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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

අංක 1,480/14 – 2007 ජනවාරි 18 වැනි මුහුණපත්තින්දා – 2007.01.18
No. 1,480/14 – THURSDAY, JANUARY 18, 2007

(Published by Authority)

PART I : SECTION (I) — GENERAL

Government Notifications

My No. : CA/Plantation/01/2006.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Employers' Federation of Ceylon, No. 385 J 3, Old Kotte Road, Rajagiriya of the one part and Ceylon Workers Congress, 72, Ananda Coomaraswamy Mawatha, Colombo 07 and Lanka Jathika Estate Workers Union, No. 60, Bandaranayakepura, Sri Jayawardenapura Mawatha, Welikada, Rajagiriya and the Joint Plantation Trade Union Centre, No. 618 1/2, Galle Road, Colombo 03 of the other part on 19th December, 2006 is hereby published in terms of Section 6 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,
17th January, 2007.

Collective Agreement No. 37 of 2006

PLANTATION WORKERS WAGE COLLECTIVE AGREEMENT — 2006

This Collective Agreement made and entered into between the Employers' Federation of Ceylon, having its registered Office at No. 385 J3, Old Kotte Road, Rajagiriya of the

First Part (which term shall mean and include the member Companies whose names are mentioned in the annexed Schedule and referred to hereinafter as the "employer") and the Ceylon Workers' Congress, having its registered office at No. 72, Ananda Coomaraswamy Mawatha, Colombo 07, the Lanka Jathika Estate Workers' Union, having its registered office at No. 60, Bandaranayakepura, Sri Jayawardenapura Mawatha, Welikada, Rajagiriya and the Joint Plantation Trade Union Centre, having its registered office at No. 618 1/2, Galle Road, Colombo 3 of the Second Part (hereinafter jointly and severally called the "Unions" which term shall include members of the said Unions engaged in a manual capacity in the Tea and Rubber plantations of the Companies named in the annexed Schedule).

Whereas negotiations took place between the said parties for a revision of the Wage Collective Agreement entered into between them on 26th October, 2004 (Collective Agreement No. 42 of 2004) in respect of the manual grade employees in the Tea and Rubber plantations under the management of the said Companies and a revised agreement has been reached in respect of wages and other relevant payments, it is agreed by and on behalf of the parties concerned as follows :

1. The employees working on daily rates of pay in a manual capacity in the plantations shall, with effect from the First day of November, 2006 receive the following remuneration package.

A. Tea

- (i) A daily wage of Rs. 170 on which EPF and ETF benefits shall be paid.
- (ii) A daily Price Share Supplement of Rs. 20.
- (iii) A daily attendance incentive of Rs. 70 to workers whose attendance is 75% and over of the number of days work offered per month.
- (iv) The payments referred to at (ii) and (iii) above shall not constitute part of an employee's earning for the payment of any consequential benefits thereon.

- 5. The parties agree that the minimum wages under the Wages Board for the Tea and Rubber Growing and Manufacturing Trades will not be modified, save and except to bring the rates in line with this agreement.
- 6. The parties once again agree to cooperate in improving the efficiency and productivity of the estates and encourage more dialogue and settlement of operational issues at estate level in harmony.

In witness hereof parties have set their hands hereunto on this Nineteenth day of December Two Thousand and Six at Colombo.

B. Rubber

- (i) A daily wage of Rs. 170 on which EPF, ETF and other benefits shall be paid.
- (ii) A daily Price Share Supplement of Rs. 20.
- (iii) A daily attendance incentive of Rs. 70 to workers whose attendance is 75% and over of the number of days work offered per month.
- (iv) The payments referred to at (ii) and (iii) above shall not constitute part of an employee's earnings for the payment of any consequential benefits thereon.

A. THONDAMAN,
President
General Secretary,
Ceylon Workers Congress.

S. K. L. OBEYSEKERE,
Chairman,
Plantation Service Group,
The Employer's Federation
of Ceylon.

K. VELAYUDHAM,
General Secretary,
Lanka Jathika Estate
Workers Union.

G. K. B. DASANAYAKA,
Director General
The Employers' Federation
of Ceylon.

- C. There will be no payment by way of a variable price share supplement in addition to the payments in terms of 'A' and 'B' above.

S. RAMANATHAN,
President,
Joint Plantation Trade
Union Centre.

- 2. Parties agree that the remuneration package as determined under Clause I above shall remain in force until the 31st day of December, 2008 and neither party shall in any manner add or attempt to add to, vary or alter this remuneration package or any of the direct monetary payments currently applicable to the employees.
- 3. This Collective Agreement is entered into in accordance with Clause 06 of the Collective Agreement between parties entered into on 24th July, 2003 (Collective Agreement No. 13 of 2003).
- 4. The parties agree to pursue discussions in good faith for the revision of the Collective Agreement signed on 24.07.2003 (Collective Agreement No. 13 of 2003) at the earliest. Pending its revision the provisions of the said agreement shall apply other than in respect of matters covered herein.

SCHEDULE I

EMPLOYERS COVERED BY THIS AGREEMENT

- 1. Agalawatte Plantations Ltd.,
- 2. Agarapatana Plantations Ltd.,
- 3. Balangoda Plantations Ltd.,
- 4. Bogawantalawa Plantations Ltd.,
- 5. Elkaduwa Plantations Ltd.,
- 6. Elpitiya Plantations Ltd.,
- 7. Hapugastenne Plantations Ltd.,
- 8. Horana Plantations Ltd.,
- 9. Kahawatte Plantations Ltd.,
- 10. Kegalle Plantations Ltd.,

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| 11. Kelani Valley Plantations Ltd., | 17. Namunukula Plantations Ltd., |
| 12. Kotagala Plantations Ltd., | 18. Pussellawa Plantations Ltd., |
| 13. Madulsima Plantations Ltd., | 19. Talawakelle Plantations Ltd., |
| 14. Malwatte Valley Plantations Ltd., | 20. Udapussellawa Plantations Ltd., |
| 15. Maskeliya Plantations Ltd., | 21. Watawala Plantations Ltd., |
| 16. Maturata Plantations Ltd., | 02-88 |