

10/6/2026 - SR - DOP

Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg
New Delhi - 110001

Dated: 06.10.2026

To

All Service Associations/ GDS Associations (As per list attached)

Subject: Scrutiny of application submitted for the verification of Service Association and GDS Association –reg.

Madam/ Sir,

I am directed to refer to the application submitted by your Association for membership verification/recognition under the CCS (Recognition of Service Associations) Rules, 1993 / EDA (RA) Rules, 1995, as applicable.

2. The application submitted by the Association has been scrutinised by the Department as part of the prescribed due process. On scrutiny of the constitution/bye-laws and other documents furnished by the Association, certain observations have been noticed.

3. The observations (**Annexure**) are of the following two types:

(i) General Observations:

These are the observations applicable to all Service Associations/GDS Associations and require necessary amendments in the constitution/bye-laws, wherever applicable.

(ii) Association-specific Observations:

These are the observations identified specifically in respect of the constitution/bye-laws and other documents submitted by your Association.

4. Therefore, all the Associations are requested to carry out the necessary amendments in its constitution/bye-laws and other relevant documents in respect of **both the general observations and the Association-specific observations** as applicable, and furnish the revised constitution / bye-laws / document to this Department **latest by 14.10.2026**.

5. It is also informed that failure to carry out the required amendments and furnish the compliance within the stipulated period **may lead to non-consideration of the application for membership verification/recognition**.

6. This issues with the approval of competent authority.

Yours faithfully,
Digitally signed by
Nahar Singh Meena
Date: 06-10-2026
16:47:30
(Nahar Singh Meena)
Assistant Director General (SR & Legal)

Sl No.	Name of Associations
1.	National Association of Postal Employees Group 'C'
2.	National Union of RMS & MMS Employees Group 'C'
3.	National Union of Postal Employees Postmen and MTS
4.	National Union of RMS & MMS Employees Mail Guards & MTS Gr 'C'
5.	National Union of Postal Civil Wing Non-Gazetted Employees
6.	Bharatiya Postal Civil Wing Non-Gazetted Employees Union.
7.	Bharatiya Postal Accounts Office Employees Association.
8.	Bharatiya Postal Employees Associations Gr. 'C'
9.	Bharatiya Postal Employees Association Postman & MTS
10.	Bharatiya RMS & MMS Employees Association Gr 'C'
11.	Bharatiya RMS & MMS Employees Union Mailguard & MTS
12.	Bharatiya Postal Administrative Offices Employees Association Group C / MTS & other non-gazetted staff
13.	Bharatiya Postal SBCO Employees Association
14.	Bharatiya Postal, RMS Supervisors Association Group 'B'
15.	All India RMS & MMS Employee Union Group 'C'
16.	All India Postal Employees Union Postmen & MTS
17.	All India RMS & MMS Employees Union Mail guards & MTS
18.	All India Postal Administrative Offices' Employees Union Group 'C' including MTS
19.	All India Postal Accounts Employees Association
20.	All India Postal SBCO Employees Association.
21.	All India Postal Employees Union Gr. 'C'
22.	All India Savings Bank Control Employees Union
23.	Postal Officers Association (India)
24.	All India Postal Stenographers Association
25.	All India Postal Engineers Association
26.	All India Association of Inspectors and Assistant Superintendent Posts
27.	All India Gramin Dak Sevaks Union
28.	Bharatiya Postal Officers Association
29.	All India Association of Supervisor Cadre Group 'B'
30.	All India Postal Employees Association Group 'C'
31.	All India Postal Employees Union Supervisor Group 'B' Non-Gazetted
32.	All India Postal & RMS Supervisors Non-Gazetted Group 'B' Association (EP)
33.	All India Postal Accounts Offices Association
34.	Bharatiya Gramin Dak Karamchari Sangh
35.	National Union of Gramin Dak Sevaks
36.	All India Postal & RMS Non-Gazetted Group 'B' Supervisor Association

37.	National Union Postal Administrative Offices Group 'C' and MTS
38.	National Association of Postal & RMS Supervisor Association
39.	Bharatiya Postal IP and ASP Association
40.	All India MMS Officer Association
41.	All India Postal Employees Association Supervisor Group 'B' Non-Gazetted

General observations for all Service Associations and GDS Associations.

- i. The Associations shall replace Union word with Association in all parts of Constitution.
- ii. The Associations shall replace Trade Union Act, 1926 with CCS (RSA) Rules, 1993 (for Service Associations and EDA (RA) Rules, 1995 (for GDS Associations) and remove Trade Union Act from all parts of the Constitution.
- iii. The Associations shall incorporate the following clause in their respective Constitutions:

"The Directorate shall have the final authority to approve amendments to the Constitution, subject to the amendments being carried out in accordance with the procedure prescribed in the Constitution."
- iv. The Association shall indicate the eligible category of employees from Sl. No. 1 to 15, as specified in the Annexure and shall not specify individual designations/posts for determining membership eligibility. For example, if an Association seeks recognition under Category Sl. No. 1, it shall indicate in the constitution that all employees covered under Category Sl. No. 1, are eligible for membership, rather than separately mentioning designations/posts such as "Postal Assistant", "LSG", etc.
- v. The Associations shall incorporate all amendments made to the Constitution up to date, including the amendments prescribed in this communication.

Association wise Observations

Sl No.	Name of Associations	Proposed amendments
1.	National Association of Postal Employees Group 'C'	Make suitable amendments as per the above general observations.
2.	National Union of RMS & MMS Employees Group 'C'	Make suitable amendments as per the above general observations.
3.	National Union of Postal Employees Postmen and MTS	Make suitable amendments as per the above general observations.
4.	National Union of RMS & MMS Employees Mail Guards & MTS Gr 'C'	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
5.	National Union of Postal Civil Wing Non-Gazetted Employees	i. Specify the term of office bearer as 2 years or until next conference, whichever is earlier. ii. Rectify the error in the provision relating to delegation (CHQ – Composition). iii. Mention that the no. of office bearers shall not exceed 15.
6.	Bharatiya Postal Civil Wing Non-Gazetted Employees Union.	i. Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
7.	Bharatiya Postal Accounts Office Employees Association.	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
8.	Bharatiya Postal Employees Associations Gr. 'C'	Make suitable amendments in accordance with the above general observations.
9.	Bharatiya Postal Employees Association Postman & MTS	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
10.	Bharatiya RMS & MMS Employees Association Gr 'C'	References to the SR Section's letter shall not be incorporated in any part of the Constitution.

11.	Bharatiya RMS & MMS Employees Union Mailguard & MTS	Make suitable amendments in accordance with the above general observations.
12.	Bharatiya Postal Administrative Offices Employees Association Group C / MTS & other non-gazetted staff	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
13.	Bharatiya Postal SBCO Employees Association	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
14.	Bharatiya Postal, RMS Supervisors Association Group 'B'	i. Specify the term of office bearer as 2 years or until next conference, whichever is earlier. ii. No. of office bearers shall not exceed 15.
15.	All India RMS & MMS Employee Union Group 'C'	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
16.	All India Postal Employees Union Postmen & MTS	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
17.	All India RMS & MMS Employees Union Mail guards & MTS	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
18.	All India Postal Administrative Offices' Employees Union Group 'C' including MTS	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
19.	All India Postal Accounts Employees Association	Make suitable amendments as per the above general observations.
20.	All India Postal SBCO Employees Association.	No. of office bearers shall not exceed 15.
21.	All India Postal Employees Union Gr. 'C'	Make suitable amendments as per the above general observations.
22.	All India Savings Bank Control Employees Union	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.

23.	Postal Officers Association (India)	Delete the historical note/amendments appended at the end of the Constitution.
24.	All India Postal Stenographers Association	i. Specify the term of office bearer as 2 years or until next conference, whichever is earlier. ii. The provision relating to delegation is missing. Specify the number of members to be represented by each delegate.
25.	All India Postal Engineers Association	i. Mention the procedure for holding the elections of office bearers at all levels, its periodicity and tenure of elected office bearers (should not be exceeding 02 years). ii. Mention the procedure for amendment in constitution. iii. Mention the quorum and delegation of conferences.
26.	All India Association of Inspectors and Assistant Superintendent Posts	References to the SR Section's letter shall not be incorporated in any part of the Constitution.
27.	All India Gramin Dak Sevaks Union	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
28.	Bharatiya Postal Officers Association	Make suitable amendments in accordance with the above general observations.
29.	All India Association of Supervisor Cadre Group 'B'	i. Specify the term of office bearer as 2 years or until next conference, whichever is earlier. ii. Incorporate the following provision in Article 33(a): "The number of office-bearers shall not exceed 15."

		iii. Delete the provisions relating to Association facilities from the Memorandum and Constitution. iv The provision relating to delegation is missing. Specify the number of members to be represented by each delegate.
30.	All India Postal Employees Association Group 'C'	Make suitable amendments as per the above general observations.
31.	All India Postal Employees Union Supervisor Group 'B' Non-Gazetted	Make suitable amendments as per the above general observations.
32.	All India Postal & RMS Supervisors Non-Gazetted Group 'B' Association (EP)	Make suitable amendments as per the above general observations.
33.	All India Postal Accounts Offices Association	No. of office bearers shall not exceed 15.
34.	Bharatiya Gramin Dak Karamchari Sangh	Make suitable amendments as per the above general observations.
35.	National Union of Gramin Dak Sevak	Specify the term of office bearer as 2 years or until next conference, whichever is earlier.
36.	All India Postal & RMS Non-Gazetted Group 'B' Supervisor Association	Make suitable amendments as per the above general observations.
37.	National Union Postal Administrative Offices Group 'C' and MTS	i. References to the SR Section's letter shall not be incorporated in any part of the Constitution. ii. Specify the procedure for amendment of the Constitution.
38.	National Association of Postal & RMS Supervisor Association	Make suitable amendments as per the above general observations.
39.	Bharatiya Postal IP and ASP Association	Specify that the term of office of the Central Executive Committee shall be 2 years or until the date on which the newly elected committee assumes charge, whichever is earlier.

40.	All India MMS Officer Association	Specify that the term of office of the Central Executive Committee shall be 2 years or until the date on which the newly elected committee assumes charge, whichever is earlier.
41.	All India Postal Employees Association Supervisor Group 'B' Non-Gazetted	Article 20, which contains provisions relating to delegates, is incomplete/partially missing and shall be suitably incorporated in the Constitution.

Most Immediate

No. 10/06/2016-SR-DOP
Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dak Bhawan, Sansad Marg
New Delhi - 110001
Dated: 6 October, 2026

To

All Service Associations seeking recognition under Category at Sl. No. 1

Subject: Regarding application for Membership Verification under the CCS (RSA) Rules, 1993.

Sir/Madam,

I am directed to refer to the subject cited above and to state that it has come to the notice of this Directorate that certain office bearers holding the posts of HSG-II, HSG-I and HSG-I (NFG), which fall under Category at Sl. No. 15, have been shown as office bearers in the applications submitted by certain Service Associations seeking membership verification under Category at Sl. No. 1.

2. Since the posts of HSG-II, HSG-I and HSG-I (NFG) do not fall under Category at Sl. No. 1, all Service Associations seeking recognition under Category at Sl. No. 1 are directed to verify and rectify their applications accordingly. It shall be ensured that no official holding the post of HSG-II, HSG-I or HSG-I (NFG) in the Postal/RMS is shown or continues to hold the position of an office bearer of an Association seeking recognition under Category at Sl. No. 1, at any organizational level, i.e. All India, Circle, Regional or Divisional level.

3. Therefore, all concerned Associations are requested to take necessary corrective action and submit the revised/rectified details, wherever applicable, so as to ensure that the office-bearer details furnished in the application are strictly in accordance with the prescribed category for which recognition is being sought.

Yours faithfully,


(Nahar Singh Meena)
Assistant Director General

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**DEPARTMENT OF POSTS
O/O CHIEF POSTMASTER GENERAL
DELHI CIRCLE, NEW DELHI - 110001**

To
The ADG (SR & Legal)
SR Section, Dak Bhawan
New Delhi-110001

No. Estt/13-03/B/RMS & MMS Gr. C/2024

Dated: 28.09.2026

Subject: Guidance regarding election of Bhartiya RMS & MMS Employees Union Class-III, Delhi Circle.

Sir/Madam,

I am directed to refer to the subject cited above and to submit the following for kind consideration and guidance of the Directorate.

2. The previous election of the Bhartiya RMS & MMS Employees Union Class-III, Delhi Circle was conducted on 16.02.2024 and 17.02.2024. Accordingly, the tenure of the elected Circle Office Bearers was due to expire on 17.02.2026. However, the election was not conducted within the prescribed period, including the three-month grace period, i.e. up to 17.05.2026.

3. Subsequently, a notice dated 17.07.2026 was issued by the General Secretary of the Union regarding conduct of the Circle Conference for election of Circle Office Bearers.

4. On examination of the matter, reference was made to para 16(b)(i) of the then applicable Constitution of the Union, which provided as under:

"In case of election dispute or if the election unduly delayed without satisfactory reasons the General Secretary may suspend a Circle, Divisional or Branch/local Union and appoint Ad-hoc Committee in its place to carry on day to day work of such Unions and conduct election within specified period."

5. Further, as per Postal Directorate letter No. 19-1/89-SR dated 20.01.1989, ad hoc committees formed by Service Associations at different levels are not to be approved in the normal course. However, where constitution of an ad hoc committee becomes necessary in unavoidable circumstances, the same may be approved subject to the conditions prescribed therein, including the requirement that the Constitution of the concerned Union/Association contains a specific provision in this regard and that, in the case of a Circle Office/administrative office, the approval is for a maximum period of three months, on receipt of a request from the General Secretary explaining the necessity along with the relevant resolution.

6. In view of the above, this office, vide letter dated 03.08.2026, requested the General Secretary of the Union to take necessary action regarding constitution of an ad hoc committee in accordance with para 16(b) of the Constitution and the instructions contained in Directorate letter dated 20.01.1989. However, no response was received from the General Secretary in this regard. The election of the Circle Office Bearers was thereafter conducted on 04.08.2026, and the list of newly elected office bearers was forwarded to this office for grant of trade union facilities.

7. Subsequently, the Constitution of the Union was amended vide Postal Directorate letter No. SR-15/1/2021-SR-DoP dated 11.08.2026. The amended provisions relevant to the present matter include the following:

सहायक महानिदेशक(एस.आर.एण्ड लीगल)
Asstt. Director General(S.R. & Legal)
क्र.सं./Dy. No. 685
दिनांक/Date 06/10/26

10/10/26
6.10.26

(i) As per para 16(G), in case of election dispute or where the election is unduly delayed without proper justification/reason, the General Secretary may take disciplinary action against the concerned Circle Secretary, as deemed fit, and appoint a temporary body to function as the Association till its regular conference.

(ii) As per para 14, where a dispute concerning the Branch Secretary, Division Secretary or Circle Secretary comes to notice and the concerned Branch/Division/Circle Conference is overdue and has not been held within 27 months, the General Secretary is empowered to deal with the Association-related matters of the Branch/Division/Region/Circle for regularisation of the Association.

8. It is observed that the election in question was conducted on 04.08.2026, whereas the aforesaid amendment to the Constitution was communicated vide Directorate letter dated 11.08.2026. Therefore, clarification is required regarding the applicability of the amended provisions to the election already conducted on 04.08.2026.

9. In view of the foregoing, the matter is submitted for kind guidance of the Directorate on the following points:

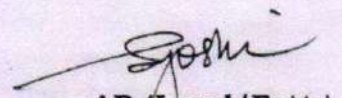
(i) Whether the election of the Circle Office Bearers conducted on 04.08.2026, after expiry of the tenure/grace period of the earlier body on 17.05.2026, may be accepted for the purpose of recognising the newly elected Circle Office Bearers.

(ii) Whether the fact that no ad hoc/temporary committee was constituted prior to the election, despite the provisions of the Constitution and the instructions dated 20.01.1989, has any bearing on acceptance/regularization of the election conducted on 04.08.2026.

(iii) Whether the amended provisions of the Constitution communicated vide Directorate letter dated 11.08.2026 have any applicability to the election conducted on 04.08.2026.

(iv) Whether the list of newly elected Circle Office Bearers may be considered for grant of admissible trade union facilities, or whether any further action/regularisation is required before such facilities are extended.

10. The matter may kindly be examined and necessary guidance may please be issued at the earliest so that further action regarding the Circle Office Bearers of the Bhartiya RMS & MMS Employees Union Class-III, Delhi Circle may be taken accordingly.


AD (Legal/Estt.)