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අංක 1595/7 – 2009 මාර්තු 30 වැනි සඳුදා – 2009.03.30

No. 1595/7 – MONDAY, MARCH, 30, 2009

(Published by Authority)

PART I : SECTION (I) – GENERAL

Government Notifications

My No.: CI / 273.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Lanka Walltile Meepe (Pvt) Limited, 215, Nawala Road, Narahenpita, Colombo 05 of the one part and the Inter Company Employees Union (ICEU), No. 158/18, E. D. Dabare Mawatha, Colombo 05 of the other part on 10th day of December, 2008 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

W. J. L. U. WIJAYAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
16th February, 2009

Collective Agreement No. 01 of 2009

COLLECTIVE AGREEMENT

BETWEEN

LANKA WALLTILE MEEPE (PVT) LIMITED

AND

INTER COMPANY EMPLOYEES UNION

OF

10TH DECEMBER 2008

COLLECTIVE AGREEMENT

COLLECTIVE AGREEMENT entered into between Lanka Walltile Meepe (Pvt) Limited, a Company duly registered and having its registered office at 215 Nawala Road Narahenpita, Colombo 5, and hereinafter referred to as 'the Employer' and the Inter Company Employees Union (ICEU), a Trade Union duly registered and having its registered office at No. 158/18, E. D. Dhabare Mawatha, Colombo 5, and hereinafter referred to as 'the Union' on this 10th day of December Two Thousand and Eight.

Whereas the Union made certain demands of the Employer for the revision of terms and conditions of employment of their members employed by the Employer and parties have after negotiations arrived at the following terms of settlement.

1. **Parties Covered and Bound.**— The terms of this Agreement shall cover and bind the Employer, the Union and members of the Union employed on permanent monthly contracts by the Employer in the Manual/Operative grades at their factory, at Meepe, Padukka, whose names are set out in Schedule 1 to this Collective Agreement.

2. **Salaries.**— The Employer and the Union have agreed on the following methodology of salary increases based on seniority of employees, and shall be applicable to employees whose names are set out in Schedule 1 to this Collective Agreement.

<i>No. of Years of Service</i>	<i>First Year</i>	<i>Second Year</i>	<i>Third Year</i>
0-2 Years	Rs. 1,000.00	Rs. 1,000.00	Rs. 1,000.00
2-6 Years	Rs. 2,000.00	Rs. 1,000.00	Rs. 1,000.00
6-10 Years	Rs. 2,500.00	Rs. 1,000.00	Rs. 1,250.00
10 Years and above	Rs. 2,500.00	Rs. 1,000.00	Rs. 1,500.00

3. **Profit Share Bonus.**— The Employer agrees to make payment of the profit share bonus, payable on net profit after tax, as set out below.

- (i) For the financial year 2008/2009— Rs. 17,000/- or 8% of net profit after tax, whichever is higher.
- (ii) For the financial year 2009/2010—Rs. 17,000/- or 8% of net profit after tax, whichever is higher.
- (iii) For the financial year 2010/2011—Rs. 17,000/- or 8% of net profit after tax, whichever is higher.

Apart from the above revision, all terms and conditions of this payment, applicable at present, would remain unchanged.

Parties agree that the profit share bonus under this agreement would be payable in December 2008, Further, an advance of Rs. 5,000/- would be paid in the month of April of each year, which would be deductible from the final payment made in December of each year.

4. **Attendance Bonus.**— The attendance bonus will be increased from the present Rs. 750.00 per month to Rs. 1,250.00 per month, subject to the terms and conditions applicable at present.

5. This Agreement shall take effect from 1st October 2008 and shall, unless 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 the 1st September 2011, and the Agreement shall not stand terminated prior to the 30th day of September 2011.

6. The Union, the Employer and the employees covered and bound by this Agreement undertake that they shall not during the continuance of this Agreement attempt to seek to vary, in any manner, any of the terms and conditions agreed upon herein and shall not resort to any form of Trade Union action in relation to any dispute connected with or arising out of any matter covered by this Agreement.

7. In the event of a dispute arising out of a matter not covered by this Agreement, parties agreed to resolve any such dispute in the following manner:—

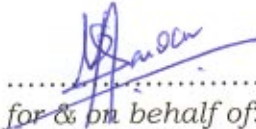
- (i) Firstly, the Branch and the management would attempt to settle such issue/dispute at the Company level.
- (ii) In the event of non-resolution of the dispute at Stage (i) above, parties agree to meet at the Employers Federation of Ceylon (EFC) in order to resolve such dispute.
- (iii) In the event of non-resolution of the dispute at Stage (ii) above, parties agree to resolve the relevant dispute in accordance with the conciliation proceedings in terms of the provisions of the Industrial Disputes Act.
- (iv) In the event of non-resolution of the dispute at Stage (iii) above, the union agrees that they would give 14 days prior notice, in writing, before engaging in any Trade Union action.

In witness hereof, parties aforesaid have hereunto set their hands at Colombo on this Tenth day of December Two Thousand and Eight.


.....
for & on behalf of:
Lanka Walltile Meepe (Pvt) Ltd.

Name: J.A.P.M. Jayasekera

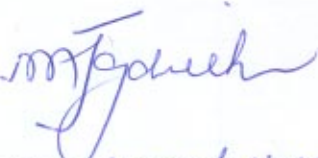
Designation: Managing Director


.....
for & on behalf of:
Inter Company Employees' Union


Name: P. Hettimachchi


Designation: A/Secretary

WITNESSES:

1. Name: 
Designation: General Manager

Name: M. Raji Th Kamara Siri
Raji Th
Designation: President

2. Name: 
Designation: Factory Manager

Name: 
J.N. Padukka
Designation: Secretary


Director
LANKA WALLTILE MEEPE (PRIVATE) LIMITED


Director
LANKA WALLTILE MEEPE (PRIVATE) LIMITED

Schedule I

No. of years of Service – Operative Employees 0 - 2 years

(as at 01.10.2008)

No. of Years of Service – Operative Employees 2 – 6 Years (As at 01.10.2008)					
No.	E.P.F. No.	Name	No.	E. P. F. No.	Name
1	1026	A. Rodrigo	1	915	M. M. Perera
2	1031	S. A. T. Sampath	2	933	N. K. L. K. Abesinghe
3	1032	H. R. S. Kumara	3	935	L. D. L. Dasanayaka
4	1033	M. D. R. D. Chanaka	4	940	S. P. Marasinghe
5	1036	T. V. A. P. Thennakoon	5	944	W. H. S. D. Abeyrathne
6	1043	R. P. H. B. Kularathne	6	958	S. S. Hapuarachchi
7	1046	R. D. D. L. Premawansa	7	964	B. N. Piyarathne
8	1051	S. K. Kalupahana	8	966	B. A. J. Kumara Balasooriya
9	1057	D. P. S. M. Kumarasinghe	9	977	W. P. A. Kumara
10	1059	A. A. N. Thenuka	10	979	A. K. Priyashantha
11	1060	M. G. S. Sampath	11	986	D. M. S. Bandara
12	1061	K. S. Rukshan	12	992	D. L. Ekanayake
13	1065	H. A. V. N. S. Kumara	13	993	N. Gamage
14	1078	H. A. K. Chandana	14	1016	W. S. A. S. Weragala
15	1079	L. P. J. Kumara	15	1017	H. A. Jayawardena
16	1085	K. A. C. Pushpakumara	16	1024	H. W. I. L. Kumara
17	1087	H. L. A. L. Kumara	17	1027	D. T. Munasinghe
18	1088	H. P. N. Kumara	18	1066	S. B. R. N. I. Jayatissa
19	1089	K. V. T. L. Gunasekara	19	1067	T. A. Kuruppuarachchi
20	1090	D. D. R. Perera	20	1069	B. G. N. L. Senarathne
21	1095	M. Anura	21	1099	K. Cyril
22	1101	A. A. D. L. Rumeshani	Total No. of Employees = 21		
23	1103	K. P. Liyanage	No. of Years of Service – Operative Employees 6 – 10 Years (As at 01.10.2008)		
24	1104	A. M. E. M. Yaparathne	No.	E. P. F. No.	Name
25	1107	H. P. P. E. Lanka	1	537	H. P. H. S. Kaldera
26	1112	S. Ananda	2	540	W. A. Premathilaka
27	1113	D. L. M. L. D. Dassanayake	3	541	W. G. A. Kumara
28	1115	P. P. Dharmawansa	4	544	K. A. C. Thushara
29	1120	I. D. Wijesinghe	5	545	K. R. Kumara
30	1121	W. D. A. S. Karunarathne	6	548	G. D. C. Janaka Sugath
31	1128	M. M. Sanjeewa	7	561	I. A. D. B. Prasad Kumara
32	1131	P. K. D. D. S. Nanayakkara	8	570	R. Suranga
33	1132	S. Jayasundara	9	584	T. J. R. Kumara
34	1135	K. S. Gunawardena	10	595	J. H. Jayasinghe
35	1137	P. N. T. Jayatissa	11	599	W. R. L. Priyadarshana
36	1138	D. P. P. Kumara	12	611	M. R. S. Kumara
37	1139	R. P. N. S. Rajapaksha	13	612	K. A. H. Pushpakumara
38	1140	K. G. M. Kumara	14	619	K. Pushpakumara
39	1146	J. P. H. L. S. Karunathilaka	15	620	K. A. C. Manjula
40	1147	N. H. Kumara	16	628	H. P. Nishantha
41	1152	K. A. R. R. Kumara	17	632	M. N. S. Marantota
42	1166	W. M. A. J. Thilakarathna	18	640	K. D. H. Bandula
43	1175	K. G. T. S. Senadeera	19	651	R. S. Walikala
44	1193	C. L. Weerasinghe	20	653	M. G. Mapatuna
45	1195	L. A. S. M. Ranasinghe	21	659	W. S. A. Perera
46	1206	W. V. P. Fernando	22	674	U. D. N. Chandrapala
47	1213	N. Anura			
Total No. of Employees = 47					

			No. of Years of Service – Operative Employees above 10 years (as at 01.10.2008)		
			No.	E. P. F. No.	Name
23	685	L. M. S. Janaka			
24	687	P. A. Jayawardena			
25	693	B. D. G. C. K. Gunasekara			
26	694	B. W. S. I. Bopeththa			
27	697	D. G. T. K. Gamlath			
28	698	K. G. P. A. A. Kothalawala	1	18	M. L. Jayantha
29	700	D. G. T. K. Gunasena	2	254	K. P. R. J. Perera
30	714	H. P. S. L. Wijesinghe	3	275	A. H. Susantha
31	720	N. A. Mapatuna	4	279	M. A. R. Gunawardena
32	731	R. M. Ranathunga	5	284	A. A. Priyantha
33	733	B. A. L. Kumara	6	286	S. A. K. Dayalal
34	735	W. G. Gunasekara	7	295	Thuduwege Ravilal
35	739	K. A. D. Sanjeewa	8	309	P. K. N. Susantha
36	744	U. T. Kumara	9	311	W. P. Kumara
37	746	R. S. Ranathunga	10	314	K. D. Pushpakumara
38	750	G. S. Roshan	11	315	U. P. C. R. Danasekara
39	752	M. K. R. Kumara	12	319	R. A. L. A. Rupasinghe
40	753	A. K. A. Indrathilaka	13	327	J. A. D. D. D. Jayathilaka
41	755	M. P. K. Mirihana	14	344	S. D. Priyantha
42	758	M. D. C. Kumara	15	345	J. A. S. P. Krishantha
43	768	P. K. G. Krishantha	16	349	K. N. S. Perera
44	774	K. L. N. Udayakumara	17	357	A. S. L. Perera
45	775	G. D. S. S. Kumara	18	358	M. M. P. Udayakumara
46	794	A. K. K. Sujeewa	19	369	B. D. D. Priyantha
47	795	W. A. Nimesh	20	380	M. R. Kumarasiri
48	797	E. S. S. Nilame	21	381	J. K. A. R. Jayalath
49	798	L. K. C. Kumara	22	389	K. D. T. P. Kalubowila
50	808	G. A. Kumara	23	399	W. J. N. Weerasinghe
51	819	P. N. Dharmawansa	24	400	W. J. S. Munasinghe
52	820	M. A. M. Nilantha Rathnapala	25	406	S. P. Wickramasiri
53	830	H. P. Chandimal	26	416	G. G. W. Kumara
54	832	K. P. M.P. Jayawardena	27	436	N. K. Kumara
55	833	R. A. I. D. Priyantha	28	445	N. G. P. S. Nagoda
56	837	W. K. D. R. Krishantha	29	449	L. P. T. C. K. Jayarathne
57	844	L. A. Chandrakelum	30	463	D. P. K. Kumara
58	845	E. Weerasinghe	31	467	H. G. N. P. Kumara
59	850	J. N. Padukka	32	470	J. N. P. Kumara
60	861	G. K. J. C. Kumara	33	472	L. D. W. K. Warnajith
61	862	P. A. P. Bandula	34	480	A. M. T. Sanjeewa
62	864	W. D. J. Ranjeewa	35	496	R. A. S. R. Kumara
63	871	G. Karunasena	36	502	J. R. P. Jayasooriya
64	872	M. D. L. Chandana	37	503	P. S. S. P. Wickramarathne
65	874	I. R. N. Udayarathne	38	510	B. H. S. Thushara
66	875	G. M. M. R. Kumara	39	520	L. J. Mundigala
67	879	H. D. Sampath	40	525	P. A. S. Pushpakumara
68	881	K. U. P. Kumara	41	529	D. P. D. Balasooriya
69	883	S.H.D.P. Roddrigo	42	638	G. G. Senevirathne
70	884	R. A. A. N. Kumara			
71	901	D. D. S. Piyadasa			
72	903	M. D. N. A. Kumara Maddumage			
73	904	P. Wijemanna			
74	950	K. D. R. Pushpakumara			

Total No. of Employees = 74

04 – 341