

PART III

CONTAINING DEFINITIONS OF CERTAIN WORDS

Parts I and II of this Agreement unless excused by the subject or context the following words shall have the meaning set opposite to them.

| <i>Words</i> | <i>Meaning</i> |
|---|--|
| Industrial Disputes Act | The Industrial Disputes Act No. 43 of 1950 |
| The Act | The Shop and Office Employees (Regulation of Employment and Remuneration) Act No. 19 of 1954. |
| The Federation | The Employers' Federation of Ceylon. |
| The Union | The Ceylon Mercantile, Industrial and General Workers' Union (CMU) |
| Branch Union | The Branch Union of the Ceylon Mercantile, Industrial and even General Workers' Union (CMU) in the establishment of an Employer. |
| Employer (for convenience sometimes referred to as "he" or its grammatical variations) | The employer bound by this Agreement. |
| Employee (for convenience sometimes referred to as "he" or its grammatical variations). | The employee covered and bound by this Agreement. |
| Week | The period between midnight on any Saturday night and midnight on the succeeding Saturday night. |
| Weekly full holiday in respect of any week. | Shall have the meaning as "weekly holiday" under the Shop and Office Employees Act. |
| Two such weekly holidays | Two full holidays or four half holidays or any combination of full or half holidays which does not exceed two full holidays. |
| Salary | The monthly salary according to the scales of consolidated salaries in the First Schedule hereto. |
| Normal Incremental date | The date on which the employee would normally receive an increment. |
| Dispute | A dispute or difference between the Employer and employee or between a Branch Union and the Employer or between the Union and the Federation on any matter covered by this Agreement or affecting the employees covered by this agreement in relation to their employment under the Employers covered by this Agreement. |
| Check Off | The act of the Employer deducting, at the request of the Union, subscriptions payable to the Union by an employee from the latter's pay with his concurrence. |

Words importing the singular number shall include the plural and vice versa.
Words importing the masculine gender shall include the feminine.

IN WITNESS WHEREOF PARTIES HAVE HEREUNTO SET THEIR HANDS ON THIS FIRST DAY OF NOVEMBER TWO THOUSAND AND FOUR AT COLOMBO.

| | |
|--|---|
| <i>For and on behalf of</i> COCA-COLA BEVERAGES SRI LANKA LIMITED WORKERS UNION (CMU) | <i>For and on behalf of</i> THE CEYLON MERCANTILE INDUSTRIAL AND GENERAL |
| Mr. V. CHAWLA Managing Director | Mr. P. B. TAMPOE General Secretary |

WITNESSES TO THE ABOVE SIGNATURE:

R. L. P. PEIRIS
Deputy Director General

G. G. A. RANASINGHE
Branch Secretary

The Employers Federation of Ceylon

S. N. JAYASINGHE
Country Human Resources Manager

D. WICKRAMANAYAKE
Branch President

FIRST SCHEDULE

SALARY SCALES APPLICABLE WITH EFFECT FROM 01.07.2004 TO 30.06.2005

Clerical & Allied - Staff

| | | | | | | | | |
|-------|---|---|-------|-----|---|----|---|-------|
| Grade | : | E | 12023 | 121 | × | 70 | - | 20493 |
| Grade | : | D | 12595 | 171 | × | 70 | - | 24565 |
| Grade | : | C | 13464 | 215 | × | 70 | - | 28514 |
| Grade | : | B | 14333 | 264 | × | 70 | - | 32813 |
| Grade | : | A | 15054 | 314 | × | 70 | - | 37034 |
| Grade | : | S | 16027 | 352 | × | 70 | - | 40667 |

Factory Production - Staff

| | | | | | | | | |
|-------|---|---|-------|-----|---|----|---|-------|
| Grade | : | E | 12023 | 121 | × | 70 | - | 20493 |
| Grade | : | D | 12595 | 171 | × | 70 | - | 24565 |
| Grade | : | C | 13464 | 215 | × | 70 | - | 28514 |
| Grade | : | B | 14333 | 264 | × | 70 | - | 32813 |
| Grade | : | A | 15202 | 314 | × | 70 | - | 37182 |
| Grade | : | S | 16071 | 352 | × | 70 | - | 40711 |

Marketing - Staff

| | | | | | | | | |
|-------|---|---|-------|-----|---|----|---|-------|
| Grade | : | E | 12023 | 121 | × | 70 | - | 20493 |
| Grade | : | D | 12881 | 171 | × | 70 | - | 24851 |
| Grade | : | C | 13750 | 215 | × | 70 | - | 28800 |
| Grade | : | B | 14625 | 264 | × | 70 | - | 33105 |
| Grade | : | A | 15494 | 314 | × | 70 | - | 37474 |
| Grade | : | S | 16363 | 352 | × | 70 | - | 41003 |

Data Processing - Staff

| | | | | | | | | |
|-------|---|---|-------|-----|---|----|---|-------|
| Grade | : | 4 | 12881 | 237 | × | 70 | - | 29471 |
| Grade | : | 3 | 13750 | 314 | × | 70 | - | 35730 |
| Grade | : | 2 | 14625 | 396 | × | 70 | - | 42345 |
| Grade | : | 1 | 15494 | 468 | × | 70 | - | 48254 |
| Grade | : | S | 16363 | 545 | × | 70 | - | 54513 |

SECOND SCHEDULE

SALARY SCALES APPLICABLE WITH EFFECT FROM 01.07.2005 TO 30.06.2006

Clerical & Allied - Staff

| | | | | | | |
|-------|---|---|-------|----------|---|-------|
| Grade | : | E | 12624 | 127 × 70 | - | 21514 |
| Grade | : | D | 13225 | 180 × 70 | - | 25825 |
| Grade | : | C | 14137 | 226 × 70 | - | 29957 |
| Grade | : | B | 15050 | 277 × 70 | - | 34440 |
| Grade | : | A | 15807 | 330 × 70 | - | 38907 |
| Grade | : | S | 16828 | 370 × 70 | - | 42728 |

Factory Production - Staff

| | | | | | | |
|-------|---|---|-------|----------|---|-------|
| Grade | : | E | 12624 | 127 × 70 | - | 21514 |
| Grade | : | D | 13225 | 180 × 70 | - | 25825 |
| Grade | : | C | 14137 | 226 × 70 | - | 29957 |
| Grade | : | B | 15050 | 277 × 70 | - | 34440 |
| Grade | : | A | 15962 | 330 × 70 | - | 39062 |
| Grade | : | S | 16875 | 370 × 70 | - | 42775 |

Marketing - Staff

| | | | | | | |
|-------|---|---|-------|----------|---|-------|
| Grade | : | E | 12624 | 127 × 70 | - | 21514 |
| Grade | : | D | 13525 | 180 × 70 | - | 26125 |
| Grade | : | C | 14437 | 226 × 70 | - | 30257 |
| Grade | : | B | 15356 | 277 × 70 | - | 34746 |
| Grade | : | A | 16269 | 330 × 70 | - | 39369 |
| Grade | : | S | 17181 | 370 × 70 | - | 43081 |

Data Processing - Staff

| | | | | | | |
|-------|---|---|-------|----------|---|-------|
| Grade | : | 4 | 13525 | 249 × 70 | - | 30955 |
| Grade | : | 3 | 14438 | 330 × 70 | - | 37538 |
| Grade | : | 2 | 15356 | 416 × 70 | - | 44476 |
| Grade | : | 1 | 16269 | 491 × 70 | - | 50639 |
| Grade | : | S | 17181 | 572 × 70 | - | 57221 |