

<i>Stage</i>	<i>Unskilled</i> <i>Rs. 54 × 149</i>	<i>S/Skilled</i> <i>Rs. 61 × 149</i>	<i>Skilled</i> <i>Rs. 83 × 18</i> <i>Rs. 90 × 131</i>	<i>Charge Hand</i> <i>Rs. 104 × 149</i>
100	12,683.00	13,391.00	16,206.00	18,006.00
101	12,737.00	13,452.00	16,296.00	18,110.00
102	12,791.00	13,513.00	16,386.00	18,214.00
103	12,845.00	13,574.00	16,476.00	18,318.00
104	12,899.00	13,635.00	16,566.00	18,422.00
105	12,953.00	13,696.00	16,656.00	18,526.00
106	13,007.00	13,757.00	16,746.00	18,630.00
107	13,061.00	13,818.00	16,836.00	18,734.00
108	13,115.00	13,879.00	16,926.00	18,838.00
109	13,169.00	13,940.00	17,016.00	18,942.00
110	13,223.00	14,001.00	17,106.00	19,046.00
111	13,277.00	14,062.00	17,196.00	19,150.00
112	13,331.00	14,123.00	17,286.00	19,254.00
113	13,385.00	14,184.00	17,376.00	19,358.00
114	13,439.00	14,245.00	17,466.00	19,462.00
115	13,493.00	14,306.00	17,556.00	19,566.00
116	13,547.00	14,367.00	17,646.00	19,670.00
117	13,601.00	14,428.00	17,736.00	19,774.00
118	13,655.00	14,489.00	17,826.00	19,878.00
119	13,709.00	14,550.00	17,916.00	19,982.00
120	13,763.00	14,611.00	18,006.00	20,086.00
121	13,817.00	14,672.00	18,096.00	20,190.00
122	13,871.00	14,733.00	18,186.00	20,294.00
123	13,925.00	14,794.00	18,276.00	20,398.00
124	13,979.00	14,855.00	18,366.00	20,502.00
125	14,033.00	14,916.00	18,456.00	20,606.00
126	14,087.00	14,977.00	18,546.00	20,710.00
127	14,141.00	15,038.00	18,636.00	20,814.00
128	14,195.00	15,099.00	18,726.00	20,918.00
129	14,249.00	15,160.00	18,816.00	21,022.00
130	14,303.00	15,221.00	18,906.00	21,126.00
131	14,357.00	15,282.00	18,996.00	21,230.00
132	14,411.00	15,343.00	19,086.00	21,334.00
133	14,465.00	15,404.00	19,176.00	21,438.00
134	14,519.00	15,465.00	19,266.00	21,542.00
135	14,573.00	15,526.00	19,356.00	21,646.00
136	14,627.00	15,587.00	19,446.00	21,750.00
137	14,681.00	15,648.00	19,536.00	21,854.00
138	14,735.00	15,709.00	19,626.00	21,958.00
139	14,789.00	15,770.00	19,716.00	22,062.00
140	14,843.00	15,831.00	19,806.00	22,166.00
141	14,897.00	15,892.00	19,896.00	22,270.00
142	14,951.00	15,953.00	19,986.00	22,374.00
143	15,005.00	16,014.00	20,076.00	22,478.00
144	15,059.00	16,075.00	20,166.00	22,582.00
145	15,113.00	16,136.00	20,256.00	22,686.00
146	15,167.00	16,197.00	20,346.00	22,790.00
147	15,221.00	16,258.00	20,436.00	22,894.00
148	15,275.00	16,319.00	20,526.00	22,998.00
149	15,329.00	16,380.00	20,616.00	23,102.00
150	15,383.00	16,441.00	20,706.00	23,206.00

## THE SECOND SCHEDULE

### MEDICAL SCHEME PROCEDURE

All confirmed tally number ('A' series') will be eligible to receive free of charge medical treatment and medicines prescribed by the company's medical consultant on the following conditions :

1. The company's medical consultant will be present at the company's "Medical Centre" on working days one hour. He may however be consulted during non-working days at his clinic / dispensary during normal consultation hours, if such facilities are available.
2. Only minor ailments and dressing of wounds will be covered by this scheme.
3. Under no circumstances will the company bear the cost of hospitalization.
4. This scheme will not cover dental treatment for which company's medical consultant will refer the employee to the General Hospital.
5. During the period of 3 years from the effective date of this Agreement, expenses incurred by an employee up to a maximum of Rs. 2,000 for obtaining a pair of spectacles for correction of eye sight will be reimbursed by the Company provided the Company's Medical Consultant certifies such need prior to incurring any expense.
6. As a general rule, specialist consultation or diagnostic tests will not be covered under this scheme. Exceptionally however, the company's medical consultant may refer cases to a private institution / specialist if he deems it necessary and the company will meet the cost thereof up to a maximum of Rs. 2,800 during the period of Three years from the effective date of this agreement.
7. In the case of injury / illness arising out of and in the course of employment, an employee will be eligible to receive medical treatment, including specialist treatment and diagnostic tests as directed by the company's medical consultant.

Hospitalization arising from such injury / illness will not be met by the company paid accident leave within existing limits subject to existing conditions will be only on the recommendations of the company's medical consultant or on hospitalization at the General Hospital.

8. The procedure to be followed by an employee when he wishes to avail himself of the benefits of the medical scheme is as follows:

- (i) The employee must obtain a letter of authority from an executive of his department and tender it to the Company's Medical Consultant when seeking treatment from him. This letter will not be required for consultation during non-working days and he must, instead, produce to the medical consultant his identity badge issued by the company.
- (ii) Drugs prescribed by the Company's Medical Consultant will be dispensed from the Medical Centre or arrangements will be made to obtain drugs from a pharmacy.

9. The following procedure will apply for the availment of Sick Leave.

- (i) Sick Leave with pay within the employee's leave entitlement will be granted if supported by a certificate from the Company's Medical Consultant. However, any absence on grounds of ill-health up to a maximum of ten (10) days will be allowed without a Medical certificate. If the absence is more than one day, employee should submit a Medical Certificate issued by Registered Medical Practitioner.
- (ii) If prior approval of the Company's Medical Consultant had been obtained to seek medical treatment from an Ayurveda or Homeopathy Medical Practitioner, leave recommended will be set off against the sick leave entitlement of the employee.
- (iii) If an employee seeks treatment from an Ayurveda or Homeopathy medical practitioner without obtaining prior approval of the company's medical consultant, any leave thereon in excess of 10 days specified in (i.) above will be set off against the casual or annual leave entitlement of the employee or such absence will be without pay.

10. In the administration of the Medical Scheme as aforementioned, the decision of the Director / General Manager will be final.

IN WITNES WHEREOF THE PARTIES AFOREMENTIONED HAVE HEREUNTO SET THEIR HAND AT COLOMBO MR. HARISCHANDRA INDRAJITH MUNASINHA, DIRECTOR FOR AND ON BEHALF OF ACME PRINTING & PACKAGING LIMITED AND MR. NUGEGODAGE SARANAPALA SILVA, FOR AND ON BEHALF OF WANJA HA KARMIKA SEVAKA SANGAMAYA (COMMERCIAL AND INDUSTRIAL WORKERS' UNION) ON THIS THIRTY FIRST DAY OF JANUARY TWO THOUSAND AND FIVE.

HARISCHANDRA INDRAJITH MUNASINHA  
Director

NUGEGODAGE SARANAPALA SILVA  
General Secretary

WITNESS to the signature of the said H. I. Munasinha

WITNESS to the signature of the said N. S. Silva

MAHINDA LAKSHMAN ZUARIS WIJERATNE  
Human Resource Manager  
ACME Printing & Packaging Limited

PRIYANTHA SUKUMAR  
ABEYSINGHE RATNAYAKE  
President  
ACME Branch - Wanija Ha  
Karmika Sevaka Sangamaya

RAVINDRA LAKSEN PRASANNA PEIRIS  
Deputy Director General  
Employers' Federation of Ceylon

RUWANMINI GAMINI ABEYKOON  
Secretary  
ACME Branch-Wanija Ha  
Karmika Sevaka Sangamaya

**MEMORANDUM OF UNDERSTANDING, SUPPLEMENTARY TO THE  
COLLECTIVE AGREEMENT ENTERED INTO BETWEEN PARTIES ON  
THIRTY FIRST DAY OF JANUARY TWO THOUSAND AND FIVE**

Acme Printing & Packaging Limited (hereinafter referred to as the "Employer") and the Wanija Ha Karmika Sevaka Sangamaya (Commercial and Industrial Workers Union) (hereinafter referred to as the "Union"), being parties to a collective agreement signed on Thirty First day of January Two Thousand and Five in respect of members of the Union employed by the Employer on monthly contracts in tally numbered "A" series positions have reached the following understanding.

**1. Shift Allowance**

Employees who work on shifts involving the hours given hereunder on the basis of the current work roster will, with effect from First day of November Two Thousand and Four be entitled to receive shift allowances as detailed hereunder.

- (i) Day shift (6.45 a. m. to 6.45 p. m.) - Rs. 120.00 shift allowance per day
- (ii) Night shift (6.45 p. m. to 6.45 a. m.) - Rs. 175.00 shift allowance per day

PARTIES HERETO HAVE SET THEIR HANDS ON THIS THIRTY FIRST DAY OF JANUARY TWO THOUSAND AND FIVE IN CONFIRMATION OF THE FOREGOING TERMS OF UNDERSTANDING.

HARISCHANDRA INDRAJITH MUNASINGHA  
Director

NUGEGODAGE SARANAPALA SILVA  
General Secretary

WITNESS to the signature of the said H. I. Munasinha

WITNESS to the signature of the said N. S. Silva

MAHINDA LAKSHMAN ZUARIS WIJERATNE  
Human Resource Manager  
ACME Printing & Packaging Limited

PRIYANTHA SUKUMAR  
ABEYSINGHE RATNAYAKE  
President  
ACME Branch - Wanija Ha  
Karmika Sevaka Sangamaya

RAVINDRA LAKSEN PRASANNA PEIRIS  
Deputy Director General  
Employers' Federation of Ceylon

RUWANMINI GAMINI ABEYKOON  
Secretary  
ACME Branch-Wanija Ha  
Karmika Sevaka Sangamaya

My No. : CI/750/99

**THE INDUSTRIAL DISPUTES ACT, CHAPTER 131**

NOTICE of repudiation received by me from Mr. K. R. Peiris, Attorney-at-Law, on behalf of the Central Cultural Fund, No. 212/1, Baudhaloka Mawatha, Colombo 07 under Section 20(1) of the Industrial Disputes Act (Chapter 131) of the Award of the Arbitrator dated 17th September, 2004 binding on Central Cultural Fund and Lanka General Services Union and Published in the *Gazette of the Democratic Socialist Republic of Sri Lanka* No. 1368/6 of 23rd November, 2004 is hereby published in terms of Section 20(2)(b) of the said Act.

In terms of Section 20(2)(b) of the Industrial Disputes Act (Chapter 131), it is hereby declared that the aforesaid Award shall cease to have effect on and after 17th September, 2005.

MAHINDA MADIHAHEWA,  
Commissioner General of Labour.

Dated this 31st day of March, 2005.

*REGULATION 3*

**Notice of Repudiation of an Award of an Arbitrator**

Name and Address :- Mr. K. R. Peiris,  
No. 21, Samudra Devi Vidyalaya Mawatha,  
Nugegoda.

Date :- 24th December, 2004

To :- The Commissioner of Labour,  
Labour Secretariat,  
Narahenpita,  
Colombo 05.

Notice is hereby given of the repudiation of the Award of the Arbitrator dated 17th September, 2004 binding on Lanka General Services Union and the Central Cultural Fund and published in *Government Gazette Extraordinary* No. 1368/6 dated 23rd November, 2004.

K. R. PEIRIS,  
Attorney-at-Law,  
for the Central Cultural Fund.

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