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අංක 2108/6 – 2019 ජනවාරි 28 වැනි සඳුදා – 2019.01.28
No. 2108/6 – MONDAY, JANUARY 28, 2019

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1862.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Dipped Products PLC (Plant 2), No. 400, Deans Road, Colombo 10 of the one part and the Inter Company Employees' Union, No. 259/9, Sethsiri Mawatha, Koswatta, Talangama of the other part on 29th day of January, 2018 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

A. WIMALAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
19th January, 2019.

Collective Agreement No. 37 of 2018

THIS Collective Agreement made this Twenty Ninth day of January Two Thousand and Eighteen to take effect from the First day of July Two Thousand and Seventeen pursuant to the Industrial Disputes Act between Dipped Products PLC (PQ 60), having its registered office at No. 400, Deans Road, Colombo 10 (hereinafter referred to as the "Employer") *of the one part*

and

THE Inter Company Employees' Union, a registered Trade Union having its office at 259/9, Sethsiri Mawatha, Koswatta, Talangama, (hereinafter referred to as the "Union") *of the second part*

Witnesseth and it is hereby agreed between the parties as follows:



Title.—This Agreement shall be known and referred to as the Dipped Products PLC Plant 2 (formerly Neoprex) Operations Assistants’ Collective Agreement of 2017;

Collective Agreement

THIS Agreement entered into between Dipped Products PLC, a duly incorporated Company bearing Registration No. PQ60 having its registered office at No. 400, Deans Road, Colombo 10, Sri Lanka (hereinafter referred to as the “Employer”) and the Inter Company Employees’ Union, a duly registered Trade Union having its registered office at No. 259/9, Sethsiri Mawatha, Koswatte, Talangama (hereinafter referred to as the “Union”)

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 at Dipped Products Plant 2 (formerly known as Neoprex) and the parties after negotiations arrived at the following Agreement.

1. **Parties Covered and Bound.**— The terms of this Collective Agreement shall cover and bind the Employer, the Union and members of the Union employed on permanent monthly contracts by the Employer at Dipped Products Plant 2 (formerly known as Neoprex) as Operations Assistants in the Manual/Operative grades.

2. **Duration.**— This Agreement shall take effect from the First day of July Two Thousand and Seventeen and shall, unless otherwise terminated by either party giving two months’ written notice to the other, continue to remain in force provided, however, that neither party shall give such notice prior to the Thirtieth day of April Two Thousand and Twenty and the Agreement shall not stand terminated prior to the Thirtieth day of June Two Thousand and Twenty. Further, it is agreed by and between parties that neither shall attempt to vary or alter the terms of this agreement during the pendency of same other than by mutual agreement.

3. **Salaries.**— The salary scales applicable to Employees covered and bound by this Agreement and hereinafter referred to as Employees, with effect from First day of July Two Thousand and Seventeen shall be as set out in Schedule I hereto.

3.1 To ascertain the monthly salary payable to an employee with effect from First day of July Two Thousand and Seventeen a sum of Rs. 2,900/- will be added to the salary paid to such employees as at the Thirtieth day of June Two Thousand and Seventeen.

3.2 With effect from the First day of July Two Thousand and Eighteen, the monthly salaries of employees will be revised and a sum of Rs. 2,800 will be added to the salary paid to such employees as at the Thirtieth day of June Two Thousand and Eighteen.

- 3.3 With effect from the First day of July Two Thousand and Nineteen, the monthly salaries of employees will be revised and a sum of Rs. 2,600 will be added to the salary paid to such employees as at the Thirtieth day of June Two Thousand and Nineteen.

4. **Productivity Improvement and Elimination of Waste.**– The Employees and the Union commit their fullest co-operation to the Employer to enhance productivity levels in the factory and minimize waste in all forms in the mutual interest of preserving the future of Dipped Products PLC through the programmes conducted under the Dipped Products Productivity Improvement Schemes. In the event the business exigencies require, Employees agree to consider alternate work arrangements. The Management agrees to keep the Branch Union advised of any alternate work arrangements.

5. **Variations of terms and Conditions.**–The Employer and the Union agree that during the pendency of this Agreement, they will not seek to vary, alter or add to all or any of the terms and conditions of employment presently applicable to any of the employees covered and bound by this Agreement, other than by mutual Agreement.

6. **Trade Union Action.** - The Union and the employees agree that they shall not during the pendency of this Agreement make any demands for wage increases or related allowances/payments, over and above those stated in this agreement. The Union and the employees further agree that they shall not resort to any form of trade union action relating to any matter covered by this Agreement.

7. **Disputes Settlement Procedure.**–In the event of any industrial dispute that may arise on a matter not covered by this Agreement, parties shall endeavor to have it settled by following the dispute resolution procedure set out below:

- (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the 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 Employers' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute;
- (c) If after the discussion, the matter cannot be resolved by the intervention of the EFC and the parent union, conciliatory proceedings under the Industrial Disputes Act should be followed;
- (d) If after 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.

In witness hereof parties have hereunto set their hands on this **Twenty Ninth (29th)** day of **January Two Thousand and Eighteen (2018)** at Colombo.

for and on behalf of
DIPPED PRODUCTS PLC

Director

for and on behalf of
INTER COMPANY EMPLOYEES' UNION

Name:

Pushpila Janadhara

Name:

සමරසිංහ

Designation:

Director operations

Designation:

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WITNESSES:

1.

Name:

A. Mathurukula

Designation:

Head of Operations

1.

Name:

W.K. Jayasinghe

Designation:

Legal Officer

2.

Name:

Mahinda Mahipala

Designation:

Factory Manager

2.

Name:

G.G.A. Silva

Designation:

Legal Officer

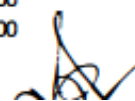
SCHEDULE I

**WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 JANUARY 2018**

Stage	<u>GR 1</u>		<u>GR 2</u>		<u>GR 3</u>	
1	16,200.00	299 x 50.00	16,500.00	299 x 75.00	17,000.00	299 x 100.00
2	16,250.00		16,575.00		17,100.00	
3	16,300.00		16,650.00		17,200.00	
4	16,350.00		16,725.00		17,300.00	
5	16,400.00		16,800.00		17,400.00	
6	16,450.00		16,875.00		17,500.00	
7	16,500.00		16,950.00		17,600.00	
8	16,550.00		17,025.00		17,700.00	
9	16,600.00		17,100.00		17,800.00	
10	16,650.00		17,175.00		17,900.00	
11	16,700.00		17,250.00		18,000.00	
12	16,750.00		17,325.00		18,100.00	
13	16,800.00		17,400.00		18,200.00	
14	16,850.00		17,475.00		18,300.00	
15	16,900.00		17,550.00		18,400.00	
16	16,950.00		17,625.00		18,500.00	
17	17,000.00		17,700.00		18,600.00	
18	17,050.00		17,775.00		18,700.00	
19	17,100.00		17,850.00		18,800.00	
20	17,150.00		17,925.00		18,900.00	
21	17,200.00		18,000.00		19,000.00	
22	17,250.00		18,075.00		19,100.00	
23	17,300.00		18,150.00		19,200.00	
24	17,350.00		18,225.00		19,300.00	
25	17,400.00		18,300.00		19,400.00	
26	17,450.00		18,375.00		19,500.00	
27	17,500.00		18,450.00		19,600.00	
28	17,550.00		18,525.00		19,700.00	
29	17,600.00		18,600.00		19,800.00	
30	17,650.00		18,675.00		19,900.00	
31	17,700.00		18,750.00		20,000.00	
32	17,750.00		18,825.00		20,100.00	
33	17,800.00		18,900.00		20,200.00	
34	17,850.00		18,975.00		20,300.00	
35	17,900.00		19,050.00		20,400.00	
36	17,950.00		19,125.00		20,500.00	
37	18,000.00		19,200.00		20,600.00	
38	18,050.00		19,275.00		20,700.00	
39	18,100.00		19,350.00		20,800.00	
40	18,150.00		19,425.00		20,900.00	
41	18,200.00		19,500.00		21,000.00	
42	18,250.00		19,575.00		21,100.00	
43	18,300.00		19,650.00		21,200.00	
44	18,350.00		19,725.00		21,300.00	
45	18,400.00		19,800.00		21,400.00	
46	18,450.00		19,875.00		21,500.00	
47	18,500.00		19,950.00		21,600.00	
48	18,550.00		20,025.00		21,700.00	
49	18,600.00		20,100.00		21,800.00	
50	18,650.00		20,175.00		21,900.00	

**WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 JANUARY 2018**

Stage	GR 1	GR 2	GR 3
51	18,700.00	20,250.00	22,000.00
52	18,750.00	20,325.00	22,100.00
53	18,800.00	20,400.00	22,200.00
54	18,850.00	20,475.00	22,300.00
55	18,900.00	20,550.00	22,400.00
56	18,950.00	20,625.00	22,500.00
57	19,000.00	20,700.00	22,600.00
58	19,050.00	20,775.00	22,700.00
59	19,100.00	20,850.00	22,800.00
60	19,150.00	20,925.00	22,900.00
61	19,200.00	21,000.00	23,000.00
62	19,250.00	21,075.00	23,100.00
63	19,300.00	21,150.00	23,200.00
64	19,350.00	21,225.00	23,300.00
65	19,400.00	21,300.00	23,400.00
66	19,450.00	21,375.00	23,500.00
67	19,500.00	21,450.00	23,600.00
68	19,550.00	21,525.00	23,700.00
69	19,600.00	21,600.00	23,800.00
70	19,650.00	21,675.00	23,900.00
71	19,700.00	21,750.00	24,000.00
72	19,750.00	21,825.00	24,100.00
73	19,800.00	21,900.00	24,200.00
74	19,850.00	21,975.00	24,300.00
75	19,900.00	22,050.00	24,400.00
76	19,950.00	22,125.00	24,500.00
77	20,000.00	22,200.00	24,600.00
78	20,050.00	22,275.00	24,700.00
79	20,100.00	22,350.00	24,800.00
80	20,150.00	22,425.00	24,900.00
81	20,200.00	22,500.00	25,000.00
82	20,250.00	22,575.00	25,100.00
83	20,300.00	22,650.00	25,200.00
84	20,350.00	22,725.00	25,300.00
85	20,400.00	22,800.00	25,400.00
86	20,450.00	22,875.00	25,500.00
87	20,500.00	22,950.00	25,600.00
88	20,550.00	23,025.00	25,700.00
89	20,600.00	23,100.00	25,800.00
90	20,650.00	23,175.00	25,900.00
91	20,700.00	23,250.00	26,000.00
92	20,750.00	23,325.00	26,100.00
93	20,800.00	23,400.00	26,200.00
94	20,850.00	23,475.00	26,300.00
95	20,900.00	23,550.00	26,400.00
96	20,950.00	23,625.00	26,500.00
97	21,000.00	23,700.00	26,600.00
98	21,050.00	23,775.00	26,700.00
99	21,100.00	23,850.00	26,800.00
100	21,150.00	23,925.00	26,900.00



**WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 JANUARY 2018**

Stage	GR 1	GR 2	GR 3
101	21,200.00	24,000.00	27,000.00
102	21,250.00	24,075.00	27,100.00
103	21,300.00	24,150.00	27,200.00
104	21,350.00	24,225.00	27,300.00
105	21,400.00	24,300.00	27,400.00
106	21,450.00	24,375.00	27,500.00
107	21,500.00	24,450.00	27,600.00
108	21,550.00	24,525.00	27,700.00
109	21,600.00	24,600.00	27,800.00
110	21,650.00	24,675.00	27,900.00
111	21,700.00	24,750.00	28,000.00
112	21,750.00	24,825.00	28,100.00
113	21,800.00	24,900.00	28,200.00
114	21,850.00	24,975.00	28,300.00
115	21,900.00	25,050.00	28,400.00
116	21,950.00	25,125.00	28,500.00
117	22,000.00	25,200.00	28,600.00
118	22,050.00	25,275.00	28,700.00
119	22,100.00	25,350.00	28,800.00
120	22,150.00	25,425.00	28,900.00
121	22,200.00	25,500.00	29,000.00
122	22,250.00	25,575.00	29,100.00
123	22,300.00	25,650.00	29,200.00
124	22,350.00	25,725.00	29,300.00
125	22,400.00	25,800.00	29,400.00
126	22,450.00	25,875.00	29,500.00
127	22,500.00	25,950.00	29,600.00
128	22,550.00	26,025.00	29,700.00
129	22,600.00	26,100.00	29,800.00
130	22,650.00	26,175.00	29,900.00
131	22,700.00	26,250.00	30,000.00
132	22,750.00	26,325.00	30,100.00
133	22,800.00	26,400.00	30,200.00
134	22,850.00	26,475.00	30,300.00
135	22,900.00	26,550.00	30,400.00
136	22,950.00	26,625.00	30,500.00
137	23,000.00	26,700.00	30,600.00
138	23,050.00	26,775.00	30,700.00
139	23,100.00	26,850.00	30,800.00
140	23,150.00	26,925.00	30,900.00
141	23,200.00	27,000.00	31,000.00
142	23,250.00	27,075.00	31,100.00
143	23,300.00	27,150.00	31,200.00
144	23,350.00	27,225.00	31,300.00
145	23,400.00	27,300.00	31,400.00
146	23,450.00	27,375.00	31,500.00
147	23,500.00	27,450.00	31,600.00
148	23,550.00	27,525.00	31,700.00
149	23,600.00	27,600.00	31,800.00
150	23,650.00	27,675.00	31,900.00



**WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 JANUARY 2018**

Stage	GR 1	GR 2	GR 3
151	23,700.00	27,750.00	32,000.00
152	23,750.00	27,825.00	32,100.00
153	23,800.00	27,900.00	32,200.00
154	23,850.00	27,975.00	32,300.00
155	23,900.00	28,050.00	32,400.00
156	23,950.00	28,125.00	32,500.00
157	24,000.00	28,200.00	32,600.00
158	24,050.00	28,275.00	32,700.00
159	24,100.00	28,350.00	32,800.00
160	24,150.00	28,425.00	32,900.00
161	24,200.00	28,500.00	33,000.00
162	24,250.00	28,575.00	33,100.00
163	24,300.00	28,650.00	33,200.00
164	24,350.00	28,725.00	33,300.00
165	24,400.00	28,800.00	33,400.00
166	24,450.00	28,875.00	33,500.00
167	24,500.00	28,950.00	33,600.00
168	24,550.00	29,025.00	33,700.00
169	24,600.00	29,100.00	33,800.00
170	24,650.00	29,175.00	33,900.00
171	24,700.00	29,250.00	34,000.00
172	24,750.00	29,325.00	34,100.00
173	24,800.00	29,400.00	34,200.00
174	24,850.00	29,475.00	34,300.00
175	24,900.00	29,550.00	34,400.00
176	24,950.00	29,625.00	34,500.00
177	25,000.00	29,700.00	34,600.00
178	25,050.00	29,775.00	34,700.00
179	25,100.00	29,850.00	34,800.00
180	25,150.00	29,925.00	34,900.00
181	25,200.00	30,000.00	35,000.00
182	25,250.00	30,075.00	35,100.00
183	25,300.00	30,150.00	35,200.00
184	25,350.00	30,225.00	35,300.00
185	25,400.00	30,300.00	35,400.00
186	25,450.00	30,375.00	35,500.00
187	25,500.00	30,450.00	35,600.00
188	25,550.00	30,525.00	35,700.00
189	25,600.00	30,600.00	35,800.00
190	25,650.00	30,675.00	35,900.00
191	25,700.00	30,750.00	36,000.00
192	25,750.00	30,825.00	36,100.00
193	25,800.00	30,900.00	36,200.00
194	25,850.00	30,975.00	36,300.00
195	25,900.00	31,050.00	36,400.00
196	25,950.00	31,125.00	36,500.00
197	26,000.00	31,200.00	36,600.00
198	26,050.00	31,275.00	36,700.00
199	26,100.00	31,350.00	36,800.00
200	26,150.00	31,425.00	36,900.00



**WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 JANUARY 2018**

Stage	GR 1	GR 2	GR 3
201	26,200.00	31,500.00	37,000.00
202	26,250.00	31,575.00	37,100.00
203	26,300.00	31,650.00	37,200.00
204	26,350.00	31,725.00	37,300.00
205	26,400.00	31,800.00	37,400.00
206	26,450.00	31,875.00	37,500.00
207	26,500.00	31,950.00	37,600.00
208	26,550.00	32,025.00	37,700.00
209	26,600.00	32,100.00	37,800.00
210	26,650.00	32,175.00	37,900.00
211	26,700.00	32,250.00	38,000.00
212	26,750.00	32,325.00	38,100.00
213	26,800.00	32,400.00	38,200.00
214	26,850.00	32,475.00	38,300.00
215	26,900.00	32,550.00	38,400.00
216	26,950.00	32,625.00	38,500.00
217	27,000.00	32,700.00	38,600.00
218	27,050.00	32,775.00	38,700.00
219	27,100.00	32,850.00	38,800.00
220	27,150.00	32,925.00	38,900.00
221	27,200.00	33,000.00	39,000.00
222	27,250.00	33,075.00	39,100.00
223	27,300.00	33,150.00	39,200.00
224	27,350.00	33,225.00	39,300.00
225	27,400.00	33,300.00	39,400.00
226	27,450.00	33,375.00	39,500.00
227	27,500.00	33,450.00	39,600.00
228	27,550.00	33,525.00	39,700.00
229	27,600.00	33,600.00	39,800.00
230	27,650.00	33,675.00	39,900.00
231	27,700.00	33,750.00	40,000.00
232	27,750.00	33,825.00	40,100.00
233	27,800.00	33,900.00	40,200.00
234	27,850.00	33,975.00	40,300.00
235	27,900.00	34,050.00	40,400.00
236	27,950.00	34,125.00	40,500.00
237	28,000.00	34,200.00	40,600.00
238	28,050.00	34,275.00	40,700.00
239	28,100.00	34,350.00	40,800.00
240	28,150.00	34,425.00	40,900.00
241	28,200.00	34,500.00	41,000.00
242	28,250.00	34,575.00	41,100.00
243	28,300.00	34,650.00	41,200.00
244	28,350.00	34,725.00	41,300.00
245	28,400.00	34,800.00	41,400.00
246	28,450.00	34,875.00	41,500.00
247	28,500.00	34,950.00	41,600.00
248	28,550.00	35,025.00	41,700.00
249	28,600.00	35,100.00	41,800.00
250	28,650.00	35,175.00	41,900.00

**WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
WITH EFFECT FROM 01 JANUARY 2018**

Stage	GR 1	GR 2	GR 3
251	28,700.00	35,250.00	42,000.00
252	28,750.00	35,325.00	42,100.00
253	28,800.00	35,400.00	42,200.00
254	28,850.00	35,475.00	42,300.00
255	28,900.00	35,550.00	42,400.00
256	28,950.00	35,625.00	42,500.00
257	29,000.00	35,700.00	42,600.00
258	29,050.00	35,775.00	42,700.00
259	29,100.00	35,850.00	42,800.00
260	29,150.00	35,925.00	42,900.00
261	29,200.00	36,000.00	43,000.00
262	29,250.00	36,075.00	43,100.00
263	29,300.00	36,150.00	43,200.00
264	29,350.00	36,225.00	43,300.00
265	29,400.00	36,300.00	43,400.00
266	29,450.00	36,375.00	43,500.00
267	29,500.00	36,450.00	43,600.00
268	29,550.00	36,525.00	43,700.00
269	29,600.00	36,600.00	43,800.00
270	29,650.00	36,675.00	43,900.00
271	29,700.00	36,750.00	44,000.00
272	29,750.00	36,825.00	44,100.00
273	29,800.00	36,900.00	44,200.00
274	29,850.00	36,975.00	44,300.00
275	29,900.00	37,050.00	44,400.00
276	29,950.00	37,125.00	44,500.00
277	30,000.00	37,200.00	44,600.00
278	30,050.00	37,275.00	44,700.00
279	30,100.00	37,350.00	44,800.00
280	30,150.00	37,425.00	44,900.00
281	30,200.00	37,500.00	45,000.00
282	30,250.00	37,575.00	45,100.00
283	30,300.00	37,650.00	45,200.00
284	30,350.00	37,725.00	45,300.00
285	30,400.00	37,800.00	45,400.00
286	30,450.00	37,875.00	45,500.00
287	30,500.00	37,950.00	45,600.00
288	30,550.00	38,025.00	45,700.00
289	30,600.00	38,100.00	45,800.00
290	30,650.00	38,175.00	45,900.00
291	30,700.00	38,250.00	46,000.00
292	30,750.00	38,325.00	46,100.00
293	30,800.00	38,400.00	46,200.00
294	30,850.00	38,475.00	46,300.00
295	30,900.00	38,550.00	46,400.00
296	30,950.00	38,625.00	46,500.00
297	31,000.00	38,700.00	46,600.00
298	31,050.00	38,775.00	46,700.00
299	31,100.00	38,850.00	46,800.00
300	31,150.00	38,925.00	46,900.00

