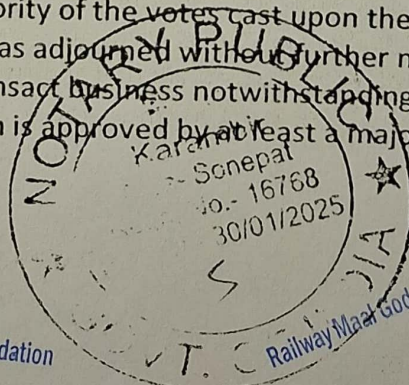
Special meetings of the Trustees may be held at any time and at any place (including for these purposes, by means of conference telephone circuit, video conferencing or similar communications equipment by means of which all persons participating in the meeting can hear each other as provided for in the Declaration) designated in the call of the meeting when called by the Chair, the President or the Secretary or by two or more Trustees, sufficient notice thereof as described in Section 3.5 below being given to each Trustee by the Secretary or an Assistant Secretary or by the person calling the meeting.

Section 3.6 Notice of Special Meetings.

It shall be sufficient notice to a Trustee of a special meeting to send notice by overnight mail at least two days or by email or facsimile at least one day before the meeting addressed to the Trustee at his or her usual or last known business or residence address, email address or facsimile number as applicable, or to give notice in person or by telephone one day before the meeting. Notice may be sent on the day of the special meeting by email, facsimile or other electronic means, or given by telephone or in person, if under the circumstances the party calling the meeting deems more immediate action to be necessary or appropriate. Notice of a special meeting need not be given to any Trustee if a written waiver of notice, executed by him or her before or after the meeting, is filed with the records of the meeting, or to any Trustee who attends the meeting without protesting prior thereto or at its commencement the lack of notice to him or her. Neither notice of a meeting nor a waiver of a notice need specify the purposes of the meeting.

Section 3.7 Quorum and Manner of Acting

At any meeting of the Trustees a majority of the Trustees then in office shall constitute a quorum. Any meeting may be adjourned from time to time by a majority of the votes cast upon the question, whether or not a quorum is present, and the meeting may be held as adjourned without further notice. A meeting at which a quorum is initially present may continue to transact business notwithstanding the withdrawal from the meeting of one or more Trustees if any action taken is approved by at least a majority of the required



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quorum for that meeting. The Declaration contains further provisions relating to the manner of acting by the Trustees.

Section 3.8 Actions by Consent

If in accordance with the provisions of the Declaration any action is taken by the Trustees by a written consent of fewer than all of the Trustees, prompt notice of any such action shall be furnished to each Trustee who did not execute such written consent, provided that the effectiveness of such action shall not be impaired by any delay or failure to furnish such notice. Any written consents may be executed and delivered by electronic means. The Declaration contains further provisions relating to action by consent of the Trustees.

Section 3.9 Counsel and Experts

The Trustees who are not Interested Persons may, by vote of a majority of such Trustees, at the Trust's expense, hire such employees and retain such counsel, accountants, appraisers or other experts or consultants whose services such Trustees may, in their discretion, determine to be necessary or desirable from time to time, including services to one or more committees established by the Trustees, and may execute any agreements, contracts, instruments or other documents in connection therewith.

Section 3.10 Resignations and Removals

Any officer may resign at any time by written instrument signed by him or her and delivered to the Chair, the President or the Secretary or to a meeting of the Trustees. Such resignation shall be effective upon receipt unless specified to be effective at some other time. The Trustees may by action of a majority of the Trustees then in office, remove any officer with or without cause. Except to the extent expressly provided in a written agreement with the Trust, no officer resigning and no officer removed shall have any right to any compensation for any period following his or her resignation or removal, or any right to damages on account of such removal.

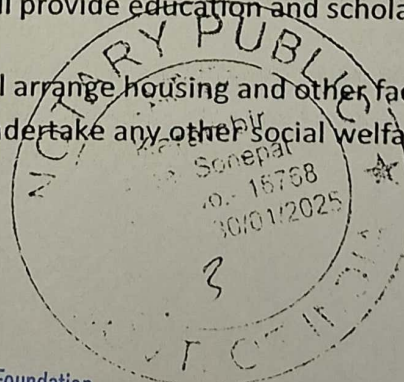
ARTICLE 4

OBJECTS OF TRUST

The objects of the Railway Maal Godam Shramik Sewa Foundation shall be the economic and social well-being and advancement of the labourers of India and for this purpose to organise, promote, coordinate, help and develop the working of Railway labour.

In furtherance of this object the Railway Maal Godam Shramik Sewa Foundation may undertake one or more of the following activities.

- A) Railway Maal Godam Shramik Sewa Foundation established for the welfare of the workers and to improve their standard of living.
- B) Railway Maal Godam Shramik Sewa Foundation will keep provide education, health services, and other necessary assistance to the workers.
- C) Railway Maal Godam Shramik Sewa Foundation will provide education and scholarships for the children of workers.
- D) Railway Maal Godam Shramik Sewa Foundation will arrange housing and other facilities for the workers.
- E) Railway Maal Godam Shramik Sewa Foundation undertake any other social welfare activities relating to Railway Goods Warehouse.



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- F) Railway Maal Godam Shramik Sewa Foundation Protecting the Rights of Workers To protect the rights and interests of workers and ensure them fair wages, working hours, and other benefits.
- G) Railway Maal Godam Shramik Sewa Foundation Training and development of workers: Training workers about new technologies and safety standards so that they can perform their jobs safely and effectively.
- H) Railway Maal Godam Shramik Sewa Foundation Taking measures for the health and safety of workers, such as health check-ups, medical aid, and availability of protective equipment.
- I) Railway Maal Godam Shramik Sewa Foundation To encourage the education of children of workers and provide scholarships or educational assistance for them.
- J) Railway Maal Godam Shramik Sewa Foundation To generate employment opportunities for the workers and help them in getting permanent employment.
- K) Railway Maal Godam Shramik Sewa Foundation Providing financial assistance to workers in need, such as advance or grants in emergencies.
- L) Railway Maal Godam Shramik Sewa Foundation Providing legal aid to workers so that they can protect their rights.
- M) Railway Maal Godam Shramik Sewa Foundation Linking workers to social security schemes, such as insurance, pension, etc.
- N) Railway Maal Godam Shramik Sewa Foundation Running community development programmes for workers and their families, such as sanitation, housing, and self-employment opportunities.
- O) Railway Maal Godam Shramik Sewa Foundation Making the workers aware of their rights and duties and motivating them to become self-reliant.
- P) Railway Maal Godam Shramik Sewa Foundation To organise, promote and develop Railway Maal Godam Shramik Sewa Foundation, their district and state level Trusts & unions.
- Q) Railway Maal Godam Shramik Sewa Foundation To promote the economic interest of its members including their affiliated Trust vis-a-vis Railway Maal Godam Shramik Sewa Foundation to obtain work from Work Awarding Agencies and executing through Railway Maal Godam Shramik Sewa Foundation to improve the financial position of Railway Maal Godam Shramik Sewa Foundation and to provide the regular work to member Railway Maal Godam Shramik Sewa Foundation round the year.
- In case no Trust & society is found in a particular area, RMGSSF may execute the work directly.
- R) Railway Maal Godam Shramik Sewa Foundation To set up industries, plants, kiln etc., in collaboration with other Trust for the manufacture of construction material, equipments and allied products to facilitate the working of member Trust.
- S). Railway Maal Godam Shramik Sewa Foundation To assist in marketing, import or export and carry on agency business of every kind to procure, store and distribute material required or manufactured by the member Trust and/or their affiliated units.
- T). Railway Maal Godam Shramik Sewa Foundation To lease or operate mineral mines for the production and supply of construction material and allied industries including decoration works.
- U). The Railway Maal Godam Shramik Sewa Foundation To supply tools, implements, accessories and sophisticated machinery to its members or their affiliated Trust on hire purchase or hire system.
- V). The Railway Maal Godam Shramik Sewa Foundation To establish technical wing and to make available know how and technology relevant to the work of affiliated Trust.
- W). The Railway Maal Godam Shramik Sewa Foundation To represent the cause of Trust Movement at various levels.

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- X). The Railway Maal Godam Shramik Sewa Foundation To promote and develop the Railway Maal Godam Shramik Sewa Foundation programme in India to educate, guide and assist the labourers in their efforts to build-up and expand the Railway labour sector and to serve as an exponent of labour Trust opinion.
- Y). The Railway Maal Godam Shramik Sewa Foundation To improve the economic, moral, physical and social condition of the members of the Railway Maal Godam Shramik Sewa Foundation.
- Z). The Railway Maal Godam Shramik Sewa Foundation To arrange publication of literature, books and periodicals to maintain information bureau, library, Railway labour education training programme and to convene seminars, conferences, exhibitions and to organise, assist, guide and help such activities at state and other levels.
- AA). The Railway Maal Godam Shramik Sewa Foundation To organise and carry on research in the economic, social and developmental aspects of the Railway labourers.
- AB). The Railway Maal Godam Shramik Sewa Foundation To suggest activities for reducing unemployment and under-employment of the forest dwellers and other Railway labourers.
- AC). The Railway Maal Godam Shramik Sewa Foundation To raise funds to own purchase, sale or mortgage movable and immovable property and to construct building for office, Hospitals, School & College use. imparting training to unskilled workers of construction industry and allied subject with hostel facilities, if need be.
- AD). The Railway Maal Godam Shramik Sewa Foundation may undertake the agency of export of labour from Ministry of Railway & Ministry of Labour.
- AE). The Railway Maal Godam Shramik Sewa Foundation may execute different projects of Central and state governments and other agencies to provide social services to Members/non-Members i.e. Child, Women and released bonded Railway Labourers etc.
- AF). Railway Maal Godam Shramik Sewa Foundation can work as financial institution for availing the finance from financial institutions/banks/other institutions for lending to its affiliated organisation/institutions.
- AG). Railway Maal Godam Shramik Sewa Foundation can undertake the work for providing Security Services and the supply of skilled as well as unskilled Railway labourers to Trust as well as other organizations.
- AH). Railway Maal Godam Shramik Sewa Foundation can undertake any type of work related to waste management from the Central Ministries, Public Undertakings, State Governments, local Bodies and private Organizations to be executed through its member(s)/non member Railway Maal Godam Shramik Sewa Foundation.

ARTICLE 5

Section 5.1 Clause for Opening a Bank Account

To open a bank account for a trust in nationalized or private banks, the trust deed must include a specific clause authorizing the trust to open and operate bank accounts. Here is a sample clause that can be added to the trust deed.

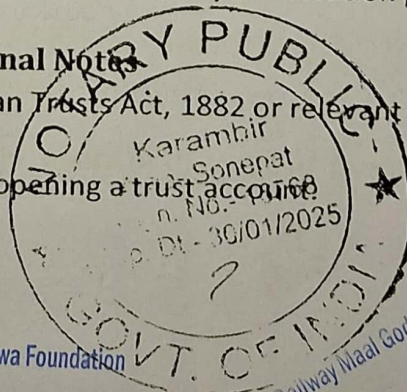
"The Trustees are hereby authorized to open, operate, and maintain bank accounts in the name of the Trust with any nationalized, scheduled, or private bank as may be deemed fit by the Board of Trustees. The accounts shall be operated by such Trustee(s) as may be authorized by a resolution passed in a meeting of the Board of Trustees."

Additional Notes

1. The trust deed should be registered under the Indian Trusts Act, 1882 or relevant state laws to ensure legal validity.
2. Banks usually require the following documents for opening a trust account

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A certified copy of the trust deed.

Resolution passed by the trustees authorizing the opening of the account.

KYC documents of trustees authorized to operate the account.

Trust registration certificate (if applicable).

Section – 5.2 ANNUAL SUBSCRIPTION

All the member Trust of the Railway Maal Godam Shramik Sewa Foundation shall pay annual subscription as fixed by the General Body subject to the minimum as under:

1) Zonal committee & all India Level Trust,

Rs. 1,00,000/-

2) Divisional level Committees

Rs. 50,000/-

3) General members

Rs. 1000/-

4) Nominal member

Rs. 500/-

5. The annual subscription shall fall due at the commencement of each cooperative year and it will be fixed on the basis of the accounts of the preceding year of minimum as the case may be, payable within four months of the commencement of the cooperative year.

6. The defaulting members shall not be entitled to exercise the right of vote.

Section – 5.3 LIABILITY

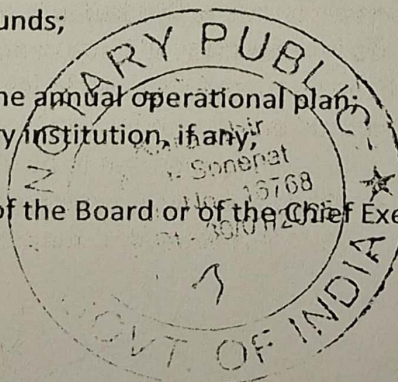
In the event of liquidation the liability of share holders for any deficit in the assets of the Railway Maal Godam Shramik Sewa Foundation shall be limited to the share capital subscribed by them.

Section – 5.4 GENERAL BODY

The General Body of the Railway Maal Godam Shramik Sewa Foundation shall consist of all its members Each member society shall be represented by one delegate elected/ nominated to the general body of The Final authority of the Railway Maal Godam Shramik Sewa Foundation shall vest in the General Body.

The Board of the Trust under a resolution shall within six months after the close of the corresponding year call the annual general meeting for the purpose of:

- Consideration of the Audited statement of accounts;
- Consideration of the audit report and annual report;
- Consideration of audit compliance report;
- Disposal on net profits;
- Approval of appointment of Auditors & fixation of remuneration;
- Review of operational deficit, if any;
- Creation of specific reserves and other funds;
- Approval of the annual budget;
- Review of actual utilisation of reserve and other funds;
- Creation of specific reserves and other funds
- Approval of the long-term perspective plan and the annual operational plan;
- Review of annual report and accounts of subsidiary institution, if any;
- Expulsion of members;
- List of employees who are relatives of members of the Board or of the Chief Executive;
- Amendment of bye-laws. If any



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- p) Formulation of code of conduct for the members of the Board and officers
- q) Election & removal of members of the board, if any
- r) Consider the statement showing details of goods on credit if any given to any Director or to the spouse of the director or his/her son daughter during the preceeding year outstanding against any of them;
- s) Any other matter laid before it by the Board of Directors.

Article 6

FUNCTIONS

In furtherance of the above, federal Railway Maal Godam Shramik Sewa Foundation shall also undertake following functions

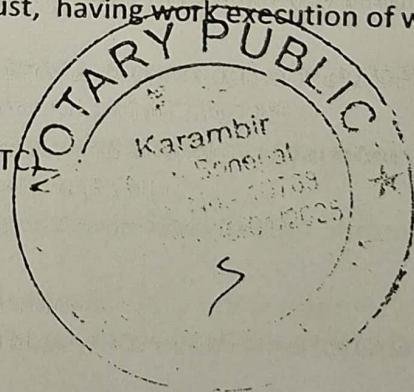
Subject to the provisions of the act any other law for the time being in force a federal cooperative may discharges the functions to facilitate the voluntary formation and democratic functioning of cooperative societies as federal cooperative or multi state cooperatives based on self-help and mutual aid. Without prejudice to the generality of the provisions contained in sub-section (1), the federal cooperative may-

- a) Ensure compliance of the cooperative principle;
- b) Make model bye-laws and policies for consideration of its member cooperative;
- c) Provide specialised training education and data-based information;
- d) Undertake research, evaluation and assist in preparation of perspective development plans for its member cooperative;
- e) Promote harmonious relations amongst member cooperative;
- f) help member cooperative to settle disputes among themselves;
- g) Undertake business services on behalf of its member cooperative, if specifically required by or under the resolution of the general body or the board, or bye-laws of a member cooperative
- h) Provide management development services to member cooperative;
- i) Evolve code of conduct for observance by a member cooperatives;
- j) Evolve viability norms for a member cooperative;
- k) Provide legal aid and advice to a member cooperative;
- l) Assist member cooperative in organising self-help;
- m) Develop market information system, logo brand promotion, quality control and technology upgradation.

Article 7

MEMBERSHIP

- A) Zonal committee(ZC), Divisional committee(DC), Railway Provident Fund Trust, Railway Safety Fund Trust, Railway Benevolent Fund Trust, Indian Railway Medical Relief Trust, having work execution of will be eligible for membership.
- B) Dedicated freight corridor corporation of india(DFCCIL).
- C) Container Corporation of India(CONCOR).
- D) Indian Railway Catering and Tourism Corporation Limited (IRCTC).
- E) Rail Vikas Nigam Limited (RVNL).
- F) Indian Railway Finance Corporation(IRFC).
- G) RITES Limited.
- H) Braithwaite & CO. Limited.
- I) Central Railside Warehouse Company Limited(CRWC).



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J) Maha-Rail (Maharashtra Rail Infrastructure Development Corporation).

K) Rail India Technical and Economic Services (RITES)

L) Indian Railway Stations Development Corporation (IRSDC)

M) Government of India (GOI).

N) Nominal members.

O) Nominal or Associate Member

Railway Maal Godam Shramik Sewa Foundation may, in the interest of promotion of the business of the Railway Maal Godam Shramik Sewa Foundation, admit a person as nominal member or associate member on payment of fee of Rs. 1000/- only.

Provided that such members will not be entitled to subscribe to the share capital of the Railway Maal Godam Shramik Sewa Foundation.

They will not be allowed to have any interest in the management of the Railway Maal Godam Shramik Sewa Foundation including right to vote, contest election as director of the Board or participate in the general body meetings of the Railway Maal Godam Shramik Sewa Foundation.

Every member shall pay Rs. 1000/- as an admission fee which shall not be refunded in any case.

ii) Application

The application for membership of the Railway Maal Godam Shramik Sewa Foundation shall be submitted by the applicant to the Secretary of the Railway Maal Godam Shramik Sewa Foundation in the prescribed form and with admission fee and required Share Capital as per Bye-law No. 5. Every such application shall be disposed off by the Board of Directors, who shall have power to grant admission or to refuse it after recording reasons for such refusal provided, however, that persons/society whose application has been refused by the Board of Directors, may appeal to the General Body and if the General Body so directs it shall be admitted as a member of the Railway Maal Godam Shramik Sewa Foundation. The decision of the General Body shall be final.

iii) Disposal

The applications for membership of the Railway Maal Godam Shramik Sewa Foundation found complete in all respects shall be disposed of within the period of four months from the date of receipt of the application by the Railway Maal Godam Shramik Sewa Foundation. The same shall be communicated to the applicant within fifteen days of the decision by Registered posts.

A member may, with the approval of the Board of Directors, transfer its share to another member or to a non-member who is eligible for membership of the Railway Maal Godam Shramik Sewa Foundation.

A fee of Rs. 1000 per share as mentioned in the Bye-laws, shall be payable to the Trust for each transfer. The Board may on application, by a member.

i) Approve conversion of shares allotted to it or a part thereof into those of other denominations subject to such conditions as the Board may decide to impose.

ii) Consolidate all or some of the partly paid shares already allotted to member.

iii) Disqualifications of Memberships

No such society shall be eligible for being or continuing as a member of the Railway Maal Godam Shramik Sewa Foundation if:

a] Its business is in conflict or competition with the business of the Railway Maal Godam Shramik Sewa Foundation or

b] Did not attend the three consecutive general meeting and such absence was not condoned by the 2/3rd majority of the members attending the meeting or Has defaulted in payment of all dues including

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contributions, subscription, if any, as decided by the board of the Railway Maal Godam Shramik Sewa Foundation from time to time.

c) Cessation of Membership

The membership of the Railway Maal Godam Shramik Sewa Foundation may cease in case of

- i) Cancellation of registration of the member Trust
- ii) All the shares are transferred to another Trust
- iii) Expelled by the general body
- iv) Incurring any of the disqualifications of membership.
- v) Withdrawal from membership

Any member of the Railway Maal Godam Shramik Sewa Foundation may withdraw from membership of the society only after 5 years by giving at least a three months notice duly approved by the Board of the Trust.

vi) Termination of membership

Members of the Railway Maal Godam Shramik Sewa Foundation may be terminated by a resolution of the General Body passed by 2/3rd majority present and voting if

- i) Any member has defaulted in payment of dues as per byelaws of the Trust for a continuous period of one year.
- ii) Any activity of a member is found to be conflicting or competitive with the interest or activities of the Railway Maal Godam Shramik Sewa Foundation.
- iii) Provided that the member concerned shall not be expelled unless he has been given a reasonable opportunity of making representation in the matter.
- iv) No member of the Railway Maal Godam Shramik Sewa Foundation who has been expelled shall be eligible for re-admission as a member of that Trust, for a period of one year from the date of such expulsion.
- v) Right of member

Every member of the Railway Maal Godam Shramik Sewa Foundation shall have the following rights.

- a) At least one vote in the general body meeting of the Railway Maal Godam Shramik Sewa Foundation and no member shall be permitted to vote by proxy.

Provided that a Railway Maal Godam Shramik Sewa Foundation or a Railway Labour society or any other institution which is a member of any other multi Railway Maal Godam Shramik Sewa Foundation may appoint its representative by a resolution passed by its Board to vote on its behalf in the affairs of such Railway Maal Godam Shramik Sewa Foundation.

- b) Right to receive notice of general body meeting as per bye-laws of the Railway Maal Godam Shramik Sewa Foundation.

- c) Take part in elections and contest for any post as per provision of the Act, Rules and bye-laws of the Railway Maal Godam Shramik Sewa Foundation.

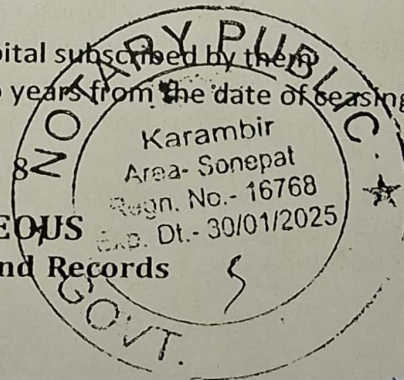
- d) Inspect member registers, books of accounts or any other record and obtain certified copies of the resolutions or documents on a payment of fee as may be prescribed by the Railway Maal Godam Shramik Sewa Foundation from time to time.

- e) Liability of the members shall be limited to the share capital subscribed by them. Liability of every member would continue for period of two years from the date of ceasing to be member of the Railway Maal Godam Shramik Sewa Foundation.

ARTICLE 8

MISCELLANEOUS

Section 8.1 Books and Records



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The books and records of the Trust and any Series thereof, including the share ledger or ledgers, be kept in the Head Office of Railway Maal Godam Shramik Sewa Foundation at such office of as may from time to time be determinate by the officers of the Trust.

Section 8.2 Access to Book and Records

The Shareholders shall only have such right to inspect the records, documents, accounts and books of the Trust or any Series thereof as may be granted from time to time by the Trustees in their sole discretion.

Section 8.3 Seal

The Trustees may adopt a seal of the Trust which shall be in such form and shall have such inscription thereon as the Trustees may from time to time prescribe, but unless otherwise required by the Trustees, the seal shall not be necessary to be placed on, and its absence shall not impair the validity of, any document, instrument or other paper executed and delivered by or on behalf of the Trust.

Section 8.4 Execution of Papers

All deeds, leases, contracts, notes and other obligations made by the Trustees shall be signed by the President, any Vice President elected by the Trustees, the Treasurer, the Secretary or any other officer elected by the Trustees, except as the Trustees may generally or in particular cases authorize the execution thereof in some other manner, or as otherwise provided in these By-Laws.

Section 8.5 Severability

The provisions of these By-Laws are severable. If the Trustees determine, with the advice of counsel, that any provision hereof conflicts with the 1940 Act, the regulated investment company or other provisions of the Code or with other applicable laws and regulations, the conflicting provision shall be deemed never to have constituted a part of these By-Laws; provided, however, that such determination shall not affect any of the remaining provisions of these By-Laws or render invalid or improper any action taken or omitted prior to such determination. If any provision hereof shall be held invalid or unenforceable in any jurisdiction, such invalidity or unenforceability shall attach only to such provision only in such jurisdiction and shall not affect any other provision of these By-Laws.

Headings are placed in these By-Laws for convenience of reference only and in case of any conflict, the text of these By-Laws rather than the headings shall control.

ARTICLE 9

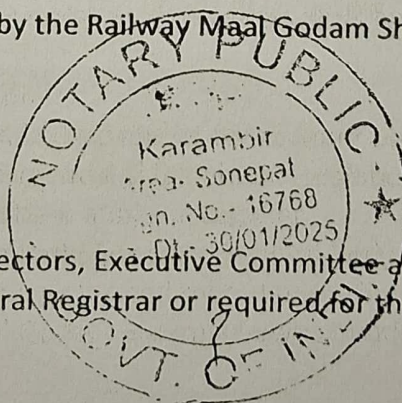
AMENDMENTS TO THE BYE LAWS

Section 9.1 General. These By-Laws may be amended, supplemented, amended and restated, in whole or in part, by a majority of the Trustees then in office at any meeting of the Trustees, or by one or more writings signed by such a majority.

Section – 9.1 REGISTERS

The following registers and papers shall be maintained by the Railway Maal Godam Shramik Sewa Foundation.

- i) List of Members.
- ii) Cash Book, Ledger and other account books.
- iii) Share allotment and Instalment register.
- iv) Stock purchase and sale register.
- v) Separate minute book for General Body, Board of Directors, Executive Committee and other Committees.
- vi) Any other register and record prescribed by the Central Registrar or required for the Business of the Railway Maal Godam Shramik Sewa Foundation.



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Section – 9.2 AUDIT OF ACCOUNTS

The Account of the Railway Maal Godam Shramik Sewa Foundation shall be audited by an auditor appointed from the panel of auditors approved by the central Registrar or from a panel of auditors, if any, prepared by the Railway Maal Godam Shramik Sewa Foundation at least once one each year and the remuneration of auditors shall be fixed by the Central Register or the Trust as the case may be. Appointment of auditors and his remuneration shall be approved in the General Body meeting.

Section – 9.3 DISTRIBUTION OF PROFIT

Subject to the provision of the Act and Rules framed there under the net profits of a Railway Maal Godam Shramik Sewa Foundation shall be distributed by the General Body as follows:

- 1) Not less than 10% of net profits shall be carried to the Reserve Fund. after all expenditure of office & staff inclosure.
- 2) National Committee certain percentage of the net profit is allocated to the central body to manage national-level operations, policy formation, and overall administration. Credit 15% of its net profit to the Railway Maal Godam Shramik Sewa Foundation National Board fund maintained by the Railway Maal Godam Shramik Sewa Foundation.
- 3) Zonal Committee portion is distributed to zonal committees for regional-level activities, coordination, and development initiatives Net Profit Will Be Given 25% to Zonal Committee Under the Railway Maal Godam Shramik Sewa Foundation as per by laws and rules. after all expenditure of office & staff inclosure.
- 4) Divisional committees receive funds to handle operations and projects at the grassroots or division level. Credit 35% of net profit given to Divisional committee after all expenditure of office & staff inclosure. Under the Railway Maal Godam Shramik Sewa Foundation as per by laws and rules
- 5) Reserve & Contingency Fund Some portion of the profit may also be set aside for a reserve or contingency fund for future needs or emergencies. net profit 5% fund will given the Staff and trust miscellaneous . Under the Railway Maal Godam Shramik Sewa Foundation as per by laws and rules

Section – 9.4 UTILIZATION OF NET PROFIT

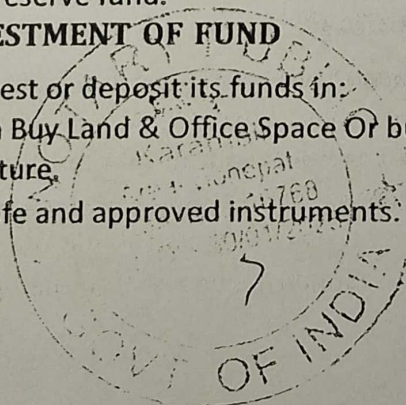
The balance of the net profit may be utilised for all or any of the following purpose:

- a) Payment of dividend to members on their paid up capital at the rate or 2%;
- b) Any other privileges to members, if any as specified in the bye-laws
- c) Contribution to the Reserved fund at the rate of 5% or more and not exceeding 10%. The fund may be utilised for the employees Inclosure and training of members, directors and Labourers as approved by the Chairman & trustees.
- d) Donation for the development of the Railway Maal Godam Shramik Sewa Foundation movement or charitable purpose as defined in section 2 of the Charitable Endowment Act 1980 not exceeding 10%.
- e) Payment of ex-gratia amount to employees as approved by the Board of Directors;
- f) The remaining undisbursed profit shall be added to reserve fund.

Section – 9.5 INVESTMENT OF FUND

The Railway Maal Godam Shramik Sewa Foundation may invest or deposit its funds in:

- A) Railway Maal Godam Shramik Sewa Foundation Can Buy Land & Office Space Or building . Trust Can Be use Net Profit Amount for development and our Structure.
- B) Permissible Investments: Trusts typically invest in safe and approved instruments.
- C) Government bonds or securities.
- D) Fixed deposits with scheduled banks.



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- d) Mutual funds registered with SEBI, especially debt-oriented schemes.
- F) Infrastructure bonds. Other investments specified under Section 11(5) of the Income Tax Act, 1961 for charitable trusts. Securities specified in section 2 of the Indian Trust Act 1882;
- c) Shares and securities of any other Trust/subsidiary institution.
- G) Any other bank

Section – 9.6 SETTLEMENT OF DISPUTE

If there are disputes related to a trust like the Railway Maal Godam Shramik Sewa Foundation, their resolution generally falls under the jurisdiction of trust laws in India. Such disputes are typically addressed under the following acts and sections:

1. Indian Trusts Act, 1882 This act governs private trusts in India. Section 20-27: Discusses the rights and duties of trustees and beneficiaries. If disputes arise, these sections may help clarify the roles and obligations. The Railway Maal Godam Shramik Sewa Foundations fall under Delhi civil jurisdiction for resolution.
2. The Railway Maal Godam Shramik Sewa Foundation Disputes For public charitable trusts, the dispute resolution will depend on the state in which the trust is registered, as states have their own Public Trust Acts. Relevant Authorities: The Charity Commissioner or Registrar of Trusts handles these disputes. Disputes can be filed in the District or Civil Court under the applicable state law.
3. Arbitration and Conciliation Act, 1996 If the trust deed or foundation rules have an arbitration clause, disputes can be resolved through arbitration under this act.
4. Specific Relief Act, 1963 Beneficiaries or trustees may invoke provisions under this act for specific performance or to prevent the breach of trust obligations.
5. Civil Procedure Code, 1908 Disputes may also be filed in a civil court under the jurisdiction where the trust operates.

Steps to Settle Trust Disputes:

1. Internal Resolution: Check the trust deed or foundation's bylaws for mechanisms to resolve disputes internally Executive committee & Posh committee.
2. Mediation or Arbitration: If provided in the trust deed, the matter can be referred to an arbitrator or mediator.
3. Approach the Appropriate Authority: File a petition with the Charity Commissioner, District Court, or Civil Court based on the nature of the trust and the dispute.

All the disputes shall be referred to Arbitration in accordance with the provision of section 85 of Act and 31 of Rules of Trust Act 1882.

LIMITATIONS

In India, the limitation period for initiating legal proceedings related to trust disputes is primarily governed by the Limitation Act, 1963. The specific limitation period applicable depends on the nature of the dispute.

1. Suits Against Trustees for Breach of Trust:

Limitation Period: Three years.

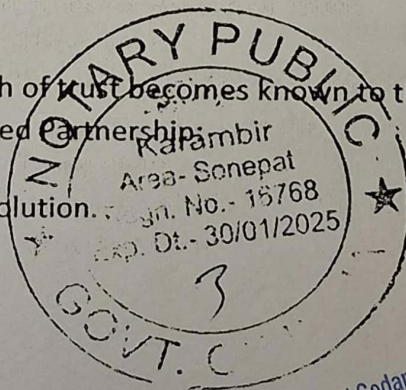
Commencement: The period begins from the date the breach of trust becomes known to the plaintiff.

2. Suits for an Account and a Share of the Profits of a Dissolved Partnership:

Limitation Period: Three years.

Commencement: The period starts from the date of the dissolution.

3. Suits Relating to Trust Property:



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Limitation Period: No specific period is prescribed for suits against a person in whom property has become vested in trust for any specific purpose.

Commencement: Such suits are not barred by any length of time.

The limitation period in dispute shall be as per the provisions of section 85 Trust Act.

GENERAL

All the matters not specially provided for are to be decided in accordance with Trust act and rules notified thereunder.

i) The Board of Directors may frame rules of business, election etc. not inconsistent with the Trust Act, Rules and these bye- laws for carrying on the work of the Railway Maal Godam Shramik Sewa Foundation and make addition to alternate in them from time to time.

ii) In case of any dispute about the meeting or interpretation of any provision of the Trust Act, Rules and these bye-laws, the decision of the Central Registrar shall be final.

iii) In the event of conflict between the bye-laws of Railway Maal Godam Shramik Sewa Foundation and the affiliated societies, the bye-laws of Railway Maal Godam Shramik Sewa Foundation shall prevail.

MISCELLANEOUS:

No act of the General Body or the Board of Directors shall be deemed invalid by reason of any defect in the election of a Member thereof or by reason of any vacancy therein not having been filled in.

LIQUIDATION

The Railway Maal Godam Shramik Sewa Foundation shall be wound up and dissolved only by the order of the Central Registrar in accordance with the provisions of the Act/Rules.

SERVICE RULES

The Railways Labour Trust employs a structured pay system that categorizes employees into different groups, each with specific pay bands, grade pays, and associated benefits. Here's an overview of the salary structure and benefits according to various groups:

Group A

Roles: Senior management and administrative positions, including officers from services like the Chairman/President.

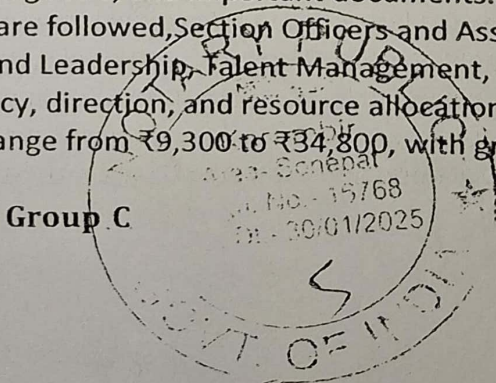
Pay Scale: The pay scale for Group A officers varies based on their grade and experience. For instance, Junior Scale officers have a pay band of ₹15,600 – ₹39,100, while those in the Senior Scale receive the same pay band with higher grade pay. As officers progress to higher grades like the Junior Administrative Grade and Selection Grade, the pay bands increase accordingly.

Group B

Roles: These are typically roles and include positions such as **Secretary** (Manage all General Administrative Work, Correspondence Management - Drafting, reviewing, and managing official letters, memos, and emails, Meeting Coordination - Scheduling meetings, preparing agendas, and maintaining minutes of the meeting, Record Keeping - Maintaining and updating files, registers, and important documents. Policy Implementation - Ensuring departmental policies and procedures are followed, Section Officers and Assistant Section Officers), **Managing Director** (Strategic Planning and Leadership, Talent Management, Operational Management, Making high-level decisions on policy, direction, and resource allocation).

Pay Scale: Group B officers have pay bands that range from ₹9,300 to ₹34,800, with grade pays varying based on the specific role and experience.

Group C



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Roles: This group comprises clerical and supervisory staff, including Station Head. Group C posts in Railways Labour Trust include skilled and semi-skilled positions, both in office roles and field roles, with responsibilities that are crucial for the organization's functioning. Below is a detailed list of Group C posts - Office Staff (Clerical and Supervisory Roles), Junior Clerk cum Typist (Handles documentation, typing, and office correspondence), Senior Clerk cum Typist (Supervises junior clerks, maintains office records, and prepares reports), Junior Accounts Assistant (Assists in financial record-keeping, billing, and preparing accounts), Senior Accounts Assistant (Manages accounting processes, audits, and financial planning), Field Supervisor (Manages Field Executive & Ground Staff & Manage All Activities on Field, reporting Daily to Senior Staff).

Pay Scale: For example, Station Masters have a pay scale of ₹9,300 – ₹34,800 with a grade pay of ₹4,600.

Group D

Roles: This group includes manual and maintenance staff such as Executive Member, Peon/Office Attendant (Assists in office work, delivers files, and provides support to senior officers), Record Keeper (Manages files, records, and documentation), Daftary (Responsible for maintaining registers, binding documents, and handling office supplies), Sweeper (Responsible for maintaining cleanliness in the office premises), Watchman/Chowkidar (Ensures security of office premises), Gardener/Mali (Takes care of office gardens and landscaping).

Pay Scale: The pay scale ranges from ₹5,200 to ₹20,200 with a grade pay of ₹1,800.

Allowances and Benefits:

In addition to the basic pay, Railways Labour Trust employees are entitled to various allowances and benefits, including

Dearness Allowance (DA): A cost of living adjustment allowance to counteract inflation.

House Rent Allowance (HRA): Provided to employees to meet housing expenses, varying based on the city of posting.

Transport Allowance (TA): Given to cover commuting expenses.

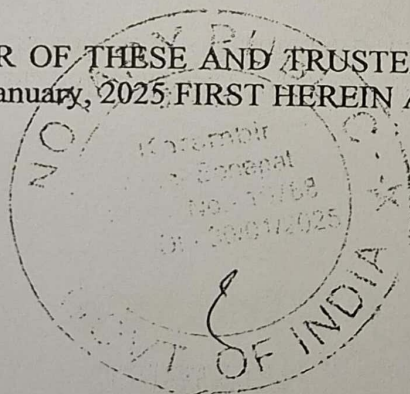
Medical Benefits: Comprehensive medical facilities for employees and their dependents.

Pension and Gratuity: Post-retirement benefits under the National Pension Scheme (NPS).

Leave and Holidays: Includes annual leave, casual leave, and other types of leave as per Railways Labour Trust guidelines, The Railway Maal Godam Shramik Sewa Foundation shall have Service Rules for regulating the

Services of its employees, as formulated and amended by the Board of Railways Labour Trust.

IN WITNESS WHEREOF THE AUTHOR OF THESE AND TRUSTEES HERETO HAVE SET THERE RESPECTIVE HANDS ON 28th DAY of January, 2025 FIRST HEREIN ABOVE WRITTEN.



SETTLER

(DEEPAK)

Deepak

TRUSTEES:

Deepak
Railway Maal Godam Shramik Sewa Foundation
Authorised Signatory

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Railway Maal Godam Shramik Sewa Foundation
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1. Deepak, S/o Dilbag, R/o Dy-658, Ward No. 25, Behind Dhanuk Chopal, Kalupur, Sonipat -131001 (Haryana) *Railway Maal Godam Shramik Sewa Foundation*

Deepak

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2. Anil Kumar, S/o Shyam Lal, R/o House No. 217/25, Indra Colony, Kalupur, Sonipat -131001 (Haryana) *Railway Maal Godam Shramik Sewa Foundation*

Anil

3. Rohit Kumar, S/o Jasbir Singh, R/o Chamrawali, Ramgarh, Dadri, Gautam Buddha Nagar – 203207 (Uttar Pradesh) *Railway Maal Godam Shramik Sewa Foundation*

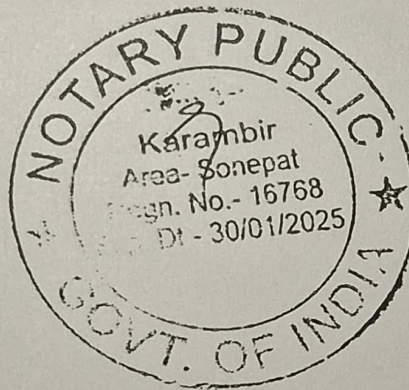
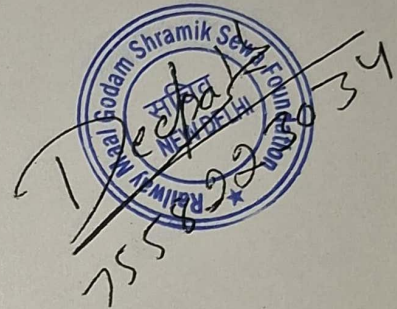
Rohit

WITNESS:

1. *John*

Authorised Signatory

2. *Dinery*



ATTESTED

23/1/2025

NOTARY

Dist. Sonipat

Deepak
Railway Maal Godam Shramik Sewa Foundation
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Anil
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Rohit
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