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අති විශේෂ EXTRAORDINARY

අංක 1507/20 – 2007 ජූලි 26 වැනි මහසැප්තම්බාදා – 2007.07.26

No. 1507/20 – THURSDAY, JULY 26, 2007

(Published by Authority)

PART I : SECTION (I) – GENERAL

Government Notifications

My No.: CI/1769.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Lanka Tiles Limited, No. 34/5, W. A. D. Ramanayake Mawatha, Colombo 02 of the one part and Inter Company Employees' Union, No. 158/18, E. D. Dabare Mawatha, Colombo 05 of the other part on 25th April, 2007, is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, Legislative Enactments of Ceylon (Revised Edition 1956).

D. SOMAWEERA EDIRISINGHE.
Commissioner-General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
12th July, 2007.

Collective Agreement No. 15 of 2007

COLLECTIVE AGREEMENT

This "Collective Agreement" entered into between Lanka Tiles Limited, a company duly registered and having its registered office at No. 34/5, W. A. D. Ramanayake Mawatha, Colombo 2, and hereinafter referred to as "the Employer" on the one part and the Inter Company Employees Union, a trade union duly registered in Sri Lanka and having its registered office at No. 158/18, E. D. Dabare Mawatha, Colombo 5, as the party of the other part herein after referred to as "the Union".

Whereas the Union made representations to the Employer for the revision of salaries of their members employed by the Employer and the parties have, after discussions arrived at the following terms of settlement:

1. *Employees Covered and Bound.*—

- (i) This Agreement shall cover and bind the Employer, the Union and Employees of the Employer in the Staff Grades employed on permanent monthly contracts, who receive the Non-Recurring cost of Living Allowance (hereinafter referred to as NRCOLA) payment and who are members of the Union, and
- (ii) This Agreement shall also cover and bind the Employer, the Union and Employees of the Employer in the staff grades employed on permanent monthly contracts, who do not receive the NRCOLA payment and who are members of the Union.

2. **Effective Date of Operation of the Agreement.** - This Agreement shall take effect from 01st January 2007 and shall otherwise terminated by either party giving one month's written notice to the other, shall continue to remain in force provided, however, that neither party shall give such notice prior to 30th November 2009, and the Agreement shall not stand terminated prior to 31st of December, 2009.

3. **Wage Increase .-**

- (i) The Employer agrees to grant a total salary increase of Rs. 2,000/- for the 3 years to the employees of staff category who receive NRCOLA paryment (i.e. employees covered under clause 1 (i) above), which would be disbursed on the following basis.
 - (a) Rs. 1,250 for the 1st year i.e. from 01st January, 2007
 - (b) Rs. 425 for the 2nd year i.e. from 01st January, 2008
 - (c) Rs. 325 for the 3rd year i.e. from 01st January, 2009
- (ii) If during the continuance in force of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Company, the Employer shall be entitled to take credit for the increases granted.
- (iii) **Notional Arrears.** - The Employer agrees to pay notional arrears from 1st April 2006 to 31st December 2006 i.e. a period of 9 months at Rs. 1,250 per month, i.e. on the basis of the salary increase for the 1st year of this Agreement to the employees covered under clause 1 (i) above.

There would be no EPF, ETF, Overtime calculations or any other statutory payment in respcet of the notaional arrears.

4. **Wage Increase .-**

- (i) The Employer agrees to grant a salary increase for the 3 years on the following basis to the employees of staff category who do not receive NRCOLA payment (i.e. employees referred to under clause 1 (ii) above), which would be disbursed on the following basis.
 - (a) To employees with a service period less than 02 years -

Rs. 1,250 for the 1st year i.e. from 01st January, 2007
Rs. 1,125 for the 2nd year i.e. from 01st Janyary, 2008
Rs. 1,125 for the 3rd year i.e. from 01st January, 2009

The above amounts will be added to the salary scales accordingly

- (b) To employees with a service period between 02 years and 05 years -

Rs. 1,750 for the 1st year i.e. from 01st January, 2007
Rs. 1,125 for the 2nd year i.e. from 01st January, 2008
Rs. 1,125 for the 3rd year i.e. from 01st January, 2009

Only Rs. 1,250 will be added to the salary scales for the 1st year. The balance amount of Rs. 500 will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

- (c) To employees with a service period between 05 years and 10 years -

Rs. 2,500 for the 1st year i.e. from 01st January, 2007
Rs. 1,125 for the 2nd year i.e. from 01st January, 2008
Rs. 1,125 for the 3rd year i.e. from 01st January, 2009

Only Rs. 1,250 will be added to the salary scales for the 1st year. The Balance amount of Rs. 1,250 will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

- (d) To employees with a service period over 10 years -

Rs. 3,250 for the 1st year i.e. from 01st January, 2007
Rs. 1,125 for the 2nd year i.e. from 01st January, 2008
Rs. 1,125 for the 3rd year i.e. from 01st January, 2009

Only Rs. 1,250 will be added to the salary scales for the 1st year. The balance amount of Rs. 2,000 will be treated as rectification of salary anomalies.

The amounts shown for the 2nd years and 3rd year will be added to the salary scales.

The date considered for the computation of service period will be 01st January, 2007.

Two lists of both categories of employees covered by this Agreement with their names, EPF numbers and service periods are annexed to this Agreement as X1 and X2.

The Employer and the Union specifically agree that the decision to grant above salary increases especially to the employees with a service period over 10 years is taken in order to rectify the prevailing salary anomalies and should not be considered a precedent in future negotiations.

- (ii) If during the continuance in force of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Company, the Employer shall be entitled to take credit for the increases granted.

Notional Arrears:

The Employer agrees to pay notional arrears from 01st April 2006 to 31st December 2006 (i.e. for a period of 9 months) on the basis of the salary increases for the 1st year of this Agreement to the employees covered under clause 1(ii) above as follows.

- * Rs. 1,250 per month to employees with a service period less than 02 years.
- * Rs. 1,750 to employees with a service period between 02 years and 05 years.
- * Rs. 2,500 to employees with a service period between 05 years and 10 years.
- * Rs. 3,250 to employees with a service period over 10 years.

There would be no EPF, ETF, Overtime calculations or any other statutory payment in respect of the national arrears.

5. The Employer agrees to increase the current monthly attendance bonus of the relevant employees from Rs. 600 to Rs. 1,000 if 100% attendance is achieved.

6. The Employer agrees to increase the normal night shift allowance from Rs. 30 to Rs. 80 and to increase the overtime night shift allowance from Rs. 50 to Rs. 100.

7. **Disputes Settlement Procedure.** - The Union agrees to the following dispute settlement procedure:

- (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Union's Branch Committee to the Employer, and at least two weeks given for the Employer to resolve to the dispute.
- (b) If no satisfactory solution is found, the matter should be referred to the parent Union and to the Employers' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute.
- (c) If after the discussion, the matter cannot be resolved by the intervention of the EFC and the parent Union, the conciliatory proceedings under the Industrial Disputes Act should be followed.
- (d) If after conciliation has failed in the Labour Department, the Union wishes to take Trade Union action, written notice should be given of not less than 14 days to the Employer and to the EFC regarding such Trade Union.

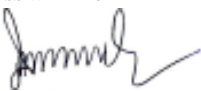
8. The Employer and the Union agree that if the dispute procedure set out above is not adhered to, check-off will be withdrawn without any notice.

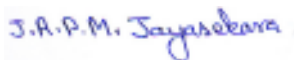
9. The employer, Union and the employees covered and bound by this Agreement hereby agree that no party shall attempt to amend, vary or alter the terms of this Agreement during its period of operation and the Union and employees agree that they shall not, either raise or demand or resort to any form of trade union action, whatsoever in relation to any matter covered and bound by this Agreement.


10. The Union and Employees agree that they would at all times give their fullest cooperation and support to achieve the required production targets and the employees agree to perform work assigned to them within the purview of their duties at any location in the factory.

11. The Union and employees agree that they would not demand and that there would be no increases whatsoever of a monetary nature during the pendency of this Agreement.

IN WITNESS WHERE OF THE PARTIES HAVE SET THEIR HANDS AT COLOMBO, ON THIS 25TH DAY OF APRIL 2007.


For and on behalf of
Lanka Tiles Limited


J. A. P. M. JAYASEKARA
Managing Director


For and on behalf of
Inter Company Employees Union

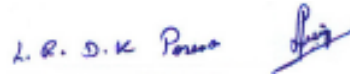

P. HETTIARACHCHI
A/s

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I කොටස: (I) පෙදිය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය - 2007.07.26

PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 26.07.2007

WITNESS:

T. K. P. GOVINNA
AGM (FAA)L. R. D. K. PERERA
A/sLTL STAFF**LTL Staff who receive NRCOLA payment****Annexure - X1**

	EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
1	0549	R.K.Mapalagama	10/06/1985	1,250.00	425.00	325.00
2	0612	S.K.S.Nanda Kumara	26/08/1985	1,250.00	425.00	325.00
3	0233	S.Siriwardena	4/09/1985	1,250.00	425.00	325.00
4	0035	W.Nihal	1/01/1986	1,250.00	425.00	325.00
5	0064	R.A.Pushpasiri	1/03/1986	1,250.00	425.00	325.00
6	1147	B.G.E.G.Kularathne	20/08/1986	1,250.00	425.00	325.00
7	1405	C.N.P.Gamage	17/06/1987	1,250.00	425.00	325.00
8	1534	M.G.C.Kariyawasam	15/02/1988	1,250.00	425.00	325.00
9	1017	B.L.Samaraweera	1/02/1989	1,250.00	425.00	325.00
10	0678	D.R.L.Dassanayaka	1/05/1989	1,250.00	425.00	325.00
11	1354	P.Ranjith Galagedara	10/11/1989	1,250.00	425.00	325.00
12	1047	G.D.G.Wijethunga	15/11/1989	1,250.00	425.00	325.00
13	1669	N.P.Karunarathna	13/12/1994	1,250.00	425.00	325.00
14	1674	T.J.Pushpa Kumara	15/12/1994	1,250.00	425.00	325.00
15	1673	J.M.D.Mendis	2/01/1995	1,250.00	425.00	325.00
16	1682	Nilanka Hanwella	15/02/1995	1,250.00	425.00	325.00
17	1691	L.R.D.K.Perera	15/03/1995	1,250.00	425.00	325.00
18	1708	P.W.R.Sarath Kumara	10/05/1995	1,250.00	425.00	325.00
19	1733	M.A.S.K.Munasinghe	20/02/1996	1,250.00	425.00	325.00
20	1768	A.W.S.Athukorala	1/09/1996	1,250.00	425.00	325.00
21	1770	K.S.Ratnakumara	12/09/1996	1,250.00	425.00	325.00
22	0348	H.M.Tissa	1/06/1998	1,250.00	425.00	325.00
23	0999	D.B.Indradasa	1/06/1998	1,250.00	425.00	325.00
24	1842	P.D.L.Gunawardena	1/07/1998	1,250.00	425.00	325.00
25	1541	A.D.Ekanayaka	1/01/2000	1,250.00	425.00	325.00
26	1341	L.W.Mabula	1/04/2005	1,250.00	425.00	325.00
27	1484	J.L.Athukorala	1/04/2005	1,250.00	425.00	325.00

Head Office

1	1820	B.Ajantha	25/02/1998	1,250.00	425.00	325.00
2	1857	H.N.Munamalpe	14/12/1998	1,250.00	425.00	325.00

LTL Staff who do not receive NRCOLA payment

Annexure – X2

Below 10 Over 5 years

EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
			2007	2008	2009
1 1818	S. S. T. Withanage	23/02/1998	2,500.00	1,125.00	1,125.00
2 1819	H. T. U. Jayarathna	25/02/1998	2,500.00	1,125.00	1,125.00
3 1874	L. G.U. Withanasiri	1/03/2000	2,500.00	1,125.00	1,125.00
4 1877	P. A. Janake Premasiri	1/08/2000	2,500.00	1,125.00	1,125.00
5 C-82	N. L. D. Thilakarathne	10/08/1998			
6 C-126	P. C. D. Bandara	02/07/1999			

Over 10 Years

1 0019	A. A. R. Attanayaka	1/03/1995	3,250.00	1,125.00	1,125.00
2 0063	M. P. K. Mambula	1/03/1995	3,250.00	1,125.00	1,125.00

08 – 333

My No.: CI/1771.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Ceradec (Pvt) Ltd., No. 34/5, W. A. D. Ramanayake Mawatha, Colombo 02 of the one part and Inter Company Employees Union, No. 158/18, E. D. Dabare Mawatha, Colombo 05, of the other part on 25th April, 2007, is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, Legislative Enactments of Ceylon (Revised Edition 1956).

D. SOMAWEERA EDIRISINGHE,
Commissioner - General of Labour.

Department of Labour,
Labour Secretariat,
Colombo. 05,
12th July, 2007.

Collective Agreement No. 16 of 2007

COLLECTIVE AGREEMENT

This “Collective Agreement” entered into between Cerdadec (Pvt) Limited, a company duly registered and having it’s registered office at No. 34/5, W. A. D. Ramanayake Mawatha, Colombo 2, and hereinafter referred to as “the Employer” on the one part and the Inter company employees Union, a trade union duly registered in Sri Lanka and having it’s registered office at No. 158/18, E. D. Dabare Mawatha, Colombo 5 , as the party of the other part hereinafter referred to as “the Union”.

Whereas the Union made representations to the Employer for a revision of salaries of their members employed by the Employer, and the parties have, after discussions arrived at the following terms of settlement:

1. **Employees Covered and Bound.** – This Agreement shall cover and bind the Employer, the Union and Employees of the Employer in the manual grades employed on permanent monthly contracts and who are members of the Union.

2. **Effective Date of Operation of the Agreement.** – This Agreement shall take effect from 01st January 2007 and shall otherwise terminated by either party giving one month’s written notice to the other, shall continue to remain in force provided, however, that neither party shall give such notice prior to 30th November 2009, and the Agreement shall not stand terminated prior to 31st of Decemeber 2009.

3. Wage Increase.-

(i) The Employer agrees to grant a salary increase for the 3 years on the following basis.

- | | |
|-------------------------------------------------------------|-----------------------------------------------------------|
| (a) To employees with a service period less than 02 years – | Rs. 1,000/- for the 1st year i. e. from 01st January 2007 |
| | Rs. 1,000/- for the 2nd year i. e. from 01st January 2008 |
| | Rs. 1,000/- for the 3rd year i. e. from 01st January 2009 |

The above amounts will be added to the salary scales accordingly

- | | |
|------------------------------------------------------------------------|-----------------------------------------------------------|
| (b) To employees with a service period between 02 years and 05 years – | Rs. 1,500/- for the 1st year i. e. from 01st January 2007 |
| | Rs. 1,000/- for the 2nd year i. e. from 01st January 2008 |
| | Rs. 1,000/- for the 3rd year i. e. from 01st January 2009 |

Only Rs. 1,000/- will be added to the salary scales for the 1st year. The balance amount of Rs. 500/- will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

- | | |
|------------------------------------------------------------------------|-----------------------------------------------------------|
| (c) To employees with a service period between 05 years and 10 years – | Rs. 2,250/- for the 1st year i. e. from 01st January 2007 |
| | Rs. 1,000/- for the 2nd year i. e. from 01st January 2008 |
| | Rs. 1,000/- for the 3rd year i. e. from 01st January 2009 |

Only Rs. 1,000/- will be added to the salary scales for the 1st year. The balance amount of Rs. 1,250/- will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

- | | |
|--------------------------------------------------------|-----------------------------------------------------------|
| (d) To employees with a service period over 10 years – | Rs. 3,000/- for the 1st year i. e. from 01st January 2007 |
| | Rs. 1,000/- for the 2nd year i. e. from 01st January 2008 |
| | Rs. 1,000/- for the 3rd year i. e. from 01st January 2009 |

Only Rs. 1,000/- will be added to the salary scales for the 1st year. The balance amount of Rs. 2,000/- will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

The date considered for the computation of service period will be 01st January 2007.

A list of employees covered by this Agreement with their names, EPF numbers and service periods is annexed to this Agreement as X1.

The Employer and the Union specifically agree that the decision to grant above salary increases especially to the employees with a service period over 10 years is taken in order to rectify the prevailing salary anomalies and should not be considered a precedent in future negotiations.

- (ii) If during the continuance in force of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Company, the Employer shall be entitled to take credit for the increases granted.

4. The Employer agrees to increase the current monthly attendance bonus of the relevant employees from Rs. 600/- to Rs. 1,000/- if 100% attendance is achieved.

5. The Employer agrees to increase the current monthly attendance bonus of the factory drivers from Rs. 360/- to Rs. 500/-.

6. The Employer agrees to increase the current monthly attendance bonus of the factory peons from Rs. 180/- to Rs. 250/-.

7. The Employer agrees to increase the normal night shift allowance from Rs. 30/- to Rs. 80/- and to increase the overtime night shift allowance from Rs. 50/- to Rs. 100/-.

8. Disputes Settlement Procedure.- The Union agrees to the following dispute settlement procedure:-

- (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Union's Branch Committee to the Employer and at least two weeks given for the Employer to resolve the dispute.

- (b) If no satisfactory solution is found, the matter should be referred to the parent Union and to the Employers' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute.
- (c) If after the discussion, the matter cannot be resolved by the intervention of the EFC and the parent Union, the conciliatory proceedings under the Industrial Disputes Act should be followed.
- (d) If after conciliation has failed in the Labour Department, the Union wishes to take Trade Union action, written notice should be given of not less than 14 days to the Employer and to the EFC regarding such Trade Union action.

9. The Employer and the Union agree that if the dispute procedure set out above is not adhered to, check-off will be withdrawn without any notice.

10. The Employer, Union and the employees covered and bound by this Agreement hereby agree that no party shall attempt to amend, vary or alter the terms of this Agreement during its period of operation and the Union and employees agree that they shall not, either raise or demand or resort to any form of trade union action, whatsoever in relation to any matter covered and bound by this Agreement.

11. The Union and Employees agree that they would at all times give their fullest co-operation and support to achieve the required production targets and the employees agree to perform work assigned to them within the purview of their duties at any location in the factory.

12. The Union and employees agree that they would not demand and that there would be no increases whatsoever of a monetary nature during the pendency of this Agreement.

IN WITNESS WHEREOF THE PARTIES HAVE SET THEIR HANDS AT COLOMBO, ON THIS 25TH DAY OF APRIL, 2007.



For and on behalf of
Ceradec (Pvt) Limited

J.A.P.M. Jayasekara

J. A. P. M. JAYASEKARA
Managing Director



For and on behalf of
Inter Company Employees Union

P. Hettiarachchi

P. HETTIARACHCHI
A/s

WITNESS:



T. K. P. GOVINNA
AGM (FAA)



R. D. R. R. KUMARASINGHE
Secretary

Annexure – XI

CPL Manual Workers who do not receive NRCOLA Payment

Over 10 years

	EPF No.	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
1	0002	M. G. Premachandra	14/07/1994	3,000.00	1,000.00	1,000.00
2	0001	H. M. P. B. Jayasena	15/07/1994	3,000.00	1,000.00	1,000.00
3	0041	S. M. L. Samarakoon	20.07.1994	3,000.00	1,000.00	1,000.00
4	0008	W. O. O. Wijsekara	01/01/1995	3,000.00	1,000.00	1,000.00
5	0036	K. A. L. K. Karunadasa	01/03/1995	3,000.00	1,000.00	1,000.00
6	0011	H. A. Ruwan Renukantha	01/03/1995	3,000.00	1,000.00	1,000.00
7	0016	M. Suraj Kumarasiri	01/03/1995	3,000.00	1,000.00	1,000.00
8	0021	I. A. Chaminda Niroshan	01/03/1995	3,000.00	1,000.00	1,000.00
9	0028	M. Sampath Welikala	01/03/1995	3,000.00	1,000.00	1,000.00
10	0026	R. D. R. R. Kumarasinghe	01/03/1995	3,000.00	1,000.00	1,000.00

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I කොටස: (I) පෙදිය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය - 2007.07.26

PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 26.07.2007

<i>EPF No.</i>		<i>Name</i>	<i>Date of</i>	<i>Salary Increases (Rs.)</i>		
			<i>Appointment</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>
11	0023	C. Kumara Tuduhena	01/03/1995	3,000.00	1,000.00	1,000.00
12	0034	K. S. Arunashantha	01/03/1995	3,000.00	1,000.00	1,000.00
13	0045	B. A. Janaka Wijesekara	28/03/1995	3,000.00	1,000.00	1,000.00
14	0052	K. P. Rasika Chandanarathna	18/09/1995	3,000.00	1,000.00	1,000.00
15	0059	W. A. S. Priyantha Kumara	01/04/1996	3,000.00	1,000.00	1,000.00
16	0054	G. D. Sunil Shantha	01/04/1996	3,000.00	1,000.00	1,000.00
17	0064	T. Nandasena	01/04/1996	3,000.00	1,000.00	1,000.00
18	0058	G. A. G. K. Perera	01/04/1996	3,000.00	1,000.00	1,000.00
19	0065	D. T. Premalal Perera	01/04/1996	3,000.00	1,000.00	1,000.00
20	0066	T. D. K. Thalakatunna	01/06/1996	3,000.00	1,000.00	1,000.00
21	0067	B. C. Priyantha Perera	01/07/1996	3,000.00	1,000.00	1,000.00
22	0068	R. A. D. Mahindapala	01/07/1996	3,000.00	1,000.00	1,000.00
23	0072	R. H. S. P. Rajasinghe	01/07/1996	3,000.00	1,000.00	1,000.00
24	0070	T. S. K. Chandrasiri	01/07/1996	3,000.00	1,000.00	1,000.00
25	0071	C. S. Chandrathilaka	01/07/1996	3,000.00	1,000.00	1,000.00
26	0074	R. A. C. U. Rupasinghe	01/08/1996	3,000.00	1,000.00	1,000.00

CPL Manual Workers who do not receive NRCOLA Payment

Below 10 years, Over 5 years -

	EPF No.	Name	Date of Appointment	Salary Increases (Rs.)			
				2007	2008	2009	
	1	0076	T. Sugath Jayaweera	01/08/1997	2,250.00	1,000.00	1,000.00
	2	0077	K. D. A. Rajakaruna	01/01/1998	2,250.00	1,000.00	1,000.00
	3	0084	D. S. C. Jayasinghe	01/09/1998	2,250.00	1,000.00	1,000.00
	4	0087	M. D. R. Kaumara Mabulage	01/09/1998	2,250.00	1,000.00	1,000.00
	5	0088	R. A. Samantha Kumara	01/09/1998	2,250.00	1,000.00	1,000.00
	6	0086	B. S. Pushpakumara	01/09/1998	2,250.00	1,000.00	1,000.00
	7	0093	W. Saman Priyantha	01/10/1998	2,250.00	1,000.00	1,000.00
	8	0096	W. A. I. K. Wickramasinghe	01/10/1998	2,250.00	1,000.00	1,000.00
	9	0095	R. D. C. J. Rathugama	01/10/1998	2,250.00	1,000.00	1,000.00
	10	0109	P. M. C. D. Puswella	15/01/1999	2,250.00	1,000.00	1,000.00
	11	0106	H. P. Janaka Prabhath	01/02/1999	2,250.00	1,000.00	1,000.00
	12	0101	H. Indika Pushpakumara	01/02/1999	2,250.00	1,000.00	1,000.00
	13	0100	N. W. D. Rohitha Sampath	01/02/1999	2,250.00	1,000.00	1,000.00
	14	0112	G. S. Luxman Kumara	01/06/1999	2,250.00	1,000.00	1,000.00
	15	0114	K. R. Prasad Kaluthanthri	01/06/1999	2,250.00	1,000.00	1,000.00
	16	0118	R. A. C. Sampath Ranasinghe	01/06/1999	2,250.00	1,000.00	1,000.00
	17	0117	V. Siriranjana Withana	01/06/1999	2,250.00	1,000.00	1,000.00
	18	0110	H. P. Tenison Pushpakumara	01/06/1999	2,250.00	1,000.00	1,000.00
	19	0119	P. D. Rohan Dhanapala	01/06/1999	2,250.00	1,000.00	1,000.00
	20	0111	K. Deshappriya Withana	01/06/1999	2,250.00	1,000.00	1,000.00
	21	0115	A. P. Wasantha	01/06/1999	2,250.00	1,000.00	1,000.00
	22	0120	P. G. Jayasiri	15/06/1999	2,250.00	1,000.00	1,000.00
	23	0124	P. K. Nimal	01/07/1999	2,250.00	1,000.00	1,000.00
	24	0127	H. Lasantha Withana	16/07/1999	2,250.00	1,000.00	1,000.00

My No.: CI/1769.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Lanka Tiles Limited, No. 34/5, W. A. D. Ramanayake Mawatha, Colombo 02, of the one part and Inter Company Employees' Union, No. 158/18, E. D. Dabare Mawatha, Colombo 05 of the other part on 25th April, 2007, is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131 Legislative Enactments of Ceylon (Revised Edition 1956).

D. SOMAWEERA EDIRISINGHE,
Commissioner-General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
12th July, 2007.

Collective Agreement No. 17 of 2007

COLLECTIVE AGREEMENT

This "Collective Agreement" entered into between Lanka Tiles Limited, a company duly registered and having its registered office at No. 34/5, W. A. D. Ramanayake Mawatha, Colombo 2, and hereinafter referred to as "the Employer" on the one part and the Inter Company Employees' Union, a trade union duly registered in Sri Lanka, and having its registered office at No. 158/18, E. D. Dabare Mawatha, Colombo 5, as the party of the other part hereinafter referred to as "the Union".

Whereas the Union made representations to the Employer for the revision of salaries of their members employed by the Employer and the parties have, after discussions arrived at the following terms of settlement –

1. *Employees Covered and Bound.*–

- (i) This Agreement shall cover and bind the Employer, the Union and Employees of the Employer in the manual grades employed on permanent monthly contracts, who receive the Non-Recurring Cost of Living Allowance (hereinafter referred to as NRCOLA) payment and who are members of the Union, and
- (ii) This Agreement shall also cover and bind the Employer, the Union and Employees of the Employer in the manual grades employed on permanent monthly contracts, who do not receive the NRCOLA payment and who are members of the Union.

2. *Effective Date of Operation of the Agreement.*– This Agreement shall take effect from 01st January, 2007, and shall otherwise terminated by either party giving one month's written notice to the other, shall continue to remain in force provided, however, that neither party shall give such notice prior to 30th November, 2009, and the Agreement shall not stand terminated prior to 31st of December, 2009.

3. *Wage Increase.*–

- (i) The Employer agrees to grant a total salary increase of Rs. 1,500 for the 3 years to the manual workers who receive NRCOLA payment (i.e., employees covered under clause 1 (i) above), which would be disbursed on the following basis.
 - (a) Rs. 1,000 for the 1st year – i.e. from 01 st January, 2007.
 - (b) Rs. 300 for the 2nd year – i.e. from 01 st January, 2008.
 - (c) Rs. 200 for the 3rd year – i.e. from 01 st January, 2009.
- (ii) If during the continuance in force of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Company, the Employer shall be entitled to take credit for the increases granted.
- (iii) NATIONAL ARREARS.– The Employer agrees to pay notional arrears From 01st April 2006 to 31st December 2006 i.e. a period of 9 months at Rs. 1,000 per month, i.e. on the basis of the salary increase for the 1st year of this Agreement to the employees covered under clause 1 (i) above.

There would be no EPF, ETF, Overtime calculations or any other statutory payment in respect of the notional arrears.

4. Wage Increase.-

- (i) The Employer agrees to grant a salary increase for the 3 years on the following basis to the manual workers who do not receive the NRCOLA payment (*i.e.*, employees covered under Clause 1 (ii) above), which would be disbursed on the following basis.-

- (a) To employees with a service period less than 02 years - Rs. 1,000 for the 1st year - *i.e.* from 01st January, 2007.
Rs. 1,000 for the 2nd year - *i.e.* from 01st January, 2008.
Rs. 1,000 for the 3rd year - *i.e.* from 01st January, 2009.

The above amounts will be added to the salary scales accordingly.

- (b) To employees with a service period between 02 years and 05 years- Rs. 1,500 for the 1st year - *i.e.* from 01st January, 2007.
Rs. 1,000 for the 2nd year - *i.e.* from 01st January, 2008.
Rs. 1,000 for the 3rd year - *i.e.* from 01st January, 2009.

Only Rs. 1,000 will be added to the salary scales for the 1st year. The balance amount of Rs. 500 will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

- (c) To employees with a service period between 05 years and 10 years- Rs. 2,250 for the 1st year - *i.e.* from 01st January, 2007.
Rs. 1,000 for the 2nd year - *i.e.* from 01st January, 2008.
Rs. 1,000 for the 3rd year - *i.e.* from 01st January, 2009.

Only Rs. 1,000 will be added to the salary scales for the 1st year. The balance amount of Rs. 1,250 will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

- (d) To employees with a service period over 10 years - Rs. 3,000 to the 1st year - *i.e.* from 01st January, 2007.
Rs. 1,000 for the 2nd year - *i.e.* from 01st January, 2008.
Rs. 1,000 for the 3rd year - *i.e.* from 01st January, 2009.

Only Rs. 1,000 will be added to the salary scales for the 1st year. The balance amount of Rs. 2,000 will be treated as rectification of salary anomalies.

The amounts shown for the 2nd year and 3rd year will be added to the salary scales.

The date considered for the computation of service period will be 01st January 2007.

Two lists of both categories of employees covered by this Agreement with their names EPF numbers and service periods are annexed to this Agreement as XI and X2.

The Employer and the Union specifically agree that the decision to grant above salary increases especially to the employees with a service period over 10 years is taken in order to rectify the prevailing salary anomalies and should not be considered a precedent in future negotiations.

- (ii) If during the continuance in force of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Company the Employer shall be entitled to take credit for the increases granted.
- (iii) NOTIONAL ARREARS.- The Employer agrees to pay notional arrears from 01st April 2006 to 31st December 2006 (*i.e.* for a period of 9 months on the basis of the salary increase for the 1st year of this Agreement to the employees covered under Clause 1 (ii) above as follows.

- * Rs.1,000 per month to employees with a service period less than 02 years.
- * Rs. 1,500 to employees with a service period between 02 years and 05 years.
- * Rs. 2,250 to employees with a service period between 05 years and 10 years.
- * Rs. 3,000 to employees with a service period over 10 years.

There would be no EPF, ETF, Overtime calculations or any other statutory payments in respect of the notional arrears.

5. The Employer agrees to increase the current monthly attendance bonus of the relevant employees from Rs. 600 to Rs. 1,000 if 100% attendance is achieved.

6. The Employer agrees to increase the current monthly attendance bonus of the factory drivers from Rs. 360 to Rs. 500.
7. The Employer agrees to increase the current monthly attendance bonus of the factory peons from Rs. 180 to Rs. 250.
8. The Employer agrees to increase the normal night shift allowance from Rs. 30/- to Rs. 80/- and to increase the overtime night shift allowance from Rs. 50 to Rs. 100.
9. **Disputes Settlement Procedure .–** The Union agrees to the following dispute settlement procedure.–
 - (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Union's Branch Committee to the Employer and at least two weeks given for the Employer to resolve the dispute.
 - (b) If no satisfactory solution is found, the matter should be referred to the parent Union and to the Employers Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute.
 - (c) If after the discussion, the matter cannot be resolved by the intervention of the EFC and the parent Union, the conciliatory proceedings under the industrial Disputes Act should be followed.
 - (d) If after conciliation has failed in the Labour Department, the Union wishes to take Trade Union action, written notice should be given of not less than 14 days to the Employer and to the EFC regarding such Trade Union action.
10. The Employer and the Union agree that if the dispute procedure set out above is not adhered to, check-off will be withdrawn without any notice.
11. The Employer, Union and the employees covered and bound by this Agreement hereby agree that no party shall attempt to amend, vary or alter the terms of this Agreement during its period of operation and the Union and employees agree that they shall not, either raise or demand or resort to any form of trade union action, whatsoever in relation to any matter covered and bound by this Agreement.
12. The Union and Employees agree that they would at all times give their fullest co-operation and support to achieve the required production targets and the employees agree to perform work assigned to them within the purview of their duties at any location in the factory.
13. The Union and employees agree that they would not demand and that there would be no increases whatsoever of a monetary nature during the pendency of this Agreement.

IN WITNESS WHEREOF THE PARTIES HAVE SET THEIR HANDS AT COLOMBO, ON THIS 25TH DAY OF APRIL, 2007.



For and On behalf
LANKA TILES LIMITED

J.A.P.M. Jayasekara

J. A. D. M. JAYASEKARA
Managing Director



For and On behalf of
INTER COMPANY EMPLOYEES' UNION

P. Hettiarachchi

P. HETTIARACHCHI
A/S

WITNESS :



T. K. P. GOVINNA
A.G.M. (F.& 4)



D. M. D. BANDARA
Secretary.

LTL MANUAL**LTL Manual Workers who receive NRCOLA payment****Annexure - X1**

	EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
1	0012	M.D. Sunil Gunathilaka.	1/04/1986	1,000.00	300.00	200.00
2	0006	Sunil Kothalawala	1/01/1986	1,000.00	300.00	200.00
3	0003	Mabulage Wijesiri	1/01/1986	1,000.00	300.00	200.00
4	0013	M.G.Jayarathna Gamini	1/09/1988	1,000.00	300.00	200.00
5	0024	W.R.B.Samarakoon	1/03/1986	1,000.00	300.00	200.00
6	0059	K.D.S.Dharmasiri	1/04/1986	1,000.00	300.00	200.00
7	0060	Kudage Sunil	1/01/1986	1,000.00	300.00	200.00
8	0074	M.H.Senewiratne	1/04/1986	1,000.00	300.00	200.00
9	0081	M.L.D.Fonseka	1/01/1986	1,000.00	300.00	200.00
10	0082	Mahinda Mabula	1/04/1986	1,000.00	300.00	200.00
11	0086	U.L.Ivan Perera	1/01/1986	1,000.00	300.00	200.00
12	0089	T.Ranjith Premalal	1/03/1986	1,000.00	300.00	200.00
13	0097	B.Ariyadasa	1/01/1986	1,000.00	300.00	200.00
14	0099	S.H.Shanthi Padmalal	1/01/1986	1,000.00	300.00	200.00
15	0107	T.G.S.Premachandra	1/01/1986	1,000.00	300.00	200.00
16	0120	D.G.Premathilaka	1/04/1986	1,000.00	300.00	200.00
17	0122	H.P.Premachandra	1/01/1986	1,000.00	300.00	200.00
18	0127	Halpage Sunil	1/09/1986	1,000.00	300.00	200.00
19	0131	W.A.Ananda	1/01/1986	1,000.00	300.00	200.00
20	0140	O.Sarath Senadeera	1/01/1986	1,000.00	300.00	200.00
21	0166	M.A.Wijerathne	1/01/1986	1,000.00	300.00	200.00
22	0207	M.G.Karunaratne	1/04/1986	1,000.00	300.00	200.00
23	0211	Withanage Lal	5/03/1987	1,000.00	300.00	200.00
24	0214	T.Nevil Wasantha	1/03/1986	1,000.00	300.00	200.00
25	0216	B.G.J..Russel Nanayakkara	1/03/1986	1,000.00	300.00	200.00
26	0221	H.M.Gunaratne	1/04/1986	1,000.00	300.00	200.00
27	0229	B.A.Sumanadasa	1/01/1986	1,000.00	300.00	200.00
28	0230	B.Ratnayake	1/01/1986	1,000.00	300.00	200.00
29	0231	R.M.U.Dissanayaka	1/01/1986	1,000.00	300.00	200.00
30	0251	U.D.Chandradasa	1/01/1986	1,000.00	300.00	200.00
31	0259	Jayarathne Tuduhelage	1/01/1986	1,000.00	300.00	200.00
32	0287	H.M.D.S.J.Edward	1/03/1986	1,000.00	300.00	200.00
33	0310	G.D.N.Karunathilake	1/04/1986	1,000.00	300.00	200.00
34	0335	G.Nimal Karunaratne	1/01/1986	1,000.00	300.00	200.00
35	0365	K.A.Sisil	1/03/1986	1,000.00	300.00	200.00
36	0375	M.G.Ajith Kumara	5/03/1987	1,000.00	300.00	200.00
37	0381	J.P.Chandrasena	1/04/1986	1,000.00	300.00	200.00
38	0409	K.P.Nimal Karunaratne	1/04/1986	1,000.00	300.00	200.00
39	0419	W.P.Harry Jayakodi	1/03/1986	1,000.00	300.00	200.00
40	0427	K.Wickramasinghe	1/03/1986	1,000.00	300.00	200.00
41	0446	P.A.Thilakaratne	1/01/1986	1,000.00	300.00	200.00
42	0450	S.A.Sarath Gamini	1/01/1986	1,000.00	300.00	200.00
43	0487	H.Premadasa	5/03/1987	1,000.00	300.00	200.00
44	0514	A.D.Balasooriya	1/01/1986	1,000.00	300.00	200.00
45	0520	K.R.Piyatissa	1/03/1986	1,000.00	300.00	200.00

LTL MANUAL

Annexure - X1

	EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
46	0529	D.D.Nandapema	1/01/1986	1,000.00	300.00	200.00
47	0551	A.M.S.M.W.Bandara	1/01/1986	1,000.00	300.00	200.00
48	0649	D.D.Pathmasena Pinthu	1/08/1986	1,000.00	300.00	200.00
49	0660	G.Ranasinghe	1/01/1986	1,000.00	300.00	200.00
50	0679	M.Nihal Laxshman	1/01/1986	1,000.00	300.00	200.00
51	0729	B.A.Ranjith	1/11/1988	1,000.00	300.00	200.00
52	0731	A.A.Premasiri	1/01/1986	1,000.00	300.00	200.00
53	0739	K.G.Kumarathunga	1/01/1986	1,000.00	300.00	200.00
54	0743	R.Janaka Weerasiri	1/04/1986	1,000.00	300.00	200.00
55	0800	H.Nihal Pranandu	1/01/1986	1,000.00	300.00	200.00
56	0802	J.P.Alvis Jayasinghe	1/01/1986	1,000.00	300.00	200.00
57	0882	O.A.Ranjith Kumara	1/04/1986	1,000.00	300.00	200.00
58	0889	D.M.Dasanayaka Bandara	1/01/1986	1,000.00	300.00	200.00
59	0893	A. Karunarathna	1/04/1986	1,000.00	300.00	200.00
60	0901	U.D.Amarasiri	1/04/1986	1,000.00	300.00	200.00
61	0908	P.Gunasinghe	1/04/1986	1,000.00	300.00	200.00
62	0917	H.Nimal Piyasinghe	1/04/1986	1,000.00	300.00	200.00
63	0927	A.A.Gamini Gunathunga	1/04/1986	1,000.00	300.00	200.00
64	0936	K.H.G.Jayaweera	1/04/1986	1,000.00	300.00	200.00
65	0942	P.W.Wering Priyarthna	1/04/1986	1,000.00	300.00	200.00
66	0972	W.Nelson Kulathunga	1/01/1986	1,000.00	300.00	200.00
67	1018	M.B.Sunil	1/03/1986	1,000.00	300.00	200.00
68	1031	P. Thilakasiri	1/03/1986	1,000.00	300.00	200.00
69	1035	T.A.Premalal	1/04/1986	1,000.00	300.00	200.00
70	1084	I.A.S.Weerasinghe	1/09/1988	1,000.00	300.00	200.00
71	1087	L.A.P.Gunawardena	5/03/1987	1,000.00	300.00	200.00
72	1104	W.Chandrasena	5/03/1987	1,000.00	300.00	200.00
73	1125	U.P.Gunarathne	1/09/1988	1,000.00	300.00	200.00
74	1126	K.G.A.Jayatissa	5/03/1987	1,000.00	300.00	200.00
75	1139	H.M.S. Hemantha Kumara	5/03/1987	1,000.00	300.00	200.00
76	1157	B.P.C.Thilakarathna	1/10/1986	1,000.00	300.00	200.00
77	1162	G.A.Jayarathna Perera	5/03/1987	1,000.00	300.00	200.00
78	1171	S.A.Jayarathne	5/03/1987	1,000.00	300.00	200.00
79	1174	I.Kumara Pathmasiri	5/03/1987	1,000.00	300.00	200.00
80	1176	K.Neel Perera	5/03/1987	1,000.00	300.00	200.00
81	1185	P.G.Gunathilaka	5/03/1987	1,000.00	300.00	200.00
82	1188	G.Abeywickrama	5/03/1987	1,000.00	300.00	200.00
83	1199	E.A.Anil Edirisinghe	1/09/1988	1,000.00	300.00	200.00
84	1208	U.A.K.Liyanage	1/09/1988	1,000.00	300.00	200.00
85	1210	G.W.Sunil Kumara	5/03/1987	1,000.00	300.00	200.00
86	1220	M.K.Upul Jayalath	5/03/1987	1,000.00	300.00	200.00
87	1227	M.A.Nawaratne	5/03/1987	1,000.00	300.00	200.00
88	1243	D.V.A.Wickramasinghe	5/03/1987	1,000.00	300.00	200.00
89	1313	P.W.Chandrasekara	5/03/1987	1,000.00	300.00	200.00
90	1327	K.Wasantha Kumara	1/09/1988	1,000.00	300.00	200.00
91	1328	S.D.Chandrapala	1/09/1988	1,000.00	300.00	200.00

LTL MANUAL**Annexure - X1**

	EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
92	1329	B.Nandakumara	1/06/1989	1,000.00	300.00	200.00
93	1332	O.Lalith Kithsiri	1/09/1988	1,000.00	300.00	200.00
94	1333	B.N.Thilak Kumara	1/09/1988	1,000.00	300.00	200.00
95	1335	S.N.P.Chandrasena	1/09/1988	1,000.00	300.00	200.00
96	1344	L.A.Hemachandra	1/09/1987	1,000.00	300.00	200.00
97	1349	P.A.Gunadasa	1/09/1988	1,000.00	300.00	200.00
98	1356	P.G.Lalith Kumara	1/09/1988	1,000.00	300.00	200.00
99	1398	R.A.Sooriyarachchi	1/09/1988	1,000.00	300.00	200.00
100	1424	W.L.T.Jayarathne	1/01/1989	1,000.00	300.00	200.00
101	1428	B.M.W.G.Dingiribanda	1/01/1989	1,000.00	300.00	200.00
102	1431	Gamage Stenly	1/07/1989	1,000.00	300.00	200.00
103	1444	T.D.Osman Jayantha	1/02/1989	1,000.00	300.00	200.00
104	1460	H.A.Sunil Shantha	1/07/1986	1,000.00	300.00	200.00
105	1462	K.B.Wejesiri	1/02/1989	1,000.00	300.00	200.00
106	1476	A.P.Karunartne	1/02/1989	1,000.00	300.00	200.00
107	1499	R.V.A.K.Rajapaksha	1/03/1989	1,000.00	300.00	200.00
108	1502	K.S.Kumara Siriwardena	1/06/1989	1,000.00	300.00	200.00
109	1505	H.Nihal	1/09/1988	1,000.00	300.00	200.00
110	1508	I.P.S.Nimalaratne	2/08/1989	1,000.00	300.00	200.00
111	1515	T.D.Senath Dishantha	1/03/1989	1,000.00	300.00	200.00
112	1517	M.D.Upali Madurage	1/07/1989	1,000.00	300.00	200.00
113	1581	R.R.J.L.Jayakodi	8/10/1988	1,000.00	300.00	200.00
114	1595	I.M.M.Udaya Kithsiri	9/06/1990	1,000.00	300.00	200.00
115	1601	J.P.Saman Jayasinghe	12/12/1990	1,000.00	300.00	200.00
116	1602	K.Premadasa	4/07/1990	1,000.00	300.00	200.00
117	1685	K.B.Weeraratne	1/03/1995	1,000.00	300.00	200.00
118	1687	M.A.A.Idunil Perera	1/03/1995	1,000.00	300.00	200.00
119	1702	H.Sumith Kumara	7/03/1995	1,000.00	300.00	200.00
120	1714	H.A.D.Priyantha	10/07/1995	1,000.00	300.00	200.00
121	1715	T.A.Henry Peiris	10/07/1995	1,000.00	300.00	200.00
122	1719	S.S.Darshana Atapattu	15/07/1995	1,000.00	300.00	200.00
123	1742	D.Dayananda Silva	1/06/1996	1,000.00	300.00	200.00
124	1743	W.P.S.Wijewardena	1/06/1996	1,000.00	300.00	200.00
125	1752	K.M.S.Nandakumara	1/07/1996	1,000.00	300.00	200.00
126	1755	W.Kamal Priyantha	1/07/1996	1,000.00	300.00	200.00
127	1756	A.Nishantha Rupasinghe	1/07/1996	1,000.00	300.00	200.00
128	1757	D.A.N.Karunathilake	1/07/1996	1,000.00	300.00	200.00
129	1759	M.Jayarathna	1/07/1996	1,000.00	300.00	200.00
130	1809	W.W.Vipul Weerakoon	1/11/1997	1,000.00	300.00	200.00
131	1811	S.H.N.Senadheera	1/01/1998	1,000.00	300.00	200.00
132	1839	W.A.D.A.K.Kulathunge	1/06/1998	1,000.00	300.00	200.00
133	1840	P.A.Rathnasiri	1/06/1998	1,000.00	300.00	200.00
134	1841	W.C.Habarakada	1/06/1998	1,000.00	300.00	200.00

LTL MANUAL

LTL Manual Workers who do not receive NRCOLA payment

Annexure - X2

Below 10 Over 5 years

	EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
1	1794	L.Saman Rathnasiri	1/09/1997	2,250.00	1,000.00	1,000.00
2	1795	C.H. Wettasinghe	1/09/1997	2,250.00	1,000.00	1,000.00
3	1791	S.L.D.N.Pushpakumara	1/09/1997	2,250.00	1,000.00	1,000.00
4	1793	W.A.L.Arunakumara	1/09/1997	2,250.00	1,000.00	1,000.00
5	1788	S.N.Ajith Kumara	1/09/1997	2,250.00	1,000.00	1,000.00
6	1789	U.Pradeep Tharanga	1/09/1997	2,250.00	1,000.00	1,000.00
7	1796	A.Kumara Attanayaka	3/09/1997	2,250.00	1,000.00	1,000.00
8	1821	W.Sisira Shantha	1/03/1998	2,250.00	1,000.00	1,000.00
9	1847	G.A.Rathnasiri	1/07/1998	2,250.00	1,000.00	1,000.00
10	1881	I.L.P. Mangalasoma	15/08/2000	2,250.00	1,000.00	1,000.00
11	1938	P.C.S.Nanayakkara	15/09/2000	2,250.00	1,000.00	1,000.00
12	1939	L.P.C.Jayawickrama	15/09/2000	2,250.00	1,000.00	1,000.00
13	1941	A.V.Vajira Samantha	18/09/2000	2,250.00	1,000.00	1,000.00
14	1958	H.G.Sisil Buddhika	1/12/2000	2,250.00	1,000.00	1,000.00

Below 5 Over 2 years

	EPF No	Name	Date of Appointment	Salary Increases (Rs.)		
				2007	2008	2009
1	2077	B.M.U.K. Basnayaka	1/06/2003	1,500.00	1,000.00	1,000.00
2	2084	G.L.P.Chandana Silva	6/06/2003	1,500.00	1,000.00	1,000.00
3	1896	W.Sarath Kumara	15/12/2003	1,500.00	1,000.00	1,000.00
4	1897	U.S. Kumara Hanwella	15/12/2003	1,500.00	1,000.00	1,000.00
6	2162	M.Rasika Mututhanthri	15/12/2003	1,500.00	1,000.00	1,000.00
10	2181	H.A.Rohana Nishantha	1/02/2004	1,500.00	1,000.00	1,000.00
11	1929	D.D.Saman Priyantha	4/11/2004	1,500.00	1,000.00	1,000.00