NFPE AIGDSU NUGDS FNPO

POSTAL JOINT COUNCIL OF ACTION (PJCA)
NATIONAL FEDERATION OF POSTAL EMPLOYEES (NFPE)
FEDERATION OF NATIONAL POSTAL ORGANISATIONS (FNPO)
ALL INDIA GRAMEENA DAK SEVAK UNION (AIGDSU)
NATIONAL UNION OF GRAMEEN DAKSEVAK (NUGDS)
New Delhi-110001

No: PJCA/United Movement/2026 **Dated: 21.11.2026**

To,

1. **The Secretary**
Department of Posts
Dak Bhawan, Sansad Marg,
New Delhi-110 001

2. **The Director General**
Department of Posts
Dak Bhawan, Sansad Marg,
New Delhi- 110 001

Sub: Notice of Four-Phase Nationwide Agitational Programme by PJCA (NFPE & FNPO) including GDS for settlement of the pending Charter of Demands and other burning issues of postal employees.

Respected Sir/Madam,

The Postal Joint Council of Action (PJCA), comprising NFPE and FNPO, had submitted a detailed united representation to the Directorate on 04.11.2026, expressing its strong opposition to the proposed unification of various cadres with the PA (PO) cadre and the proposed establishment review through the online portal. The representation also contained a comprehensive Charter of Demands covering several long-pending and legitimate issues concerning the service conditions, career prospects and welfare of postal employees.

Despite the submission of the said representation and the request for meaningful dialogue to resolve the outstanding issues through mutual consultation, the Department has, regrettably, neither taken any concrete initiative to address the concerns raised nor convened any meeting with the PJCA till date.

The continued silence and indifferent attitude of the Department have caused serious resentment and disappointment among the postal employees. The PJCA strongly believes that the genuine and legitimate demands of employees cannot be kept pending indefinitely without any meaningful response from the administration.

In view of the continued inaction/ignorance and stoic silence by the Department, the PJCA is compelled to lunch / declare the following FOUR-PHASE NATIONWIDE AGITATIONAL PROGRAMME to press for the settlement of its Charter of Demands:

Date	Agitational Programme
25.11.2026	Lunch-hour demonstration at all workplaces throughout the country.
03.12.2026	Circle-level Dharna programmes.
20.12.2026 to 27.12.2026	Submission of Memorandum/Representations to all Hon'ble Members of Parliament at each constituency, on behalf of PJCA.
05.01.2027	Dharna programme within the premises of Dak Bhawan, New Delhi.

The detailed Charter of Demands is enclosed herewith for ready reference and necessary consideration.

The above programme has been decided after due deliberation and in the larger interest of the Postal Department and its employees. The PJCA once again calls upon the Department to take immediate cognizance of the issues raised and initiate meaningful negotiations with the PJCA leadership to resolve all outstanding demands.

The PJCA hereby makes it clear that, in the event the Department fails to initiate any concrete action or engage in meaningful dialogue to resolve the outstanding issues, the PJCA will be compelled to proceed with the proposed agitational programme and intensify its course of action, including resorting to a nationwide strike, if necessary, in accordance with the prescribed rules and procedures. The responsibility for any further escalation of industrial unrest shall rest entirely with the Department.

With profound regards,

Yours Sincerely

(SIVAJI VASIREDDY)
Secretary General, FNPO

(PRADIP U KHADSE)
Secretary General, NFPE

(Anik Mistry)
General Secretary, NUGDS

(CK Subramani)
General Secretary, AIGDSU

CHARTER OF DEMANDS

1. Stop proposed merger / unification of SA, PA (CO/RO), PA (SBCO) and PA (FPO) Cadres with PA (PO) Cadre including related Supervisory posts. Maintain separate identity of all cadres. Finalized Cadre Restructuring of all left out category.

2. One Head Office for one District concept should be dropped.

3. Stop proposed merger of Postal Divisions, RMS Divisions and Bifurcation of Maharashtra Circle and UP Circle.

4. Constitution of a separate GDS Judicial Committee for comprehensive revision of Pay, Allowances and service conditions of GDS employees.

5. Destabilisation of the establishment of Postal Department, if shifting/ Destabilising of employees of any wing is inevitable, it should be ensured that it is only on willingness of the employees.

6. Stop any hidden move of decentralisation of PAOs, restore 1520 posts arbitrarily abolished in the name of Rationalization and cadre review. Grant 40% SCF Quota promotions to Sr. Accounts in total strength of AAO cadre and grant of officiating promotion in AAO Cadre from Sr Accountant. One-time diversion of vacant Sorter quota to MTS for promotion to LDC and diversion of SA posts to JA.

7. Stop all unscientific IDCs, Fill up all posts of Postman with LR Postman, Revise Postman delivery Norms.

8. Withdrawal of unrealistic and unscientific targets and fixation of targets based on local conditions, population, workload, connectivity and available infrastructure.

9. Merger or Control change of SBCO officials to be done with PAO only.

10. Grant of pension, family pension, gratuity, medical facilities and other social security benefits to GDS on par with Departmental Employees including adequate pensionary benefits to retired GDS.

11. Withdrawal of the order dated 06.09.2026 relating to mechanisation / reorganisation of ABPM beats which is causing additional workload and hardship to GDS.

12. Withdrawal of victimisation cases, charge sheets including Sri PU Murlidharan the then GS NUGDS and punishment arising out of the 2023 GDS PJCA strike should be dropped and immediate reinstatement of Shri S. S. Mahadevaiah, Ex General Secretary, AIGDSU in the interest of Industrial harmony and fair play.

(SIVAJI VASIREDDY)
Secretary General, FNPO

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