

### Annexture 1 – Rubber Band Extruding Single, Dobule Point

### Rubber Band Extruding Section

### 1. Normal Production Bonus for double line Production process

Example	8hrs	Basic Salary Rs.4000. Therefore, the Normal P/bonus for 8 hours is Rs 70/-
	12hrs	Basic Salary Rs.4000. Therefore, the Normal P/bouns for 12 hours is Rs. 140. OT per hour Rs. 25/-

[illegible]

13 hr. comparison				14 hr. comparison			
Prod. Norm	OT	Nomal Bonus	Total	Prod. Norm	OT	Normal Bonus	Total
5,363	125	140	265	5,775	250	140	390
5,363	125	140	265	5,775	250	140	390
5,363	125	140	265	5,775	250	140	390
5,363	125	140	265	5,775	250	140	390
5,363	125	140	265	5,775	250	140	390
4,550	125	140	265	4,900	250	140	390
4,778	125	140	265	5,145	250	140	390
4,778	125	140	265	5,145	250	140	390
3,250	125	140	265	3,500	250	140	390
3,250	125	140	265	3,500	250	140	390
3,250	125	140	265	3,500	250	140	390

### Annexture II – Tube Cutting

#### Norms for Tubes cutting

DIA	1.1 ×1.0 TH/CW	1.5 ×1.0 TH/CW	1.1 ×1.2 TH/CW	1.5 ×1.2 TH/CW	1.1 ×1.5 TH/CW	1.2 ×1.5 TH/CW	1.1 ×2.0 TH/CW	1.5 ×2 TH/CW	1.1 ×3.0 TH/CW	1.5 ×3.0 TH/CW	1.1 ×4.0 TH/CW	1.5 ×4.0 TH/CW	1.1 ×6.0 TH/CW	1.1 ×1.0 B Grade	Prod. Norm
11	250	275	300	330	285	300	275	330	450	540	525	660	660	-	0 (Lobter)
16	250	275	345	365	415	450	400	470	510	610	620	740	710	230	
20	295	300	300	365	445	450	425	475	510	610	620	740	710	270	
25	290	300	330	400	440	475	425	500	580	690	680	800	790	290	
30	315	340	365	440	550	600	550	650	660	790	750	900	875	315	
33	330	385	425	495	575	625	600	770	770	925	850	1020	950	345	
40	370	420	440	525	575	640	625	725	825	990	900	1080	1040	385	
45	385	440	440	525	660	700	650	750	875	1050	950	1140	1100	405	
50	415	445	485	550	655	750	700	850	935	1100	1050	1200	1250	430	
57	440	475	485	550	685	775	770	900	950	1140	1150	1380	1300	0	
60	440	475	530	600	685	775	800	900	1100	1300	1200	1440	1425	0	
65	365	395	450	515	685	775	800	900	1200	1400	1275	1530	1500	380	
70	385	420	440	495	685	775	800	900	1250	1500	1300	1550	1500	405	
80	385	420	460	525	685	775	800	900	1300	1550	1350	1600	1600	405	
90	330	365	465	525	575	650	625	750	1100	1300	1150	1380	1375	345	
100	330	365	395	450	590	650	625	750	1100	1300	1150	1380	1375	345	
110	330	365			525	600	625	750	990	1175	1050	1250	1250	345	
120	330	365			575	650	625	750	1050	1250	1050	1250	1225	345	
150	330	365			345	400	400	475	600	720	700	840	875	345	

### Annexure III - Tube Sorting with Measuring Tubes

Norms for Tubes sorting

(1) With Measuring Thickness

Size	05 Workers 01 Table	05 Workers 01 Tables
16	200	400
20	275	550
25	275	550
33	375	750
38	522	1,045
45	522	1,045
50	522	1,045
57	440	880
60	440	880
65	440	880
80	440	880
90	440	880
100	440	880
110	440	880
120	440	880

Without measuring Thickness + 50 Kgs for all sizes

50 Kgs for all sizes of thickness 1.1

01 Table - 04 Workers

02 Tables - 08 Workers

### Annexure IV - Weighing : Milling & Compounding Section

#### Production Norms

Weighing Section	Output Per hour No. of Batches 4	8 hour shift output No. of Batches 32	12 hour shift output No. of Batches 48
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Example      8hrs      Basic Salary Rs. 4,000. Therefore, the Normal P/bonus for 8 hour is Rs. 70.00.  
                 12hrs      Basic Salary Rs. 4,000. Therefore, the Normal P/bonus for 12 hour is Rs. 140.00. OT per hour Rs. 25.

#### Milling & Compounding Section

Batch size - 40kg

Example : Horiaki Crepe

Milling output per hour No. of Batches 3	8 hour shift Milling output No. of Batches 24	12 hour shift Milling output No. of Batches 38
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Example :      8hrs      Basic Salary Rs. 4,000. the Normal P/bonus for 8 hours is Rs. 70.00  
                 12hrs      Basic Salary Rs. 4,000. the Normal P/bonus for 12 hours is Rs. 140.00. OT per hour Rs. 25

My No: CI/287

**THE INDUSTRIAL DISPUTES ACT, CHAPTER 131**

The Collective Agreement entered into between Ace Freight Management (pvt) Ltd, 305, Vauxhall Street, Colombo 02 of the one part and Ceylon Mercantile Industrial and General Workers Union (CMU), 3, 22nd Lane, Colombo 03 of the other part on 30th May, 2005 is hereby published in terms of Section 6 of the Industrial Disputes Act, Chapter 131, Legislative Enactments of Ceylon (Revised Edition 1956).

MAHINDA MADIHAHEWA,  
Commissioner General of Labour.

Department of Labour,  
Labour Secretariat,  
Colombo 05.  
12th August, 2005.

**Collective Agreement No. 15 of 2005**

**Agreement.**— entered into between Ace Freight Management (pvt) Ltd, a Company duly registered and having its registered office at 305, Vauxhall Street, Colombo 2 and hereinafter referred to as “the Employer” and the Ceylon Mercantile, Industrial and General Workers Union (CMU), a Trade Union duly registered and having its registered office at 3, 22nd Lane, Colombo 3, and hereinafter referred to as “the Union” on this 30th Day of May Two thousand and Five.

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 settlement shall cover and bind the Employer, the Union and members of the Union employed on monthly contracts by the Employer in the Engineering or Motor Transport Trade and for whom salary scales have been set out in Schedule I hereof.

2. **Salary Scales.**— With effect from 1st April 2004, the Employer shall pay salaries to all employees covered and bound by this settlement, hereinafter referred to as “the Employees”, on the basis of the salary scales set out in Schedule I hereof.

3. **Salaries.**— The monthly basic salary of employees covered by this agreement will be revised by 12% based on the employee’s salary as at December 2003.

In addition, with effect from 1st June 2005, a sum of Rs. 400/- representing 200 points in the CCPI will be consolidated into the salaries of each employee. Consequently, the new base index figure thereafter will be 2644.

Each employee shall thereafter be placed on the corresponding point or in the event of there being no corresponding point on the next higher point in the grades of the salary scales set out in Schedule I hereof in the manner set out hereunder:

- (i) **Motor Transport Trade Employees.**— Employees placed on Grade I, Grade II and Grade III in any category of the scales applicable as at March 2004 will be placed on Grade I, Grade II and Grade III respectively of the scales set out under the Motor Transport Trade in Schedule I hereof.
- (ii) **Engineering Trade Employees.**— Employees placed on Grade I, Grade II and Grade III in any category of the scales applicable as at March 2004 will be placed on Grade I, Grade II and Grade III respectively of the scales set out under the Engineering Trade in Schedule I hereof.

4. **Notional Arrears.**— By way of Notional Arrears the Employer will grant each employee a sum equal to the 10% salary as at December 2003 multiplied by 3, to represent the period 1st January 31st March 2004. The payment of Notional Arrears will not constitute a part of an employee’s salary for any purposes such as Provident fund, Trust fund contributions, Overtime or such like.

5. **Annual Revision of Salaries.**— At the expiry of the 12 month period commencing from the First day of November 2004, the scales of consolidated salaries set out in the First Schedule hereto shall be revised by addition to and consolidation with the salary at each Stage of each Grade of an amount in Rupees equal to the number of complete points by which the CCPI figure has increased during such 12 month period multiplied by Rs. 2/- or a sum of Rs.400/- representing 200 points of the CCPI at Rs.2/- per point, whichever sum shall be less and the salary payable to each employee under this Agreement shall accordingly be revised by a like amount as from the First day of November 2005.

- (i) At the expiry of each 12 month period commencing from the First day of November 2005, the scales of consolidated salaries revised in the manner prescribed above shall be revised in a like manner as from the First day of November of the succeeding year.

6. **Non-Recurring Cost of Living Gratuity.**— The employer agrees to pay a nonrecurring cost of living gratuity to employees as follows:

- (i) As the scales of consolidated salaries as at November 2004 were fixed on the basis of the CCPI being 2444, the employer shall pay a non-recurring cost of living gratuity to employees in service in November each year in respect of the preceding 12 months, i.e. 1st November to 31st October, hereinafter referred to as the “qualifying period”, commencing from the first day of November 2005 ascertained in accordance with the undernoted formulas subject to the provision of sub clause (iii) hereunder.

**Formula:** If the average of the CCPI for the qualifying period exceeds the base index on 2444, a sum computed at Rs. 2/- for each completed point by which such average exceed 2444 in respect of each month of service during the qualifying period.

- (ii) From the amount paid by way of NRCLG in respect of the qualifying period 1st November 2004 to 31st October 2005, the employer shall take credit for the sum of Rs.400/- added to employee salaries with effect from 1st June 2005 in terms of Clause 3 hereof and a sum equal to Rs. 400/- multiplied by 5 to represent the 5 month period 1st June to 31st October 2005 and a sum equal to Rs. 400/- multiplied by 7 to represent seven month period from 1st November 2004 to 31st May 2005 shall be deducted.
- (iii) When at the expiry of each 12 month period commencing on the first day of November 2005, the scales of consolidated salaries have been revised in the manner set out under clause 5 hereof, the base index figure in the formula for the purpose of calculating the NRCLG shall thereafter be increased by the number of points by which the CCPI (2644) has risen during each 12 month period or by 200 points as specified in Clause 5 hereof.
- (iv) The NRCLG shall be payable by the employer to an employee who is eligible to receive same by virtue of his service under the employer during only a part of the qualifying year by reason of the fact that he is not in the employer's service when the NRCLG becomes due in November of any year or he joined the service of the employer during the course of the qualifying year.
- (v) The employer will be entitled to make proportionate deductions from the NRCLG in respect of any period of absence at work without pay.
- (vi) The NRCLG shall not be regarded as a part of the salary of an employee and shall not attract any consequential benefits by way of Provident Fund, Trust Fund, Overtime Payments or such like.

7. **Effective Date / Duration.**— This Employer Agreement shall take effect from 1st April 2004 and shall continue in force unless terminated by either party with one month's written notice to the other provided however that neither party will give each notice prior to 28th February 2006 and the Agreement shall not stand terminate until 31st March 2006.

8. **Trade Union Action.**— The Employer Union and the employees covered and bound by this Agreement undertake that they shall not during the continuance in force of this Agreement attempt to seek to vary in any manner any of the terms and conditions agreed upon herein and the union and its members 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.