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PART I : SECTION (I) – GENERAL

Government Notifications

My No.: CI/770.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between South Asia Gateway Terminals (Pvt) Ltd, P. O. Box 141, Colombo, of the one Part and Jathika Sevaka Sangamaya, No. 416, Kotte Road, Pita Kotte of the other Part on 02nd 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.
11th September, 2007.

Collective Agreement No. 34 of 2007

COLLECTIVE AGREEMENT 2007 CONTAINER TERMINAL OPERATORS,
CONTROLLERS AND TECHNICIANS

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COLLECTIVE AGREEMENT - 2007

BETWEEN

SOUTH ASIA GATEWAY TERMINALS (PVT) LTD AND

JATHIKA SEVAKA SANGAMAYA

THIS COLLECTIVE AGREEMENT made and entered into on the Second day of April Two Thousand and Seven between South Asia Gateway Terminals (PVT) LTD having its Registered Office at Port of Colombo, P.O. Box 141, Colombo (hereinafter referred to as the 'Employer') of the ONE PART and the Jathika Sevaka Sangamaya, being a Trade Union duly registered under the Trade Unions Ordinance and having its Registered office at No. 416, Kotte Road, Pita Kotte, (hereinafter referred to as the 'Union') of the Other Part Witnesseth :

WHEREAS the Union has shown to the satisfaction of the Employer that it represents a majority of the Operative grade employees employed by the Employer.

AND WHEREAS it is the desire of both the Union and the Employer to enter into an Agreement which will ensure the peaceful adjustment and settlement of all disputes which may arise between the Employer and its Employees and/ or the Union and the promotion of industrial peace, productivity, quality and attendance.

NOW THEREFORE for and in consideration of the above premises and the mutual terms and conditions hereinafter set out, the Union and the Employer agrees as follows :

1. **Title.** – This Agreement shall be known and referred to as “The operative grade employees collective agreement - 2007”.

2. **Date of Operation and Duration.** – This Collective Agreement shall be effective from the First day of April Two Thousand Seven and may be terminated by either party with one month’s written notice to the other, provided however that neither party shall give such notice prior to the Thirty First day of March, Two Thousand Ten. Any notice of termination of this Agreement given by either party, prior to the Thirty First day of March, Two Thousand Ten, shall not be regarded as valid notice and shall be of no avail.

It is the intention of both Company & Union to renew the agreement on 1 st April 2010 & therefore negotiations on same will commence by 1 st January 2010.

3. **Persons Covered and Bound.** – This Agreement shall cover and bind the Employer, the Union (JSS) and all the RTG Operators, Quay Crane Operators, Deck/ Wharf/ Yard controllers, Fork Lift Operators, Electrical/ Mechanical/ Cargo care Technicians, Multi Duty Assistants only who are employed on permanent contracts of employment by the Employer at its work places in Colombo and who are members of the Union.

4. **Declaration of Principle.** – (a) Both the Company and the Union accept the principle that the special consideration affecting the company are such that wage and salary rates are a proper subject for collective bargaining between the Company and the Union, and that the actions of other employers including Government corporations and the Government of Sri Lanka in their capacity as employers of labour, regarding the amount and timing of Wage increases are not automatically relevant in the context of the company except where otherwise provided by legislation.

(b) In cases in which Government does provide by legislation for benefits including increases in wages, gratuity, bonus etc., the following shall apply -

- (i) When such benefits are more favourable to the benefits stipulated only the difference between such benefits provided by such legislation and the benefits stipulated herein, shall be added to the said benefits stipulated herein,
- (ii) When such benefits are equal or less favourable to the benefits stipulated herein, they shall not be added to or compounded with the said benefits stipulated herein,

(c) The stipulations contain in para (b) above are without prejudice to the principle contained in para (a) above.

5. **Management’s Rights and Responsibilities.** – The workmen agree that selection, placement, distribution, transfer and promotion of personnel, laying down of working hours and working programmes, planning and control of Terminal operations, introduction of new machinery or improved operational methods, expansion of operation facilities, establishment of quality and operation standards, maintenance of efficiency, the consequence thereof, maintenance of discipline, in the Terminal and for that purpose taking necessary disciplinary action against workmen within the framework of the existing law, regulations and standing orders, are exclusively the rights and responsibilities of the management.

6. **General Terms And Conditions of Employment.** – The terms and conditions of this Agreement shall as from the date hereof and during the continuance in force of this Agreement be deemed to be included in all the contracts of employment between the Employer and the Employees covered and bound by this Agreement, whether such contract of employment be written or oral or whether employment was subsisting as at the date hereof or shall come into being at any time after the date hereof but during the continuance in force of this Agreement. Provided, that in the event of any conflict or inconsistency between the terms and conditions of this Agreement and any pre-existing terms and conditions or practices, the terms and conditions of this Agreement shall prevail.

7. **Variation if Terms And Conditions of Employment or Benefits.** – (a) The Union and its members and the employees covered and bound by this Agreement jointly and severally agree with the Employer that during the continuance in force of this Agreement, they will not seek to vary or add to all or any of the practices, terms and conditions of employment presently applicable to any of the employees covered and bound by this agreement or all or any of the benefits presently enjoyed by any of the workers covered and bound by this Agreement, other than by mutual agreement.

(b) This Agreement shall be deemed to be a full and final settlement of all matters covered herein as well as all matters raised by the Union or incidental thereto and in respect of which negotiations took place between the parties before the conclusion of this Agreement.

8. **Wages.** – (a) As from the First Day of April 2007 the company will grant an increase in wages in the following basis :

- (i) 13 % on the consolidated wage applicable to each employee as at March 2007, and thereafter,
- (ii) The wage for April 2007 shall be a consolidated wage.

(b) As from the First Day of April 2008 the Company will grant an increase in wages of 10 % calculated on the consolidated rates as at March 2008 and the said wage for April 2008 shall be a consolidated wage.

(c) As from the First Day of April 2009 the Company will grant an increase in wages of 10 % calculated on the consolidated rates as at March 2009 and the said wage for April 2009 shall be a consolidated wage.

9. Change of Work Practices Related Bonuses And The Salary Increments.– Company and the union mutually agree changing work practices, related bonuses and the Salary adjustments as per the schedule No. 01. Both Company and the Union agree that Change of work practices related bonus and salary adjustments will not be applicable to those who have joined the Company in to the permanent cadre after 1 January 2007. They also agree that the salary adjustments and the related bonuses will be a once and for all payment and therefore no revisions will be made with any change of job role. Both management and Union agree that new work practices will not be introduced during the enforcement of this agreement unless otherwise mutually agreed between Management and Union.

10. Overtime and Work on Holidays.– If required by the Company, an employee shall work reasonable overtime authorised by the Company in excess of his normal working hours. The Union agrees to extend their fullest cooperation in this regard. Overtime work or work on holidays shall be remunerated at rates presently in force. The continued support of all SAGT employees in working overtime when needed is greatly appreciated and is to the benefit of all at SAGT.

11. Bonus.– (a) ANNUAL SCHEME

Description	1st Year	2nd Year	3rd Year
Year	2007-2008	2008-2009	2009-2010
Target	1.55Mn TEU's	1.60Mn TEU's	1.70Mn TEU's
01 Month Bonus	Below 1.45Mn TEU's	Below 1.50Mn TEU's	Below 1.60Mn TEU's
02 Months Bonus	1.45Mn TEU's	1.50Mn TEU's	1.60Mn TEU's
2.5 Months Bonus	Above 1.45Mn TEU's	Above 1.50Mn TEU's	Above 1.60Mn TEU's
3 Months Bonus	Above 1.50Mn TEU's	Above 1.55Mn TEU's	Above 1.65Mn TEU's
3.5 Months Bonus	Above 1.55Mn TEU's	Above 1.60Mn TEU's	Above 1.70Mn TEU's

* Bonus deductions will be based on the current procedure.

(b) YEAR END BONUS.– During any leave year employees who utilise less than 50% of their sick & casual leave will be granted a bonus equivalent to half a month's salary in the month of January in each year. However any employee who has availed a single day's unpaid leave shall not be entitled to this bonus payment.

(c) ATTENDANCE BONUS.– (i) The Company will pay a monthly Attendance Bonus to the employees subject to the conditions set out herein.

(ii) This bonus will be calculated on a monthly basis and paid once a month on following criteria :-

(a) Employees who report for all rostered shifts in a month will be paid Rs. 3,500.00

(b) Employees who report for less 01 shifts than all rostered shifts in a month will be paid Rs. 2,000.00

(c) Employees who report for less 02 shifts than all rostered shifts in a month will be paid Rs. 1,000.00

(iii) Unauthorised absence of any form of no-pay leave for any period of time will result in the loss of the total Attendance Bonus for that month.

(iv) Annual leave will, for this purpose be reckoned as days present.

(d) GOVERNMENT ACTION ON BONUS.– If at any time during the continuance in force of this Agreement the Government introduces by legislation or otherwise any scheme for bonus or payment under any attendance incentive or production scheme, the workmen will not be entitled to the benefits of such scheme in addition to the bonus or bonuses provided for

in this Agreement. In the event of such Government action, the workmen shall be entitled to the more favourable scheme of bonus or incentive or production payments.

12. **Check-off.**– (a) This clause shall apply to the employer so long as the Union maintains a membership in the workplace of the employer of not less than Forty percent (40%) of the employees covered and bound by this Agreement and so long as this Agreement subsists.

13. **Grievances and Disputes Procedure.**– In the event of any dispute or grievance, arising between an employee or employees and the Company, or between the Union and the Company which is not covered by this Agreement, the following procedure shall be followed for the settlement of such dispute, or in resolving such grievance.

- (a) The employee will, in the first instance discuss the dispute or grievance with the Departmental Executive.
- (b) If the grievance or dispute is not satisfactorily resolved the employee may then discuss the matter with the Department Manager. The Departmental Manager. Will if necessary in consultation with the company Management endeavour to arrive at satisfactory solution in respect of the grievance or dispute.
- (c) In the event of the grievance or dispute not being resolved at the level of the Departmental Manager, the issue in dispute will then be discussed by the employee with the Employee relations Manager/ Human Resource Manager.
- (d) if no satisfactory solution is arrived at, then the issue in dispute will be discussed by the Branch Union and the company Management. At such discussion, the number or representatives on each side shall not exceed four (4).
- (e) If the event of a dispute or grievance not being resolved or settled under the preceding Sub - clauses both parties agree they shall refer such dispute or grievance for settlement under the provisions of the Industrial disputes Act.

Provided that the Trade Union shall not take any action without giving the Employee fourteen days notice, in writing, prior to the launching of such action, in the event parties are unable to settle a dispute or grievance under provisions of Clause (e) hereof.

14. **Disciplinary Inquiry Procedure .–**

1. Within 05 working days after the date of the Show Cause Notice, the employee shall furnish in writing to the Employer the answer or explanation to the charge or charges preferred against such employee.
2. The employer will allow a member of the Union in employment of the employer to be present as an representative at an inquiry.

15. **Trade Union Action.**– The Union and the workmen covered and bound by this Agreement jointly and severally agree with the Company that during the continuance in force of this Agreement they shall not engage in any form of trade union action in respect of any dispute related to this Agreement.

16. **Consequences of Termination of Agreement.**– On the termination of this Agreement all terms, conditions, benefits, facilities and concessions enjoyed by the Union and/ or its members under this Agreement shall *ipso facto* cease.

17. **Breaches of the Agreement by the Union and/ or its members.**– If in the opinion of the Employers' Federation of Ceylon the Union or its members have committed a breach of this Agreement, then and in such event the Company reserves to itself the right to withdraw all or any of the facilities or benefits granted to the employees, or Union, without prejudice to the Company's right to restore such facilities or benefits upon such terms and conditions as the Company and the Employers' Federation of Ceylon may decide. The Union will be entitled to dispute the justification of such withdrawal.

18. **Interpretation of Agreement.**– Any dispute over the interpretation of this Agreement shall be settled by voluntary arbitration under section 3 (i) (d) of the Industrial Dispute Act (1950).

19. **Definitions.**– Unless the context otherwise requires the following words shall have the following meaning.

- (a) "Employee" or "Workmen" shall mean an employee in the permanent establishment and covered and bound by this Agreement.
- (b) "Dispute" shall have the same meaning as an "Industrial Dispute" in the Industrial Disputes Act (1950) as amended or in any Act enacted by the Parliament to replace the Industrial Disputes Act subject to the *Proviso* that it shall not include a dispute involving a variation of this Collective Agreement.

Words importing the masculine gender shall include the feminine gender.

Words importing the Singular number shall include the Plural number and vice versa.

WORK PATTERN AND
THE BONUSES FOR CHANGE OF WORK PRACTICES
EFFECTIVE
1 APRIL 2007

QUAY CRANE OPERATORS, RTG OPERATORS, DECK/ WHARF/ YARD
CONTROLLERS, ELECTRICAL/ MECHANICAL/ CARGO CARE TECHNICIANS, FORK
LIFT OPERATORS AND MULTI DUTY ASSISTANTS.

QGC OPERATORS.-

1. Work pattern - 6 hours in the normal shift 3 hrs in the O.T. shift and 6 hrs in the shift after the O.T. shift
2. Operators will change from one crane to another as per the requirements & on the occasion where necessary the operator will drive cranes they are allocated to.
3. Employees may leave the work premises, having signed out after completion of their driving duties according to the relief roster ensuring no machine is left unmanned.
4. Change of work practice Bonus - Rs. 7000.00
Rs. 2333.00 will be added to the basic salary after the annual increment in 2007 and
Rs. 4667.00 will be paid as a fixed monthly bonus with effect from 1st April 2007.
5. A driver may drive a maximum of 03 hours continuously in any part of the drive roster and not demand the machine until the relief driver takes over the machine.

RTG OPERATORS.-

1. Work pattern - 8 hours in the normal shift 3 hrs in the O.T. shift and 8 hrs in the shift after the O.T. shift
2. Operators will change from one crane to another as per the requirements and where necessary, the operator will drive any crane they are allocated to.
3. RTG Operators may leave the work premises, having signed out after completion of their driving duties according to the roster ensuring no machine is left unmanned.
4. Change of work practice bonus - Rs. 6,000.00
Rs. 2,000.00 Will be added to the basic salary after the annual salary increment in 2007 and Rs. 4,000.00 will be paid as a fixed monthly bonus with effect from 01 st April 2007.
5. A driver may drive a maximum of 4 hours continuously in any part of the drive roster and not demand the machine until the relief driver takes over.

DECK/ WHARF/ YARD CONTROLLERS.-

1. Work pattern - 8 hours in the normal shift, 4 hrs. in the O. T. Shift and 8 hrs in the shift after the O. T. Shift.
2. Point or Work of the Deck/ Wharf/ Yard Controllers will be changed as per the requirement and where necessary, the controller will work any crane they are allocated to.
3. Employees may leave the work premises, having signed out after completion of their duties according to the roster ensuring continuance of work.
4. Change of work practice bonus - Rs. 6,000.00
Rs. 2,000.00 Will be added to the basic salary after the annual salary increment in 2007 and Rs. 4,000.00 will be paid as a fixed monthly bonus with effect from 01 st April 2007.

DECK/ WHARF CONTROLLERS.–

1. Work pattern – 8 hours in the normal shift, 4 hrs in the O. T. Shift and 8 hrs in the shift after the O. T. Shift.
2. Point or Work of the Deck/ Wharf Controllers will be changed as per the requirement and where necessary, the controller will work any crane they are allocated to.
3. Employees may leave the work premises, having signed out after completion of their duties according to the roster ensuring continuance of work.
4. Change of work practise bonus - Rs. 6,000.00
Rs. 2,000.00 Will be added to the basic salary after the annual increment in 2007 and Rs. 4,000.00 will be paid as a fixed monthly bonus with effect from 01 st April 2007.

YARD CONTROLLERS.–

1. Work pattern – 8 hours in the normal shift, 4 hrs in the O. T. Shift and 8 hrs in the shift after the O. T. Shift.
2. Shall work the required number of hours in a shift whether discharging or unloading.
3. Employees may leave the work premises, having signed out after completion of their duties according to the roster ensuring continuance of work.
4. Shall be assigned or allocated to relevant points of work based on the need.
5. Change of work practise bonus - Rs. 6,000.00
Rs. 2,000.00 Will be added to the basic salary after the annual increment in 2007 and Rs. 4,000.00 will be paid as a fixed monthly bonus with effect from 01 st April 2007.

FORK LIFT DRIVERS.–

1. Work pattern – 8 hours in the normal shift 4 hrs in the O. T. Shift and 8 hrs in the shift after the O. T. Shift.
2. A driver may drive a maximum of 5 hours continuously in any part of the drive roster and not demand the machine until the relief driver takes over.
3. Employees may leave the work premises, having signed out after completion of their driving duties according to the roster ensuring no machine is left unmanned.
4. The total responsibility for the maintenance *i.e.* ensuring orderliness of gear stores and maintaining the gear. In this regard they will provide leadership to the assistants.
5. Change of work practise bonus - Rs. 5,000.00
Rs. 1,666.00 Will be added to the basic salary after the annual salary increment in 2007 and Rs. 3,334.00 will be paid as a fixed monthly bonus with effect from 01 st April 2007.

MULTI DUTY ASSISTANTS.–

1. Work pattern – 10.5 hours in the normal shift 6 hrs in the O. T. Shift and 10.5 hrs in the shift after the O. T. Shift.
2. Change of work practise bonus - Rs. 4,000.00
Rs. 1,333.00 Will be added to the basic salary after the annual salary increment in 2007 and Rs. 2,667.00 will be paid as a fixed monthly bonus with effect from 01 st April 2007.
3. Multi Duty Assistants should work at the in gate when required.

ELECTRICAL/ MECHANICAL/ CARGO CARE TECHNICIANS.–

1. Work pattern
 - Using main net for entering jobs
 - Administrative work done by contractors and Certify for Management approval.

- Staggered meal breaks to ensure continuity of maintenance/ repair/ Service work (Can make this on need basis)
- Obtaining Competency certificates for operation of QCs, RTGs, RS', FLs, PMs, and FS' (for maintenance work)
- share re - fuelling duties by all as per requirements.
- Assist practical Training of engineering undergraduates and apprentices.
- Upgrading eight technicians to foreman level (this is a working category and a part of the previous team working proposal, number increased to 8 from 6). Criterion for such upgrading will be agreed with Union.
- CCTs to share other engineering work with the awareness of a higher officer.
- Upgrading one CCT to foremen level.
- Changing designation of CCTs to Cargo care officers.

2. Change of work pattern Bonus Rs 5500/ =

Rs 1833.00 will be added to the salary after the annual increment in 2007 & Rs. 3667.00 will be paid as a fixed monthly bonus with effect from 01st April 2007.

N.B. Payments attached to work pattern changes will remain unchanged even in the absence of a Collective agreement after 1 April 2010 provided however such work pattern continues as agreed.



My No.: CI/585.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Associated Motorways PLC and Associated Autoways (Pvt) Limited, No. 185, Union Place, Colombo 02 of the one part and Sri Lanka Freedom General Workers' Union, No. 39, Mangala Mawatha, Kalutara (North) of the other Part on 09th July, 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.
26th September 2007.

Collective Agreement No. 35 of 2007

COLLECTIVE AGREEMENT

This Collective Agreement, made this 9 th Day of July, Two Thousand and Seven, to take effect from the First day of April, Two Thousand & Seven, pursuant to the Industrial Disputes Act between the Associated Motorways PLC and Associated Autoways (Pvt) Limited, companies duly registered in Sri Lanka Under the Companies Ordinance and having their registered office at No. 185, Union Place, Colombo 02 (hereinafter referred to as "the Employers") and the Sri Lanka Freedom General Workers' Union, a trade union duly registered under the Trade Unions Ordinance (No. 5863) and having its registered office at No. 39, Mangala Mawatha, Kalutara (North), (hereinafter referred to as "the Union") Witnesseth and it is hereby agreed between the parties as follows :-

Title : This Collective Agreement shall be known and referred to as the 2007 Collective Agreement between Associated Motorways PLC & Associated Autoways (Pvt) Ltd. and the Sri Lanka Freedom General Workers' Union.

1. **Parties Covered and Bound.**– This Agreement shall cover and bind The Associated Motorways PLC & Associated Autoways (Pvt) Ltd. (the Employers) in relation to persons employed at its establishments in Kalutara, Anuradhapura and Pallekela, on permanent monthly contracts of employment, in categories of employment for which salary scales have been provided in Schedule 1 hereto, the Union, namely the Sri Lanka Freedom General Workers' Union. (The Union) and its members employed by the Employers in the said categories of employment as at the date of signing this Agreement and thereafter.

2. **Earlier Collective Agreements.**– This Agreement shall supersede the Collective Agreement entered into between the parties on 29 the of April 2004 and the said Collective agreement of 2004 shall stand repudiated between the parties.

3. **Date of Operation and Duration.**– This Collective Agreement shall be effective from the 1st day of April 2007 and shall continue to be in force unless it is terminated by either party giving six months' notice in writing to the other, provided however, that no such notice shall be given by either party, prior to the 30 th day of September, Two Thousand & Nine and this Collective Agreement shall not stand terminated until the 31 st day of March, Two Thousand & Ten. Any notice of termination given by a party prior to the 30 th day of September, Two Thousand & Nine shall have no effect whatsoever.

4. **Hours of Work & Overtime.**– During the continuance in force of this Agreement the normal working hours shall be deemed to be those that are worked by the employees as at present. As and when requested by the Employers, the employees shall work reasonable overtime, for which the employees shall be paid overtime as stipulated by law.

5. **Salaries.**–

- (i) With effect from the First Day of April, Two Thousand & Seven, the monthly salaries applicable to each employee as at March 2007 shall be increased by Rs 800/- and each employee shall be granted an annual increment subject to the provisions of Clause 6 hereof.
- (ii) With effect from First Day of April, Two Thousand & Eight, the monthly salaries applicable to each employee as at March 2008 shall be increased by Rs 500/- and each employee shall be granted an annual increment subject to the provisions of Clause 6 hereof.

- (iii) With effect from First Day of April, Two Thousand & Nine, the monthly salaries applicable to each employee as at March 2009 shall be increased by Rs. 400/- and each employee shall be granted an annual increment subject to the provisions of Clause 6 hereof.

6. **Annual Increments.**– Unless otherwise decided on disciplinary grounds, in terms of this Agreement, an employee shall be entitled to an annual increment in the month of April each year, in terms of the salary scale applicable to him, and provided in Schedule 1 hereof.

7. If during the continuance in force of this Agreement, the Government of Sri Lanka.– (a) Prescribes in any year, increases in salary by any written law applicable to categories of employees covered by this Agreement, the Employer shall be entitled to take credit for the salary increases granted to an employee in respect of such year in terms of Clause 5 hereof and determine the increase, if any, that is to be granted to an employee accordingly.

- (b) Recommends increases in salaries, such recommendation will not be applicable to the Employer regardless of whether or not such recommendation is applicable to the categories of employees covered by this Agreement.

8. **Attendance Bonus.**– The Employer shall continue to pay the weekly attendance bonus in terms of the current scheme.

9. **Profit Bonus.**– The payment bonus, if any, in the month of April will be directly linked to the cumulative net profit recorded in the financial year immediately preceding, in respect of the factories of the Employers covered and bound by this Agreement.

10. **Reward for Good Attendance.**–With effect from First April 2007, The Employers agree to pay a reward for good attendance (in respect of physical presence at work) on a monthly basis to all employees covered and bound by this Agreement on the following basis :

- (i) With effect from 1st April 2007 to 31st March 2008, the monthly reward will be paid as follows :

Up to one and a half day's authorized absence	-	Rs. 800/-
Up to two day's authorized absence	-	Rs. 480/-
Up to three day's authorized absence	-	Rs. 320/-
Over 3 day's authorized absence or any unauthorized absence	-	No Payment.

- (ii) With effect from 1st April 2008 to 31st March 2009, the monthly reward will be paid as follows :

Up to one and a half day's authorized absence	-	Rs. 850/-
Up to two day's authorized absence	-	Rs. 510/-
Up to three day's authorized absence	-	Rs. 340/-
Over 3 day's authorized absence or any unauthorized absence	-	No Payment.

- (iii) With effect from 1st April 2009 to 31st March 2010 the monthly reward will be paid as follows :

Up to one and a half day's authorized absence	-	Rs. 950/-
Up to two day's authorized absence	-	Rs. 570/-
Up to three day's authorized absence	-	Rs. 380/-
Over 3 day's authorized absence or any unauthorized absence	-	No Payment.

11. **Minimum Levels of Production.**–The Union and the employees agree with the Employers that during the continuance in force of this Agreement the Employees of the respective Employers covered under this Agreement shall maintain minimum production levels as set out in the Second and Third Schedules hereto, in the factories of the Employers. These minimum production levels, however shall be liable to review depending on operational requirements.

12. **Disciplinary Action.**– Where the Employers propose to proceed against an employee on disciplinary grounds, then –

- (a) regardless of whether an employee has been suspended or not, the employee shall be furnished with a 'show cause' notice setting out the misconduct alleged against him.
- (b) The employee shall be required to submit his written explanation to the 'show cause' notice within 5 clear working days. The employee may, however, if he so requires, seek an extension of time to submit his explanation and the Employers may at thier discretion grant such extension of time as deemed required.

- (c) on receipt of the employee's written explanation, the Employers shall conduct a domestic disciplinary inquiry into the alleged misconduct,
- (d) after the conclusion of the domestic inquiry, the employees shall be informed in writing of the findings of the said inquiry and the punishment, if any, that has been imposed,
- (e) the Employers shall not be required to hold a domestic inquiry in terms of sub-clause (c) above, where the employee has admitted the acts of misconduct alleged against him, or follow the disciplinary action procedure in terms hereof where the employee shall only be warned in respect of an act of misconduct,
- (f) the services of an employee may be suspended without pay by the Employers pending disciplinary action or by way of punishment on the findings of a domestic disciplinary inquiry.

13. **Variation of Terms & Conditions.**— During the continuance in force of this Agreement, neither party shall seek or attempt to vary, alter or change any of the terms and conditions contained herein and/ or terms and conditions or other benefits applicable to employees as at the date of signing this Agreement, other than by way of mutual agreement between the parties.

14. **Disputes Settlement Procedure.**— (a) In the event of any dispute that shall arise between the parties during the continuance in force of this Agreement, of matters not covered by the agreement, the branch of the Union in the Employers' establishment shall raise such dispute with the Factory Management of the Employers and the parties shall take all efforts to resolve such disputes amicably.

(b) If no settlement of the dispute can be reached between the parties, the branch of the Union may request the Union to raise the matter in dispute with the Employers and/ or with the Employers' Federation of Ceylon and the Union, the Employers and the Federation shall thereafter take all possible steps to resolve the dispute.

(c) Failing a settlement of the dispute as provided in the preceding sub-clause the Union may raise the dispute with the Department of Labour and move to have the dispute resolved under the provisions of the Industrial Disputes Act.

15. **Trade Union Action.**— The Union 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.

16. **Union Committee Meetings.**— The following provisions shall apply to meetings of the branch committee of the Union :

1. In respect of each meeting the branch committee desires to hold in the Company premises, an application shall be made to the respective Employers at least 36 hours prior to the date of the meeting.
2. If the Employers decide to grant permission to hold such meeting, the Employers may upon a written request of the branch union, permit a representative of the Union (Parent Union) to attend such branch committee meeting provided, however, that the branch union shall not make such requests on more than 4 occasions during one year.
3. The Employers may also impose any other condition they desire fit subject to which such branch committee meeting shall be conducted.

SCHEDULE 1

SALARY SCALES

PRODUCTION WORKERS

Un - skilled.— Rs. 5000/- (Annual Increment of Rs. 31.25/- for 10 years) (Annual Increment of Rs. 62.50/- for 10 years) (Annual Increment of Rs. 106.25/- for 4 years or more)

Semi - skilled.— Rs. 5023/- (Annual Increment of Rs. 50/- for 10 years) (Annual Increment of Rs. 81.25/- for 10 years) (Annual Increment of Rs. 118.75/- for 4 years or more)

Skilled.— Rs. 5052/- (Annual Increment of Rs. 62.50/- for 10 years) (Annual Increment of Rs. 93.75/- for 10 years) (Annual Increment of Rs. 137.50/- for 4 years or more)

ENGINEERING WORKERS

Un - skilled. – Rs. 5000/- (Annual Increment of Rs. 56.25/- for 10 years) (Annual Increment of Rs. 81.25/- for 10 years) (Annual Increment of Rs. 106.25/- for 4 years or more)

Semi - skilled. – Rs. 5017.50/- (Annual Increment of Rs. 62.50/- for 10 years) (Annual Increment of Rs. 87.50/- for 10 years) (Annual Increment of Rs. 118.75/- for 4 years or more)

Skilled. – Rs. 5097.75/- (Annual Increment of Rs. 81.25/- for 10 years) (Annual Increment of Rs. 106.25/- for 10 years) (Annual Increment of Rs. 137.50/- for 4 years or more)

SCHEDULE 2

AGREEMENT FOR PRODUCTIVITY IMPROVEMENT IN TRD

PROPOSED TRAGETS TRD

(INITIAL INSPECTION)

MACHINE	EMPLOYEES	CURRENT PRODUCTION (09 HOURS)	NEW PRODUCTION (09 HOURS)
No. 01	01	250	260
No. 02	01	205	210

BUFFING

		CURRENT	NEW
TRUCK	01	LT - 02, Car - 02	LT - 02, Car - 03
TRUCK REBUFF	01	Truck - 3/ 2	Truck - 1
TRUCK TREAD LOOSE	01	Truck - 3/ 2	Truck - 1
CAR TREAD LOOSE	01	Car - 02	Car - 01
TRUCK CLEANING	01	Truck - 1/ 2	Truck - 1/ 3
LT & CAR CLEANING	01	LT & Car - 1/ 2	LT & Car - 1/ 3
LT REBUFF	01	LT - 02	LT - 01
V/ Lug Buffing - 18/ 33 23.5/ 25 26.5/ 25 21.5/ 25	01	02 (12hrs.)	03 (12hrs.)
OTR TYRES	01	06 (12hrs.)	08 (12hrs.)
V/ Lug & Die/ H Cleaning		one tyre - 01	one tyre - 1/ 2

BUILDING

	CURRENT	NEW
TRUCK TYRE BUILDING 07 EMPLOYEES	125 (9hrs.)	125 (Any 20 rim size)
LT BUILDING 04 EMPLOYEES	130 (9hrs.)	130 (04 employees)
LT BUILDING	83 (3 hrs employees)	90 (03 employees)
T. TYRE BUILDING 03 EMPLOYEES SOLUTION	06 (9 hrs.)	08 (9 hrs.)
V/ LUG TYRE 02 EMPLOYEES pit - 02 16.9/ 24 13/ 28 15.5/ 25	01 (9 hrs.)	02 (12 hrs.)
SMALL TYRES 02 EMPLOYEES 1200/ 20 1100/ 20 9.5/ 24 9.5/ 24	03 (12 hrs.)	06 (12 hrs.)
OTR TYRES 01 02 EMPLOYEES	05 (9 hrs.)	08 (9 hrs.)
12.5* 18 02 EMPLOYEES	06 (9 hrs.)	10 (9 hrs.)
MOULDING		
TYRE SIZE	CURRENT TARGETS	NEW TARGETS
11 ×28	7 Sets (12 hrs.)	8 Sets (12 hrs.)
1100 ×20	4 Sets (9 hrs.)	5 Sets/ Shift
REPAIR SECTION		
	CURRENT TARGETS (9 HRS.)	NEW TARGETS
CUTTING	70	80
BUFFING	45	65
BUILDING TRUCK	25	45
BUILDING LT & CAR	35	55

FINAL INSPECTION

	CURRENT TARGETS	NEW TARGETS
01 EMPLOYEE	150	165

AGREEMENT FOR PRODUCTIVITY IMPROVEMENT IN COMPOUND DEPARTMENT**COMPOUND DEPARTMENT NEW PRODUCTION TARGETS**

MACHINE	CURRENT TARGETS	NEW TARGETS
RUSSIAN MILL	03 Employees	02 Employees
RUSSIAN BATCH OFF	03 Employees	02 Employees
CARTER	14 Batches / 01 Hour	16 Batches / 01 Hour
MILL SULPHARING	07 Batches / 02 Hours on Carter Mill 08 batches / 02 Hours On Shaw Mill	08 Batches / 02 Hours on Carter Mill 10 Batches / 02 Hours On Shaw Mill
CHEMICAL WEIGHING	26 Batches / Shift	30 Batches / Shift
EXTRUSION COMP. 01	01 employee for compound weighing	No employee for compound weighing
TRANSPORTING OF COMPOUND TO TRD	04 Employees	02 Employees

SCHEDULE 3**PRODUCTION NORMS****ASSOCIATED AUTOWAYS (PVT) LTD**






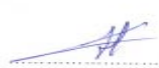
SECTION	MACHINE	EMPLOYEES / SHIFT	CURRENT PRODUCTION HOURS	NEW PRODUCTION HOURS
BUFFING	MATUSHI COLMAN	01 01	T/LT - 8.9 LT - 6.3	T/LT - 10 OR LT - 08
BUILDING	BM 2 (IMI)	01	T - 1.9	T - 4
	BM 3 (VUL)	01	LT - 3	LT - 6
	BM 4 (MAT)	02	T/LT - 6.5	T/LT - 6.5
FINAL INSPECTION MANNUAL INS MACHINE		01 01	9.5 10.5	13 15
SECTION	MACHINE	DAY (24 HRS.) No. of Employees	CURRENT PRODUCTION	NEW PRODUCTION
CURING	POLY PROP Mag.Bosco. IROP FERLEX	02 06 08 06 Total	78 (6 cycles) 125 (5 cycles) 84 (6 cycles) 287	78 (6 cycles) 125 (6 cycles) 98 (7 cycles) 301

ASSOCIATED AUTOWAYS

TRAGETS FOR TREAD LINER PRODUCTION

SECTION	MACHINE	No. OF EMPLOYEES/ SHIFT	CURRENT PRODUCTION/ HOUR	NEW PRODUCTION/ HOUR
EXTRUTION	EX 1	06	Lug 24	Lug 28
PRESS	TP/ 02	01	2.8 cycle	3.1 cycle
MACHINE	TP/ 02	01	2.8 cycle	3.1 cycle
SANDING	SA 1	02	35	35

In Witness whereof the parties aforesaid have here unto set their hands at Colombo on this Ninth day of July Two Thousand and Seven.

<p> For and on behalf of: ASSOCIATED MOTORWAYS PLC</p> <p>Name: <u>TILAK DE ZOYSA</u> Designation: <u>DEPUTY CHAIRMAN AND MANAGING DIRECTOR</u></p> <p> For and on behalf of: ASSOCIATED AUTOWAYS (PVT) LTD</p> <p>Name: <u>ANANDA CALDERA</u> Designation: <u>DE. MANAGING DIRECTOR (MANUFACTURING)</u></p> <p>Witnesses to the above signatures:- 1.  Name: <u>ASHAN DE ZOYSA</u> Designation: <u>DIRECTOR GROUP GENERAL MANAGER</u></p>	<p> For and on behalf of: SRI LANKA FREEDOM GENERAL WORKERS' UNION</p> <p>Name: <u>සුමන්තරා ආරච්ඡි</u> Designation: <u>සංවිධානාත්මක ලේකම්</u></p> <p> For and on behalf of: SRI LANKA FREEDOM GENERAL WORKERS' UNION</p> <p>Name: <u>සුමන්තරා ආරච්ඡි</u> Designation: <u>සංවිධානාත්මක ලේකම්</u></p> <p>2.  Name: <u>සුමන්තරා ආරච්ඡි</u> Designation: <u>සංවිධානාත්මක ලේකම්</u></p>
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11- 249

My No.: CI/585.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Associated Motorways PLC and Associated Autoways (Pvt) Limited, No. 185, Union Place, 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 03 rd July, 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.
26th September, 2007.

Collective Agreement No. 36 of 2007**COLLECTIVE AGREEMENT**

This Collective Agreement, made this 3rd Day of July, Two Thousand and Seven, to take effect from the First day of April, Two Thousand & Seven, pursuant to the Industrial Disputes Act between the Associated Motorways PLC and Associated Autoways (Pvt) Limited, companies duly registered in Sri Lanka Under the Companies Ordinance and having their registered office at No. 185, Union Place, Colombo 02 (hereinafter referred to as "the Employers") and The Inter Company Employees' Union, a trade union duly registered under the Trade Unions Ordinance and having its registered office at No. 158/ 18, E. D. Dabare Mawatha, Colombo 5, (hereinafter referred to as "the Union") Witnesseth and it is hereby agreed between the parties as follows :-

Title : This Collective Agreement shall be known and referred to as the Associated Motorways PLC & Associated Autoways (Pvt) Ltd. Employees' Collective Agreement of 2007.

1. **Parties Covered and Bound.**— This Collective Agreement shall cover and bind The Associated Motorways PLC & Associated Autoways (Pvt) Ltd. (the Employers) in relation to persons employed at its establishments in Kalutara, Anuradhapura and Pallekele, on permanent monthly contracts of employment, in categories of employment for which salary scales have been provided in Schedules 1 hereto, the Union, namely the Inter Company Employees' Union. (the Union) and its members employed by the Employers in the said categories of employment as at the date of signing this Agreement and thereafter.

2. **Earlier Collective Agreement.**— This Agreement shall supersede the Collective Agreement of 2004, which shall stand repudiated.

3. **Date of Operation and Duration.**— This Collective Agreement shall be effective from the 1st day of April 2007 and shall continue to be in force unless it is terminated by either party giving six months' notice in writing to the other, provided however, that no such notice shall be given by either party, prior to the 30th day of September, Two Thousand & Nine and this Collective Agreement shall not stand terminated until the 31st day of March, Two Thousand & Ten. Any notice of termination given by a party prior to the 30th day of September, Two Thousand & Nine shall have no effect whatsoever.

4. **Hours of Work & Overtime.**— During the continuance in force of this Agreement the normal working hours shall be deemed to be those that are worked by the employees as at present. As and when requested by the Employers, the employees shall work reasonable overtime, for which the employees shall be paid overtime as stipulated by law.

5. **Salaries.**— (i) With effect from First Day of April, Two Thousand & Seven, the monthly salaries applicable to each employee as at March 2007 shall be increased by Rs. 800/- and each employee shall be granted an annual increment subject to the provisions of Clause 6 hereof.

(ii) With effect from First Day of April, Two Thousand & Eight, the monthly salaries applicable to each employee as at March 2008 shall be increased by Rs. 500/- and each employee shall be granted an annual increment subject to the provisions of Clause 6 hereof.

(iii) With effect from First Day of April, Two Thousand & Nine, the monthly salaries applicable to each employee as at March 2009 shall be increased by Rs. 400/- and each employee shall be granted an annual increment subject to the provisions of Clause 6 hereof.

6. **Annual Increments.**— Unless otherwise decided on disciplinary grounds, in terms of this Agreement, an employee shall be entitled to an annual increment in the month of April each year, in terms of the salary scale applicable to him, and provided in Schedule 1 hereof.

7. If during the continuance in force of this Agreement, the Government of Sri Lanka.— (a) Prescribes in any year, increases in salary by any written law applicable to categories of employees covered by this Agreement, the Employer shall be entitled to take credit for the salary increases granted to an employee in respect of such year in terms of Clause 5 hereof and determine the increase, if any, that is to be granted to an employee accordingly.

(b) Recommends increases in salaries, such recommendation will not be applicable to the Employer regardless of whether or not such recommendation is applicable to the categories of employees covered by this Agreement.

8. **Attendance Bonus.**— The Employer shall continue to pay the weekly attendance bonus in terms of the current scheme.

9. **Profit Bonus.**— The payment of bonus, if any, in the month of April will be directly linked to the cumulative net profit recorded in the financial year immediately preceding, in respect of the factories of the Employers covered and bound by this Agreement.

10. **Reward for Good Attendance.**—With effect from 1st of June, 2007 the Employers agree to pay a reward for good attendance (in respect of physical presence at work) on a monthly basis to all employees covered and bound by this Agreement on the following basis :

(i) With effect from 1st July 2007 to 31st March 2008, the monthly reward will be paid as follows :

Up to one and a half day's authorized absence	-	Rs. 800/-
Up to two day's authorized absence	-	Rs. 480/-
Up to three day's authorized absence	-	Rs. 320/-
Over 3 day's authorized absence or any unauthorized absence	-	No Payment.

(ii) With effect from 1st April 2008 to 31st March 2009, the monthly reward will be paid as follows :

Up to one and a half day's authorized absence	-	Rs. 850/-
Up to two day's authorized absence	-	Rs. 510/-
Up to three day's authorized absence	-	Rs. 340/-
Over 3 day's authorized absence or any unauthorized absence	-	No Payment.

(iii) With effect from 1st April 2009 to 31st March 2010 the monthly reward will be paid as follows :

Up to one and a half day's authorized absence	-	Rs. 950/-
Up to two day's authorized absence	-	Rs. 570/-
Up to three day's authorized absence	-	Rs. 380/-
Over 3 day's authorized absence or any unauthorized absence	-	No Payment.

11. **Minimum Levels of Production.**—The Union and the employees agree with the Employers that during the continuance in force of this Agreement the Employees of the respective Employers covered under this Agreement shall maintain minimum production levels as set out in the Second and Third Schedules hereto, in the factories of the Employers. These minimum production levels, however, shall be liable to review depending on operational requirements.

12. **Disciplinary Action.**— Where the Employers propose to proceed against an employee on disciplinary grounds, then –

- (a) regardless of whether an employee has been suspended or not, the employee shall be furnished with a 'show cause' notice setting out the misconduct alleged against him.
- (b) The employee shall be required to submit his written explanation to the 'show cause' notice within 5 clear working days. The employee may, however, if he so requires, seek an extension of time to submit his explanation and the Employers may at their discretion grant such extension of time as deemed required.
- (c) on receipt of the employee's written explanation, the Employers shall conduct a domestic disciplinary inquiry in to the alleged misconduct,
- (d) after the conclusion of the domestic inquiry, the employee shall be informed in writing of the findings of the said inquiry and the punishment, if any, that has been imposed,
- (e) the Employers shall not be required to hold a domestic inquiry in terms of sub-clause (c) above, where the employee has admitted the acts of misconduct alleged against him, or follow the disciplinary action procedure in terms hereof where the employee shall only be warned in respect of an act of misconduct,
- (f) the services of an employee may be suspended without pay by the Employers pending disciplinary action or by way of punishment of the findings of a domestic disciplinary inquiry.

13. **Variation of Terms & Conditions.**— During the continuance in force of this Agreement, neither party shall seek or attempt to vary, alter or change any of the terms and conditions contained herein and/ or terms and conditions or other benefits applicable to employees as at the date of signing this Agreement, other than by way of mutual agreement between the parties.

14. **Disputes Settlement Procedure.**– (a) In the event of any dispute that shall arise between the parties during the continuance in force of this Agreement, of matters not covered by the agreement, the branch of the Union in the Employer's establishment shall raise such dispute with the Factory Management of the Employers and the parties shall take all efforts to resolve such disputes amicably.

(b) If no settlement of the dispute can be reached between the parties, the branch of the Union may request the Union to raise the matter in dispute with the Employers and/ or with the Employers' Federation of Ceylon and the Union, the Employers and the Federation shall thereafter take all possible steps to resolve the dispute.

(c) Failing a settlement of the dispute as provided in the preceding sub clause the Union may raise the dispute with the Department of Labour and move to have the dispute resolved under the provisions of the Industrial Disputes Act.

15. **Trade Union Action.**– The Union 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.

16. **Union Committee Meetings.**– The following provisions shall apply to meetings of the branch committee of the Union :

1. In respect of each meeting the branch committee desires to hold in the Company premises, an application shall be made to the respective Employers at least 36 hours prior to the date of the meeting.
2. If the Employers decide to grant permission to hold such meeting, the Employers may upon a written request of the branch union, permit a representative of the Union (Parent Union) to attend such branch committee meeting provided, however, that the branch union shall not make such requests on more than 4 occasions during one year.
3. The Employers may also impose any other condition they desire fit subject to which such branch committee meeting shall be conducted.

SCHEDULE 1

SALARY SCALES

PRODUCTION WORKERS

Un - skilled.– Rs. 5000/- (Annual Increment of Rs. 31.25/- for 10 years) (Annual Increment of Rs. 62.50/- for 10 years) (Annual Increment of Rs. 106.25/- for 4 years or more)

Semi - skilled.– Rs. 5023/- (Annual Increment of Rs. 50/- for 10 years) (Annual Increment of Rs. 81.25/- for 10 years) (Annual Increment of Rs. 118.75/- for 4 years or more)

Skilled.– Rs. 5052/- (Annual Increment of Rs. 62.50/- for 10 years) (Annual Increment of Rs. 93.75/- for 10 years) (Annual Increment of Rs. 137.50/- for 4 years or more)

ENGINEERING WORKERS

Un - skilled.– Rs. 5000/- (Annual Increment of Rs. 56.25/- for 10 years) (Annual Increment of Rs. 81.25/- for 10 years) (Annual Increment of Rs. 106.25/- for 4 years or more)

Semi - skilled.– Rs. 5017.50/- (Annual Increment of Rs. 62.50/- for 10 years) (Annual Increment of Rs. 87.50/- for 10 years) (Annual Increment of Rs. 118.75/- for 4 years or more)

Skilled.– Rs. 5097.75/- (Annual Increment of Rs. 81.25/- for 10 years) (Annual Increment of Rs. 106.25/- for 10 years) (Annual Increment of Rs. 137.50/- for 4 years or more)

SCHEDULE 2

AGREEMENT FOR PRODUCTIVITY IMPROVEMENT IN TRD

PROPOSED TRAGETS TRD

(INITIAL INSPECTION)

MACHINE	EMPLOYEES	CURRENT PRODUCTION (09 HOURS)	NEW PRODUCTION (09 HOURS)
NO. 01	01	250	260
NO. 02	01	205	210

BUFFING

		CURRENT	NEW
TRUCK	01	LT - 02, Car - 02	LT - 02, Car - 02
TRUCK REBUFF	01	Truck - 3/ 2	Truck - 1
TRUCK TREAD LOOSE	01	Truck - 3/ 2	Truck - 1
CAR TREAD LOOSE	01	Car - 02	Car - 01
TRUCK CLEANING	01	Truck - 1/ 2	Truck - 1/ 3
LT & CAR CLEANING	01	LT & Car - 1/ 2	LT & Car - 1/ 3
LT REBUFF	01	LT - 02	LT - 01
V/ Lug Buffing - 18/ 33 23.5/ 25 26.5/ 25 21.5/ 25	01	02 (12hrs.)	03 (12hrs.)
OTR TYRES	01	06 (12hrs.)	08 (12hrs.)
V/ Lug & Die/ H Cleaning		one tyre - 01	one tyre - 1/ 2

BULIDING

	CURRENT	NEW
TRUCK TYRE BUILDING 07 EMPLOYEES (hrs.)	125 (9hrs.)	125 (Any 20 rim size) 9
LT BUILDING 04 EMPLOYEES	130 (9hrs.)	130 (9hrs.)
LT BUILDING	83 (03 employees)	90 (03 employees)
T. TYRE BUILDING 03 EMPLOYEES SOLUTION	06 (9 hrs.)	08 (9 hrs.)
V/ LUG TYRE 02 EMPLOYEES pit - 02 16.9/ 24 13/ 28 15.5/ 25	01 (9 hrs.)	02 (12 hrs.)
SMALL TYRES 02 EMPLOYEES 1200/ 20 1100/ 20 9.5/ 24 9.5/ 24	03 (12 hrs.)	06 (12 hrs.)
OTR TYRES 01 02 EMPLOYEES	05 (9 hrs.)	08 (9 hrs.)
12.5* 18 02 EMPLOYEES	06 (9 hrs.)	10 (9 hrs.)
MOULDING		
TYRE SIZE	CURRENT TARGETS	NEW TARGETS
11 × 28	7 Sets (12 hrs.)	8 Sets (12 hrs.)
1100 × 20	4 Sets (9 hrs.)	5 Sets (9 hrs.)
REPAIR SECTION		
	CURRENT TARGETS (9 HRS)	NEW TARGETS
CUTTING	70	80
BUFFING	45	65
BUILDING TRUCK	25	45
BUILDING LT & CAR	35	55
FINAL INSPECTION		
	CURRENT TARGETS	NEW TARGETS
01 EMPLOYEE	150	165

AGREEMENT FOR PRODUCTIVITY IMPROVEMENT IN COMPOUND DEPARTMENT

COMPOUND DEPARTMENT NEW PRODUCTION TARGETS

MACHINE	CURRENT TARGETS	NEW TARGETS
RUSSIAN MILL	03 Employees	02 Employees
RUSSIAN BATCH OFF	03 Employees	02 Employees
CARTER	14 Batch / 01 Hour	16 Batch / 01 Hour
MILL SULPHARING	07 Batches / 02 Hour on Carter Mill 08 batches / 02 Hours On Shaw Mill	08 Batches / 02 Hours on Carter Mill 10 Batches / 02 Hours On Shaw Mill
CHEMICAL WEIGHING	26 Batches / Shift	30 Batches / Shift
EXTRUSION COMP. 01	01 employee for compound weighing	No employee for compound weighing
TRANSPORTING OF COMPOUND TO TRD	04 Employees	02 Employees

SCHEDULE 3

PRODUCTION NORMS

ASSOCIATED AUTOWAYS (PVT) LTD

SECTION	MACHINE	EMPLOYEES / SHIFT	CURRENT PRODUCTION HOURS	NEW PRODUCTION HOURS
BUFFING	MATUSHI	01	T/LT - 8.9	T/LT - 10
	COLMAN	01	LT - 6.3	OR LT - 08
BUILDING	BM 2 (IMI)	01	T - 1.9	T - 4
	BM 3 (VUL)	01	LT - 3	LT - 6
	BM 4 (MAT)	02	T/LT - 6.5	T/LT - 6.5
FINAL INSPECTION MANUAL INS MACHINE		01	9.5	13
		01	10.5	15
SECTION	MACHINE	DAY (24 hrs) No of Employees	CURRENT PRODUCTION	NEW PRODUCTION
CURING	POLY PROP	02		
	Mag.Bosco	06	78 (6 cycles)	78 (6 cycles)
	IROP	08	125 (5 cycles)	125 (6 cycles)
	FERLEX	06	84 (6 cycles)	98 (7 cycles)
		Total	287	301

ASSOCIATED AUTOWAYS

TRAGETS FOR TREAD LINER PRODUCTION

Section	Machine	No. of Employees/ Shift	Current production/ Hour	New production/ Hour
EXTRUTION	EX 1	06	Lug 24	Lug 28
PRESS	TP/ 02	01	2.8 cycle	3.1 cycle
MACHINE	TP/ 02	01	2.8 cycle	3.1 cycle
SANDING	SA 1	02	35	35

In Witness whereof the parties aforesaid have here unto set their hands at Colombo on this 03 rd day of July Two Thousand and Seven.

<p></p> <p>For and on behalf of: ASSOCIATED MOTORWAYS LTD PLC CO. REG. NO. P016</p> <p>Name: <u>TILAK DE ZOYSA</u></p> <p>Designation: <u>DEPUTY CHAIRMAN AND MANAGING DIRECTOR</u></p>	<p></p> <p>For and on behalf of: INTERCOMPANY EMPLOYEES' UNION</p> <p>Name: <u>W.A. SUMANASEKERA</u></p> <p>Designation: <u>පරිසර සේවා</u></p>
<p></p> <p>For and on behalf of: ASSOCIATED AUTOWAYS (PVT) LTD</p> <p>Name: <u>ANANDA CALDERA</u></p> <p>Designation: <u>DY. MANAGING DIRECTOR/ manf</u></p>	<p></p> <p>For and on behalf of: INTERCOMPANY EMPLOYEES' UNION</p> <p>Name: <u>Bandula</u></p> <p>Designation: <u></u></p>
<p>Witnesses to the above signatures:-</p>	
<p>1. </p> <p>Name: <u>ASHAN DE ZOYSA</u></p> <p>Designation: <u>DIRECTOR GROUP GENERAL MANAGER</u></p>	<p>2. </p> <p>Name: <u>H. Bandula de Silva</u></p> <p>Designation: <u>පාලන සහකාර</u></p>