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EXTRAORDINARY

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PART I : SECTION (I) — GENERAL

Government Notifications

My No. : CI/1650/2002.

THE AWARD

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Award transmitted to me by the Arbitrator to whom the Industrial Dispute which has arisen between Industrial and General Workers' Union, 513 - 2/1, Elvitigala Mawatha, Colombo 05 and Creations (Pvt.) Ltd., 69, Pepiliyana Road, Gangodawila, Nugegoda was referred by order dated 23.12.2003 made under Section 4 (1) of the Industrial Dispute Act, Chapter 131, (As amended) for settlement by Arbitration is hereby published in terms of Section 18 (1) of the said Act.

MAHINDA MADIHAHEWA,
Commissioner General of Labour.

Department of Labour,
Colombo 05,
17th December, 2004.

IN THE MATTER OF AN INDUSTRIAL DISPUTE

Case No. : A/3024.

between

Industrial and General Workers' Union,
513 - 2/1, Elvitigala Mawatha, Colombo 05.

AND

Creations (Pvt.) Ltd.,
No. 69, Pepiliyana Road,
Gangodawila, Nugegoda.

The Commissioner of Labour by virtue of the powers vested in him by Section 3 (1) (d) of the Industrial Disputes Act, Chapter 131, as amended by the Industrial Disputes (Amendment) Acts, Nos. 14 and 62 of 1957, 4 of 1962 and 39 of 1968 (read with Industrial Disputes (Special Provisions) Act, No. 37 of 1968 appointed me as Arbitrator by his order dated 23rd day of December, 2003 and referred the said industrial dispute to me for settlement of arbitration.

2. The matters in dispute between the aforesaid parties are :

Whether the employees who are not in the office staff of the Creation (Pvt.) Ltd. are entitled to receive monthly salary increase of Rupees Five Hundred (Rs. 500) from the said company is justified.

- (a) If so, from which date the salary increase should be payable to them and
- (b) If not, to what relief the said employees are entitled.

Appearances : Mrs. Shantha Fernando Attorney-at-Law appeared for the Company ;

Mr. Wilbert Perera, General Secretary of the Union appeared for the Union.

Negotiations ensued for quite sometime. Both parties agreed to have this dispute settled on 12.10.2004 as follows :

1. Machine Operators Gr. 1 will be paid an increment of Rs. 500 ;
2. Machine Operators Gr. 2 will be paid an increment of Rs. 400 ;
3. Machine Operators Gr. 3 will be paid an increment of Rs. 350 ;
4. Machine Operators Gr. 4 will be paid an increment of Rs. 300 ;
5. Machine Operators Gr. 5 will be paid an increment of Rs. 300 ;
6. Trainee Machine Operators Gr. 6 will be paid an increment of Rs. 300 ;
7. Helpers and Labourers Gr. M will be paid an increment of Rs. 200 ;
8. Ironers Gr. 11 will be paid an increment of Rs. 300 ;
9. Ironers Gr. 12 will be paid an increment of Rs. 250 ;
10. Trainee Iron operators Gr. 13 will be paid an increment of Rs. 200 ;
11. Final Checkers Gr. F will be paid an increment of Rs. 300 ;

12. Line Checkers Gr. E will be paid an increment of Rs. 200 ;

13. Issuing Helpers Gr. L will be paid an increment of Rs. 200 ;

This salary structure will be effective from 01st September, 2004 and this salary increase is already included in respect of the salary for September and it has already been paid, the Union also confirms it.

Ms. Kanthie Gamalath, Human resources Manager of the Respondent Company and Mr. Wilbert Perera, General Secretary of the Union signed the Record.

The Union confirms that there is no dispute in regard to the workers to whom this demand was made.

I, consider the above settlement just and equitable and made Award Accordingly.

V. VIMALARAJAH,
Arbitrator.

15th November, 2004.

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