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GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR AND EMPLOYMENT
ITANAGAR

NOTIFICATION

The 3rd August, 2026

No. LAB(IR)01/26/1454.—**WHEREAS** the draft rules, as required under Section 99 of the Industrial Relations code, 2020 (35 of 2020), read with Section 24 of the General clause Act, 1897 (10 of 1897) and Rule 66 of Industrial Relation (Arunachal Pradesh) Rules, 2021, were published in the Arunachal Pradesh Official Gazette No. 162, Vol. XXXIII, Naharlagun, 29th June, 2026 inviting objections and suggestions from the persons likely to be affected, before expiry the period of thirty days.

AND WHEREAS no objections and suggestions have been received from any persons likely to be affected before expiry of the said period of thirty days.

NOW, the State Government, in exercise of the powers conferred on it by sub-section (1) of Section 99 of the Industrial Relations code, 2020 (35 of 2020) read with sub-section (2) of Section 99, except as respects things done or omitted to be done before such supersession, hereby makes the following rules, namely:-

- (1) These Rules may be called the “**Industrial Relation (Arunachal Pradesh) Amendment Rules, 2026**”.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. In the “Industrial Relation (Arunachal Pradesh) Rules, 2021”, (hereinafter referred to as the principal rule), in rule 12, after sub-rule (1), sub-rule (2) shall be inserted as follows:
 - (2) “The Registration fee of Trade Union shall be ₹ 2000 and the fee for alteration of name of trade union/ change of bye-laws etc shall be ₹ 1000 which shall be deposited in proper Head of Account through online mode e-GRAS. The above rate may be changed /fixed by the Government from time to time. The Registrar shall certify under his signature at the foot of the registration certificate for change of name of Trade Union.
3. In the principal rules, in Rule 13 and sub-rule (1), before the words “sub-section (3) of Section 9”, the words “sub-section (1) and” shall be inserted.
4. In the principal rules, in Rule 16, after sub-rule (1), the following clauses shall be inserted :
 - (a) Matters on which Trade Unions can negotiate with employer under sub-section (1) of Section 14 are specified, as below:-
 - (i) Classification of grades and categories of workers;
 - (ii) order passed by an employer under the standing orders applicable in the industrial establishment;
 - (iii) wages of the workers including their wage period, dearness allowance, bonus, increment, customary concession or privileges, compensatory and other allowances;
 - (iv) hours of work of the workers, rest days, number of working days in a week, rest intervals, working of shifts;
 - (v) leave with wages and holidays;
 - (vi) promotion and transfer policy and disciplinary procedures;
 - (vii) quarter allotment policy for workers;
 - (viii) safety, health and working conditions and related standards;
 - (ix) such matters pertaining to conditions of service and terms of employment of the workers which are not covered in the foregoing clauses ; and
 - (x) any other matter which is agreed between employer of the industrial establishment and negotiating union or negotiating council, as the case may be.

5. In the principal rules, in rule 16, in sub-rule (2), for the words, "more than 25 percent", the words, "not less than 30 percent" shall be substituted.
6. In the principal rules, in rule 17, for sub-rule (1), the following sub-rule shall be substituted namely:-

"(1)(i)(a) The State Government shall appoint a verification officer (hereinafter in this rule, referred to as verification officer) for the purpose of verification of membership of the Trade Unions in the industrial establishment who shall not have any interest with any of the Trade Unions in the industrial establishment, whose membership verification is to be carried out by him:

Provided that the process for recognition of the negotiating union or the negotiating council, as the case may be, shall commence three months before the expiry of the tenure of the existing recognition period of the negotiating union or the negotiating council, as the case may be, recognized by the employer under the Code.

 - (b) The verification officer may utilize the services of other officers to assist him depending upon the quantum of work of membership verification.
 - (c) The verification officer shall carry out the work of membership verification in the industrial establishment within the time as determined by the State Government.
 - (ii) The employer of the industrial establishment shall bear all expenses and make arrangements in connection with the verification of membership of Trade Unions under clause (i).
 - (iii) (a) The Trade Unions which satisfy the following conditions may submit an application to the employer of the industrial establishment to accord status of negotiating union or the representatives of negotiating council of the workers, as the case may be, namely :- such Trade Union has a valid registration under the Trade Unions Act, 1926 (16 of 1926) and continuing as such or has the registration under the Industrial Relations Code, 2020 (35 of 2020), as the case may be; and
 - (b) The application for recognition made by Trade Union shall be accompanied with a copy of the registration certificate, a copy of list of members, details of the membership subscription and a copy of latest annual return of the Trade Union submitted to the Registrar of Trade Unions.
 - (iv) (a) In case the negotiating union or negotiating council, as the case may be, has been constituted under the Code, the employer of the industrial establishment shall initiate action before expiry of the tenure of negotiating union or negotiating council, as the case may be, sufficiently in advance but not later than three months before the expiry of the tenure of negotiating union or negotiating council, as the case may be;
 - (b) The date of reckoning shall be fixed by the verification officer for the industrial establishment for the purpose of verification of membership of the Trade Unions;
 - (c) The employer of the establishment shall forward the documents and records submitted by Trade Unions, to the verification officer.
 - (d) On receipt of the documents and records, the verification officer shall scrutinize the records and documents submitted by the Trade Union to ascertain the status of registration of Trade Unions and related matters;
 - (e) The verification officer shall hold meeting with representatives of employer of industrial establishment and all participating Trade Unions to decide about the process of verification of the membership of Trade Unions through secret ballot.
 - (f) The employer may, in consultation with the verification officer deploy an electronic process for conducting the election over an information technology application, online platform or like other platform.
 - (v) Verification of membership of Trade Unions through secret ballot.-
 - (i) The verification officer shall convene meeting of representatives of all registered Trade Unions functioning in the industrial establishment at least sixty days before the date of actual voting, to decide -
 - (a) publication of voters list;
 - (b) date, time, mode of voting, place of voting;
 - (c) date, time and place of counting; and
 - (d) other modalities relating to secret ballot.
 - (ii) The verification officer shall cause the minutes of the meeting to be prepared and signed by all participating Trade Unions. All participating Trade Unions shall be allotted symbols in the same meeting. If no decision could be taken regarding date, time, mode of voting, place of voting, allotment of symbols, date, time and place of counting and like other matters in the meeting, then, the decision of the verification officer shall be final and he shall publish the schedule, program and procedure of such secret ballot election.

- (iii) All workers whose names are borne on the muster roll of the industrial establishment on the date of reckoning shall be eligible to cast their vote.
- (iv) The voters list shall be prepared by the employer of the industrial establishment on the basis of names of the workers borne on the muster roll referred to in clause (iii) and the voters list shall contain the name, father's name, designation, worker number/ identity card number issued by the employer and place of posting of the worker. The final voter list shall be published by the employer after obtaining the approval of verification officer and shall be displayed at notice board at the main entrance and website, if any, of the industrial establishment. A copy of such voters list shall also be sent to the participating Trade Unions by hand or by registered post or through electronic mode.
- (v) The verification officer shall display the list of the name of the participating Trade Unions with the symbol allotted to them on the notice board at the main entrance and website, if any, of the industrial establishment within two days of finalization of the list.
- (vi) The voting and counting of votes shall be held on the date, time and place fixed by the verification officer under the supervision of the verification officer and during the counting, agents of all participating Trade Unions shall be allowed to remain present.
- (vii) After final counting of votes, the result shall be declared by the verification officer. The result sheet shall contain the name of all Trade Unions participated in election, total number of votes polled and the number of votes cast in favor of each of the Trade Unions which participated in the election.

7. In the principal rules, in Rule 17, after sub-rule (2), sub-rule (3) shall be inserted as follows:-

- (3) "Facilities to be provided by industrial establishments to a negotiating union and negotiating council under sub-section(7) of Section 14 :

In an industrial establishment, where there is a negotiating union or negotiating council, as the case may be, the employer of such industrial establishment shall provide the following facilities to the negotiating union or negotiating council, as the case may be, namely: -

- (i) notice board for the purpose of displaying information relating to activities; of negotiating union or negotiating council, as the case may be;
- (ii) venue and necessary facilities for holding discussions by the negotiating union or negotiating council, as the case may be, as per schedule and agenda to be settled between employer of the industrial establishment and the negotiating union or negotiating council, as the case may be;
- (iii) venue and necessary facilities for holding discussions amongst the members of the negotiating union or constituents of negotiating council, as the case may be;
- (iv) facility for entrance of the office bearers of the negotiating union or negotiating council, as the case may be, in the industrial establishment for the purposes of ascertaining the matters which are relating to working conditions of the workers;
- (v) employer of the industrial establishment shall deduct subscription of the members of the Trade Union on the basis of the written consent of the worker;
- (vi) when the office bearers of the negotiating union or negotiating council shall be holding meetings with the employer as per agreed schedule between employer and such employed office bearers shall be treated as on duty ; and
- (vii) employer of an industrial establishment, having three hundred or more workers, shall provide suitable office accommodation with necessary facilities to the negotiating union or negotiating council, as the case may be.

8. In the principal rules, in Rule 19, the following para shall be inserted/added into the existing para as:-

Where any dispute arises between -

- (i) one Trade Union and another ; or
- (ii) one or more workers who are members of Trade Union and the Trade Union regarding registration, administration or management or election of office bearers of the Trade Union; or
- (iii) one or more workers who are refused admission as members and the Trade Union; or
- (iv) where the dispute is in respect of a Trade Union which is a federation of Trade Unions and office bearer authorized in this behalf by the Trade Union, then, the aggrieved person may make application to the Tribunal having jurisdiction, within a period of 1(one)year from the date on which the dispute arises, electronically or by registered post or by speed post or in person.

9. In the principal rules, after Rule 29, new rule shall be inserted as 29-A, as under:-

29-A Manner of sending copies of order of Appellate Authority under sub-section (1) of Section -33.

- (1) The order of the appellate authority shall be sent electronically or otherwise within 3 (three) days of the disposal of appeal to the employer or Trade Union or the negotiating union or negotiating council or any union or representative body of the workers, as the case may be, by whom the appeal has been filed.
 - (2) The text of the standing orders as finally certified or deemed to have been certified or adopted model standing orders under this Chapter, shall be maintained by the employer in Hindi or in English and in the language understood by majority of workers where the industrial establishment is situated.
 - (3) The certified standing orders shall be displayed in legible condition by the employer on the special board to be maintained for the purpose at the entrance or near the entrance of the industrial establishment through which majority of workers enter and may also be posted on the designated portal/website, if any, of such industrial establishment.
10. In the principal rules, in Rule 31, in sub-rule (2), for the words “Ten rupees per page”, “Two rupees per page” shall be substituted.
11. In the principal rules, in Rule 45, for the words and figures “10 days”, the words and figures “15 days” shall be substituted.
12. In the principal rules, in Rule 50, the word “Thirty days” the words “Two months” shall be substituted.
13. In the principal rules, in Rule 52, for the words “Thirty day’s the words “Two months” shall be substituted.
14. In the principal rules, in Rule 53, after existing entries the following paras shall be inserted:-
contribution from other sources under sub-section (2) (b) of Section 83 may include following :-
- (i) State Government .
 - (ii) Corporate Social Responsibility Fund within the meaning of Company Act, 2013;
 - (iii) Any other sources as may be notified by the State Government.

Note - The Principal rules were published in the Arunachal Pradesh Gazette, Extraordinary, dated the 17th December, 2021.

Kanto Danggen, IAS
Secretary (Labour & Employment),
Government of Arunachal Pradesh,
Itanagar.