

**MINUTES OF**

**WICA**

**66<sup>TH</sup> AGM**

**MINUTES OF WICA 66<sup>TH</sup> AGM HELD ON WEDNESDAY 23<sup>RD</sup> MARCH 2022 AT 10.00 A.M.  
VENUE: GOLDEN LEAF BANQUET, CHINCHOLI BUNDER ROAD, MALAD (WEST) MUMBAI 400 064.**

**The following Office bearers were present in the AGM.**

1.	Mr. Jitendra Haldavanekar	President
2.	Mr. Suhas Shirodkar	Vice President
3.	Mr. Rajendra Singh	General Secretary
4.	Mr. Inderjit Bansel	Joint Secretary
5.	Mr. Chandrashekar Iyer	Treasurer

At 10.00 a.m. the required quorum was not present so the AGM was adjourned for 1 hour 50 minutes. So, at 11.50 a.m. the 66<sup>th</sup> AGM commenced with the present quorum.

Mr. Inderjit Bansel (Joint Secretary), welcomed all the members and he gave an introduction to all the members present in the meeting and also informed he has joined the WICA Managing Committee a year back by way of Co-Opt. He said that he has learned many things about the work, goals and culture of WICA. This AGM is conducted after 2 years due to pandemic (Previous 65<sup>th</sup> AGM was held in 2019). He said we should respect all members suggestions and to have a healthy discussion in the AGM. He requested all the members that the problems we are facing should be discussed and should be resolved by all of us.

He further read the General Secretary's Report, the names of the members who left us for eternal peace in last two years and a few minutes silence was observed as a respect. General Secretary requested in the AGM that in case if we have missed out any names of members, please let us know so we can add in next year's AGM brochure, because due to pandemic members we were not able to connect with each other.

General Secretary (Mr. Rajendra Singh) apologized to the members for the brochures reaching late to the members and also informed the reason for the same. The Printer who was given the job of printing the brochures was admitted in the hospital due to stroke. So, it was delayed in couriering the brochure. In case, anyone has not received the brochure, they can collect from the office staff present in the AGM. On that, it was suggested by Mr. Piyush Ghosh (Active 02148) that 10-15 minutes to be allowed to all members to read and raise queries if any and the same was agreed.

General Secretary once again requested to members, if any queries pertaining to the 66<sup>th</sup> AGM Brochure and the 65<sup>th</sup> Minutes, they can raise in the AGM today or can send in writing within 7 days.

**1. To read and pass the minutes of the previous 65<sup>th</sup> AGM held on 16<sup>th</sup> August 2019, at 10.00 a.m. at the Golden Leaf Banquet, Link House, Malad (West), Mumbai 400 064:**

President (Mr. Jitendra Haldavanekar) stated that the 65<sup>th</sup> AGM Minutes are sent by courier along the 66<sup>th</sup> AGM Brochures. In case, anyone has not received they can collect from the office staff in the AGM. General Secretary said that if any corrections or any queries in the 65<sup>th</sup> Minutes booklet they can raise their queries. Some of the members said that they have not read the Minutes, on that General Secretary said that they read and can send the queries in writing later. The President added to that, for those who had attended the 65<sup>th</sup> AGM Proposed and Seconded their resolutions and for those who were present in the 65<sup>th</sup> AGM, will be in a

better position to raise queries if any or discuss any points. Mr. Pramod Mital said that after reading the same if any queries they can send the same in writing. All extra copies of the same were distributed in the AGM for those who had not received the same. General Secretary also asked Mr. Piyush Ghosh if he had any query in the Minutes of 65<sup>th</sup> AGM, changes can be done later also and the suggestions/queries can be sent later in writing also. Mr. Pramod Mital also suggested that any queries pertaining to the 65<sup>th</sup> Minutes can be sent in writing.

**All members unanimously agreed to the same.**

2. **To read the President Note and the General Secretary Report:** President replied to an objection from one of the members that the President Note does not have the President's signature. President answered, this was because from last three months he was attending the office less frequently due to his personal problems. And, specifically he was not available for those 12-15 days when the brochure was finalized and sent for printing. Also, the office does not have his digital signature. The President Note was read in the Managing Committee meeting, and is recorded in the Minutes of the Managing Committee meeting. The President's note mentions the personal view, general points and his personal experiences with the members. Other points mentioned in the Note are relating to the work done for WICA members. He also referred to the Balance Sheets for the years 2020 and 2021 printed in the brochure where his signatures are present. President's signature is also present on the 2019 and 2020 accounting documents attached in the Brochure. Although the President's Note spoke about how things went about during the pandemic and what he has written, is not personally against any member. During the pandemic, the office was closed and minutes could not be recorded and there were many discussions within the members to sort out problems faced by them. Finally, WICA managing committee members decided to insure our members by taking insurance policies. Some members received the claims benefit. So, after a year and a half we can check on what progress and changes have been done.

General Secretary requested the members to read the General Secretary report for any queries and the same can be discussed.

Mr. Nitin Ghag (Active 01802) asked General Secretary whether he can clarify the two points mentioned in the GS report of the brochure which are pertaining to him. The same was agreed by all and it was discussed by the General Secretary. 1. The amount spent on the court cases and the expenses incurred to defend the criminal proceeding filed by Mr. Nitin Ghag against Mr. Rajendra Singh (General Secretary of WICA). Mr. Nitin Ghag said that he had filed the criminal complaint against Mr. Rajendra Singh and not against General Secretary of WICA. The zerox copy of FIR was given to Mr. Nitin Ghag to reconfirm what exactly was written in the FIR. Mr. Nitin Ghag was asked by the police about the business/profession of Mr. Rajendra Singh, he mentioned that he is General Secretary of WICA and the police FIR copy mentioned the same. Mr. Rajendra Singh said that he is a cameraman/DOP by profession from last 25 years and not a general secretary by profession. Since Mr. Nitin Ghag has mentioned in the FIR which he has signed that the business/profession of Mr. Rajendra Singh is general Secretary of WICA, so the expenses have been incurred by WICA.

Mr. Vijendra Kapoor (Active 01682) raised a query why the expenses are incurred from WICA for personal legal matters between Mr. Rajendra Singh and Mr. Nitin Ghag. General Secretary explained that the FIR is against General Secretary of WICA, it is not a personal matter so all the legal expenses pertaining to the complaint is spent from WICA. The FIR copy and the reply

copy of the General Secretary on this matter which was submitted to court was shown to Mr. Nitin Ghag and other members for their information so they can read the details mentioned. The same was also consulted with our appointed advocate and it was discussed in the Managing Committee meeting when the FIR was filed. Mr. Piyush Ghosh also explained that if any case or FIR is filed on any WICA member stating the post of the office bearer/managing committee member in WICA member the expenses are bound to be paid by WICA. The legal expenses were borne by General Secretary and later they were reimbursed to him by WICA. It was again requested by General Secretary to read the FIR copy and then come to a conclusion on this matter. All the members agreed to the same.

**It was agreed that all the pending legal and internal matters between General Secretary and Mr. Nitin Ghag will be settled and resolved internally. Official documents for the same will be submitted and the all the cases and legal criminal proceedings filed against each other will be withdrawn.**

Mr. Nitin Ghag (Active 01802) asked about the WICA member list which was provided by Mr. Nitin Ghag sent on 03<sup>rd</sup> April 2020 from the email id of Mr. Rishikesh Ghag. General Secretary informed all the members the reason why this was mentioned in the GS report. During pandemic WICA office was closed and Mr. Nitin Ghag was told by General Secretary that eligible member who need financial aid during pandemic and are willing to provide their bank details to assist them. Also, the other point discussed was about the amount which was received from federation for financial aid to the members in some cases at the time when the amount was transferred to the bank accounts, the membership number mentioned in the list and the name against that membership number was incorrect. Also, a committee was set up and we also have submitted the sub-committee inquiry report.

Mr. Vijendra Kapoor (Active 01682) said that when he visited WICA office to pay the fees where Mr. Suhas Shirodkar, Mr. Chandrashekar Iyer and Mr. Rajendra Singh were present in the office, he was told to sign the form which states that the member will not be eligible for the retirement benefit if he has a gap in payment of his subscription fees. He had a gap of only one month. Mr. Dharam Gulati (Active 01347) asked that why an undertaking is required to be taken from the members who had a gap in payment of fees when we have the bye laws in place and also, we have all the members data in the office. President explained that it was taken only for record purposes and only the gap of fees will get carried forward for getting the benefit. And also, the computerized data was set up later in WICA office, earlier the manual data was not maintained up to date. The wording in the form can be changed/alterd to get a clear understanding of the form. General Secretary explained that this undertaking was taken because the bye laws of 2016 states that the Retirement benefit will not be given to members if they have a gap in payment of fees and uninterrupted payment of fees should be made by member for 20 years. The other benefits are given to members after 5 years. Joint Secretary requested Mr. Dharam Gulati that we should not blame and accuse each other and to have a healthy discussion on all the points and come to a conclusion. If there are any mistakes in the wording of the undertaking form, we can correct the same.

Joint Secretary reconfirmed with all the members that the ongoing court cases will be settled by way of out of court mediation/arbitration and also the matter of Mr. Nitin Ghag will be discussed and closed. We have to move ahead for the betterment of WICA as an association and to make a positive future for WICA. We cannot keep lingering on the past issues and matters. It is decided that in the next court hearing which is on the 29<sup>th</sup> March 2022,

documents pertaining to mediation would be discussed in the court. All the paper work and procedures of settlement of the court cases will happen legally and officially. Mr. Dharam Gulati informed that an internal meeting would be conducted in the next 3 to 4 days and it would happen positively. Joint Secretary said that the WICA have recently lost respect between members and the motto for which WICA was started has deviated. We have to complete all the objectives of WICA. We also have many learned DOP's in WICA but then too, no one came as a mediator and the court cases are going on. If they would have been settled then WICA could have saved a lot of money. Also, Joint Secretary said that in the last one year after his joining he has phone called Mr. Anoop Chatterjee to resolve the matter by way of settlement. Also, he has phone called Mr. Dharam Gulati and Mr. Nitin Ghag individually to settle and resolve the ongoing disputes and matters.

The email sent by Mr. Rishikesh Ghag will also be sorted. General Secretary requested to settle all the pending cases disputes and matters today itself and let the official legal paper work of settlement follow in the coming days.

**It was unanimously agreed by all.**

Mr. Narendra Khanna requested that all the Bouncers should wait at the entrance door and do not come in the ongoing meeting as the same is insulting to all the members. Hence all the bouncers were requested to stay only at the entrance. It was later explained by President to Mr. Goutam Bose that there have been instances in the previous AGM's where Non WICA members have attended the AGM at enjoyed at WICA's cost which is wrong and should not be promoted. Vice President Mr. Suhas Shirodkar informed that in the 64<sup>th</sup> AGM held in Raheja Classique there were around 6 people who were non WICA members were present in the WICA AGM meeting.

Vice President (Mr. Suhas Shirodkar) informed to all the members present in the AGM that all are free to provide their feedback and suggestions and also need to come to WICA office at their convenient/available time and help the managing committee members for resolving the issues which are discussed in the AGM.

**3. To present the data of Sub Committee for the period July 2019 to 1<sup>st</sup> October 2021 and from 2<sup>nd</sup> October 2021 till 31<sup>st</sup> December 2021:**

Vice President informed that the welfare applications benefit to eligible members are approved by following 2016 bye laws.

Also, General Secretary said that our Vice President (Mr. Suhas Shirodkar) is doing a great job in the Welfare Sub Committee and the same was appreciated.

Mr. Madhukar Shirodkar has put up a point of his welfare application which was rejected for Kanyadan of his daughter's marriage; his outstanding fees was Rs.1080/- which he had paid instantly and had cleared the subscription dues. He did not receive welfare benefit amount in that month from WICA, as his application form was received late for that month. However, in the next month, he was informed that since his fees were pending, he is not eligible for the Kanyadan benefit amount. He asked for a reason that why was his application was rejected.

Mr. Virendra Lanke suggested to consider financial help on humanitarian grounds to Mr. Sanjay Khanzode (ACT-1800) who expired last year. However, Vice President explained that there are many applications received from members who have paid their membership fees on time. Also, as per bye laws there are many members who have never taken any benefit

although, their fees are paid on time. Also, the subscription fees which has increased, there is an objection raised by many members. So, he explained that if the welfare amount is to be given to all members who are in need of financial help and are eligible to receive the benefit on humanitarian grounds, then without increasing the fees it would be difficult to have control on the WICA funds as we do not have any other sources of income in the Association. General Secretary said we have included the family members of the members in the insurance policy so that the family would receive the claim amount in case any member expires.

**The Sub Committee reports in summary and in detail are mentioned in the 66<sup>th</sup> AGM Brochure and there were no queries were raised by any member.**

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Propose By: Mr. Virendra Lanke (Associate 02192)

Seconded By: Mr. Sudesh Kotian (Active 01981)

4. **To pass the yearly audited Statement of Accounts for the period 01<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019 and 01<sup>st</sup> January 2020 to 31<sup>st</sup> December 2020:** President stated that because of pandemic the last AGM was not held and hence the books of accounts and statement of accounts in the 66<sup>th</sup> AGM Brochure are for two years (2019 & 2020). General Secretary asked the members if any queries pertaining to the Statement of Accounts which are audited and signed by our Chartered Accountants V.N.Shetty & Co. CA Vishwanath .N. Shetty is also present in the AGM so he can clarify any doubts in the accounting statements for both the years individually.

Mr. Piyush Ghosh raised a query in Members Advance Fees in 2019 and accepting advance fees in 2020 which was discontinued as we cannot show excess Cash in hand in the Balance Sheet. This was done as per the suggestions given by the earlier CA firm (Anil Sekhri & Co), now accepting advance membership fees from any members has been discontinued.

President responded to a question about the WICA fixed deposit in PMC bank which has now known as Unity Bank, and the deposit balance is approx. Rs. 40 lakhs. It would take 5 years for the bank process to get completed and receive our deposit. During these 5 years there will be no interest earned on the deposit as per the newspaper report. Joint Secretary further added that PMC Bank (Unity Bank) has not started returning the money to general public. Only the KYC is getting updated by Unity Bank. Mr. Suresh Suvarna said that they might release approx. Rs.5 lakhs in the near future as per the last update he received. It would however a time limit of the withdrawal. General Secretary informed that whenever the bank has given us an option to withdraw any amount, WICA has withdrawn the amount.

Mr. Madhukar S. Shirodkar had a query on the Income and Expenses. CA Vishwanath Shetty answered the query and provided the reason and the explanation that the expenses have increased due to Covid related expenses, amount benefit given to members due to pandemic and Covid Insurance Policy for all members which were not a part of the expenses in 2019. This was explained in detail by referring to Note No.7 (Page No 44) in the statement of Accounts in the Brochure. The amount of expenses was read in detail and explained why the increase from Rs.12 lakhs to Rs.43 lakhs which has cause a deficit in the books of accounts.

It is also informed to members that any queries pertaining to the Statement of Accounts for both years individually can be sent in writing to WICA office, within 7 days from the AGM date.

All members agreed to the same.

Proposed By 2019- Statement of Accounts: Mr. Ravi Bhat (Active 01439)

*Ravi Bhat*

Seconded By 2019- Statement of Accounts: Mr. Shafeeqe Shaikh (Active 01695)

*Shafeeqe Shaikh*

Proposed By 2020- Statement of Accounts: Mr. Sadananda Pillai (Active 01859)

*Sadananda Pillai*

Seconded By 2020- Statement of Accounts: Mr. Suresh Suvarna (Active 01570)

*Suresh Suvarna*

5. To appoint Internal Auditor for WICA for the period 01.04.21 to 31.03.22:

Internal Audit was conducted by WICA members earlier who were appointed internally by WICA, however there is no longer internal audit done for WICA. CA Vishwanath Shetty explained the difference between Statutory Audit and Internal Audit. At present, CA V.N. Shetty & Co. are statutory auditors for WICA from past 3 years. CA Vishwanath Shetty stated that there was a specific reason for the appointment of them as statutory auditors. When the demand notices were received from Income Tax department against WICA, General Secretary approached the CA firm and the scrutiny hearings against WICA were attended and handled by CA V.N. Shetty & Co. He mentioned that books of accounts from 2012-13 were studied and understood by him for resolving the demand notices of the Income Tax department against WICA for payment of taxes. WICA is an association registered under the Trade Union Act and concept of mutuality is applicable to the Association. But some Sources of Income for WICA and are taxable like Foreign DOP Income, Advertisement etc. All of a sudden demand notice for previous Assessments years were received from Income Tax, so it was necessary to get a stay order from the IT department, and file an appeal for the same which was done as and when required. Also, the Income Tax hearings were attended on the same day we received the Notice from the department. We attended the hearing before the Addl. Commissioner of Income Tax and explained the entire revenues and the Source of the revenue of WICA, also explained that WICA is an association and it receives nontaxable subscription fees from its members. So, we segregated the taxable income and non-taxable income of WICA which was earlier entirely shown under taxable income by the department. Statutory Auditor also has to check the legalities and technicalities of all the incomes and subscription fees received in WICA and also whether they are banked on day-to-day basis. Because the statutory auditor has to sign the report and mention his Notes to Accounts in the Statement of Accounts. Internal Control System of accounting is required in the interest of the Association and its members. To conclude his speech, he said to avoid the WICA bank accounts attachments & the Fixed

deposits attachment, which is the process of Income Tax department, CA Vishwanath Shetty attended the hearings and also received the order from the Department.

**It has been decided that all the Income Tax Demand Notices to be settled at the earliest.**

Also, he explained the process of audit he is following currently for WICA office. Surprise audit visits and checks are done on monthly basis to WICA office and they ask queries pertaining to the book the accounts are maintained.

The President stated that he had read somewhere, as per the State Government Act, we require to appoint Internal Auditor for WICA. And as we have not appointed an internal auditor in the last two years. So, in future this should not create a problem as why an Internal Auditor.

And if it is required to appoint an Internal Auditor, we should follow the State laws to avoid any problems in future. CA explained that it is a mandate to have an internal auditor as per law. Mr. Mr. Pramod Mital suggested to appoint an external third-party CA firm as Internal auditor as it should be a separate entity from CA V.N Shetty & Co. CA Vishwanath Shetty stated that appointment of Internal auditor from within the WICA members is conflict of interest for the Association.

It is decided to appoint internal auditor only if it is required as per applicable law, and also if the internal auditor whosoever is appointed shall submit the internal audit report to the statutory auditors (CA V.N Shetty & Co).

Mr. C. Kishore (Associate 01488) has raised a query whether the statutory auditors are government appointed auditors? CA Vishwanath Shetty replied that for any Trade Union or any Association the same is not a mandate and any Chartered Accountants firm can audit the books of accounts.

Query was raised whether internal auditor means the auditor should be appointed member from the Association. General Secretary stated that we will be appointing a professional from the same field to do the audit, instead of appointing internal member from WICA for the benefit of the Association. Also, our Treasurer Mr. Chandrashekar Iyer has done a great job of controlling the expenses of WICA. Mr. Dharam Gulati stated that we should appoint a professional because there have been instances in the past in WICA where the books of accounts were been written in pencil for many years and Statement of Accounts were passed without proper audits which was unprofessional.

**It has been decided that only if it a mandate as per any state or any statutory law, only then we should appoint a third-party professional CA firm as an Internal Auditor for WICA.**

**Propose By: Mr. Suresh Suvarna (Active 01570)**

**Seconded By: Mr. Shailesh Narayan Anikhindi (Active 01817)**

6. **To honor and felicitate Honorary Life Members of WICA:**

President read the names of the Life members who are felicitated this year. Mr. Shaikh Yusuf (Active 00881) and Mr. Ravindra Gawas (Assoc 01158) are present in the AGM. Mr. Pramod Bhandari (Active 00972) and Mr. Shrikant Takle (Assoc 01188) conveyed the office, they would



not be able to attend the AGM. So, they have requested WICA to honour them by sending their Certificate, Trophy and the Retirement Benefit cheque at their residence any convenient time after the AGM.

Mr. Mr. Pramod Mital and Mr.R.M. Rao honoured Senior Member Mr. Ravindra Gawas (Assoc 01158) with Life Membership certificate, Life member trophy and the Retirement benefit cheque.

Mr. Satya Naraian Dubey and Mr. Dharam Gulati honoured Mr. Yusuf Shaikh (Active 00881) with Life Membership certificate, Life member trophy and the Retirement benefit cheque.

**With the permission of all the members, our General Secretary thanked CA Mr. Vishwanath Shetty for attending the AGM on our invite and he left at 1.30 p.m.**

7. **While heading the Foreign DOP Sub-Committee, Mr. Lawrence Pereira Active- 00760) and Mr. Pramod Phatak they have put their best efforts and hard work for giving a boost to WICA funds and so the Managing Committee proposes to felicitate them:** General Secretary informed that WICA started the office in Om Heera Panna, Oshiwara, the team of Mr. Lawrence Pereira, Mr. Shafeeque Shaikh, Mr. Pramod Phatak, Mr. Harinder Parikh have worked very hard for WICA in terms of getting funds for the Association through C C drive and vigilance, Foreign DOP and Disputes settlement. Team work was carried out responsibly because getting the funds in the association is not an easy task and it requires a lot of dedication and hard work and also the team who have worked was for the benefit of WICA and not for any personal benefit. Mr. Lawrence Pereira (Active 00760) has expired and has not received any benefit as he was not eligible as per the Bye laws. However, if all agree to the hard work, he has put in for WICA benefit he is eligible to get the benefit on humanitarian grounds. Also Mr. Pramod Phatak who would be eligible to receive the retirement benefit next year at the age of 70 years.

Mr. Dharam Gulati agreed with all members to give financial benefit to Mr. Lawrence Pereira as per 2016 Bye laws on humanitarian grounds.

Proposed By: Mr. Ravikant Reddy (Active 0778)

*Ravikant Reddy*

Seconded By: Mr. Madhukar Shirodkar (Associate 01644)

*Madhukar Shirodkar*

8. **To make mandatory provision for Senior Members above 60 years to 70 years who have been excluded from insurance related schemes:**

Joint Secretary mentioned that the members above 60 years are not covered in the Insurance policy as the premium amount is very high and hence insurance cannot be sustained for a long time. Mr. Dharam Gulati suggested to start a corpus fund from the Interest amount received from the bank fixed deposits. This corpus fund will be only utilized to give benefit to the members above 60 who are not covered in the insurance.

Also, as it is an Association, we cannot afford to pay the retirement benefit of Rs.150,000/- to all the senior members. This amount is only for eligible WICA members who qualify for the

benefit as per the approved Bye laws. For those who do not qualify as per the Bye laws, Joint Secretary suggested that we should work out a slab structure for members to give the benefits. The data of members for last 30 years can be retrieved and worked upon to decide on the slabs. 4 or 5 slab options had been proposed earlier and it can be further discussed in the managing committee meetings and also senior members present in the AGM can come forward to provide the suggestions.

It was proposed senior members present in the AGM will come to WICA office and we all shall be in a better position to work out the options on this agenda and to make provision for the amendments in 2016 Bye laws. Also, the year 2022 would be the last year for the insurance policies and the policies might not be renewed in the next year, which will also be further discussed and approved.

1. Mr. Dharam Gulati

2. Mr. Pramod Mital (Active 00767)

3. Mr. Shafeeque Shaikh (Active 01695)

9. **The Senior Members beyond 70 years of age who have paid their fees with or without re-admission fees should be considered for the lumpsum amount to be decided by the Managing Committee:**

This has been approved in the AGM by all members and also Mr. Dharam Gulati suggested that they have proposed slab wise proposals in the past for the members above 70 years of age, so we can further work on various options and get the same approved as an amendment in the 2016 Bye laws.

General Secretary proposed to work on the list of senior members starting from the members who are 90 years of age and that member's fees criteria and we pay 10 members in every year's AGM, so the financial burden would be less on year-on-year basis.

Mr. Dhananjay N Gowda suggested that the senior members retirement age should not be 70 years and to be changed to 60-65 years.

Further, Mr. Dharam Gulati stated that it is financial and monetary matter so any decision to be taken only after the provision's amendments are made in the 2016 Bye laws are passed in the Managing Committee Meetings and the AGM and Trade Union. Mr. Dharam Gulati suggested that any amendments, additions and deletions in the 2016 Bye laws should be marked separately.

General Secretary stated that the entire process of approval of the amended 2016 Bye laws would take a year to a year and a half. So Joint Secretary suggested that it will be decided in the coming Managing committee meetings. Dharam Gulati spoke that in principle we all approve the same and we can take it for further approvals.

**All have unanimously agreed to the same.**

10. **To consider the years 2020 and 2021 as pandemic related years, subscription fees not paid during the period will not qualify for readmission. But all the members who have not paid during this period will still qualify for all the related benefits. The gap will not be considered as interruption in subscription:**

The President stated that due to Covid Pandemic in the year 2020 and 2021, the gap/interruption in subscription fees will be not be considered only for re-admission. E.g., if a member has paid fees his last subscription fees in 2018 then penalty fees will be applicable. Also, any member whose pending fees are from the year 2015 can pay their membership fees with penalty. However, any member who has not paid the fees before 2015 will have to re-apply for a new membership.

Mr. Ravi Bhat pointed out that subscription fees of some members were not accepted who were willing to pay, who went to WICA office post 31<sup>st</sup> March 2021, no reason was given to them for not accepting their fees. Few members Mr. Ravi Bhat, Mr. Dhananjay N Gowda were told to give an application in writing that the gap in payment of fees should not be considered. President said that since the members benefits are related to the gap in the payment of fees this point has been kept in the agenda. These two years 2020 & 2021 if a member has not paid the fees due to any reason the gap in the payment of fees will not be considered. Hence this is passed in the AGM. Mr. Dharam Gulati also suggested that the same should be put on the records and the fees record register should mention these two years are Covid gap exemption years against each member's name.

Mr. Guru Kumar Patil (Active 01641) questioned on what basis fees acceptance are rejected by the managing committee members. General Secretary asked the name of the member whose fees was rejected so we can provide the reason. However, name of member was not disclosed. General Secretary said that in some cases if any member has done any wrong act in the industry, or if any dispute the managing committee might have decided to stop accepting the fees of the member by in the managing committee meeting. Membership has not been denied to any member only due to any problem accepting the fees or not is kept in the Managing Committee meeting. Also, Mr. Guru Kumar Patil requested to check Mr. Aniroodh's details has to be checked as once it is accepted and passed it cannot be cancelled.

President said that he has never instructed the office staff about accepting/refusing/denying any member's subscription fee.

Mr. Rajesh Kumar Kashyap suggested that during Covid there was no work in the industry and two years it was difficult to sustain without work in monetary terms so it is not fair to increase the fees during the unprecedented times. Also, if the amount of fees is to be increased than what should be the new amended fee structure to be decided. Senior members fees were increased from Rs.240/- to Rs.2400/- which is 10 times and are not approved in any AGM also. Also, further query was raised for all the non-senior members whose fees have been increased and what about the amount to be refunded back to them. Mr. Dharam Gulati said that we will have to pass the amendments in the 2016 Bye laws whether to increase the fees or keep the same fees as per 2016 bye laws. President said that this point can be taken for discussion in point No.10 in the agenda, however every member has a right to keep their points for discussion in the AGM.

Also, it is not advisable to keep the members fees as advance in the book of accounts so once decided the amount will be refunded back to the member but nothing can be changed as of now without the consent of the house. Other option was suggested that a letter from the

member should be received in writing by WICA, whether or not on the increase of fees is to be approved or not and also about the refund of the fees to members who have paid the increased fee amount.

President informed that for the time being legally and technically the existing Managing Committee members are Care takers so no additions/deletion and amendments can be done directly in the Bye Laws. So, he has suggested that let the AGM give the mandate to few senior members who are present in the AGM and also contribute towards decision making in this matter.

Mr. Goutam Bose & Mr. Madhukar Shirodkar asked that during preparing the agenda in the managing committee meeting all the managing committee members should have considered whether is it the right time of increase of subscription fees. Also, Senior Members fees increased from Rs.240/- to Rs.2400/-. Also, he stated that members in the past have paid the penalty of Rs.500/- so it is not correct to consider the gap in the records for payment of fees. Joint Secretary said that we will definitely consider the point and rectify and roll back the points. Mr. Goutam Bose suggested that members who have paid for last 20 to 25 years have missed to pay their fees in some year in between and have taken readmission by paying the penalty amount should be exempted and should be eligible for the Retirement benefits. President explained that the member is eligible for all the Benefits except for Death Compensation benefit.

Mr. Dharam Gulati raised a question on why his fees are not accepted also when he had sent his fees in cash with our member Mr. Anil K. Mecwan (Associate 1038) as he was going to WICA office. The fees were not accepted as General Secretary has denied to accept the fees. Mr. Dharam Gulati transferred the fees in WICA account twice and WICA returned the fees amount back to his account twice. Mr. Dharam Gulati wants to know the reason why the fees were not accepted and were returned back to him.


Mr. Umesh K. Athani spoke that the fees of senior member Mr. Dharam Gulati and all other members should be accepted. No member's fees should be refused for any reason. It was unanimously agreed by the house.

Mr. Ram Singh Yadav (Associate 01422) asked for a clarification on what exactly has been decided on the refund of the increased fees paid by senior members to Rs.2400/- for the year 2022 from Rs.240/- earlier. Also, he gave a short speech on how WICA existing members should try and assist our co-members to get work in the industry on their eligibility criteria and not on any references of any WICA members.

**Roll back of Increased Membership Subscription fees for January 2022 till December 2022:**

President informed that for the time being legally and technically the existing Managing Committee members are Care takers so no additions/deletion and amendments can be done directly in the Bye Laws. So, he suggested that the AGM should give the mandate to few senior members who are present in the AGM and also contribute towards decision making in this matter.

The following members names are taken for the further process of the fee's amendments in the 2016 bye laws and to provide the assistance in the various points mentioned in the 66<sup>th</sup> AGM Agenda.

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1. Mr. Ravi Bhat (Active 01439)
  2. Mr. Shailesh Narayan Anikhindi (Active 01817)
  3. Mr. Dhananjay N Gowda (Associate 01576)
  4. Mr. Goutam Bose (Associate 01937)
  5. Mr. Dharam Gulati (Active 01347)
  6. Mr. Nilay Bhatt (Active 01897)
  7. Mr. Narendra Khanna (Active 01240)

President informed that we do not keep an Advance membership fee for more than a year from the members. The increased fees/refundable fees will neither be carried forward to the next year and hence will be refunded to the members. Legally member has to pay his subscription fees monthly, however we give convenience to pay for one year and nothing more than that can be taken as advance membership fees.

**11. WICA Trust to be dissolved:**

General Secretary informed that in the going court cases WICA Trust is not involved. Vice President confirmed with our CA and he has said that there is no point in continuing with the WICA Trust. President explained that once we receive the resignations from all of the Trust members, we will have to first revive the deed and then the Trust deed can be dissolved and whatever the balance in the Trust account at that time can be transferred back to WICA. This process was explained to Mr. Kiran Umrigar (Associate 5374) by the officials at the Charity Commissioner's office.

The resignation letter has not been received from Mr. Pramod Mital and Mr. Dharam Gulati for the WICA Benevolent Trust. Mr. Pramod Mital and Mr. Dharam Gulati replied that since WICA Trust and WICA Association are two separate legal entities we cannot discuss both together. President and General Secretary informed that although both are separate entities the appointment of the Trust members is done from amongst WICA managing committee members/other members. And also, the members of the Trust are from amongst the members of WICA. After the Committee term ends the members should submit their resignation from the Trust. Mr. Dharam Gulati said that since the term has expired he is no longer a member of the WICA Trust. Mr. Shafeeque Shaikh and Mr. Nitin Ghag confirmed that a letter of resignation is required from all the members of the Trust. President, Mr.

Ravikant Reddy and Mr. Shafeeque Shaikh, Mr. A.K. Bir have given a formal resignation from the WICA Trust.

It is agreed that a formal resignation will be given by Mr. Pramod Mital and Mr. Dharam Gulati and further process will be started for WICA Trust to be dissolved.

✓ Proposed By: Mr. Virendra Lanke (Associate 02192)



Seconded By: Mr. Rajendra S. Halasagi (Active 01511)



**12. Managing Committee Members Elections for the term 2022 to 2025:**

President said that there is a Stay given by the court for the elections. The next arbitration date is on 29<sup>th</sup> March 2022 and the decision about the same will be given on by 13<sup>th</sup> April 2022. It was too late to inform all the members as the hearing was still in process till yesterday i.e., 22<sup>nd</sup> March 2022, so we could not inform the all the members about it. But we have informed the Election Scrutiny Officers who were appointed for the WICA elections.

**13. Any other matter to be discussed with the permission of the chair:**

Mr. Dharam Gulati asked a query that after we have taken the Insurance policy for members what is the Insurance claim amount the members have received till now. The President answered to the query, also mentioned the approximate insurance premium amount we have paid including the Covid insurance premium. Currently we have Term Insurance for Rs 11 lakhs, this is the second year of Insurance we have taken for members. Two members who expired last year, have received Rs.3 lakhs and Rs. 2 lakhs each, as per the policy cover from LIC Term Insurance policy against which the total premium paid is approximately Rs.12 lakhs for one year. The agenda has this point to be discussed for members benefit above 60 to 70 years who are not covered for insurance. Mr. Dharam Gulati said at the time when he was in the Managing Committee, they had introduced Death Compensation for members to save on the Insurance premium that we are paying to Insurance Companies. He further added that WICA has paid approx. Rs.37 lakhs as premium in the last 2 years which is very expensive as against the claim benefit amounts received by members. So, ultimately WICA is incurring a loss because of high insurance premiums. General Secretary explained that this was decided as an exception at the time of COVID pandemic. Because, the Managing Committee was not sure on how many claims would turn up during those times. So, this insurance policy was taken as a precautionary measure for our members. This was decided on a video conferencing call between Mr. Nitin Ghag, Mr. Guru Kumar Patil, Mr. Sandeep N. Trilokekar when WICA office was closed during lockdown. As per new government guidelines no insurance cover is available for people above 60 or 65 years of age, we have passed a provision for above 60 years members who were Covid positive, will receive an amount of Rs.50,000/- during Pandemic as it is difficult for senior members family to sustain financially or have passed away. He further stated that as per 2016 bye laws which has the clause of Death Compensation benefit that continuous subscription of fees for 20 years should be paid by members to receive the benefit. However, there is a list of around 10 members who received the retirement benefit even when they had a gap in payment of fees. General Secretary confirmed with Mr.

Nitin Ghag that the list can be presented in the meeting. Mr. Dharam Gulati further said that Mr. Jitendra Haldavaneekar, Mr. Shafeeque Shaikh and Mr. Manish Bhatt were also a part of the managing committee, so how was it possible that the same got approved. Because all the members names and fees payment data of the members were checked by the managing committee before giving the approval for the benefits. General Secretary said that he also has a right to ask queries to the earlier managing committee members in regards to the retirement benefits which were given to members in the past.

Also, on the other point question was raised by General Secretary to Mr. Dharam Gulati that Cannon case was resolved by Mr. Anil Mehta, then too the court case was filed against the then managing committee members. Mr. Pramod Mital and Mr. Dharam Gulati said that although they were managing committee members, they were not satisfied with the approval process and vice versa General Secretary is also not satisfied on the decisions which were taken earlier. President said that instead of deviating from the agenda point of Insurance Policy taken he explained that during pandemic many members were calling for medical assistance and medical aid and also that WICA as an association is not helping its members so it was decided to insure the members. Mr. Pramod Phatak (Active 01013) said that during the pandemic he and Vice President Mr. Suhas Shirodkar were working for WICA, they both tested covid positive and Mr. Suhas Shirodkar was admitted in the hospital for 20 days so it is better for the members that Covid Insurance was taken, they could receive the claim amount from insurance company. President explained all managing committee members Mr. Kiran Umrigar, Mr. Rajendra Singh, Mr. Nitin Ghag including him were working from home during lockdown and we made a list of eligible members as per bye laws who had paid their fees, WICA transferred the amount in the members bank account Rs.5000/- to Active members, Rs.3000/- to Associate members and Rs.2000/- to Junior members which totaled approximately Rs.17 to Rs.18 lakhs. President explained that we took the Term Insurance policy for members as it is one of the objectives of the Trade Union to insure the member. It was taken as a stop gap arrangement due to Covid as also the age limit is 60 years. We might do away with the policy next year if the same is not beneficial in terms of monetary cost and the claims amount are less than the premium amount. So, on that point Mr. Dharam Gulati asked the reason for increase in membership fees. General Secretary explained that fees are increased for the welfare of the members and as per the Bye laws. If members have an objection on increase of fees we can amend and reverse the fees as per the 2016 bye laws. General Secretary said as per 2016 bye laws, in the Retirement Benefit clause which says that 20 years of uninterrupted fees needs to be paid to avail the benefit, many members would not the benefit at all from WICA.

However, President requested Mr. Dharam Gulati that the matters are in Court and let the same decided by Court. It was also requested that matter apart from the agenda to be taken up in Any other matter discussion.

#### **Yearly New Membership Cards to issue:**

Mr. Nilay Bhatt asked that every year Identity card of WICA will be changed and also in that case how can a member pay his fees online/digitally and receive the renewed membership card. Mr. Dharam Gulati proposed that WICA can send the new card by courier and the member can bear the courier charges. Also, if the expiry date is mentioned on the card, then the members do not need to submit the expired card to WICA office. General Secretary

informed that we need to change the cards to avoid misuse of card by non-members and also it is required the same is informed to the Association by Trade Union. Vice President also informed that there have been instances in the past where WICA membership cards are misused by non WICA members. Also, it was proposed that once the member pay the fees online, he can get Smart card as a soft copy downloaded online and hard copy of the card will be sent by courier. **It is decided that the Membership Cards will be changed every year with the validity dates mentioned on the card.**

**Interview process for new Membership:**

It was suggested by Mr. Dharam Gulati that to increase the new enrollment/new memberships, online interviews to be conducted by WICA through Skype call/video call. The suggestion was accepted by General Secretary and informed that there are many applications pending, but due to applicant's time and shoot schedules it becomes difficult for the applicant to attend the interview. So, we can either during our lunch break the shoot, conduct skype/video calling interviews and try and increase the WICA new member enrollment.

**Acceptance of Online Payment of Fees for membership Subscription fees:**

Mr. Dharam Gulati suggested to accept digital payment from members through NEFT. President explained that online payment if we say then all card payments Debit and Credit Cards, Neft, Gpay are a part of Online/Digital payments and charges from the merchant banking are applicable, approx. 2 % depending on which merchant banking we tie up with. The problem in specific is with Visa and Master cards. They assure some charges and levy higher charges than decided. Even if we use the credit or debit card in online banking, they are charging us the same as swipe charges. RUPay cards and UPI there is no problem as such in regards to the charges. Office bearers have already inquired with various banks in regards to the same and confirmed that charges are applicable on per transaction. It is also discussed that the member who makes the payment is not charged for the services but the receiving party (WICA) has to bear the charges. President also mentioned that if anyone needs to verify, they can do so in the office about all discussions that were done with HDFC bank on this payment option and the applicable charges. Association has to bear the burden of the bank charges (Swipe Charges) and not the member. Only NEFT payments there are no additional charges, however if we consider as a whole i.e., all options of online payments. Also considering 10-15 transactions a month, except for January to March incurring a cost and maintenance for a new payment process would have to be decided by all and then come to a conclusion. Joint Secretary said he would check with the Script Writing Association for the payment options they are using which is very convenient process from admission to payment process. President further explained that as an Association we do have mobile phones on WICA name for activating an UPI on new mobile phones and also, we do not have other documents like Memorandum and Articles of Association to be submitted for the mobile activation which needs to be registered on WICA name for the funds to get in the WICA bank account.

Mr. Umesh K. Athani provided an option that many associations are currently running on websites for membership registration upto the payment process. The payment is routed through the website link with Bill desk, Ru Pay etc. where convenience charges are borne by



the members. There is an option of adding the convenience charges to the membership fees and the same will be paid by the members and it will not be borne by the Association. President said that the cost is around Rs.60,000/- p.a. with HDFC and also setting up the website for the payment arrangement needs technical server maintenance and other ancillary charges for the new activations.

**Vice President has requested Mr. Nilay Bhatt (Active 01897) and Mr. Umesh K. Athani (Associate 02099) to come to WICA office and help in providing a solution for the Website online/digital payment.**

**Anoop Chatterjee Matter:**

Further it was clarified that reply to email has not been given as the mails were marked to non WICA members also and we do not reply to emails which are marked to non WICA members. Mr. Anoop Chatterjee had sent email before 65<sup>th</sup> AGM it was asked by General Secretary to Mr. Nitin Ghag the reason of not replying to that email. Since Mr. Anoop Chatterjee was not present in the AGM and had sent an email, Mr. Piyush Ghosh had taken the quorum in the AGM that we are not bound to reply to the query. We had taken in writing from our Advocate to answer the query in the AGM. Mr. Guru Kumar Patil and Mr. Dharam Gulati raised their point that even if the member is not present in the AGM the points/query should be put up and discussed in the AGM. It is an escaping process for not answering to any member's query and also it is a wrong attitude and culture for WICA. General Secretary replied that we had all the documents ready and were available in the AGM. Mr. Piyush Ghosh further replied that since WICA is spending time and money in conducting the AGM responsibly, it was decided in the AGM that reply will not be given on queries raised by the member if he/she is not present on that day. President mentioned that the same rule also applied in the Parliamentary proceedings and other state legislatures also. Also, if any member is not present then the query raised by need not be replied. As this will be difficult to see if the member is satisfied with the reply or not.

**Staff Benefits:** Mr. Narendra Khanna requested the managing committee members that we should provide additional benefits to our office staff for the work they are doing. It may be given either by way of salaries or gifts on some WICA special events. President said that WICA is an association under Trade Union so it definitely goes without saying that whenever possible we should give increments to office staff and we have to treat our staff properly in terms of the benefits we provide. President also said that there are some members who oppose staff increments there are objections raised on that point. Mr. Shafeeqe Shaikh told Mr. Narendra Khanna that we are not a corporate/company and the corporate/company rules are not followed in an Association. President said that we have included names of our Office staff in the Medclaim Insurance policy, Accidental Insurance and we also give a yearly bonus. President has requested all the members to provide suggestions for the benefit of the office staff which we can consider. Vice President said that during covid lockdown the office was closed, salary has been paid to the office staff, from WICA and at times our Treasurer Mr. Chandrashekhar Iyer assisted to pay.

**Short Term Membership & Installment Fees:** Mr. Nilay Bhatt suggested that WICA should provide option of paying membership fees in installments to get new memberships as new

entrants in the industry are willing to become members of WICA, but due to lack of the arrangement of fees they are looking for easy installment options. President explained that we had that option in the past but there were instances where many new members after paying some installments and taking the WICA membership cards, they did not turn up again to pay the remaining balance fees. So WICA has to follow up with that member and if he did not reply after for a certain stipulated time, we had to forfeit that application form. General Secretary said that we are in the process of starting with short term membership and the full amount of fees will be accepted to become a member, we will look into the video calling interviewing process and we shall come up with a solution for the same. Also, many other Associations are offering short term memberships by collection a fee of approx. 8,000/- so, WICA would consider the same and would start with the same and will also provide assistance to the new members in handling complaints, settlement of disputes etc. We are considering because a new entrant in the industry finds it very difficult to pay the admission and membership fees both together.

On a separate note, General Secretary spoke about how WICA has helped junior members from Kolkata and other states in South India to conduct the shoot in Mumbai. Juniors who had come to Mumbai from Kolkata or South to shoot or on a project were helped on the sets in Mumbai and also intimation was given to General Secretary of the Association in Kolkata for their safety. Also, intimation was given to our members to inform our Association if they are travelling for shoot outside Mumbai. We have monitored outstation staff through the federation. Assurance was given to the members that WICA can help to sort out things on the shoot sets whenever any help member requires any help or is facing any issues. Also, whenever any financial help is required to any members for any medical reasons, WICA members has contributed whatever amount they can and that too within minutes they have stated that they would contribute an x amount. We should be proud for such an association. We have done better arrangements than other associations for our members during the Covid pandemic. Also, Vice President (Mr. Suhas Shirodkar) has done a milestone planning work for the welfare of the members. There were so many applications received from members which were read and wherever possible on humanitarian grounds the application was considered and also few old applications which were pending have also been worked upon. We have done the best which could be done during the pandemic and also in the last three years, WICA culture is not only about receiving and spending money for its members. Also, we suggest that managing committee should change every 3 to 4 years so new members can get a chance to put in their efforts for the Association. Also, in simple terms WICA has to survive for all the expenses on the Interest income received from bank fixed deposits which are taken from the subscription fees of its members. Also, President informed that we cannot use the savings for generating any other sources of Income like stock market or any other funds.

Joint Secretary requested that we all as WICA members should contribute towards the welfare of the association. As an association, WICA has always helped its members so in the same way we members should also work together for the future of WICA, not only in monetary terms but also for the WICA culture, future goals. We, all as members should be proud of our Association.

Further, he spoke that we have to find and make ways on how to make WICA independent because the fee structure keeps changing every year, either increased or decreased because

of inflation. Since we are not directly a Trade Union, we are an Association registered/affiliated under the Trade Union Act, we have to work out a way and come up with a plan by taking help of Trade Union or Federation or any other Labour Ministry to increase our Association Funds. Also, we have to work on a plan where our source of Income does not fall under taxable income. Only Donation and Member Subscription fees can come as an Income in WICA. We should take help from any government body to amend or make a provision where we can increase our sources if funds for WICA for incurring Office staff expenses, Insurance expenses and other related expenses. If we look at the income by way of subscription fees of WICA as against the total expenses, we have found the expenses on the higher side than the income. In case a new managing committee gets appointed, they should start working in this direction for the betterment and good future of WICA.

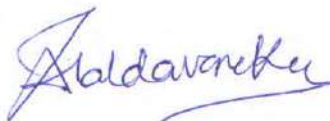
Mr. Sudesh Kotian appreciated the fact that the of income of WICA which is its member's fees and fixed deposit interest income which is used for the welfare of its members. But the same cannot be a permanent solution to maintain the future increasing expenses because the FD interest rates are deteriorating and it would be a difficult scenario in future for generating bank fixed deposit interest income for our Association. So, we have to look for options of other sources on Income for our future benefit of WICA e.g., donation or advertising. President explained that as of now we only have to depend on members subscription fees and the Donations which can be received only from WICA members. To avoid the income taxable slab, income and the GST taxation, we cannot get the advertisement incomes at the moment. Other option is If WICA has a property to rent then that income would be tax free Under section 10 of the Income Tax Act, all other incomes would fall in the 30% taxable slab. The same was agreed by all.

14. **Vote of Thanks:** Meeting was concluded by the President's speech; he thanked all the members for attending the AGM and providing their valuable feedback and suggestions. Also, we all will try to implement your suggestions from time to time for the benefit of WICA as an Association and its members.

Also, The President congratulated Mr. Shailesh Narayan Anikhindi (Active 01817) for the Award received as The Best DOP from Rasta Suraksha Abhiyan - Short Film Competition. The President apologized on behalf of the Managing Committee that due to time constraint the details and the award photographs were not included in the 66<sup>th</sup> AGM Brochure.

**The AGM concluded at 5.30 p.m. with a vote of thanks to the chair.**

For Western India Cinematographer's Association,



Mr. Jitendra Haldavanekar  
(President)



Mr. Inderjit Bansel  
(Joint Secretary)

