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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

අංක 1641/37 - 2010 පෙබරවාරි 17 වැනි බදාදා - 2010.02.17

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(Published by Authority)

PART I : SECTION (I) — GENERAL

Government Notifications

THE INDUSTRIAL DISPUTE ACT, CHAPTER 131

COLLECTIVE AGREEMENT No. 03 OF 2010

COLLECTIVE AGREEMENT OF 2008 BETWEEN

Collective Agreement

ASIA PACIFIC BREWERY (LANKA) LTD

AND

INTER COMPANY EMPLOYEES UNION

My No.: CI/1779.

THE Collective Agreement entered into between Asia Pacific Brewery (Lanka) Limited., No. 46, Welikadawatta, Nawala Road, Rajagiriya of the one part and the Inter Company Employees Union, No. 158/18, E. D. Dabare Mawatha, Colombo 05 of the other part on 13th June, 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,
20th January, 2010.
1A - G 012466— 390(2010/02)

This Agreement entered into by and between Asia Pacific Brewery (Lanka) Ltd, a Company duly incorporated in Sri Lanka and having its registered office at No. 46, Welikadawatta, Nawala Road, Rajagiriya, (hereinafter referred to as “the Employer”) and the Inter Company Employees Union, a Trade Union duly registered in Sri Lanka, having its registered Office at No. 158/18, E. D. Dabare Mawatha, Colombo 05, (hereinafter referred to as “the Union”).

Whereas the Union made representations to the Employer for a revision of salaries of their members employed by the Employer and the parties have, after discussions, arrived at the following terms of settlement :-

1. Employees Covered and Bound.

This Agreement shall cover and bind the Employer, the Union and the members of the Union employed by the Employer on permanent monthly contracts of employment (correctively the “Employees” and each an “Employee”) at their brewery at Mawathagama.

2. Effective Date and Operation of the Agreement.

This Agreement shall take effect from 1st June, 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 30th September, 2009 and the Agreement shall not stand terminated prior to the 30th September, 2009.

3. Wage Revision

The Employer agrees to grant the following wage revision during the pendency of the Agreement :-

With effect from 1st June, 2008, each Employee covered and bound shall receive a salary increase of Rs. 2,000.00

The Union and the Employees hereby agree that no further demands will be made against the Employer for wage increases and/or any other pecuniary matters during the pendency of this Agreement.

4. Annual Increments.

Unless otherwise decided by the Employer on disciplinary grounds, an Employee covered and bound shall be eligible to receive an annual increment of Rs. 250.00 after and subject to the appraisal of his/her performance.

5. Production Bonus.

The Employer agrees to introduce the following production bonus :—

- (i) Rs. 250 will be paid for achievement of a production between 80,000 to 100,000 dozen per month ; or
- (ii) Rs. 750 will be paid for achievement of a production above 100,000 dozen per month.

For and behalf of :

Asia Pacific Brewery (Lanka) Ltd.,

Name : R. Anton Rock Fernando,
Designation : Chief Operating Officer.

Witnesses :

Name : Brig. O. C. N. Fernando,
Designation : H R D

Name : W. M. K. L. Weerasinghe,
Designation : Deputy Director-General,

Asia Pacific Brewery (Lanka) Ltd.,

6. Productivity Improvement Measures and Performance of Overtime :

- (a) It is agreed by the Union and the Employees to fully support all endeavours of the management of the Employer to improve productivity.
- (b) It is also agreed by the Union and the Employees that the Employees will work overtime to meet the exigencies of the Employer (including the performance of overtime work on public holidays).
- (c) The management of the Employer agrees to abide by all legal obligations in relation to payment of wages for overtime work in consideration of matters set out in (b) above and to give adequate notice of overtime work to be performed by the Employees.

7. The Union, the Employer and the Employees covered and bound by this Agreement undertake that they shall not during the continuance of this Agreement seek to vary or change, in any manner, any of the terms and conditions agreed upon herein. The Union and the Employees covered and bound agree that they 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.

8. Disputes Settlement Procedure

In the event of a dispute arising out of this Agreement, parties agree to submit the matter for conciliation pursuant to the provisions of the Industrial Disputes Act. In the event of a dispute arising out of a matter not covered by this Agreement, parties agree to strictly abide by the Dispute Resolution Procedure set out in the Check-Off Agreement that binds parties.

In Witness hereof the parties have hereunto set their hands on this 13th day of June, Two Thousand and Eight.

For and on behalf of :

Inter Company Employees Union,

Name : Piyadasa Gamage,
Designation : Vice President.

Name : W. S. K. Jayasinghe,
Designation : Secretary.

Name : P. M. W. Ekanayake,
Designation : Branch Manager,

MYNo. : CI/1784.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Ace Containers (Pvt.) Ltd., No. 775/5, Negombo Road, Mabola, Wattala of the one part and Ceylon Mercantile Industrial and General Workers' Union, (CMU) No. 03, 22nd Lane, Colombo 03 of the other Part on 23rd October 2009 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,
20th January, 2010.

Collective Agreement No. 05 of 2010

Agreement

Agreement entered into on this 23rd day of October, Two Thousand and Nine between Ace Containers (Pvt.) Ltd., hereinafter referred to as "the Employer" and the Ceylon Mercantile, Industrial and General Workers' Union (CMU) hereinafter referred to as "the Union".

Whereas the Union made certain proposals to the Employer for the revision of salaries and other terms and conditions of employment of their members employed by the Employer and parties have after negotiations agreed to the following :

1. The terms of this Agreement shall apply to and cover and bind the Employer the Union and the Members of the Union who, as at the date of signing this Agreement, are employed by the Employer or may during the pendency of this Agreement be employed in a manual category for whom salary scales have been provided in Schedule I hereof.

2. The provisions of this Agreement shall take effect from 1.9.2009 and shall continue to operate unless 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 end of 31st July, 2011 and the Agreement shall not stand terminated until 31st August, 2011.

3. It is hereby agreed that the salaries of the employees covered by this Agreement will be revised as follows :-

- (i) To ascertain the salary payable to an employee with effect from 1.9.2009 the Employer shall add to the basic salary of each employee as at July 2009 a sum equal to 12% of same.
 - (ii) Furthermore, the employer also agrees to consolidate 50 points (Rs. 100.00) from the Non Recurring Cost of Living Gratuity (NRCLG) and add the said amount to the salaries of employees with effect from 1st September, 2009. The said consolidation will be taken into account in making payment of arrears with regard to NRCLG.
 - (iii) With effect from 1st September 2010 salaries will be further revised by an addition to the monthly salary of a sum equal to 2% of the salary received by the employees as at July 2009.
 - (iv) Each employee shall thereafter be placed on the corresponding point in the scale set out in Schedule I hereof in the grade applicable to such employee. If there is no corresponding point the employee will be placed on the next higher point.
 - (v) At the expiry of the twelve month period commencing from the 1st November, 2009 the scales of consolidated salaries set out in Schedule I 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 Colombo Consumers' Price Index figure has increased during the such twelve month period multiplied by 2 and the salary payable to each employee under this Agreement shall accordingly be increased by a like amount as from the 1st November, 2009.
 - (vi) At the expiry of each 12 month period commencing from the 1st November, 2009 the scales of consolidated salaries revised in the manner prescribed above shall be revised in like manner as from the 1st of November of the succeeding year during the continuance in force of this Agreement.
4. Non-Recurring Cost of Living Gratuity.
- (i) As the scales of consolidated salaries set out in the First Schedule hereto have been fixed on the basis of the Colombo Consumers' Price Index being 5683 an Employee shall be entitled to receive and the Employer shall be liable to pay a non-recurring cost of living gratuity to Employees in service in November each year in respect of the preceding twelve months (*i.e.* 1st November to 31st October

hereinafter referred to as the “qualifying period”) commencing from the 1st November 2008 ascertained in accordance with the under noted formula.

The Formula .— If the average of the Colombo Consumers’ Price Index for the qualifying period exceeds 5683 a sum computed at Rupees two (Rs. 2.00) for each complete point (*i.e.* 1.0) by which such average exceeds 5683 in respect of each month of service during the qualifying period.

- (ii) When at the expiry of each twelve month period commencing on the 1st November, 2009 the scales of consolidated salaries have been revised in the manner set out in Clause 3(iv) and (v) above, the base index figure in the formula for purposes of calculating the non-recurring cost of living gratuity shall thereafter be increased by the number of points by which the Colombo Consumers’ Price Index has risen during each twelve month period as specified in Clause 5(i) hereof.

- (iii) The non-recurring cost of living gratuity shall be payable by the Employer to an Employee who is

eligible to receive the same by virtue of his service under the Employer during a part of the qualifying year by reason of the fact that he is not in the Employers’ service when the non-recurring cost of living gratuity becomes due in November of any year or he joined the employer’s service during the course of the qualifying year.

5. It is also agreed by parties that, in the event the Government of Sri Lanka discontinuing the publication of the CCPI figures, they will meet and discuss the basis on which payment linked to cost of living could be continued.

6. The Employer, the union and the employees covered and bound by this agreement undertake that they shall not during the continuance of this Agreement attempt to or 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.

In witness hereof parties have set their hands on this 23rd day of October, Two Thousand and Nine.

For and on behalf of :

Ace Containers (Pvt.) Ltd.,

Name : N. Nallaratnam
Designation : Managing Director,

Witnesses :

Name : Mr. A. K. D. Gurusinghe,
Designation : Manager.

Name : Ajith Manchanayake,
Designation : General Manager.

For and on behalf of :

The Ceylon Mercantile, Industrial
and General Workers’ Union, (CMU).

Name : Bala Thampoe
Designation : General Secretary,

Name : Mr. K. Ajith Kumara,
Designation : Branch Secretary.

Name : N. M. W. P. Silva,
Designation : Branch President.

ACE CONTAINERS (PVT.) LTD.,

Engineering Trade

Salary scales for the period 01.09.2009 to 31.10.2009

Cost of Living Index Figure 5683 (Consolidation 50 points = Rs. 100)

12% increase + 50 points consolidation

<i>Stage</i>	<i>Unskilled</i>	<i>Semi-skilled</i>	<i>Skilled</i>	<i>Charge hand</i>
1	17,002.63	17,249.29	17,495.97	17,824.88
2	17,075.43	17,338.89	17,607.97	17,964.88
3	17,148.23	17,428.49	17,719.97	18,104.88

<i>Stage</i>	<i>Unskilled</i>	<i>Semi-skilled</i>	<i>Skilled</i>	<i>Charge hand</i>
4	17,221.03	17,518.09	17,831.97	18,244.88
5	17,293.83	17,607.69	17,943.97	18,384.88
6	17,366.63	17,697.29	18,055.97	18,524.88
7	17,439.43	17,786.89	18,167.97	18,664.88
8	17,512.23	17,876.49	18,279.97	18,804.88
9	17,585.03	17,966.09	18,391.97	18,944.88
10	17,657.83	18,055.69	18,503.97	19,084.88
11	17,730.63	18,145.29	18,615.97	19,224.88
12	17,803.43	18,234.89	18,727.97	19,364.88
13	17,876.23	18,324.49	18,839.97	19,504.88
14	17,949.03	18,414.09	18,951.97	19,644.88
15	18,021.83	18,503.69	19,063.97	19,784.88
16	18,094.63	18,593.29	19,175.97	19,924.88
17	18,167.43	18,682.89	19,287.97	20,064.88
18	18,240.23	18,772.49	19,399.97	20,204.88
19	18,313.03	18,862.09	19,511.97	20,344.88
20	18,385.83	18,951.69	19,623.97	20,484.88
21	18,458.63	19,041.29	19,735.97	20,624.88
22	18,531.43	19,130.89	19,847.97	20,764.88
23	18,604.23	19,220.49	19,959.97	20,904.88
24	18,677.03	19,310.09	20,071.97	21,044.88
25	18,749.83	19,399.69	20,183.97	21,184.88
26	18,822.63	19,489.29	20,295.97	21,324.88
27	18,895.43	19,578.89	20,407.97	21,464.88
28	18,968.23	19,668.49	20,519.97	21,604.88
29	19,041.03	19,758.09	20,631.97	21,744.88
30	19,113.83	19,847.69	20,743.97	21,884.88
31	19,186.63	19,937.29	20,855.97	22,024.88
32	19,259.43	20,026.89	20,967.97	22,164.88
33	19,332.23	20,116.49	21,079.97	22,304.88
34	19,405.03	20,206.09	21,191.97	22,444.88
35	19,477.83	20,295.69	21,303.97	22,584.88
36	19,550.63	20,385.29	21,415.97	22,724.88
37	19,623.43	20,474.89	21,527.97	22,864.88
38	19,696.23	20,564.49	21,639.97	23,004.88
39	19,769.03	20,654.09	21,751.97	23,144.88
40	19,841.83	20,743.69	21,863.97	23,284.88
41	19,914.63	20,833.29	21,975.97	23,424.88
42	19,987.43	20,922.89	22,087.97	23,564.88
43	20,060.23	21,012.49	22,199.97	23,704.88
44	20,133.03	21,102.09	22,311.97	23,844.88
45	20,205.83	21,191.69	22,423.97	23,984.88
46	20,278.63	21,281.29	22,535.97	24,124.88
47	20,351.43	21,370.89	22,647.97	24,264.88
48	20,424.23	21,460.49	22,759.97	24,404.88
49	20,497.03	21,550.09	22,871.97	24,544.88
50	20,569.83	21,639.69	22,983.97	24,684.88

ACE CONTAINERS(PVT.)LTD
Motor Transport Trade

Salary scales for the period 01.09.2009 to 31.10.2009
Cost of Living Index Figure 5683 (Consolidation 50 points = Rs. 100/-)
12% increase + 50 points consolidation

<i>Stage</i>	<i>Class C</i>	<i>Class D</i>	<i>State</i>	<i>Class C</i>	<i>Class D</i>
1	17,249.29	17,495.97	26	19,489.29	20,295.97
2	17,338.89	17,607.97	27	19,578.89	20,407.97
3	17,428.49	17,719.97	28	19,668.49	20,519.97
4	17,518.09	17,831.97	29	19,758.09	20,631.97
5	17,607.69	17,943.97	30	19,847.69	20,743.97
6	17,697.29	18,055.97	31	19,937.29	20,855.97
7	17,786.89	18,167.97	32	20,026.89	20,967.97
8	17,876.49	18,279.97	33	20,116.49	21,079.97
9	17,966.09	18,391.97	34	20,206.09	21,191.97
10	18,055.69	18,503.97	35	20,295.69	21,303.97
11	18,145.29	18,615.97	36	20,385.29	21,415.97
12	18,234.89	18,727.97	37	20,474.89	21,527.97
13	18,324.49	18,839.97	38	20,564.49	21,639.97
14	18,414.09	18,951.97	39	20,654.09	21,751.97
15	18,503.69	19,063.97	40	20,743.69	21,863.97
16	18,593.29	19,175.97	41	20,833.29	21,975.97
17	18,682.89	19,287.97	42	20,922.89	22,087.97
18	18,772.49	19,399.97	43	21,012.49	22,199.97
19	18,862.09	19,511.97	44	21,102.09	22,311.97
20	18,951.69	19,623.97	45	21,191.69	22,423.97
21	19,041.29	19,735.97	46	21,281.29	22,535.97
22	19,130.89	19,847.97	47	21,370.89	22,647.97
23	19,220.49	19,959.97	48	21,460.49	22,759.97
24	19,310.09	20,071.97	49	21,550.09	22,871.97
25	19,399.69	20,183.97	50	21,639.69	22,983.97

03-133

MY No.: CI/1785.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Ace Freight Management (Pvt.) Ltd., No. 315, Vauxhall Street, Colombo 02 of the one part and Ceylon Mercantile Industrial and General Workers' Union, (CMU) No. 03, 22nd Lane, Colombo 03, of the other Part on 23rd October, 2009 is hereby published in terms of Section 06 of the Industrial Dispute 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,
20th January, 2010.

COLLECTIVE AGREEMENT No. 06 OF 2010

Agreement

Agreement entered into between Ace Freight Management (Pvt.) Ltd., a company duly registered and having its registered office at No. 315, 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 No. 3, 22nd Lane, Colombo 3, and hereinafter referred to as “the Union” on this 23rd day of October, Two Thousand and Nine.

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 01st October, 2009, 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 July, 2009.

In addition, with effect from 01st October 2009, a sum of Rs. 3,220 representing 1,610 points in the CCPI will be consolidated into the salaries of each employee. Consequently, the new base index figure thereafter will be 5,054.

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.

(1) Motor Transport Trade Employees :

(I) Employees placed on Grade I, Grade II and Grade III in any category of the scales applicable as at July 2009 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 July 2009 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 12% of salary as at July, 2009 multiplied by 3, to represent the period 01st July, 2009 to 30th September, 2009. 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, 2009, 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, 2009.

At the expiry of each 12 month period commencing from the First Day of November, 2009, 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 non-recurring cost of living gratuity to employees as follows :

- (i) As the scales of consolidated salaries as at November 2008 were fixed on the basis of the CCPI being 3,444, 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.* 01st November to 31st October, hereinafter referred to as the “qualifying period”, commencing from the First day of November, 2008, ascertained in accordance with the undernoted formulas subject to the provisions of Sub-clause (iii) hereunder.

Formula : If the average of the CCPI for the qualifying period exceeds the base index of 3,444, a sum computed at Rs. 2 for each completed point by which such average exceed 3,444 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 01st November 2008 to 31st October, 2009, the employer shall take credit for the sum of Rs. 3,220 added to employee salaries with effect from 1st October, 2009 in terms of Clause 3 hereof and a sum equal to Rs. 3,220 multiplied by 1 to represent the 1 month period 1st October to 31st October 2009 and a sum equal to Rs. 3,220 multiplied by 1 to represent the one month period from 01st October 2009 to 31st October 2009 shall be deducted.
- (iii) When at the expiry of each 12 month period commencing on the First day of November, 2009, 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 (5,054) 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. *It is also agreed* by parties that, in the event the Government of Sri Lanka discontinuing the publication of the CCPI figures, they will meet and discuss the basis on which payment linked to Cost of Living could be continued.

8. Effective Date/Duration

This Agreement shall take effect from 01st October 2009 and shall continue to be in force unless terminated by either party with one month's written notice to the other provided however, that neither party shall give each notice prior to 31st August, 2011 and the Agreement shall not stand terminated until 30th September, 2011.

9. Trade Union Action

The Employer, the 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.

In witness whereof parties have set their hands hereunto on this 23rd day of October, Two Thousand and Nine at Colombo.

For and on behalf of:

Ace Freight Management (Pvt.) Ltd.

Signature :

Name : N. Nallaratnam

Designation : Managing Director,

For and on behalf of:

The Ceylon Mercantile Industrial
and General Workers' Union, (CMU).

Signature :

Name : Bala Thampoe

Designation : General Secretary,

Witness :

1. *Signature :*

Name : Mrs. A. K. D. Gurusinghe,

Designation : Manager

1. *Signature :*

Name : Mr. Nishantha,

Designation : Secretary.

2. *Name :* Ajith Manchanayake,

Designation : General Manager

2. *Name :* P. Nanayakkara,

Designation : President.

ACE FREIGHT MANAGEMENT (PVT.) LTD.

Engineering Trade

Scales for the Period 01.10.2009 to 31.10.2009

Salary 12% increase + 1610 consolidation

Cost of Living Index Figure 5054 (Consolidation 1610 points = Rs. 3,220)

CLERICAL STAFF

	77.05	93.77	108.19	122.62
Stage	G I	G II	G III	G IV
1	14,469.24	14,786.60	15,103.96	15,421.32
2	14,546.29	14,880.36	15,212.15	15,543.94
3	14,623.35	14,974.13	15,320.35	15,666.56
4	14,700.40	15,067.90	15,428.54	15,789.18
5	14,777.46	15,161.66	15,536.73	15,911.80
6	14,854.52	15,255.43	15,644.92	16,034.41
7	14,931.57	15,349.20	15,753.11	16,157.03
8	15,008.63	15,442.96	15,861.31	16,279.65

	77.05	93.77	108.19	122.62
Stage	GI	GII	GIII	GIV
9	15,085.68	15,536.73	15,969.50	16,402.27
10	15,162.74	15,630.50	16,077.69	16,524.88
11	15,239.80	15,724.26	16,185.88	16,647.50
12	15,316.85	15,818.03	16,294.07	16,770.12
13	15,393.91	15,911.80	16,402.27	16,892.74
14	15,470.96	16,005.56	16,510.46	17,015.35
15	15,548.02	16,099.33	16,618.65	17,137.97
16	15,625.08	16,193.09	16,726.84	17,260.59
17	15,702.13	16,286.86	16,835.03	17,383.21
18	15,779.19	16,380.63	16,943.23	17,505.82
19	15,856.24	16,474.39	17,051.42	17,628.44
20	15,933.30	16,568.16	17,159.61	17,751.06
21	16,010.36	16,661.93	17,267.80	17,873.68
22	16,087.41	16,755.69	17,375.99	17,996.29
23	16,164.47	16,849.46	17,484.19	18,118.91
24	16,241.52	16,943.23	17,592.38	18,241.53
25	16,318.58	17,036.99	17,700.57	18,364.15
26	16,395.64	17,130.76	17,808.76	18,486.76
27	16,472.69	17,224.52	17,916.95	18,609.38
28	16,549.75	17,318.29	18,025.15	18,732.00
29	16,626.80	17,412.06	18,133.34	18,854.62
30	16,703.86	17,505.82	18,241.53	18,977.24
31	16,780.92	17,599.59	18,349.72	19,099.85
32	16,857.97	17,693.36	18,457.91	19,222.47
33	16,935.03	17,787.12	18,566.11	19,345.09
34	17,012.08	17,880.89	18,674.30	19,467.71
35	17,089.14	17,974.66	18,782.49	19,590.32
36	17,166.20	18,068.42	18,890.68	19,712.94
37	17,243.25	18,162.19	18,998.87	19,835.56
38	17,320.31	18,255.96	19,107.07	19,958.18
39	17,397.36	18,349.72	19,215.26	20,080.79
40	17,474.42	18,443.49	19,323.45	20,203.41
41	17,551.48	18,537.25	19,431.64	20,326.03
42	17,628.53	18,631.02	19,539.83	20,448.65
43	17,705.59	18,724.79	19,648.03	20,571.26
44	17,782.64	18,818.55	19,756.22	20,693.88
45	17,859.70	18,912.32	19,864.41	20,816.50
46	17,936.76	19,006.09	19,972.60	20,939.12
47	18,013.81	19,099.85	20,080.79	21,061.73
48	18,090.87	19,193.62	20,188.99	21,184.35
49	18,167.92	19,287.39	20,297.18	21,306.97
50	18,244.98	19,381.15	20,405.37	21,429.59

ACE FREIGHT MANAGEMENT (PVT.) LTD.

Salary Scales for the Period 01.10.2009 to 31.10.2009

12% increase + 1610 consolidation

Cost of Living Index Figure 5054 (Consolidation 1610 points = Rs. 3,220)

ENGINEERING TRADE

	64.51	77.06	93.77
Stage	GI	GII	GIII
1	14,231.21	14,469.24	14,865.94
2	14,295.72	14,546.29	14,959.71
3	14,360.24	14,623.35	15,053.47
4	14,424.75	14,700.40	15,147.24
5	14,489.26	14,777.46	15,241.00
6	14,553.77	14,854.52	15,334.77
7	14,618.28	14,931.57	15,428.54
8	14,682.80	15,008.63	15,522.30
9	14,747.31	15,085.68	15,616.07
10	14,811.82	15,162.74	15,709.84
11	14,876.33	15,239.80	15,803.60
12	14,940.84	15,316.85	15,897.37
13	15,005.36	15,393.91	15,991.14
14	15,069.87	15,470.96	16,084.90
15	15,134.38	15,548.02	16,178.67
16	15,198.89	15,625.08	16,272.44
17	15,263.40	15,702.13	16,366.20
18	15,327.92	15,779.19	16,459.97
19	15,392.43	15,856.24	16,553.73
20	15,456.94	15,933.30	16,647.50
21	15,521.45	16,010.36	16,741.27
22	15,585.96	16,087.41	16,835.03
23	15,650.48	16,164.47	16,928.80
24	15,714.99	16,241.52	17,022.57
25	15,779.50	16,318.58	17,116.33

	64.51	77.06	93.77
Stage	GI	GII	GIII
26	15,844.01	16,395.64	17,210.10
27	15,908.52	16,472.69	17,303.87
28	15,973.04	16,549.75	17,397.63
29	16,037.55	16,626.80	17,491.40
30	16,102.06	16,703.86	17,585.16
31	16,166.57	16,780.92	17,678.93
32	16,231.08	16,857.97	17,772.70
33	16,295.60	16,935.03	17,866.46
34	16,360.11	17,012.08	17,960.23
35	16,424.62	17,089.14	18,054.00
36	16,489.13	17,166.20	18,147.76
37	16,553.64	17,243.25	18,241.53
38	16,618.16	17,320.31	18,335.30
39	16,682.67	17,397.36	18,429.06
40	16,747.18	17,474.42	18,522.83
41	16,811.69	17,551.48	18,616.60
42	16,876.20	17,628.53	18,710.36
43	16,940.72	17,705.59	18,804.13
44	17,005.23	17,782.64	18,897.89
45	17,069.74	17,859.70	18,991.66
46	17,134.25	17,936.76	19,085.43
47	17,198.76	18,013.81	19,179.19
48	17,263.28	18,090.87	19,272.96
49	17,327.79	18,167.92	19,366.73
50	17,392.30	18,244.98	19,460.49

ACE FREIGHT MANAGEMENT (PVT.) LTD.

Salary Scales for the Period 01.10.2009 to 31.10.2009

12% increase + 1610 consolidation

Cost of Living Index Figure 5054 (Consolidation 1610 points = Rs. 3,220)

MOTOR TRANSPORT TRADE

	77.06	93.77	108.19
Stage	GI	GII	GIII
1	14,310.55	14,707.26	15,103.96
2	14,387.61	14,801.02	15,212.15
3	14,464.67	14,894.79	15,320.35
4	14,541.72	14,988.56	15,428.54

	77.06	93.77	108.19
Stage	GI	GII	GIII
5	14,618.78	15,082.32	15,536.73
6	14,695.83	15,176.09	15,644.92
7	14,772.89	15,269.86	15,753.11
8	14,849.95	15,363.62	15,861.31

	77.06	93.77	108.19		77.06	93.77	108.19
Stage	GI	GII	GIII	Stage	GI	GII	GIII
9	14,927.00	15,457.39	15,969.50	30	16,545.18	17,426.48	18,241.53
10	15,004.06	15,551.16	16,077.69	31	16,622.23	17,520.25	18,349.72
11	15,081.11	15,644.92	16,185.88	32	16,699.29	17,614.02	18,457.91
12	15,158.17	15,738.69	16,294.07	33	16,776.35	17,707.78	18,566.11
13	15,235.23	15,832.45	16,402.27	34	16,853.40	17,801.55	18,674.30
14	15,312.28	15,926.22	16,510.46	35	16,930.46	17,895.32	18,782.49
15	15,389.34	16,019.99	16,618.65	36	17,007.51	17,989.08	18,890.68
16	15,466.39	16,113.75	16,726.84	37	17,084.57	18,082.85	18,998.87
17	15,543.45	16,207.52	16,835.03	38	17,161.63	18,176.61	19,107.07
18	15,620.51	16,301.29	16,943.23	39	17,238.68	18,270.38	19,215.26
19	15,697.56	16,395.05	17,051.42	40	17,315.74	18,364.15	19,323.45
20	15,774.62	16,488.82	17,159.61	41	17,392.79	18,457.91	19,431.64
21	15,851.67	16,582.59	17,267.80	42	17,469.85	18,551.68	19,539.83
22	15,928.73	16,676.35	17,375.99	43	17,546.91	18,645.45	19,648.03
23	16,005.79	16,770.12	17,484.19	44	17,623.96	18,739.21	19,756.22
24	16,082.84	16,863.88	17,592.38	45	17,701.02	18,832.98	19,864.41
25	16,159.90	16,957.65	17,700.57	46	17,778.07	18,926.75	19,972.60
26	16,236.95	17,051.42	17,808.76	47	17,855.13	19,020.51	20,080.79
27	16,314.01	17,145.18	17,916.95	48	17,932.19	19,114.28	20,188.99
28	16,391.07	17,238.95	18,025.15	49	18,009.24	19,208.04	20,297.18
29	16,468.12	17,332.72	18,133.34	50	18,086.30	19,301.81	20,405.37

ACEFREIGHTMANAGEMENT (PVT.)LTD.

Salary scales for the period 01.10.2009 to 31.10.2009

12% increase + 1610 consolidation

Cost of Living Index Figure 5054 (Consolidation 1610 points = Rs. 3,220/-)

Charge Hand / Foreman Salary Scales

	115.41
Stage	GI
1	15,421.32
2	15,536.73
3	15,652.13
4	15,767.54
5	15,882.94
6	15,998.35
7	16,113.75
8	16,229.16
9	16,344.56
10	16,459.97
11	16,575.37
12	16,690.78
13	16,806.18

	115.41
Stage	GI
14	16,921.59
15	17,036.99
16	17,152.40
17	17,267.80
18	17,383.21
19	17,498.61
20	17,614.02
21	17,729.42
22	17,844.83
23	17,960.23
24	18,075.64
25	18,191.04
26	18,306.44

	115.41
Stage	GI
27	18,421.85
28	18,537.25
29	18,652.66
30	18,768.06
31	18,883.47
32	18,998.87
33	19,114.28
34	19,229.68
35	19,345.09
36	19,460.49
37	19,575.90
38	19,691.30

	115.41
Stage	GI
39	19,806.71
40	19,922.11
41	20,037.52
42	20,152.92
43	20,268.33
44	20,383.73
45	20,499.14
46	20,614.54
47	20,729.95
48	20,845.35
49	20,960.76
50	21,076.16

ACE FREIGHT MANAGEMENT (PVT.) LTD.

Salary scales for the period 01.10.2009 to 31.10.2009

12% increase + 1610 consolidation

Cost of Living Index Figure 5054 (Consolidation 1610 points = Rs. 3,220/-)

Minor Staff

	61.38	73.92
Stage	GI	GII
1	14,151.87	14,310.55
2	14,213.25	14,384.47
3	14,274.62	14,458.39
4	14,336.00	14,532.31
5	14,397.38	14,606.23
6	14,458.75	14,680.15
7	14,520.13	14,754.07
8	14,581.50	14,827.99
9	14,642.88	14,901.91
10	14,704.26	14,975.83
11	14,765.63	15,049.75
12	14,827.01	15,123.67
13	14,888.38	15,197.59
14	14,949.76	15,271.51
15	15,011.14	15,345.43
16	15,072.51	15,419.35
17	15,133.89	15,493.27
18	15,195.26	15,567.19
19	15,256.64	15,641.11
20	15,318.02	15,715.03
21	15,379.39	15,788.95
22	15,440.77	15,862.87
23	15,502.14	15,936.79
24	15,563.52	16,010.71
25	15,624.90	16,084.63

	61.38	73.92
Stage	GI	GII
26	15,686.27	16,158.55
27	15,747.65	16,232.47
28	15,809.02	16,306.39
29	15,870.40	16,380.31
30	15,931.78	16,454.23
31	15,993.15	16,528.15
32	16,054.53	16,602.07
33	16,115.90	16,675.99
34	16,177.28	16,749.91
35	16,238.66	16,823.83
36	16,300.03	16,897.75
37	16,361.41	16,971.67
38	16,422.78	17,045.59
39	16,484.16	17,119.51
40	16,545.54	17,193.43
41	16,606.91	17,267.35
42	16,668.29	17,341.27
43	16,729.66	17,415.19
44	16,791.04	17,489.11
45	16,852.42	17,563.03
46	16,913.79	17,636.95
47	16,975.17	17,710.87
48	17,036.54	17,784.79
49	17,097.92	17,858.71
50	17,159.30	17,932.63

මගේ අංකය: සීඅයි/1067.

කාර්මික ආරවුල් පනත — 131 වැනි අධිකාරය

එක් පාර්ශ්වයක් වශයෙන් මුද්‍රන්ගොඩ, බැලුම්මහර, අංක 64, ලිපිනයේ පිහිටා ඇති සිලෝන් ලෙදර් ප්‍රොඩක්ස්ට්ස් පී. එල්. සී. සහ අනෙක් පාර්ශ්වයන් වශයෙන් කොළඹ 05, ඊ. ඩී. දාබරේ මාවත, අංක 158/18 හි අන්තර් සමාගම් සේවක සංගමය, පිටකෝට්ටේ, කෝට්ටේ පාර, අංක 416 හි පිහිටි ජාතික සේවක සංගමය, කොළඹ 01, ටී. බී. ජයා මාවත, අංක 301 හි ශ්‍රී ලංකා නිදහස් සේවක සංගමය සහ කොළඹ 02, ආචාර්ය කොල්වින් ආර් ද සිල්වා මාවත, අංක 457 හි එක්සත් වෙළෙඳ සේවා සංගමය අතර 2009 ඔක්තෝබර් මස 01 වැනි දින ඇතිකර ගන්නා ලද සාමූහික ගිවිසුම ලංකාවේ ව්‍යවස්ථාපිත අණපනත් වල 131 වැනි පරිච්ඡේදය වන (1956 ප්‍රතිශෝධිත මුද්‍රණය) කාර්මික ආරවුල් පනතේ 06 වැනි වගන්තිය අනුව මෙයින් ප්‍රකාශයට පත් කරනු ලැබේ.

ඩබ්. ජේ. එල්. යූ. විජයවීර,
කම්කරු කොමසාරිස් ජනරාල්.

2010 ජනවාරි මස වැනි දින,
කොළඹ 05,
කම්කරු දෙපාර්තමේන්තුවේ දී ය.

2010 අංක 4 දරන සාමූහික ගිවිසුම

සාමූහික ගිවිසුම

මෙම සාමූහික ගිවිසුම මෙහි පහත “ස්වාමි පක්ෂය” වන මුද්‍රන්ගොඩ, බැලුම්මහර, අංක 64 දරන ස්ථානයේ සිය ලියාපදිංචි කාර්යාලය පිහිටි ශ්‍රී ලංකාවේ නීතිගත කළ සමාගමක් වන සිලෝන් ලෙදර් ප්‍රොඩක්ස්ට්ස් පී එල් සී ආයතනය සහ “වෘත්තීය සමිති” යනුවෙන් හඳුන්වනු ලබන පිළිවෙළින්, කොළඹ 05, ඊ. ඩී. දාබරේ මාවත, අංක 158/18 දරන ස්ථානයේ සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන අන්තර් සමාගම් සේවක සංගමය, අංක 416, කොට්ටේ පාර, පිටකෝට්ටේ, සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන ජාතික සේවක සංගමය, අංක 301, ටී. බී. ජයා මාවත, කොළඹ 10 සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන ශ්‍රී ලංකා නිදහස් සේවක සංගමය සහ අංක 457, ආචාර්ය කොල්වින් ආර් ද සිල්වා මාවත, කොළඹ 02 යන ස්ථානයේ සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන එක්සත් වෙළෙඳ සේවා සංගමය නමැති “වෘත්තීය සමිති” හතර (04) යන මෙම දෙපක්ෂය අතර ගිවිසගත් සාමූහික ගිවිසුම් පත්‍රයයි.

ඉහත “ස්වාමි පක්ෂය” සහ ඉහත “වෘත්තීය සමිති ” නියෝජිතයින් අතර පැවති සාකච්ඡාවලින් පසු සිය සාමාජිකයින්ගේ වැටුප් සහ සේවා කොන්දේසි සංශෝධනය කිරීමට එකී “වෘත්තීය සමිති ” සහ “ස්වාමි පක්ෂය ” පහත සඳහන් අයුරින් එකඟ වේ :-

01. සාමූහික ගිවිසුම මගින් ආවරණය වන සේවකයින් :

මෙම ගිවිසුම මගින් ආවරණය වනුයේ විධායක ශ්‍රේණියට අයත් නොවන ආයතන තුළ ස්ථිර සේවයේ යෙදී සිටින සහ සාමූහික ගිවිසුම අත්සන් තබන අවස්ථාවේ සේවයේ යෙදී සිටින ස්ථිර සේවකයින් වන අතර පරිවාස කාලසීමාව සම්පූර්ණ කර නොමැති හෝ වෙනයම් පදනමක් මත සේවයේ යෙදී සිටින සේවකයින් මෙම ගිවිසුමෙන් ආවරණය නොවනු ඇත.

02. ක්‍රියාත්මක කරන කාලසීමාව :

මෙම ගිවිසුම 2009 අප්‍රේල් 01 වැනි දින සිට ක්‍රියාත්මක වන අතර එක් පාර්ශ්වයක් විසින් එක් මසක පූර්ව ලිඛිත දැනුම් දීමකින් ගිවිසුම අහෝසිවීම සිදු නොවුනහොත් 2012 මාර්තු මස 31 දින දක්වා ක්‍රියාත්මක වන අතර කෙසේ නමුත් එසේ අහෝසි වීමට පාර්ශ්ව දෙකෙන් එක් පාර්ශ්වයක් 2012 පෙබරවාරි මස 28 වැනි දිනට ප්‍රථම දැනුම් දිය නොහැක.

03. වැටුප් සංශෝධනය :

සාමූහික ගිවිසුම මගින් ආවරණය වන සියලුම සේවකයින්ගේ වැටුප් 2009 අප්‍රේල් මස 01 වැනි දින සිට ක්‍රියාත්මක වන පරිදි, පහත සඳහන් ආකාරයට වැඩිවනු ඇත :-

(අ) පරිවාස කාලසීමාව සම්පූර්ණ කර ඇති සිය සේවයෙහි ස්ථිර කරන ලද සියලුම සේවකයින්ගේ මාසික වැටුප 2009 අප්‍රේල් 01 වැනි දින සිට 2010 මාර්තු 31 වැනි දින දක්වා රු. 950 කින් ද,

(ආ) පරිවාස කාලසීමාව සම්පූර්ණ කර ඇති සිය සේවයෙහි ස්ථිර කරන ලද සියලුම සේවකයින්ගේ මාසික වැටුප 2010 අප්‍රේල් 01 වැනි දින සිට 2011 මාර්තු 31 වැනි දින දක්වා රු. 850 කින් ද,

(ඇ) පරිවාස කාලසීමාව සම්පූර්ණ කර ඇති සිය සේවයෙහි ස්ථිර කරන ලද සියලුම සේවකයින්ගේ මාසික වැටුප 2011 අප්‍රේල් 01 වැනි දින සිට 2012 මාර්තු 31 වැනි දින දක්වා රු. 700 කින්ද වේ.

සාමූහික ගිවිසුම මගින් ආවරණය වන සියලුම සේවකයින්ට 2009 අප්‍රේල් මස 01 වැනි දින සිට 2009 අගෝස්තු 31 වැනි දින දක්වා මාස 5ක කාලසීමාව සඳහා මසකට රු. 950 ක උපරිමයකට යටත්ව අදාළ සේවකයා සේවයට වාර්තා කළ දින ගණන සැලකිල්ලට ගෙන (අනුමත නිවාඩු ඇතුළුව) කාල්පනික හිඟ මුදලක් ලෙස සලකා වාරික 3 කින් ගෙවනු ඇත. පළමු වාරිකය රු. 950 2009 සැප්තැම්බර් මස පඩිය සමග ද ඉතිරිය වාරික 2ක් වශයෙන් 2010.03.31 දිනට පෙර ගෙවීමට කළමනාකාරිත්වය එකඟ වේ. මෙම කාල්පනික හිඟ මුදල සේවා නියුක්තිකයන්ගේ

භාරකාර අරමුදල, සේවක අර්ථසාධක අරමුදල සහ අතිකාල දීමනා ඇතුළු සියලු ආනුශංගික ලාභයන් සඳහා ගණන් නොගත යුතු ය.

ගිවිසුම බලාත්මක වන කාලසීමාව තුළ රජය මගින් “ස්වාමි පක්ෂය” ට (ආයතනයට) අදාල වන සේ කිසියම් වැටුප් වැඩි කිරීමක් නීතිගත කරනු ලැබුවහොත් එම වැටුප් වැඩි කිරීම ගිවිසුම මගින් ප්‍රදානය කර ඇති වැටුප් වැඩි කිරීමෙන් අඩුකර වැඩිවන මුදලක් තිබුණොත් පමණක් ගෙවනු ඇත.

04. නිවාඩු හිමිකම :

සාප්පු හා කාර්යාල සේවක ආඥාපනත මගින් ආවරණය වන සියලුම සේවකයින් එම පනතේ ප්‍රතිපාදන අනුව නිවාඩු හිමිකම් ලබන අතර අනෙකුත් සියලුම සේවකයින් පඩි පාලක සහ ආඥා පනතේ අදාල ප්‍රතිපාදනවලට අනුව නිවාඩු හිමිකම් ලබනු ඇත.

05 වාර්ෂික ප්‍රසාද දීමනා :

සාමූහික ගිවිසුම මගින් ආවරණය වන සියලුම සේවකයින්ට සෑම වර්ෂයකම දෙසැම්බර් මාසයේ දී රු. 10,000 ක (දස දහසක) මුදලක් ප්‍රසාද දීමනා වශයෙන් ගෙවනු ඇත. මෙම ප්‍රසාද දීමනාව ගෙවීමේ දී අදාල වසර තුළ ලබාගත් වැටුප් රහිත නිවාඩු සැලකිල්ලට ගනු ලබන අතර එක් වැටුප් රහිත නිවාඩු දිනයක් සඳහා තම මූලික වැටුපෙන් 1/20 කට සමාන මුදලක් බැගින් අඩු කරනු ඇත.

06. වෘත්තීය සමිති වාර්ෂික සම්මේලනය සඳහා නිල නිවාඩු :

සෑම වසරකම දෙසැම්බර් මස පළමු සිකුරාදා හෝ අනෙකුත් එකඟතාවය මත තීරණය කරගන්නා දිනයක ආයතනය පිළිගත් “වෘත්තීය සංගම්” හි සාමාජිකයින් සඳහා තම “වෘත්තීය සංගමයේ” වාර්ෂික සම්මේලනයට සහභාගිවීම පිණිස නිල නිවාඩු ලබා දෙනු ලැබේ.

07. නිෂ්පාදන ඉලක්කයන් :

මෙම ගිවිසුම බලාත්මක වන දින සිට ක්‍රියාත්මක වන පරිදි පාවහන් කර්මාන්තශාලාව සහ ටැනර් අංශයේ නිෂ්පාදන ඉලක්කයන් සහ අමතර දිරි දීමනා ඇමුණුම් අංක X1 සහ X2 අනුව වේ.

බාහිර උපදේශකවරයෙකුගේ උපදෙස් පරිදි ඉදිරි කාලයේ දී සිදු කරනු ලබන අධ්‍යයනයකින් අනතුරුව එකී ඉලක්කයන් හා දිරිදීමනා වෙනස්වීම පිළිබඳව සලකා බලනු ඇත.

එහෙත් ඉහත කී කරුණු සම්බන්ධයෙන් යම්කිසි ආකාරයක එකඟතාවයකට පැමිණීමට සේව්‍ය සේවක දෙපාර්ශ්වයට

නොහැකි වුවහොත් පෙර පැවති නිෂ්පාදන ඉලක්කයන් සහ දිරිදීමනා ඒ ආකාරයෙන්ම ඉදිරියටත් බලපවත්වනු ඇත.

08. ආරවුල් සමථ කිරීමේ ක්‍රමවේදය :

වෘත්තීය සංගම් ආරවුලක් සමථ කිරීම සඳහා පහත සඳහන් ක්‍රමවේදයට එකඟ වේ.

(අ) ආරවුලක් සිදු වූ විට අදාල වෘත්තීය සංගමයේ ශාඛා කමිටුව විසින් පාලනාධිකාරිය වෙත ලිඛිතව ඉදිරිපත් කළ යුතු අතර ආරවුල විසඳීම සඳහා ස්වාමි පක්ෂයට අවම වශයෙන් සති දෙකක කාලසීමාවක් ලබා දිය යුතු ය.

(ආ) සතුටුදායක විසඳුමක් නොලැබුනහොත් එය මව් සංගම් සහ ලංකා සේව්‍යයන්ගේ සංගමයට විසඳීම සඳහා ඉදිරිපත් කළ යුතුය.

(ඇ) ලංකා සේව්‍යයන්ගේ සංගමය සහ මව් සංගම් අතර සාකච්ඡාවලින් පසුව ද විසඳාගත නොහැකි වුවහොත් කාර්මික ආරවුල් පනතේ විධිවිධාන අනුව කටයුතු කරනු ඇත.

(ඈ) කම්කරු දෙපාර්තමේන්තුවට ආරවුල විසඳීමට නොහැකි වුවහොත් “වෘත්තීය සංගම්” වලට “වෘත්තීය සංගම්” ක්‍රියා මාර්ගයක් ගැනීමට අවශ්‍ය නම් එම වෘත්තීය සංගම් ක්‍රියා මාර්ගය පිළිබඳව දින 14කට ප්‍රථම “ස්වාමි පක්ෂය” ට සහ ලංකා සේව්‍යයන්ගේ සංගමයට ලිඛිතව දැනුම් දිය යුතුය.

9. “ස්වාමි පක්ෂය” “වෘත්තීය සමිති” සහ ගිවිසුමෙන් ආවරණය වන සේවකයින් අදාල ගිවිසුම බලපවත්නා කාලසීමාව තුළ අදාල ගිවිසුම සඳහා කිසිදු සංශෝධනයක් හෝ වෙනස් කිරීමක් සිදු නොකිරීමට එකඟ වන අතර “වෘත්තීය සංගම්” හෝ සේවකයින් අදාල ගිවිසුමෙහි වෙනස්කම් කිරීම සඳහා ඉල්ලීම් ඉදිරිපත් කරමින් වෘත්තීය සමිති ක්‍රියා මාර්ගයක් නොගැනීමට එකඟ වේ.

10. “වෘත්තීය සමිති” සහ සේවකයින් අදාල ගිවිසුම ආකාරයට තමන්ට නියම කර ඇති සේවා කටයුතු හොඳින් සිදු කිරීමටත් එකඟවන අතර නිෂ්පාදන අංශයේ සේවකයින් නියමිත නිෂ්පාදන ඉලක්කයන් ලබාදීමට එකඟ වේ.

11. “වෘත්තීය සමිති” සහ සේවකයින් වලංගු කාලසීමාව තුළ දැනට පවතින සේවා කොන්දේසි වලට අදාලව මූල්‍යමය වැඩි වීමක් පිළිබඳ ඉල්ලීම් නොකිරීමට එකඟ වේ.

මෙයට සාක්ෂි වශයෙන් පාර්ශ්වකරුවන් විසින් කොළඹ දී 2009 ඔක්තෝම්බර් 01 දින අත්සන් තබන ලදී.

සිලෝන් ලෙදර් ප්‍රොඩක්ට්ස්
පී එල් සී සඳහා සහ වෙනුවෙන්

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CEYLON LEATHER PRODUCTS PLC

Annexure - XI

Existing Norms and proposed Norms for the forthcoming Collective Agreement - 2009/12

SHOE FACTORY

Department / Operations	Target Norm	Expected Increase (%)	Total Increase	Target Production	Rate		Higher Norm	Expected Increase (%)	Total Increase	Total Production
					P/Person	P/Pair				
240 A Lasting	866	-	-	866	90.00	-	-	-	-	-
241 A Lasting	502	5	25	527	100.00	-	652	5	33	685
241 C Finishing	450	10	45	495	20.00	-	800	10	80	880
233 Marking					-	0.45				
Skiving					-	0.4				
Zig Zag Stich	450	10	45	495	-	0.75	666	10	67	733
Toe Pasting					-	0.20				
Toe Attaching					-	0.50				
Eyeletting					-	0.75				
Lacing					-	0.25				
					-	0.00				
					-	0.50				
	600	10	60	660	-	0.50	800	10	80	880
					-	0.20				
					-	0.00				
					-	0.40	666	10	67	733
	450	10	45	495	-	1.50	160	10	16	176
	130	10	13	143	-	0.60	500	10	50	550
	400	109	40	440	-	0.75	550	10	55	605
	450	10	45	495	-	0.50				
					-	0.80	480	10	48	528
					-	1.05	240	10	24	264
					-	0.75	235	10	24	259
					-	0.50	275	10	28	303
					-	0.30	800	10	80	880
					-	2.40	150	10	15	165
					-	2.00	130	10	13	143
					64.00		-	-	-	-
	90	10	9	100	-	2.45	-	-	-	-

Note :

- (1) 220 - Clicking and hand Clicking piece rates adjusted by 10%
- (2) IMS - Moulding piece rates adjusted by 10%.

Annexure - XII

Proposed Norms and Incentive Scheme for Tannery - 2009

Operation		No. of People	Norm Per Day		Incentive Payment							
No.	Department - 122 A		Unit	Qty.	Target	Payment	Target	Payment	Target	Payment	Target	Payment
1	Putting Raw Hides in pit for soaking	2	Kg.	9900	1000 Kg	50.00						
2	Removing Raw Hides from pit after soaking	2	Kg.	9900	1000 Kg	50.00						
3	Siding Raw Buffalo Heavy Hides	2	Kg.	6600	1000 Kg	70.00						
4	Loading, Soaking, & Liming, Unloading and Cleaning (Cow & Buffalo hies)	2	Kg.	5200	6000 Kg	65.00	9000 Kg	225.00	Add. 1000 Kg.	75.00		
5	Unloading Pelt from paddle/drum	2	Kg.	5200	6000 Kg.	65.00	9000 Kg	225.00	Add. 1000 Kg.	75.00		
6	Fleshing & Cleaning the Fresh basket & tank	2	Kg.	4400	6000 Kg.	100.00	9000 Kg	300.00	Add. 1000 Kg.	80.00		
7	Trimming pelt	4	Kg.	5200	6000 Kg.	65.00	9000 Kg	225.00	Add. 1000 Kg.	60.00		
8	Splitting	5	Kg.	4950	6000 Kg.	75.00	9000 Kg	275.00	Add. 1000 Kg.	90.00		
9	Preparing pits, Putting pelt after splitting into pit and removal	1	Kg.	5500	1000 Kg.	70.00						
<i>Note 1</i> : Although some norms have to be achieved by more than one person, the incentive would be paid to each employee in this department.												
<i>Note 2</i> : For 3000 Kg batches sided after fleshing an additional Rs. 25.00 would be paid for the people at Trimming and Splitting operations.												

CEYLON LEATHER PRODUCTS PLC
Annexure - X2
Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operation		No.of People	Norm Per Day		Incentive Payment					
	Department - III			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment
1	Loading (With the help of Fork Lift), Chrome tanning & Unloading - Operator		1	Kg.	4000	5000 Kg	48.00	Each addition 500 Kg or part there of Rs. 22.00			
	Loading (With the help of Fork Lift), Chrome tanning & Unloading - Helper		1	Kg.	4000	5000 Kg	48.00	Each addition 500 Kg or part there of Rs. 22.00			
For batches over 6500 Kg. an additional person would be provided. The norm would be 5500 Kg for all 3 persons. for additional 500 Kg. Rs. 22 per person would be paid as incentive.											
2	Wet blue Sorting - Sorter		1	Hides	580	Add. Hide	0.60				
	Wet blue Sorting - (Splitted) Helpers		2	Hides	605	Add. Hide	0.80				
	Wet blue Sorting - (Un-splitted) Helpers		2	Hides	522	Add. Hide	1.00				
3	W/B Sammiyung-Un-Splitted hides(Maneghetti Machine)		3	Hides	715	>900	0.20/Hide	>1000	0.25/Hide	>1100	0.30/Hide
	W/B Sammiyung - Splitted hides (Maneghetti Machine)		3	Hides	825	>1025	0.15/Hide	>1100	0.20/Hide	>1200	0.25/Hide
	W/B Sammiyung - Goat skins (Maneghetti Machine)		3	Skins	1650	Add. Skin	0.10/Skin				
	W/B Sammiyung - Split (Maneghetti Machine)		3	Pieces	1650	Add. Piece	0.10/Piece				
4	Cutting, Categorizing & Piling		3	Hides	880	Add. Hide	0.30/Hide		<800		
5	W/B Shaving (M/T 361 Machine) - Operator		1	Sides	870	>938	0.40/Side	>1038	0.60/Side	<1038	0.70/Side
	W/B Shaving (M/T 361 Machine) - Helper		1	Sides	870	>938	0.30/Side	>1038	0.40/Side	<1038	0.50/Side
	W/B shaving (800 mm open end) - Operator		1	Sides	660	>700	0.40/Side	<800	0.60/Side	<800	0.75/Side
	W/B Shaving (800 mm open end) - Operator		1	Hides	396	>400	0.60/Hide	>450	0.70/Hide	<450	0.80/Hide
	W/B Shaving (800 mm open end) - Operator		1	Pieces	880	Add. Piece	0.15/Piece				
	W/B Shaving (800 mm open end) - Operator		1	Skins	792	Add.Skin	0.17/Skin				
	W/B Shaving (800 mm open end) - Helper		1	Sides	870	>960	0.30/Side	>1038	0.40/Side	<1038	0.50/Side
6	Trimming shaved W/B		1	Sides	550	>625	0.15/Side	>700	0.20/Side	Over 700	0.25/Side
7	Thickness Checking		1	Sides	660	>725	0.15/Side	>800	0.20/Side	Over 800	0.25/Side
8	Re-Sorting - Sorter		1	Sides	1650	Add. 100 Sides	0.30				
	Re-Sorting - Helper		1	Sides	1650	Add. 100 Sides	0.20				
9	Re-tanning, Dyeing and Fatliquoring - Operator		1	Kg.	1320	Add.100/Kg.	20.00/Kg.				
	Re-tanning , Dyeing and Fatliquoring - Helper		1	kg.	1320	Add. 100 Kg.	12.50/Kg.				
10	Loading, Soaking (Goat Skins)		1	Skins	2475	Add. 100	10.0				
11	Unloading, Trimming and Cleaning (Goat skins Pelt)		1	Skins	825	Add. Skin	0.15/Skin				
12	Fleshing Goat skins		1	Skins	660	>760	0.15	Add. Skin	0.20/Skin		
13	Trimming Pelt (Sole and Belting)		2	Hides	140	Add.Hide	1.50				
14	Hanging and removal of sole leather (From/in pits)		2	Sides	220	Add. Side	2.00				

Note: 1. Re-tanning -Any special batch below 400 Kg would be treated as equivalent to normal 400 Kg.
2. For Dancing shoe batches tanned in the drum - Each batch not less than 1200 Kg.
A batch would be treated as equal to normal 1500 Kg chrome tanning batch for a period of 5 days including loading and unloading.
3. In W/B Sammiyung & Sorting operations - for sides norm would be Hide X 2, incentive would be 50%.
4. If the operation has to be handled by more than 1 person. The incentive payment would be divided among the employees involved in that operation.

CEYLON LEATHER PRODUCTS PLC

Annexure - X2

Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operations	No. of People	Norm Per Day		Incentive Payment					
			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment
1	Sammying (Re-tanned leather)	1	Sides	693	>780	0.20/Side	>880	0.30/Side	>1030	0.40/Side
	Sammying (Re-tanned leather) T/Feed M/C	3	Sides	4455	Add. Side	0.05/Side				
	Sammying (Re-tanned leather Splits & Goat Skins)	1	Pieces	1650	Add. Side	0.05/Skin				
	Sammying Bark tanned leather (3.5 mm and above)	1	Sides	330	Each Add. Side	0.75				
2	Setting - Out	1	Sides	693	>780	0.20/Side				
	Setting - Out Bark tanned leather	1	Sides	330	Each Add. Side	0.75				
	Setting - Out - Including Reverse Setting	1	Sides	345	>400	0.30/Side	>880	0.30/Side	>1030	0.40/Side
3	Toggle Drying	2	Sides	280	Add. Side	0.75/Side				
	Nail Drying of leather over 1.6 mm	2	Sides	120	Add. Side	2.00/Side	>550	0.40/Side	>700	0.50/Side
	Nail Drying of leather below 1.6 mm	2	Sides	150	Add. Side	2.50/Side				
4	Vacuum Drying - (Hides & Sides)	2	Sides	520	Add. Side	0.30/Side				
	(Splits, Cuff, SSU - Large)	2	Pieces	780	Add. Side	0.15/Piece				
	(Splits, Cuff, SSU - Small)	2	Pieces	1040	Add. Side	0.10/Piece				
5	Hang Drying (On poles)	1	Sides	870	Add. Side	0.10/Side				
	Hang Drying of Sole/Betting/Dancing	3	Sides	275	Add. Side	0.50/Side				
6	Remove Hand Dried leather	1	Sides	870	Add. Side	0.10/Side				
7	Rolling (Sole leather)	1	Pieces	220	Add. Side	0.70/Piece				
	Rolling (insole leather)	1	Pieces	330	Add. Side	0.50/Piece				
8	De Wrinkling (Sole leather)	1	Pieces	220	Add. Side	0.70/Piece				

CEYLON LEATHER PRODUCTS PLC
Annexure - X2

Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operations Department - 123	No. of People	Norm Per Day		Incentive Payment					
			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment
1	Spreading for drying	1	Pieces	870	<788	0.10/Piece				
2	Trimming Crust	1	Sides	605	Add. Side	0.20/Side				
3	Crust Sorting - Sorter	1	Sides	660	Add. Side	0.20/Side				
	Crust Sorting -Helper	1	Sides	1650	Add. Side	0.5/side				
	Only thickness measuring of crust	1	Sides	870	Add. Side	0.10/Side				
4	Numbering of Lots	1	Pieces	870	Add. Side	0.10/Piece				
5	Staking	2	Pieces	2310	Add. Side	0.08/Piece				
6	Buffing (completely - Large M/C)	1	Pieces	870	>1000	0.20/Side	>1500	0.25/Side	Add. Side	0.35/Side
	Buffing (Completely - Small M/C)	1	Pieces	870	Add. Side	0.80/Side				
	Buffing (Partly - Small M/C)	1	Pieces	870	Add. Side	0.40/side				
7	Air Blast Dusing	2	Pieces	870	Add. Side	0.05/Side				
8	Padding (Impregnation, Pigment)	1	Sides	435	>569	0.40/Side	Add. Side	0.60/Side		
9	Roller Coating - Pigmenting - Operator	1	Sides	660	Add. Side	0.20/Side				
	Roller Coating - Pigmenting - Helper	1	Sides	660	Add. Side	0.15/Side				
	Roller Coating - Impregnation - Operator	1	Sides	825	Add. Side	0.15/Side				
	Roller Coating - Impregnation - helper	1	Sides	825	Add. Side	0.10/Side				
10	Plain Plating - Operator	1	Sides	1260	Add. Side	0.20/Side				
	Plain Plating - Helper	1	Sides	1260	Add. Side	0.20/Side				
11	Embossing - Operator	1	Sides	630	Add. Side	0.40/Side				
	Embossing - Helper	1	Sides	630	Add. Side	0.30/Side				
12	Auto spray M/C - Operator	1	Sides	990	Add. Side	0.20/Side				
	Auto Spray M/C - Helper	1	Sides	990	Add. Side	0.15/Side				
13	Hand Spraying - Operator	1	Sides	693	Add. Side	0.20/Side				
	Hand Spraying - Helper	1	Sides	693	Add. Side	0.10/Side				
14	Measuring (Pin Wheel M/C) - Operator	1	Sides	870	Add. Side	0.20/Side				
	Measuring (Pin Wheel M/C) - Helper	1	Sides	870	Add. Side	0.20/Side				
15	Grading leather - Grader	1	Pieces	870	Add. Side	0.20/Piece				
	Grading leather - Helper	1	Pieces	870	Add. Side	0.20/Piece				
16	Bundling leather - Clerk	1	Pieces	870	Add. Side	0.20/Piece				
	Bundling leather - Bundler	1	Pieces	870	Add. Side	0.20/Piece				

Note 1 : For Imported leather which have an average area of over 15 Sq. Ft. the norm would 65% of the norm. Incentive payment would be twice as normal sides

Note 2 : Operation No. 10 & 11 for changing of plates Rs. 20.00 would be paid for both the operator and the helper.

Note 3 : For operation where more than 1 employee is involved incentive payment shown are for each employee.

Notes - General

1. Any Employee is allowed to work in a different location if there is no work available in the first operation he was involved, he can complete his day's norms in the second operation and earn incentive.

Example :

At Department 122 B

Available No. of sides for Sammying of re-tanned leather is 300 sides.

After finishing the above 300 sides, he can go to Toggle drying operation, complete his days norms and earn incentive.

Calculation of day's norms to be completed as below :

% worked at the Sammying operation = No. of pieces done/day's norms x 100 (300 / 693)	43.30 %
The balance to be completed at Toggling	56.70 %
Therefore, No. of pieces to be Toggled to achieve the day's norms	159 Sides

2. If an Employee has achieved his day's norms and incentive by working in one or more operation still he can go to any other operation and earn incentive.

03-135

MY No.: CI/1067.

Collective Agreement No. 04 of 2010

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Ceylon Leather Products P.L.C., No. 64, Balummahara, Mudungoda of the one part and the Inter Company Employees Union, No. 158/18, E. D. Dabare Mawatha, Colombo 05, Jathika Sevaka Sangamaya, No. 416, Kotte Road, Pitakotte, Sri Lanka Nidahas Sevaka Sangamaya, No. 301, T. B. Jayah Mawatha, Colombo 10 and United Commercial and Mercantile Union No. 457, Dr. Colvin R de Silva Mawatha, Colombo 02 of the other part on 01st October, 2009 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,
20th January, 2010.

COLLECTIVE AGREEMENT

This Collective Agreement entered into between Ceylon Leather Products P. L. C., a company duly registered and having its registered office at No. 64, Balummahara, Mudungoda and hereinafter referred to as the "Employer" on the one part and the Inter Company Employees Union, a Trade Union duly registered and having its registered office at No. 158/18, E. D. Dabare Mawatha, Colombo 5, the Jathika Sevaka Sangamaya a Trade Union duly registered and having its registered office at No. 416, Kotte Road, Pitakotte, the Sri Lanka Nidahas Sevaka Sangamaya, a Trade Union duly registered and having its registered office at No. 301, T. B. Jayah Mawatha, Colombo 10 and the United Commercial and Mercantile Union, a Union duly registered and having its registered office at No. 457, Dr. Colvin R. de Silva Mawatha, Colombo 2 hereinafter referred to as the "Unions" as the parties of the other part.

Whereas the Unions made representations to the Employer for the revision of salaries of their members employed by the employer and the parties have, after discussions, arrived at the following terms of settlement.

(1) Employees Covered and Bound :

This Agreement shall cover and bind the Employer, the Unions and Employees of the Employer who are members of such Unions employed on permanent Contract of service not in executive grades and who are in service at the time of signing this Agreement. This Agreement shall not apply to probationers.

(2) Effective date of operation :

This Agreement shall take effect from 01.04.2009 and shall 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 28th of February 2012 and the Agreement shall not stand terminated prior to 31.03.2012.

(3) Wage Increase :

The Employer would grant the following wage increases :

- (a) Rs. 950/- for the period 01.04.2009 to 31.03.2010
- (b) Rs. 850/- for the period 01.04.2010 to 31.03.2011
- (c) Rs. 700/- for the period 01.04.2011 to 31.03.2012

The Employer and Unions agree that as notional arrears for the period 01.04.2009 to 31.08.2009 (*i.e.* 5 months) an employee would be paid up to a maximum of Rs. 950/- per month in three (3) instalments. The 1st instalment of notional arrears *i.e.* Rs. 950/- will be paid with the September, 2009 salary and the balance in 2 instalments will be paid prior to 31.03.2010. Notional arrears would not attract EPF, ETF, overtime or any other statutory benefits.

If during the continuance in force of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Company, the Employer shall be entitled to take credit for the increases granted.

(4) Leave Entitlement :

Those Employees covered by the Shop and Office Employees Act would be granted leave as per the provisions of such Act and those Employees covered by the relevant

Wages Board would be granted leave as per such Wages Board.

(5) Annual Bonus :

Employees covered by this Agreement will be given an annual bonus of Rs. 10,000/- in December. In calculation of the annual bonus, no pay absence in the year in question will be taken into consideration and for each day of no pay absence an amount equivalent to 1/20th of the monthly basic wage will be deducted.

(6) Special Leave to attend Annual General Meeting of Union

An employee who is a member of a recognized Union would be granted a day's special leave on the first Friday of December or any other day, as mutually agreed, of each year to attend the Annual General Meeting.

(7) Production Targets

From the effective date of this Agreement, the respective targets and incentives payable in respect of the shoe factory and tannery section will be as per annexures X₁ and X₂ annexed to this Agreement.

These targets and incentive system will be revised after the study results of external qualified Advisor in future.

If parties fail to come to an amicable agreement for the revised targets and incentives the prevailing system will continue as same in future.

(8) Disputes Settlement Procedure :

The Union agrees to the following dispute settlement procedure :-

- (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the relevant Union's Branch Committee to the Employer, and at least two weeks given for the Employer to resolve the dispute,
- (b) If no satisfactory solution is found, the matter should be referred to the Parent Union and to the Employees' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute,
- (c) If after discussion, the matter cannot be resolved by the intervention of the EFC and the Parent Union, the conciliatory proceedings under the Industrial Disputes Act should be followed,

(d) If the conciliation has failed in the Labour Department, the Union wishes to take Trade Union action, written notice should be given of not less than 14 days to the Employer and to the EFC regarding such Trade Union action.

(9) The Employer, Unions and the Employees covered and bound by this Agreement hereby agreed that no party shall attempt to amend, vary or alter the terms of this Agreement during its period of operation and the Unions and the Employees agree that they shall not, either raise or demand or resort to any form of Trade Union action whatsoever in relation to any matter covered and bound by this Agreement.

For and on behalf of Ceylon Leather Products P.L.C.

Name : S. S. Samual,
Designation : M.D. /C.E.O.

Witness :

Signature

Name : W. D. D. de Alwis,
Designation : Assistant Director General E.F.C.

(10) The Unions and Employees agree that they would at all times give their fullest co-operation and support to achieve the required production targets and the Employees agree to perform work assigned to them within the purview of their duties at any location on the production floor.

(11) The Union and Employees agree that they would not demand and that there would be no increases whatsoever of a monetary nature in respect of prevailing terms and conditions during the pendency of this Agreement.

In witness whereof the parties have set their hands at Colombo on this 1st day of October 2009.

For and on behalf of Inter Company Employees' Union,

Name : R. A. D. Jayathilake,
Designation : Deputy Secretary

Witness

Signature :

Name : Sunil Wijesiri,
Designation : B/P

For and on behalf of Jathika Sevaka Sangamaya,

Name : M. K. Hemapala,
Designation : Organizer

Witness :

Signature

Name : S. D. Upasena,
Designation : Secretary.

For and on behalf of Sri Lanka Nidahas Sevaka Sangamaya,

Name : Ranjith Hettiarachchi,
Designation : Assistant Secretary

Witness :

Signature

Name : H. D. de Silva,
Designation : Chairman.

For and on behalf of United Commercial and Mercantile Union,

Name : M. Hemapala,
Designation : Assistant Secretary

Witness :

Signature :

Name : K. B. K. Wijerathne
Designation : Chairman.

CEYLON LEATHER PRODUCTS PLC
Annexure - XI
Existing Norms and proposed Norms for the forthcoming Collective Agreement - 2009/12

SHOE FACTORY

Department/Operations	Target Norm	Expected Increase (%)	Total Increase	Target Production	Rate		Higher Norm	Expected Increase (%)	Total Increase	Total Production
					P/Person	P/Pair				
240 A Lasting	866	-	-	866	90.00	-	-	-	-	-
241 A Lasting	502	5	25	527	100.00	-	652	5	33	685
241 C Finishing	450	10	45	495	20.00	-	800	10	80	880
233 Marking					-	0.45				
Skiving					-	0.4				
Zig Zag Stittich	450	10	45	495	-	0.75	666	10	67	733
Toe Pasting					-	0.20				
Toe Attaching					-	0.50				
Eyeletting					-	0.75				
Lacing					-	0.25				
					-	0.00				
Zig Zag Stittich					-	0.50				
Eyeletting	600	10	60	660	-	0.50	800	10	80	880
Marking					-	0.20				
					-	0.00				
Skiving small shoe	450	10	45	495	-	0.40	666	10	67	733
Back piece attaching Large shoe	130	10	13	143	-	1.50	160	10	16	176
Back piece attaching Small shoe	400	10	40	440	-	0.60	500	10	50	550
Tongue Attaching	450	10	45	495	-	0.75	550	10	55	605
Trimming only					-	0.50				
Tongue Lin. Pasting (with helpers)	350	10	35	385	-	0.80	480	10	48	528
Tongue Lin. Pasting (without helpers)	175	10	18	193	-	1.05	240	10	24	264
Large Shoe under Trimming Stitching	170	10	17	187	-	0.75	235	10	24	259
Small Shoe under Trimming Stitching	225	10	23	248	-	0.50	275	10	28	303
Lining Attaching	600	10	60	660	-	0.30	800	10	80	880
Folding	120	10	12	132	-	2.40	150	10	15	165
Vamping	110	10	11	121	-	2.00	130	10	13	143
240 Spew Trimming	140	10	14	154	64.00	-	-	-	-	-
240 DMS Moulding	90	10	9	100	-	2.45	-	-	-	-

Note :

- (1) 220 - Clicking and hand Clicking piece rates adjusted by 10%
- (2) IMS - Moulding piece rates adjusted by 10%.

Annexure - X2

Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operation	No. of People	Norm Per Day		Incentive Payment						
			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment	
1	Putting Raw Hides in pit for soaking	2	Kg.	9900	1000 Kg	50.00					
2	Removing Raw Hides from pit after soaking	2	Kg.	9900	1000 Kg	50.00					
3	Siding Raw Buffalo Heavy Hides	2	Kg.	6600	1000 Kg	70.00					
4	Loading, Soaking & Liming, Unloading and Cleaning (Cow & Buffalo hides)	2	Kg.	5200	6000 Kg	65.00	9000 Kg	225.00	Add. 1000 Kg.	75.00	
5	Unloading Pelt from paddle/drum	2	Kg.	5200	6000 Kg.	65.00	9000 Kg	225.00	Add. 1000 Kg.	75.00	
6	Fleshing & Cleaning the Fresh basket & tank	2	Kg.	4400	6000 Kg.	100.00	9000 Kg	300.00	Add. 1000 Kg.	80.00	
7	Trimming pelt	4	Kg.	5200	6000 Kg.	65.00	9000 Kg	225.00	Add. 1000 Kg.	60.00	
8	Splitting	5	Kg.	4950	6000 Kg.	75.00	9000 Kg	275.00	Add. 1000 Kg.	90.00	
9	Preparing pits, Putting pelt after splitting into pit and removal	1	Kg.	5500	1000 Kg.	70.00					

Note 1 : Although some norms have to be achieved by more than one person, the incentive would be paid to each employee in this department.

Note 2 : For 3000 Kg batches sided after feshing an additional Rs. 25.00 would be paid for the people at Trimming and Splitting operations.

CEYLON LEATHER PRODUCTS PLC
Annexure - X2

Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operation Department - III	No. of People	Norm Per Day		Incentive Payment					
			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment
1	Loading (With the help of Fork Lift), Chrome tanning & Unloading - Operator	1	Kg.	4000	5000 Kg	48.00	Each additional 500 Kg or part there of Rs. 22.00			
	Loading With the help of Fork Lift), Chrome tanning & Unloading - Helper	1	Kg.	4000	5000 Kg	48.00	Each additional 500 Kg or part there of Rs. 22.00			
For batches over 6500 Kg. an additional person would be provided. The norm would be 5500 Kg for all 3 persons. for additional 500 Kg. Rs. 22 per person would be paid as incentive.										
2	Wet blue Sorting - Sorter	1	Hides	580	Add. Hide	0.60				
	Wet blue Sorting - (Splitted) Helpers	2	Hides	605	Add. Hide	0.80				
	Wet blue Sorting - (Un-splitted) Helpers	2	Hides	522	Add. Hide	1.00				
3	W/B Sammiyung-Un-Splitted hides(Maneghetti Machine)	3	Hides	715	>900	0.20/Hide	>1000	0.25/Hide	>1100	0.30/Hide
	W/B Sammiyung - Splitted hides (Maneghetti Machine)	3	Hides	825	>1025	0.15/Hide	>1100	0.20/Hide	>1200	0.25/Hide
	W/B Sammiyung - Goat skins (Maheghetti Machine)	3	Skins	1650	Add. Skin	0.10/Skin				
	W/B Sammiyung - Split (Maneghetti Machine)	3	Pieces	1650	Add. Piece	0.10/Piece				
4	Cutting, Categorizing & Piling	3	Hides	880	Add. Hide	0.30/Hide				
5	W/B Shaving (M/T 361 Machine) - Operator	1	Sides	870	>938	0.40/Side	>1038	0.60/Side	<1038	0.70/Side
	W/B Shaving (M/T 361 Machine) - Helper	1	Sides	870	>938	0.30/Side	>1038	0.40/Side	<1038	0.50/Side
	W/B shaving (800 mm open end) - Operator	1	Sides	660	>700	0.40/Side	<800	0.60/Side	<800	0.75/side
	W/B Shaving (800 mm open end) - Operator	1	Hides	396	>400	0.60/Hide	>450	0.70/Hide	<450	0.80/Hide
	W/B Shaving (800 mm open end) - Operator	1	Pieces	880	Add. Piece	0.15/Piece				
	W/B Shaving (800 mm open end) - Operator	1	Skins	792	Add. Skin	0.17/Skin				
	W/B Shaving (800 mm open end) - Helper	1	Sides	870	>960	0.30/Side	>1038	0.40/Side	<1038	0.50/Side
6	Trimming shaved W/B	1	Sides	550	>625	0.15/Side	>700	0.20/Side	Over 700	0.25/Side
7	Thickness Checking	1	Sides	660	>725	0.15/Side	>800	0.20/Side	Over 800	0.25/side
8	Re-Sorting - Sorter	1	Sides	1650	Add. 100 Sides	0.30				
	Re-Sorting - Helper	1	Sides	1650	Add. 100 Sides	0.20				
9	Re-tanning, Dyeing and Fatliquoring - Operator	1	Kg.	1320	Add.100/Kg.	20.00/Kg.				
	Re-tanning , Dyeing and Fatliquoring - Helper	1	kg.	1320	Add. 100 Kg.	12.50/Kg.				
10	Loading, Soaking (Goat Skins)	1	Skins	2475	Add. 100	10.0				
11	Unloading, Trimming and Cleaning (Goat skins Pelt)	1	Skins	825	Add. Skin	0.15/Skin				
12	Fleshing Goat skins	1	Skins	660	>760	0.15	Add. Skin	0.20/Skin		
13	Trimming Pelt (Sole and Belting)	2	Hides	140	Add.Hide	1.50				
14	Hanging and removal of sole leather (From/in pits)	2	Sides	220	Add. Side	2.00				

Note: 1. Retanning -Any special batch below 400 Kg would be treated as equivalent to normal 400 Kg.

2. For Dancing shoe batches tanned in the drum - Each batch not less than 1200 Kg.

A batch would be treated as equal to normal 1500 Kg chrome tanning batch for a period of 5 days including loading and unloading.

3. In W/B Sammiyung & Sorting operations - for sides norm would be Hide X 2, incentive would be 50%.

4. If the operation has to be handled by more than 1 person. The incentive payment would be divided among the employees involved in that operation.

CEYLON LEATHER PRODUCTS PLC

Annexure - X2

Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operations	No. of People	Norm Per Day		Incentive Payment							
			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment	Target	Payment
1	Sammying (Re-tanned leather)	1	Sides	693	>780	0.20/Side	>880	0.30/Side	>1030	0.40/Side	Add. Side	0.45/Side
	Sammying (Re-tanned leather) T/Feed M/C	3	Sides	4455	Add. Side	0.05/Side						
	Sammying (Re-tanned leather Splits & Goat Skins)	1	Pieces	1650	Add. Side	0.05/Skin						
	Sammying Bark tanned leather (3.5 mm and above)	1	Sides	330	Each Add. Side	0.75						
2	Setting - Out	1	Sides	693	>780	0.20/Side						
	Setting - Out Bark tanned leather	1	Sides	330	Each Add. Side	0.75						
	Setting - Out - Including Reverse Setting	1	Sides	345	>400	0.30/Side	>880	0.30/Side	>1030	>0.40/Side	Add. Side	0.45/Side
3	Toggle Drying	2	Sides	280	Add. Side	0.75/Side						
	Nail Drying of leather over 1.6 mm	2	Sides	120	Add. Side	2.00/Side	>550	0.40/Side	>700	0.50/Side	Add. Side	0.60/Side
	Nail Drying of leather below 1.6 mm	2	Sides	150	Add. Side	2.50/Side						
4	Vacuum Drying - (Hides & Sides)	2	Sides	520	Add. Side	0.30/side						
	(Splits, Cuff, SSU - Large)	2	Pieces	780	Add. Side	0.15/Pieces						
	(Splits, Cuff, SSU - Small)	2	Pieces	1040	Add. Side	0.10/Piece						
5	Hang Drying (On poles)	1	Sides	870	Add. Side	0.10/Side						
	Hang Drying of Sole/Betting/Dancing	3	Sides	275	Add. Side	0.10/Side						
6	Remove Hand Dried leather	1	Sides	870	Add. Side	0.10/Side						
7	Rolling (Sole leather)	1	Pieces	220	Add. Side	0.70/Piece						
	Rolling (insole leather)	1	Pieces	330	Add. Side	0.50/Piece						
8	De Wrinking (Sole leather)	1	Pieces	220	Add. Side	0.70/Piece						

CEYLON LEATHER PRODUCTS PLC
Annexure - X2
Proposed Norms and Incentive Scheme for Tannery - 2009

No.	Operations	No. of People	Norm Per Day		Incentive Payment					
			Unit	Qty.	Target	Payment	Target	Payment	Target	Payment
1	Spreading for drying	1	Pieces	670	<788	0.10/Pieces				
2	Trimming Crust	1	Sides	605	Add. Side	0.20/Side				
3	Crust Sorting - Sorter	1	Sides	660	Add. Side	0.20/Side				
	Crust Sorting -Helper	1	Sides	1650	Add. Side	0.05/side				
	Only thickness measuring crust	1	Sides	870	Add. Side	0.10/Side				
4	Numbering of Lot	1	Pieces	870	Add. Side	0.10/Piece				
5	Staking	2	Pieces	2310	Add. Side	0.08/Piece				
6	Buffing (completely - Large M/C)	1	Pieces	870	>1000	0.20/Side	>1500	0.25/Side	Add. Side	0.35/Side
	Buffing (Completely - Small M/C)	1	Pieces	870	Add. Side	0.80/Side				
	Buffing (Partly - Small M/C)	1	Pieces	870	Add. Side	0.40/side				
7	Air Blast Dusing	2	Pieces	870	Add. Side	0.05/Side				
8	Padding (Impregnation, Pigment)	1	Sides	435	>569	0.40/Side	Add. Side	0.60/Side		
9	Roller Coating - Pigmenting - Operator	1	Sides	660	Add. Side	0.20/Side				
	Roller Coating - Pigmenting - Helper	1	Sides	660	Add. Side	0.15/Side				
	Roller Coating - Impregnation - Operator	1	Sides	825	Add. Side	0.15/Side				
	Roller Coating - Impregnation - helper	1	Sides	825	Add. Side	0.10/Side				
10	Plan Plating - Operator	1	Sides	1260	Add. Side	0.20/Side				
	Plain Plating - Helper	1	Sides	1260	Add. Side	0.20/Side				
11	Embossing - Operator	1	Sides	630	Add. Side	0.40/Side				
	Embossing - Helper	1	Sides	630	Add. Side	0.30/Side				
12	Auto spray M/C - Operator	1	Sides	990	Add. Side	0.20/Side				
	Auto Spray M/C - Helper	1	Sides	990	Add. Side	0.15/Side				
13	Hand Spraying - Operator	1	Sides	693	Add. Side	0.20/Side				
	Hand Spraying - Helper	1	Sides	693	Add. Side	0.10/Side				
14	Measuring (Pin Wheel M/C) - Operator	1	Sides	870	Add. Side	0.20/Side				
	Measuring (Pin Wheel M/C) - Helper	1	Sides	870	Add. Side	0.20/Side				
15	Grading leather - Grader	1	Pieces	870	Add. Side	0.20/Piece				
	Grading leather - Helper	1	Pieces	870	Add. Side	0.20/Piece				
16	Bundling leather - Clerk	1	Pieces	870	Add. Side	0.20/Piece				
	Bundling leather - Bundler	1	Pieces	870	Add. Side	0.20/Piece				

Note 1 : For Imported leather which have an average area of over 15 Sq. Ft. the norm would 65% of the norm. Incentive payment would be twice as normal sides

Note 2 : Operation No. 10 & 11 for changing of plates Rs. 20.00 would be paid for both the operator and the helper.

Note 3 : For operation where more than 1 employee is involved incentive payment shown are for each employee.

Notes - General

1. Any Employee is allowed to work in a different location if there is no work available in the first operation he was involved. he can complete his days norms in the second operation and earn incentive.

Example :

At Department 122 B

Available No. of sides for Sammying of re-tanned leather is 300 sides

After finishing the above 300 sides he can go to Toggle drying operation, complete his days norm and earn incentive.

Calculation of days norm to be completed as below.

% worked at the Sammying operation = No. of pieces done/days norm X 100 (300 / 693) 43.30%

The balance to be completed at toggling 56.70%

Therefore No. of pieces to be Toggled to achieve the days norm 159 Sides

2. If an employee has achieved his days norm and incentive by working in one or more operation still he can go to any other operation and earn incentive.

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