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

Ref: PJCA/United Movement/2026 **Dated: -04.11.2026**

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

Subject: **Strong opposition to the proposed unification of various cadres with PA (PO) cadre, establishment review through online portal and submission of Charter of Demands – regarding.**

Respected Sir / Madam,

The Department convened an urgent meeting of various stake holders / Service Associations on 03.11.2026 to appraise the Department policy perspective on the subject cited above. The Affiliates of the NFPE and the FNPO being the major Federation of the DOP attended the aforesaid meeting.

During the course of the meeting, both the Federations categorically conveyed their views, both in writing and orally, expressing strong and unequivocal opposition to the proposed merger/unification of the Sorting Assistant (SA), Postal Assistant (Circle Office/Regional Office), Postal Assistant (SBCO) and Postal Assistant (FPO) cadres with the Postal Assistant (Post Office) [PA (PO)] cadre, including the respective supervisory posts. Both the Federations emphatically reiterated that each of these cadres has its own distinct functional responsibilities, service requirements and organisational identity. Any attempt to merge these cadres into a single unified cadre would adversely affect their separate identities, promotional avenues, career progression and legitimate service interests. Accordingly, the Federations strongly demanded that the separate identity of each cadre be retained and that cadre restructuring of all the concerned cadres be undertaken with effect from 01.01.2016, without disturbing their existing cadre structure and promotional hierarchy as has been undertaken and implemented for the cadre of PA (PO).

However, despite detailed deliberations and the firm representations made by both the Federations, the Department did not provide any categorical assurance regarding withdrawal of the proposed cadre merger/unification. Further, the other important issues raised during the meeting also remained unresolved. The Department's failure to address these genuine and legitimate concerns has caused widespread resentment and dissatisfaction among the employees, at grass root level.

In view of the above circumstances, both the Federations in an urgently convened meeting, have decided to revive the Postal Joint Council of Action (PJCA) and jointly pursue the issues through a united organisational platform. It has further been decided to submit a comprehensive Charter of Demands to the Department, seeking a time-bound resolution of all the outstanding issues within 15 days, through meaningful discussions with the PJCA or at an appropriate level of the Department.

The Federations have also unanimously resolved that, in the event of failure on the part of the Department to resolve the demands within the stipulated time period, they will be compelled to initiate appropriate trade-union programmes, including intensified agitational action and, if necessary, an indefinite strike, in accordance with the applicable rules and procedures.

this connection, we earnestly urge the Department to appreciate the seriousness of the situation and the widespread concern prevailing among the Postal employees. The issues raised by the Federations are neither arbitrary nor unreasonable; they reflect of concern the legitimate service interests, cadre identity, promotional prospects and future career progression of thousands of employees.

We, therefore, request you to kindly examine the enclosed Charter of Demands (Copy enclosed) in its entirety and issue necessary directions to the concerned authorities to initiate immediate dialogue with the PJCA and ensure that all the demands are settled positively within 15 days. An early and constructive intervention by the Department will go a long way in preventing further industrial unrest and maintaining harmonious industrial relations in the Department of Posts.

The Federations sincerely hope that the Department will respond positively to this united representation and resolve the outstanding issues through meaningful dialogue rather than allowing the situation to escalate into a larger industrial confrontation.

With regards,

Yours Sincerely

(SIVAJI VASIREDDY)
Secretary General, FNPO

(PRADIP U KHADSE)
Secretary General, NFPE

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 and punishment arising out of the 2023 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

(PRADIP U KHADSE)
Secretary General, NFPE