

CONSTITUTION
OF
CINE & TV ARTISTES' ASSOCIATION
(Registered under the Indian Trade unions Act, 1926 – Registered No. 3086)
Affiliated to the Federation of Western India Cine Employees.

1. NAME:-

The Name of the Association shall be Cine & TV Artistes' Association (hereinafter referred to as the Association) (15/8/1997)

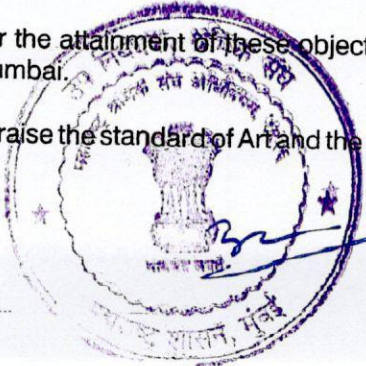
2. LOCATION:-

The head-quarters of the Association shall be situated in Greater Mumbai.

3. AIMS AND OBJECTS:-

The aims and objects of the Association shall be:-

- a) To organize and unite the Cine & TV Artistes' employed in the Film Industry, TV Industry in Greater Mumbai and to regulate their relations with their employers; (15.08.1997).
- b) To secure to the members fair conditions of life and service;
- c) To try to redress their grievances;
- d) To try to prevent any reduction of wages and if possible, to obtain an advance whenever circumstances allow.
- e) To endeavour to settle disputes between employers and employees amicably, so that a cessation of work may be avoided;
- f) To endeavour to provide against sickness, un-employment, infirmity, old age and death;
- g) To endeavour to secure compensation for members in cases of accidents under the Workmen's Compensation act;
- h) To provide legal assistance to members in respect of matters arising out of or incidental to their employment;
- i) To endeavour to render aid to the members during any strike brought about with the sanction of the Association or a lock-out;
- j) To obtain information in reference to the Film Industry, T.V. Industry in India and other countries; (12/05/1996)
- k) To co-operate with organizations (of labour), particularly those having similar objects, in India and other countries;
- l) To help, in accordance with the Indian Trade Unions Act, the working classes in India and outside in the promotion of the objects mentioned in this rule; and generally, to take such other steps as may be necessary to ameliorate the social, economic, civic and political conditions of the members.
- m) For the attainment of these objects, the Association may organize centers in various localities of Greater Mumbai.
- n) To raise the standard of Art and the status of the Cine & TV Artistes; (15/08/1997).



- o) To promote, enhance and safeguard the cause of the industry in general and the Cine & TV Artists in particular; (15/08/1997)
- p) To arrange lectures, meetings and other activities, to create better understanding and personal contact between the Cine & TV Artists' and the public; (15/08/1997)
- q) To establish contact with sister associations connected with the Film Industry, T.V. Industry in India and abroad; (12/05/1996)
- r) To endeavour to get recognition of the Association by the public and the Government;
- s) To have a library of film literature (Magazines, periodicals and books on make-up, technique, etc.)
- t) To start branches of the Association and officiate for institutions with similar aims and objects in various parts of the country;
- u) To conduct a periodical to voice the views and the progress of the Association; and to give the news and activities of the members;
- v) To have a Recreation club of the Association which shall in due course of time, provide a swimming pool, tennis lawns, indoor games, and gymnasium; and to encourage picnic parties, social gatherings etc. to create better understanding among the Cine Artists; (15/08/1997)
- w) To do all such things as are incidental or conducive to the attainment of the above objects.

4. OFFICIAL YEAR OF THE ASSOCIATION:-

The official year of the Association shall be from 1st January to 31st December. (09/04/1978)

5. DEFINITION:-

A Cine & TV Artiste is one who plays or has been engaged to play a prominent role in a feature film, TV serials and Tele films shown on screen. (The prominence of the role shall be decided by the Executive Committee considering the applications for membership, on seeing the artistes work on sets or big or small screen or Tele Film). (15/08/1997)

6. MEMBERSHIP:-

Any Cine & TV Artiste employed in the Film Industry in Greater Mumbai irrespective of caste, colour, creed and sex will be eligible for the membership of the Association. Such a person shall be proposed by one member of the Executive committee and seconded by another. Application for membership must be made on the prescribed form and every application shall be subject to the acceptance of the Executive Committee. In case of non-acceptance, the applicant shall be so informed and no reasons assigned. (15/08/1997)

Artiste desirous of obtaining CINTAA REGULAR MEMBERSHIP initially will obtain Work Permit in the first year by payment of Rs.10, 000/-. In case the work permit holder desires to continue to work as an artiste in 2nd year also, this work permit will have to be renewed within 12th Months compulsorily from the date of issue for 2nd year. If he / she delays renewal in 12th Month, then after 12 months, renewal fee shall be Rs.15, 000/- instead of Rs.10, 000/-.

After a period of two years, artiste may be considered & admitted for Regular Membership in the 3rd year. In the third year, artiste will have to pay an entrance fee of Rs.15,000/- & regular subscription fee. Besides this the Committee will see to it that any applicant, who desires to be a Member of our esteemed Association CINTAA, should have requisite qualification in the field of performing arts.

During the above 2 years period, Work Permit holder will not enjoy the right to vote during Elections. However, artistes' dispute cases, if any, may be taken after completion of one full year.

After becoming a regular member, if artistes' behavior is found unprofessional of becoming an Artiste, he/she may be served 'show cause notice' by the Committee. If his/her reply is not satisfactory, he/she may be suspended from membership by the Committee.

Note: As on date only three Associate Members who were enrolled prior to existence of work permit system are continuing till date. No new Associate Members are being enrolled after issue of work permits to the fresher's since 29.4.1990.

The Senior Cine & TV Artists members, of the Cine & TV Artists Association who have crossed the age of 65 years and are members of the Association continuously for a period of 15 years should be exempted from the payment of monthly subscription of the Association as long as they live. (15-8-1998)



7. ADMISSION OF HONORARY MEMBERS:-

Persons who are not eligible to become ordinary members of the Association may be admitted as Honorary members of the Association for purpose of being elected or co-opted to the Executive committee and they shall be Honorary members of the Association during the period of their office. Subject to the provisions of Section 22 of the Indian Trade Unions Act, 1926, their number shall not exceed 8 (eight).

A. EXMPTED MEMBERS:-

Any member who has been actively working in films for the last twenty years and has been a regular member of the Association for the last five years and is up to date with his monthly subscription may be exempted, on application to the Executive committee, from paying the monthly subscription. Such exempted members shall not be eligible to contest the election nor shall have any voting rights. However he or she shall be entitled to all other benefits available to members. To regain regular membership, the exempted members shall have to clear the arrears for the period of exemption.

B. LIFE MEMBERS:-

Life member shall mean and include a person:

- a) Who is Regular member continuously for 3 years at the time of making the Application (25.4.2010)
- b) Whose monthly subscription is paid up to date;
- c) Who has played successfully at least six prominent characters in six feature films, and/or in six different TV serials or in six Tele Films; and
- d) Who pays Rs.15,000/- or more in one lump sum. (25.4.2010)

In any case however the discretion to grant Life Membership shall rest with the Executive Committee.

A Life Member shall have all the rights and benefits of the Association. (09/04/1978)

C. ASSOCIATE MEMBERS:-

New artistes who start working in Feature Films, TV serials and Tele Film, playing some specific characters may be enrolled as Associate members of the Association. The membership of such Associate members may be regularized, if, and when the Executive Committee is satisfied that they have played some significant roles in feature films, TV Serials and Tele Film.

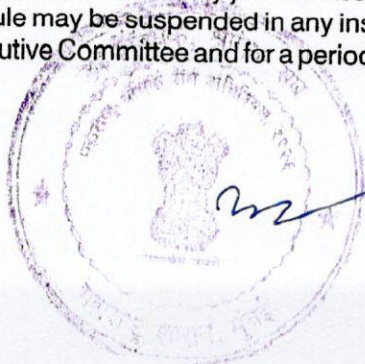
Associate members shall not be eligible to contest the election for any office of the Association, nor shall they have any voting rights. However they shall be entitled to all other benefits except financial benefits available to members.

The Executive committee shall be fully empowered to cancel the membership of any Associate member if it is satisfied that such an Associate member is not working as a character artiste.

8. CESSATION OF MEMBERSHIP:-

A member ceases to be such –

- a) If he requests the Executive Committee in writing to have his name removed from the Register, after having all his dues, if any, paid up-to-date.
- b) A member failing to pay his monthly subscription for twelve months shall cease to be a member of the Association. But he may join the Association on paying fresh entrance fees. Provided that the operation of the rule may be suspended in any instance or instances, for reasons deemed fit as per the discretion of the Executive Committee and for a period specified by the Committee. (12/05/1996)



c) A member shall be expelled, if he is found to act willfully in a manner hostile and prejudicial to the Association, or the interests of any of its members as such. But before a member is expelled, he shall be notified in writing, giving him fifteen days time to explain his conduct. If an explanation is not forthcoming, or is not satisfactory in the opinion of the Executive Committee, the expulsion of the member concerned be recommended at the next General Meeting, or, if necessary, at an Extra-ordinary General Meeting. Such member is liable to be expelled on the vote of the members present at such a meeting. The Executive Committee shall have power to suspend a member from the privileges of membership, pending the decision of such General Meeting.

d) If he or she seeks or gets employment through the Association of Film Agents.

9. BENEFITS:-

No member of the Association shall be entitled to any benefits that the Association may decide to give to its members, unless he has been a member for at least six months and has paid all contributions.

10. A member of the Association who is in arrears with his subscription or dues shall not be entitled to any benefits, until all arrears have been paid, and a period of two months has elapsed from the date of payment of such arrears.

11. Should the members of the Association go on strike or take any action without the sanction or approval of the Executive Committee, they shall not be entitled to any benefits.

12. THE EXECUTIVE COMMITTEE:-

The entire management of the Association shall be vested in the Executive Committee consisting of 25 Members out of which 21 shall be elected by ballot, every alternate year at the Annual General Meeting from amongst the members of the Association (besides 4 by co-option). The 21 elected Executive Committee Members shall elect from among themselves the following office bearers within 10 days of their election:-

One President
One Vice President
One General Secretary &
One Treasurer.

13. The Executive committee shall be empowered to co-opt not more than four members whenever they deem it necessary. (13/04/1969)

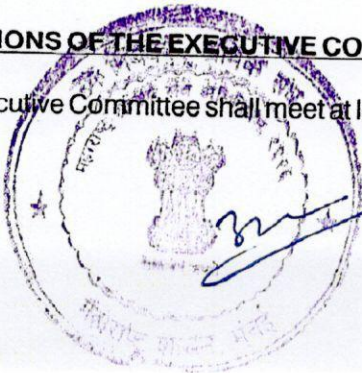
14. The Executive shall elect one member from the elected committee to be the Joint Secretary, if and when found necessary. (13/10/2002)

15. Any member who started his career as a Cine & TV Artiste and remained in prominence in that profession for 20 years or more and now is a producer but not holding any office or member of the Executive Committee of producers body, can be eligible for holding office in Cine & TV Artistes Association but will not participate in case of any kind of complaint against him or her from any member in the Dispute Settlement Committee of Cine & TV Artistes Association. (15/08/1998)

a) No Member shall be eligible to become an Office-bearer or a member of the Executive Committee unless he or she has been a member of the Association for 7 years."

16. FUNCTIONS OF THE EXECUTIVE COMMITTEE:-

The Executive Committee shall meet at least once in every calendar month.



17. Five members including the Office-bearers shall form the Quorum.
18. In the absence of the President and the Vice-President the members present shall elect one of their members to be the Chairman of the Meeting.
19. If any member of the Executive Committee, including the Office-bearers, fails to attend three consecutive meetings of the Executive Committee without giving prior written notice and without sufficient reason, shall cease to be a member of the Executive Committee. However, discretion shall remain with the Executive Committee. (09/04/1978)
20. All vacancies occurring in the Executive Committee shall be filled up by co-option.
21. The Executive Committee shall be competent to appoint sub-committees as and when deemed necessary.
22. The President, General Secretary & the Treasurer shall be ex-officio Members of all the Sub-Committees so appointed which prevails in all the Associations.
23. The Executive Committee shall have power to frame rules, for the efficient working and the general conduct of the Association, whenever deemed necessary. Such rules, however shall not affect the existing Constitution of the Association.
24. The Executive Committee shall submit at the Annual General Meeting of the Association:-
 - (a) The Annual Report of the Activities of the Association and the general position of the Association.
 - (b) The audited balance sheet, containing a summary of the assets and liabilities of the Association and the Auditors' Report.

25. FUNCTIONS OF PRESIDENT & VICE PRESIDENT:-

The President or in his absence the Vice-President shall preside at all meetings of the Association and the Executive Committee; and shall represent the Association in general with the consent of the Executive Committee.

26. FUNCTIONS OF THE HONRARY GENERAL SECRETARY & TREASURER:-

The Hon. General Secretary shall maintain the correspondence of the Association and shall have the general control of the Association's activities.

27. The Hon. Treasurer shall maintain the accounts of the Association and shall receive and disburse monies on its behalf, as directed by the Executive Committee from time to time.

28. ORDINARY GENERAL MEETING:-

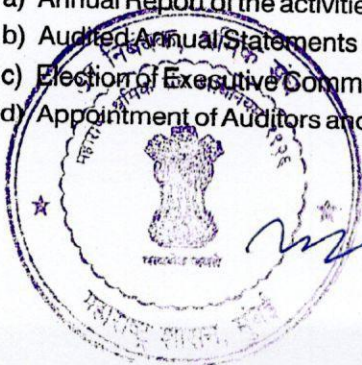
During the year at least one General meeting shall be held being the Annual General Meeting, the notice of which shall be sent to the members a month before the holding of such a meeting.

29. Any Resolution which a member desires to place before the General meeting shall be sent in writing duly proposed and seconded a fortnight before the date of such meeting to the Executive committee, which shall be circulated to the members by post for information of the members, at least a week before the General meeting. (09/04/1978)

30. BUSINESS AT ORDINARY GENERAL MEETING:-

In addition to other items the following business shall be transacted at the Annual General Meeting:

- a) Annual Report of the activities of the Association.
- b) Audited Annual Statements of Accounts.
- c) Election of Executive Committee. (Every alternate year).
- d) Appointment of Auditors and to fix their remuneration. (09/04/1978)



31. EXTRA-ORDINARY GENERAL MEETING:-

An Extra-Ordinary General meeting shall be convened by the Executive Committee on their own authority or on the written and signed requisition of at least three-fourth of members of the Association. Such a meeting can be convened after forty-eight hours' notice to the members of the Association. No member shall be permitted to discuss any subject other than the one for which the meeting is called. In case, the President or the General Secretary fails to convene such a meeting, the requisitionists themselves shall call a meeting, after due notice and the proceedings of the meeting shall be binding on the Association.

32. QUORUM AT GENERAL MEETING:-

¼ (one forth) of the total number of members then on the register shall form the quorum at all General meeting of the Association.

33. In the absence of a quorum at a General Meeting, the meeting shall stand adjourned, without fresh notice, to the same day, after fifteen minutes at the same place. An adjourned meeting need have no quorum. This rule shall not apply to the Executive Committee meetings.

34. VOTING BY PROXY:-

Voting by proxy shall not be allowed.

35. Any Hon. Member or any other invitee can attend a meeting of the Executive Committee on invitation issued by the Executive Committee. Any invitee can also attend a General Body Meeting under a similar invitation.

36. The Hon. Legal advisor of this Association can attend any meeting of the Executive Committee or of the General Body ex-officio without any invitation.

37. The General funds

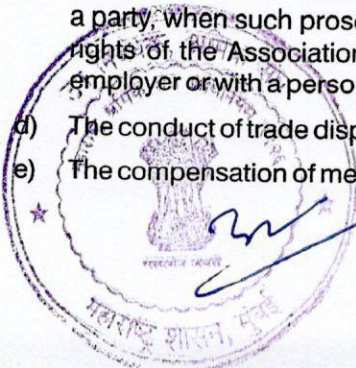
The General funds of the Association shall consist of the subscriptions from members, donations etc. They shall be deposited in Bank or Banks, approved by the Executive Committee in the name of the Association, and the account shall be operated by the Treasurer and any one of the President or the General Secretary. The General Secretary or the Treasurer shall not keep more than Rs.5,000/- (Rupees Five Thousand Only) with him for current expenses.

38. The Executive Committee shall have the power to spend such monies, as they deem necessary for the activities and the up-keep of the Association. The Committee may adopt such measures as necessary to increase the funds of the Association, and may invite donations for specific purposes.

39. OBJECTS ON WHICH THE GENERAL FUNDS CAN BE EXPENDED:-

Subject to the provisions of section 15 of the Indian Trade Union Act, 1926 the general funds of the Association shall not be spent on any other objects, than the following, namely:-

- a) The payment of salaries, allowance and expenses to the officers of the Association.
- b) The payment of expenses for the administration of the Association including audit of the accounts of the general funds of the Association.
- c) The prosecution or defense of any legal proceedings to which the Association, or any member thereof, is a party, when such prosecution or defense is undertaken for the purpose of securing or protecting any rights of the Association as such, or any rights arising out of the relations of any member with his employer or with a person whom the member employs;
- d) The conduct of trade disputes on behalf of the Association or any member thereof,
- e) The compensation of members for loss arising out of trade disputes;



- f) Allowances to members or their dependants on account of death, old age, sickness, accidents or unemployment of such members;
- g) The issue of, or the undertaking of liability under policies of assurance on the lives of members, or under policies insuring member's sickness, accident or unemployment;
- h) The provision of education, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members or for the dependants of members;
- i) The upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workers as such.
- j) The payment in furtherance of any of the objects on which the general funds of the Association may be spent, or contribution to any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during the year be in excess of one-fourth of the combined total of the gross income which has to that time accrued to the general funds of the Association during that year, and of the balance at the credit of those funds at the commencement of that year and;
- k) Subject to any conditions contained in the notification, any other object notified by the appropriate Government in the Official Gazette.
- l) The entertainment and presentation of some mementos or presents to distinguished visitors.

40. AUDIT :-

Certified auditors shall be appointed by the Association. They shall examine the accounts of the Association once a year and at least fifteen days before the date of the Annual General Meeting, and prepare a balance sheet, and shall certify to the correctness of the same, and their report shall be presented at the Annual General Meeting.

41. INSPECTION OF BOOKS OF ACCOUNTS:-

The books of accounts of the Association shall be open to inspection of any member or officer at the office of the Association during the hours which the office of the Association is open, on any day excluding holidays, by previous appointment.

42. AMENDMENTS, ETC :-

The Constitution may be added to, repealed, or amended by a resolution at an Ordinary or Extra-ordinary General Meeting provided that no such resolution shall be deemed to have been passed unless it has been carried by a majority of two-third of the members present.

43. NON CONFIDENCE:-

Any member or body of members in office shall vacate the same, when in a General Body meeting where one fourth of the total number of members must be present a no-confidence motion by a simple majority is carried.

44. COMPLAINTS AND SUGGESTIONS :-

Any member having a complaint /suggestion to make shall do so in writing and address the same to the Hon. General Secretary.

45. REGISTER OF MEMBERS:-

The Association shall keep a register of all the members containing their names and particulars of their residences etc.



46. The register shall be open to inspection by any member or officer at the Head office during the hours during which the office of the Association is open on any week day excluding holiday, by previous appointment.

47. **INTERPRETATION OF THE CONSTITUTION :-**

The interpretation of the Constitution and of its construction and effect rest with the Executive Committee and any ruling given by the Executive Committee shall be final and binding on all members.

48. **DISSOLUTION OF THE ASSOCIATION:-**

The Association shall not be dissolved except by the vote of a majority of three-fourths members present at the General meeting called for the purpose, provided the total number of votes cast at such a meeting is not less than two-thirds of the total number of the members then on the rolls of the Association.

The funds of the Association after meeting all the liabilities shall be disposed off in accordance with the decision of the dissolution meeting.

BYE LAWS

GUEST ARTISTE

1. No member of this Association shall, in future, work as a guest artiste. (Enforced from 9th April, 1958)

CONTRACT

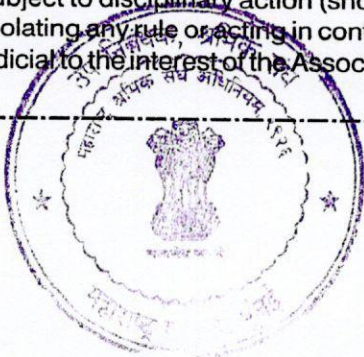
2. No member of our Association shall start working or continue to work unless and until he or she signs a contract with the Producer.

AUTHORITY

3. No member, irrespective of the fact that he be an ordinary member or that of the Executive shall commit verbally or in writing anything whatsoever to anyone on behalf of the Association unless and until otherwise decided by the Executive Committee and the person has been authorized to do so.

DISCIPLINARY ACTION

4. Any member of the Association (including the Office-bearers and the members of the Executive Committee) shall be subject to disciplinary action (short of expulsion) decided upon by the Executive (by a simple majority vote) for violating any rule or acting in contravention of the purposes of any resolution or generally acting in any way prejudicial to the interest of the Association.



प्रमाणित प्रत

3/6/58
उपनिबंधक
श्रमिक संघ, कोकण विभाग,
मुंबई.
पृष्ठ क्र.

