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අති විශේෂ EXTRAORDINARY

අංක 1764/24 – 2012 ජුනි 29 වැනි සිකුරාදා – 2012.06.29

No. 1764/24 – FRIDAY, JUNE 29, 2012

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1784.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Ace Containers (Pvt) Limited, No. 775/ 5, Negombo Road, Mabola, Wattala of the one part and The Ceylon Mercantile, Industrial and General workers Union (CMU), No. 03, 22nd Lane, Colombo 3 of the other part on 14th day of February 2012 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

V. B. P. K. WEERASINGHE,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
18th day of June, 2012.

Collective Agreement No. 05 of 2012

AGREEMENT

AGREEMENT entered into on this 14th day of February, Two Thousand and Twelve between Ace Containers (Pvt) Ltd., hereinafter referred to as "the Employer" and the Ceylon Mercantile, Industrial & 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 and taking into consideration the Agreement entered into between the company and the union on 20.06.2011, agreed on 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 the manual categories.
- 2) The Provisions of this Agreement shall take effect from 1.1.2012 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 30.11.2013 nor the Agreement shall stand terminated until 31st December 2013.

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කොටස: (I) ඡේදය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය - 2012.06.29

PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 29.06.2012

- 3) It is hereby agreed that the salaries of the employees covered by this Agreement as at 31st December 2011 will be revised by 10% with effect from 1.1.2012 for the duration of the Agreement.
- 4) By way of National Arrears the Employer will grant each employee a sum equal to 10% of Salary as at December 2011 multiplied by 3, to represent the period 1st October 2011 to 31st December 2011. The payment of National Arrears will not constitute a part of an employees salary for any purposes such as Provident Fund, Trust Fund contributions, overtime or such like.
- 5) Annual Incremental Rates :

The company has agreed to implement a newly revised annual incremental scheme for the respective categories of employees as shown below:

Unskilled Rs. 125/- Semi-Skilled Rs. 150/- Skilled Rs. 175/- Charge Hands Rs 200/-

The above rates are the minimum payable and the company reserves to itself the right to grant additional increments to the respective categories based on their performance.

- 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 14th day of February, Two Thousand & Twelve.

For and on behalf of:
Ace Containers (Pvt) Ltd.

Name: Nimal Perera
Designation: Managing Director

For and behalf of:
**The Ceylon Mercantile, Industrial
& General Workers' Union (CMU)**

Name: M.S. Jayakody
Designation: Deputy General Secretary

Witnesses:

Name: A.M.M. Amir
Designation: Vice President

Name: W.J.V. Fernando
Designation: Branch Secretary

Name: A.K.D. Gurusinghe
Designation: Manager Administration

Name: J.R.A. Sujeeva
Designation: Branch President