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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

අංක 2273/15 - 2022 මාර්තු මස 29 වැනි අඟහරුවාදා - 2022.03.29

No. 2273/15 - TUESDAY, MARCH 29, 2022

(Published by Authority)

PART I : SECTION (I) — GENERAL

Government Notifications

My No. CI/1603

THE INDUSTRIAL DISPUTES ACT., CHAPTER 131

THE Collective Agreement entered into between CEAT Kelani International Tyres (Pvt) Limited, Nungamugoda, Kelaniya of the one part and the Inter Company Employees Union, No. 10, Council Lane, Dehiwala of the other part on 18th November 2021 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956)

B. K. Prabath Chandrakeerthi,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
09th March, 2022.

Collective Agreement No. 23 of 2021

COLLECTIVE AGREEMENT

This Collective Agreement entered into on this Eighteenth Day of November Two Thousand and Twenty-one (November 18, 2021) between CEAT Kelani International Tyres (Pvt) Limited, a Company duly incorporated in Sri Lanka and having its registered office at Nungamugoda, Kelaniya, (hereinafter referred to as "the Employer") and Inter Company Employees' Union, a Trade Union duly registered in Sri Lanka under the trade Unions Ordinance and having its registered office at No. 10, Council Lane, Dehiwala (hereinafter referred to as "The Union")

Whereas, the Union by its letter dated March 08, 2021 submitted certain demands in respect of their members employed in the factory of the said Employer, the Employer and the said Union have discussed and come to a settlement with regard to certain demands regarding revision of salaries and other terms and conditions of employment, and having arrived at a negotiated settlement wish to agree on the following terms and conditions as a full and final settlement thereto;-

1. **Parties Covered and Bound**

   The Provisions of this Agreement shall apply to the Employer, the Union and its members in the Operative Grades engaged on permanent basis in the Company. The Provisions of this agreement shall not apply to trainees/apprentices.

2. **Date of operation and duration**

   This Agreement shall come into force on the First Day of October Two Thousand and Twenty-one (October 01, 2021) and shall remain in froce unless terminated by either party, with three months' notice, in writing, to the other, subject to the condition that neither party shall give such notice prior to July 01, 2024 and this Agreement shall not stand terminated prior to the 01st day of October 2024.

3. **Salaries**

   The salaries of the employees covered and bound by this agreement will be increased in the following manner. The revisions will be subject to the achievement of revised production norms and efficiency parameters set out in schedule A - Annexure i, Schedule A - Annexure ii, and Schedule A - Annexure iii, hereof.

   3.1. With effect from October 01, 2021, the employer shall add Rs. 4,500/= to the basic salary of each confirmed employee who has not completed 4 years of Service as at July 31, 2021 and Rs. 5,500/= to the basic salary of each confirmed employee who has completed 4 years or more but less than 8 years in service as at July 31, 2021 and shall add Rs. 6,000/- to the basic salary of each employee who has completed 8 years of Service or more and confirmed in service as at July 31, 2021.

   3.2. With effect from October 01, 2022, the employer shall add Rs. 4,000/- to the basic salary of each employee who has not completed 4 years of Service but confirmed in service as at July 31, 2021 and Rs. 4,250/= to the basic salary of each confirmed employee who has completed 4 years or more but less than 8 years in service as at July 31, 2021 and Rs. 4,500/= to the basic salary of each confirmed employee who has completed 8 years or more but less than 12 years in service as at July 31, 2021 and Rs. 4,500/= to the basic salary of each confirmed employee who has completed 12 years or more but less than 16 years in service as at July 31, 2021 and Rs. 5,000/= to the basic salary of each confirmed employee who has completed 16 years or more but less than 20 years in service as at July 31, 2021 and Rs. 5,500/= to the basic salary of each confirmed employee who has completed 20 years or more in service as at July 31, 2021.

3.3. With effect from October 01, 2023, the employer shall add Rs. 4,500/- to the basic salary of each employee who has not completed 4 years of service but confirmed in service as at July 31, 2021 and Rs. 5,250/= to the basic salary of each confirmed employee who has completed 4 years or more but less than 8 years in service as at July 31, 2021 and Rs. 5,500/= to the basic salary of each confirmed employee who has completed 8 years or more but less than 12 years in service as at July 31, 2021 and Rs. 6,000/= to the basic salary of each confirmed employee who has completed 12 years or more but less than 16 years in service as at July 31, 2021 and Rs. 6,500/= to the basic salary of each confirmed employee who has completed 16 or more in service as at July 31, 2021.

Provided, without prejudice to the right of the Company to take other forms of disciplinary action, that a sum equivalent to One Twenty-fifth (1/25th) of the aforementioned increase will be deducted on account of each day of anthorized no pay absence recorded by an employee during each of his leave year commencing from the leave year 2020 subject to a disciplinary inquiry and only the balance will be added to the basic salary, if any. The management will consider approving authorized no-pay on case-by-case basis in case of emergencies when an employee has exhausted his/her full leave quota of a particular year, in case of such authorization, approval of Division Manager, Senior Manager - Production/Head of Engineering and the Plant Head is mandatory. First such deduction will be made from the year 2021.

In addition, the employees who are on probation but being confirmed in employment during the year would be given the aforementioned salary increases applicable for the year in which the employee is confirmed on prorata basis calculated from the date of confirmation and 30th day of September of the year occurring immediately after the date of confirmation. The said increase will be added to the first salary due after the confirmation.

3.4. In addition, as matter of goodwill, the Employer will make an ex-gratia payment of Rs. 9,000/= for confirmed employees with a service of below 4 years as at July 31, 2021 and Rs. 11,000/= for employees with a service of 4 years or more but less than 8 years as at July 31, 2021 and Rs. 12,000/= for all other employees who have completed 08 years or more as at July 31, 2021. This ex gratia payment will be made in the month of December - 2021. This ex-gratia payment will not constitute a part of an Employee's salary for any purposes such as overtime, shift allowance, bonus or such like, except for provident Fund and Trust Fund contributions.

4. If during the continuance of this Agreement, the Government of Sri Lanka-

a) Prescribes in any year, increases in salary/and or any allowances by any written law applicable to categories of employees covered by this Agreement, the Employer shall be entitled to take credit for the salary increases granted to an employee in respect of such year in terms of Clause 3 hereof and determine the increase, if any, that is to be granted to an employee accordingly.

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

5. Meal Allowance

The Employer will increase the meal allowance up to Rs. 200/- per day for every day on which such employee reports for work with effect from April 01, 2022. This meal allowance will be calculated on a daily basis and paid at the end of the month effective April 01, 2022. Furthermore, The Employer agrees to increase the meal allowance up to Rs. 210/- per day with effect from April 01, 2023 and up to Rs. 220/- per day with effect from April 01, 2024. In case, an employee continues to work for more than 5 hours on continuous basis after the normal shift hours he/she will be entitled for a meal allowance.

6. Annual Increments

Unless otherwise decided on disciplinary grounds, in terms of this agreement, an employee shall be entitled to an annual increment in the month of April of each year, subject to the performance evaluation of each employee on the basis of the following:-

Grades	*New Incremental Rates*
Production and all other categories of Employees except Engineering divisions	Rs. 250/-
Employees of Engineering Sections	Rs. 275/-
Team Leader	Rs. 300/-

Employees may be given up to three (03) such increments based on the aforementioned performance evaluation.

6.1. Probation

Each employee recruited to the permanent cadre of the Company will be required to serve a minimum period of six months' probation during which the Employer will assess the suitability for confirmation through an evaluation process to ascertain his/her competence and suitability. The Employer reserves the right to extend the period of probation of any employee. During the period of Probation or extended period of probation, where applicable, the Employer shall have the right to terminate such probationary employment without any notice.

7. Bonus

Provided the Company registers a profit, the employees will be paid a bonus in respect of each year in keeping with the existing practice. The payment will be made in two instalments, as follows:-

a) Advance payment in December of a particular year, subject to half-yearly performance and profits made as at 30th September in relation to that year.

b) Final payment in April of the following year, subject to the previous year's performance.

The quantum of bonus payable will be decided by the company. No bonus will be declared in case the Company registers a loss in respect of any year.

8. Hours of Work and Overtime

Subject to changes due to exigencies of work the normal working hours during the continuance in force of this Agreement shall be those that are worked by the employees as at present. The employees shall work reasonable overtime as and when required by the Employer for which the employees shall be paid overtime as stipulated by the law.

Employees in the Engineering Division, will be required to report for work as and when required (as per the roster or special programme), including statutory holidays. They will be required to work on all Sundays as at present, and will be entitled to 1 1/2 times' wages and lieu leave as per the law. Also Saturday payments shall be made as per the law. Any employee who may be unable to report for work when required on any of the days mentioned above, should inform the relevant Head of the Department/Human Resource Division, in writing, at least 24 hours in advance setting out the reasons for such inability. The Head of the relevant Department may accept or reject such a request by an employee taking into consideration the exigencies of business and the reasons cited by the employee. The decision taken by the Manager concerned in respect of such requirement shall be binding on the employee concerned.

9. Shift Allowance

The Employer shall continue to pay a shift allowance to employees engaged in the 2nd and 3rd shifts, *i.e.* from 2.00 p.m. to 10.00 p.m., and from 10.00 p.m. to 6.00 a.m. following day respectively, calculated at the rates and subject to the terms and conditions currently applicable.

10. Attendance incentive for attending the night shift (*i.e.* from 10.00 p.m. to 6.00 a.m.)

The Employer will continue to pay to employees and attendance incentive for attending work on the third shift at the same rates and on the same terms and conditions as at present.

i. Provided also that the allowance of Rs. 500/- payable on account of attending the night shift, for a minimum of six per mensem, would be deducted on a pro rata basis as given below, on account of approved leave availed of -

a) More than 1 day of approved annual/casual/paternity Leave - deduction of Rs. 150/-

b) More than 2 days of approved annual/casual/paternity Leave - deduction of Rs. 300/-

c) More than 3 days of approved annual/casual/paternity Leave - Incentive will not be paid.

No deduction will be made for lieu leave and Poya/Mercantile Holiday.

ii. Two mutual shift change would be allowed per employee per mensem. Provided however, the allowance shall not be paid to the employee, originally scheduled to work the night shift, if the covering employee does not report to work on the said night shift.

11. Norms

It is agreed between parties that the production norms/efficiency parameters/departmental requirements in the factory shall be in accordance with the revised norms agreed to between parties and as set out in schedule A - Annexure i, Schedule A - Annexure ii and Schedule A - Annexure iii hereof and the employees shall maintain such norms in their day-to-day work. The norms shall be subject to change in the event of the introduction of new machinery/technology, upgrading of existing machinery/technology or work processes geared towards improving production in the factory. The employees will strive towards controlling scrap and rejects and work towards the overall improvement of product quality.

It is also agreed that any change in the pattern or design of production, according to market/customer requirements, will not have any effect on the norms and efficiency parameters (vide schedule A - Annexure I and II), and Departmental requirements (vide schedule A - Annexure III) that have been agreed to by parties. In the event of introducing new sizes specified in the schedules and Annexures, the management agrees two discuss and agree with the Unions new tyre building norms.

In the event of introduction of new machinery/technology, and in the event that the union and the management fails to agree at a reasonable output norm within 3 months from the date of commissioning/installation/implementation, the company has the sole discretion to conduct a time and motion study/work study with the involvement of the union. Both management and union hereby agree to abide by the results/recommendations of such time and motion study/ work study. The time and motion study/work study will be carried out by a professional body in Sri Lanka. The union will whole-heartedly and completely cooperate to make such studies complete and successful. The company agrees to allocate two union representative as an observer during the period of time and motion work study.

The recommended norms of any work study which may be carried out in the future from time to time will be achieved within a period of 2 months from the date of officially handling over of the study report to the union.

12. Production Bonus (I and II) and Productivity Bonus

i. The Employer shall continue to pay a production bonus of Rs. 300/- per mensem (hereinafter referred to as production Bonus I), subject to employees achieving the production bonus payment criteria (vide Schedule B).

Provided also, however, that such production bonus shall only be payable upon achieving production norms as set out in schedule A - Annexure I and efficiency parameters in schedule A - Annexure II as agreed to by parties. As such the production bonus scheme shall be continued and payments made as done in the past.

ii. In addition to the payment of production bonus I, as set out in clause (i) above, the company shall continue to pay production bonus scheme, hereinafte referred to as Production Bonus II which has been already in place.

- If the monthly ticket is not sufficient to achieve the monthly average target of 19.5 metric tons per day, this scheme will not be applicable for such months.
- To be eligible for the payment under the production bonus scheme, the Company should achieve a minimum average of 19.5 metric tons per day as per the available working days for that particular month. If the planned working days are not covered due to any reason or unavoidable cirsumstances, the average production tonnage will be calculated as per the planned working days.
- The payment for the production bonus will be calculated on a daily basis as per the production bonus scheme. If the production tonnage in any particular day is below 19.5 metric tons, the said amount/s will be taken for the calculation on monthly average basis.
- The Company does not hold any liability for machine breakdown, material shortages, power failure,lack of semi products, lack of supply of material from the Kelaniya/Kalutara plants or from suppliers, absenteeism or any other reason which will have an impact on achieving the monthly average target.
- The Company does not agree to extend the working hours of employees or to introduce any other systems to achieve the average target which will have a negative impact and/or financial implications for the Company.
- Any Scrap/defect tyres if produced will not be accounted under this production bonus scheme and the employees are required to maintain the highest quality of product as per the specifications.
- With the introduction of new technology, machinery, curing presses and increase of manpower, the monthly average and daily average production targets will also be proportionately increased and a new production bonus scheme will be introduced.
- The Company has the sole discretion to withdraw, modify, amend or introduce on an intermittent basis the bonus scheme according to situations that may require such changes. This will be communicated to the employees at least two days prior to such actions.
- If an employee absents himself from work for more than 5 days in a month due to any reason either by way of utilizing his leave entitlement, suspension on disciplinary grounds or any other reason whatsoever, such employee will not be eligible for the production bonus for the relevant month.
- The production bonus earned in a particular month will be paid in the following month along with the salary and the production bonus will not be considered for employees Provident Fund (EPF), Employees Trust Fund (ETF), Gratuity or any other statutory payments or allowances such as bonus, advances, overtime payments, *etc.*

Production levels and payments in terms of production bonus II are set out as follows;

An average of 19.5 metric tons and above per day/month	- Rs. 750/-
An average of 20.0 metric tons and above per day/month	-Rs. 1,250/-
An average of 20.5 metric tons and above per day/month	-Rs. 1,750/-
An average of 21.0 metric tons and above per day/month	-Rs. 2,000/-
An average of 21.5 metric tons and above per day/month	-Rs. 2,500/-

An average of 22.0 metric tons and above per day/month -Rs. 3, 000/-
An average of 23.0 metric tons and above per day/month -Rs. 3,500/-

- The payment under the production bonus II scheme shall be subject to the number of days and employee presents himself for work. If an employee absents himself from work, other than due to an accident whilst on duty, the payment will be made on a pro rata basis.

  Eg: The number of days work planned in the month - 25
  Daily average of production per month - 21.0 MT
  Production bonus entitlement per month - Rs. 2000/-
  No. of days present for work - 20
  Production bonus per month - Rs. 2000/25 x 20 days
  = Rs 1,600/-

Production for the purpose of calculation of Production Bonus II shall include total weight of output of Bias curing Section and TBR Section of CEAT Kelani International Tyres (Pvt) Limited and Totaln Weight of Two Wheel Section of CEAT Kelani Radials (Pvt) Limited.

iii. Apart from the production bonus schemes set out above, all permanent employees covered and bound by this agreement shall be paid a productivity bonus, on a monthly basis, considering their contribution towards the production of 'semi-products' that are supplied from the CKITL Plant to the Radial and ACPL plant as well as production levels achieved by the Radial and ACPL plants, respective.

ACPL Plant Achievement

Average of 21.5 Metric Tons per day for a month	- Rs. 200/-
Average of 22.5 Metric Tons per day for a month	- Rs. 250/-
Average of 23.5 Metric Tons per day for a month	- Rs. 300/-
Average of 24.5 Metric Tons per day for a month	- Rs. 350/-
Average of 25.5 Metric Tons per day for a month	- Rs. 400/-

Radial Plant Achievement

Achievement of average of 600 Tyres per day for a month	- Rs. 300/-
Achievement of average of 650 Tyres per day for a month	- Rs. 350/-
Achievement of average of 700 Tyres per day for a month	- Rs. 400/-
Achievement of average of 750 Tyres per day for a month	- Rs. 450/-
Achievement of over average of over 800 Tyres per day for a month	- Rs. 500/-

The payment under the above scheme will also be subject to the number of days present at work. If an employee in absent from work due to any reason, the payment will be made on a pro rata basis.

13. Work assignments

Emoployees should be willing and ready to work on any machine in the factory or any work related to Production process to which they may be assigned, for which the Company shall provide adequate training wherever necessary.

14. Annual Picnic

The Company agrees to make payment of Rs. 3,200/- per employee on account of the annual picnic. The payment would be made by the Company upon the Union submitting a list signed by employees indicating the desire to participate in the picnic. The Company will also provide suitable and adequate transport. The annual picnic shall not exceed two days' duration and shall be organized by the Union in consultation with the Management.

The picnic shall be arranged on a holiday in order to avoid disruption to production and may be curtailed to one day on account of operational exigencies. In the event the picnic is limited to one day on account of operational exigencies, the Company would make a payment of Rs. 2,500/- per employee.

The Union and employees undertake to conduct themselves in an appropriate manner during the picnic and refrain from tarnishing the image of the company. The Company will be entitled to take disciplinary action upon inquiry against any employee or employees, who resort to acts of indiscipline during the picnic. In such instances, the Company will not bear any liability, financial or otherwise, arising out of the misconduct of any employee.

15. Leave

Employees shall be entitled to a maximum of 14 days annual leave in accordance with the provisions of the respective Wages Boards' Decisions applicable to the trade. In addition to annual leave, employees will be entitled to 7 days casual leave, subject to the condition that absence on account of sickness in excess of two days should be supported by a medical certificate from the registered Medical Practitioner and whatever rules pertaining to leave in the Company.

16. Facilities for the Trade Union

The Employer agrees to permit the Branch to conduct an Executive Committee Meeting once in a month, for which the Management would provide a suitable location within the administration building of the Company. The Employer also agrees to permit a designated member of the Parent Union to attend these Committee Meetings, after obtaining prior permission to do so from the Employer. Permission to hold such meetings shall be made in writing by the designated Branch Committee member to the factory Manager and the date on which such meeting would be held shall be communicated to him, at least five working days prior to the date of the intended meeting. The Employer also agrees to release ten Committee Members of the Branch who are on duty for a duration of not more than two hours to attend these meetings.

It is also agreed by the Employer to make a payment of Rs. 40,000/- plus transport allowance of Rs. 20,000/- for holding Annual General Meetings of the Branch. It is agreed by the Union and its employees that the AGM of the Branch shall be held outside the Company premises on a holiday, in a manner that would not disrupt production at the factory at Kelaniya. It is also agreed by the Employer to make a payment of Rs. 20,000/- for transport and Rs. 10,000/- for meals for union employees to take part in international Labour Day Celebrations and a further sum of Rs. 25,000/- per annum for branch union activities.

In addition, the Company will allow any three persons of the Branch Union nominated by the Parent Union to attend meetings/training programs organized by the Parent union and required transport and meals will be provided by the Company.

17. Disciplinary Action

When the Company decides to proceed against an employee on disciplinary grounds, the following procedure will be adopted:-

a) A show-cause notice setting out the misconduct alleged against the employee will be furnished to the employee regardless of whether the employee is suspended or not.

b) The employee shall be required to submitm a written explanation to the show-cause letter within seven working days. The employee may, if he so requires, seek an extension of time to submit his explanation and the Company may at its discretion grant such an extension of time as being required.

c) The Company shall conduct a domestic inquiry into the alleged misconduct on receipt of the employee's written explanation.

d) The accused employee has the right to retain a defending officer on his behalf during the inquiry provided such defending officer is an employee of the company and a member of the union of which the accused employee belongs to at the time of issuing the show cause letter. The accused employee should inform the company at least 5 working days prior to the inquiry the name of the defending officer. The Company should grant permission to such nominated employee to take part in the inquiry with pay.

e) The employee shall be informed, in writing, of the findings of the inquiry and any punishment that has been has been imposed after the conclusion of the domestic inquiry.

f) The Company may not be required to conduct a domestic inquiry in terms of sub-clause (c) above in case where the employee has admitted the acts of misconduct alleged against him. In such an event, the employee may be warned or suspended as a punishment in respect of such acts of misconduct.

g) The services of an employee may be suspended without pay by the Company pending disciplinary action or by way of punishment upon the findings of a domestic inquiry.

h) In the event of an employee being suspended without pay and the employer is unable to conclude the domestic inquiry within a period of three months from the date of suspension other than for reasons beyond the control of the employer, the employee shall, pending the finalization of the inquiry, be entitled to receive half month's wages in respect of each month in excess of such three months.

18. Variation of Terms and Conditions

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

The Union and the Employees also agree that they shall not, raise any new demand or resort to any form of trade Union action, whatsoever, in relation to any matter covered by the agreement.

19. Disputes settlement procedure

a) In the event of any dispute that shall arise between parties during the continuance in force of this agreement, the Branch of the Union in the Employer's Establishment shall raise such dispute with the factory management of the employer and parties shall take all efforts to resolve such disputes amicably.

b) If no settlement of the dispute can be reached between parties, the Branch of the Union may request the Union to raise the matter in dispute with the Company.

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

20. Trade Union Action

The employees and the Union agree that they shall not, during the continuance in force of this Agreement, resort to Trade Union action of any form in respect of any dispute that may arise between parties which is covered by this agreement. Any such dispute may be settled in the manner provided herein.

The employees and the union further agree that, in relation to any dispute which is not covered by this collective agreement, they shall strictly abide by the dispute settlement procedure set out herein (in clause 19) and shall give at least 14 days notice to the employer, in the event a decision is made to take trade union action, thereafter.

21. Compliance

If workmen fail to achieve any of the norms agreed in this collective agreement and/or violate and clause of this agreement, Management will have the prerogative not to implement the annual increase of compensation described under clause 3 of this agreement.

In witnesses hereof parties have set their hands on this Eighteenth Day of November Two Thousand and Twenty-one (November 18, 2021)

.....
Name : Ravi Dadlani
Designation : M. D./CEO
on behalf of
CEAT - Kelani International Tyres (Pvt) Ltd.

.....
Name : Wasantha Samarasinghe
Designation : President - ICEU on behalf of
Inter Company Employees Union

Witnesses:

1. .....

Name : M. K. C. Thushara
Designation : DGM/Plant Head - Kelaniya

1. .....

Name : R. A. Nayanananda
Designation : President- Branch Union

2. .....
Name : Adhil Khasim
Designation : Assistant Director General
- Industrial Relations

2. .....
Name : D. G. S. D. Nawarathne
Designation : Secretary - Branch
Union

Date : November 18, 2021.

Schedule A Annexture i

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS PRODUCTIVITY NORMS

MIXING DEPARTMENT

Section	Machine/Operation			Existing loading & unloading time Sec/batch (2018-	Mixing time as per the Tech.	Existing cycletime with loading unloading min/batch	Existing no of batches per shift (2021-2024)	Current optimum loading & unloading time Sec/batch	Mixing time as per the Tech.	Current optimum cycle time with loading unloading	Current optimum nos of batches	No of Banbury Shifts	Existing manpower/shift	Current optimum man power/ shift	Existing man power/ day	Current optimummanpower/ Day	Average no of batches/ Shift	Productivity Increment base on norm	Productivity Increment base on norm	Net Productivity in Mixing
MIXING DEPARTMENT	Repass Compound	Ban # 03	Bias/Radial	70.2	2.5	3.67	135	64.1	2.5	3.6	135	3.0	7	7	21	21	40.4	0.0	0.0	0.00
	Final Compound		Bias/Radial	81.6	2	3.36	148	74.6	2.0	3.2	148						103.6	0.0		
	Sub Total														21	21	144.0			
	Productivity increament base on the possible reduction in man power in Mixing department														21	21				0.0
																				0.0

Mixer No 03 is under installation stage on 2021-24 LTS during Sign Off

MIXING DEPARTMENT	Machine/Operation			Existing loading & unloading time Sec	Drop door operating time in Sec	Material Change over time in Min	No of batches can produce	No of Banbury Shifts	Existing manpower /shift	Current optimum man power/ shift	Existing man power/ day	Current optimummanpower/ Day
	Repass Compound	Ban # 01 HF	Bias/Radial	35	15	4	Based on actual cycle time	3	7	7	21	21
	Master Compound		Bias/Radial	45	15	4						
	Final Compound		Bias/Radial	35	15	4						
					Actual Cycle time = Mixing time+ Loading unloading+ Drop door open close time								
					No of batches can produce =[480-(4min x changeover time)]/ cycle time							

* The mangement agrees to provide 4 more additional employees per shift constantly for HF mixer operation

Average Batch weight 2018-21	Optimum Batch Weight	2021-24 Average Batch Weight	Batch Weight Improvemen	Net Productivity in Mixing
202.4	270	217.2	7.31	0.17

I කොටස : (1) ඡේදය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශෙෂ ගැසට් පත්‍රය - 2022.03.29
PART I : SEC. (1) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 29.03.2022

Schedule A **Annexure i**

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS
PRODUCTIVITY NORMS
TBR DEPARTMENT

	CT min	Optimum Capacity No Of tyres	Machines	Total Capacity/ Shift	Output/machine / shift 2021-24	Productivity Improvement Based on Norms	Allocated Mp/ Day	LTS 2021-24	Net Productivity
Buffing machine.		480							
1. Casing preparation for the buffing – 2.40 min	2	200	1				6	6	1.18
2. Buffing process – 12.30 min	12	40		33	48	20.00			
Cement Application.									
1. Transfer to cement application area – 1 min	1	480	1			0.00			
2. Buffed tyre Inspection – 1 min	1	480							
3. Cement application -50 sec	1	576	1						
4. Drying time – 15 mins	15	32					2	2	0
Side wall veneering.									
1. Transfer tyre to the veneering- 40 sec	1	720							
2. Veneering process – 2 min	2	240							
3. Green tyre weighting, inspection and loading the rack – 2.40 m	2	200	1		200	0.00			
Total time requirement for the green tyre building – 44.20 min	37	13							
Tread Building.									
1. Transfer the tyre to extruder – 1.20 min	1	400							
2. Tyre building time – 4.12 min	4	117	1		117	0.00	4	4	0
3. Buffed measuring and data recording time – 1 min	1	480							
Curing.									
1. Green tyre transfer to the curing area – 40 sec	1	720							
2. Tyre loading time – 5.20 min	5								
3. Curing time- 80 min	80								
4. Tyre unloading time- 4.35 min.	4						7	7	0
Tyre Repair									
Total time requirement for the curing – 90.35 min	86	6	6	34	5	0			
						Total MP	19	19	0.00
									1.18

Man power allocation in 6 presses operation

Operation	Existing MP Shift A	Existing MP Shift B	Existing MP Shift B	Existing Total MP
Buffing Casing Balancing Casing Inspection	2	2	2	6
Strip Winding Compound Slitting	2	2	0	4
Cement Application Sidewall Veneering Green tyre Inspection	1	1	0	2
Curing Final Inspection Balancing	2	2	2	6
Repair	1	0	0	1
Total	**8**	**7**	**4**	**19**

Man power allocation in 9 presses operation

Operation	MP Shift A	MP Shift B	MP Shift B	Total MP
Buffing Casing Balancing Casing Inspection	2	2	2	6
Strip Winding Compound Slitting	2	2	2	6
Cement Application Sidewall Veneering Green tyre Inspection	1	1	1	3
Curing Final Inspection Balancing	3	3	3	9
Repair	1	1	0	2
Total	**9**	**9**	**8**	**26**

Schedule A **Annexure i**

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS
PRODUCTIVITY NORMS
SEMI PRODUCT DEPARTMENTS

Section	Machine/Operation	Remarks	UOM	Norms/Shift or day (2018-2021)	Current Optimum Norms/Shift or Day	Agreed Norm (2021-24)	Existing Man Power	Current Optimum Man Power	Agreed Man Power (2018-21)	Productivity Increment Base on Norms	Net Productivity in Semi Product Departments
Bead	Winding	Compiled sizes for Bias, Radial & 2W per day	Nos	8700	14700	9300	12	9	12	6.9	14.52
	Fillering	Mixed/Shift	Nos	840	1100	870	3	3	3	3.6	
	Flippering	Mixed/Shift	Nos	740	1000	770	2	2	2	4.1	
	Filler Extrusion	7kg layer leaf	nos	56	112	56	2	2	2	0.0	
4 Roll Calender	Rubberizing (m/min)	Run the calendar as per the speed specified which could be increased from time to time based on technological improvements/ machine update . The total out put will be based on rated capacity.	Startup time	45	20	45	11	8	11	8.0	8.00
			Stop time	16	10	16					
			Output in Meters	10475	15750	11313					
Dual Extruder	Tread & Side wall Extrusion	Run the Extruder Line as per the speed specified which could be increased from time to time based on technological improvements/ machine update . The total out put will be based on rated capacity.	Die change time 2W Radial tread and SW Time Min	2.5	1.5	2	39	30	39	1.6	1.60
			Preformer+Die+Compound Change Time Min	12	7	10					
			Compound Changeover Time in Min	10	5	8					
Productivity increment base on the possible reduction in man power in Semi Product departments							69	54	69		0.00
											0.35

New Recruits

Cold Feed Extruder	Tread & Side wall Extrusion	Run the Extruder Line as per the speed specified which could be increased from time to time based on technological improvements/ machine update . The total out put will be based on rated capacity.	Operating technically specified line speed				9	7	9	0.0	
		Die Change over Time	Die change time 2W Radial tread and SW Time Min	12	4	12					

Schedule A **Annexure i**

Manpower allocation will be in the machines as follows.

Bead winding machine

Operation	Existing man power	Agreed man power (2021/24)
Winding operator	1	1
Helpers	3	3
Total	**4**	**4**

4 Roll Calender

Operation	Existing man power	Agreed man power (2021/24)
Mill man	2	2
Calendar Operator	2	2
Let-off Operator	2	2
Winders	3	3
Total	**9**	**9**

Hot Feed Dual Extruder Line

Operation	Existing man power	Agreed man power (2021/24)
Mill man	6	6
Extruder Oper	2	2
Helper (Danci	1	1
Booking	4	4
Total	**13**	**13**
	39	**39**

Cold Feed Extruder Line

Operation	Existing man power	Agreed man power (2021/24)
Mill man	6	6
Extruder Oper	2	2
Helper (Danci	1	1
Booking	4	4
Total	**13**	**13**
	39	**39**

Productivity improvement Summery Extruder Department 2021-24 -Hot Feed Dual Extruder

Norms/Shift (2018-2021)	Current Optimum Norms/Shift	Agreed Norm (2021-24)	Saving	No Of Avg Changes per Day	No Of Avg Changes per Day	Saved time/ shift
2.5	1.5	2	0.5	44	15	7
12	7	9	3	6	2	6
10	5	8	2	3	1	2
						15

Extruder O/P per H	Per Hr Tonnage	Time	%	Per Day O/P
Bias LT	3	2.5	0.16	7.5
BIAs TT	3.3	4	0.25	13.2
Agr Rear	4.5	1	0.06	4.5
Radial Tread	1.2	4.5	0.28	5.4
Radial SW	1.1	4	0.25	4.4
	2.62	16		35
Output increment			Per min/Op	0.036
			MT	0.6
		Productivity Improvement		**1.60%**

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POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS- PRODUCTIVITY NORMS **Schedule A** **Annexure i**

SEMI PRODUCT DEPARTMENTS- SQUGEE BIAS

Section	Machine/Operation	Remarks	UOM	Norms/Shift (2018-2021)	Current Optimum Norms/Shift	Agreed Norm (2021-24)	Existing Man Power	Current Optimum Man Power	Agreed Man Power (2021-24)	Productivity Increment Base on Norms	Net Productivity in Semi Product Department
Bias Cutter No1	2W & Bias ply as per plan if 2w less than 50%	Cuts Per splicing	Cuts	1050	1550	1050	5	5	5	0.0	23.8
	2W & Bias ply as per plan if 2w MORE than 50%	Cuts Per splicing	Cuts	1082	1550	1082				0.0	
		Slitting option improvement	Cuts	N/A	368	192				0.0	
			Rolls 32 cut	34	48	40				17.7	
		4 people working	Cuts	2164	3100	2228				0.0	
			Rolls 32 cut	66	97	68				3.0	
		3 people working	Cuts	1082	1550	1114				0.0	
			Rolls 32 cut	33	48	34				3.0	
Bias Cutter No2	Bias ply	Cuts Per splicing	Cuts	1035	1550	1035	10	10	10	0.0	18.1
	2W ply	Cuts Per splicing	Cuts	735	1550	853				0.0	
		Table 3 operation	Cuts	2205	4650	2560				0.0	
			Rolls 32 cut/ Hr	9	18	10				16.1	
	Bias ply	Table 3 operation	Cuts	3105	4650	3105				0.0	
		Table 2 operation	Cuts	2070	3100	2112				2.0	
		Table 1 operation	Cuts	1035	1550	1035				0.0	
	Slittering	Slittering	Rolls 16 cut	57	80	58	2	2	2	1.8	1.8
	Squegee	No of 16 cut rolls with 9	Rolls 16 cut	162	180	168	15	15	15	3.7	9.2
		No of 16 cut rolls with 8	Rolls 16 cut	133	160	136				2.3	
		No of 16 cut rolls with 7	Rolls 16 cut	92	140	95				3.3	
									32	52.9	1.7

New Recruits

Squegee	No of 16 cut rolls with 9 people	Rolls 16 cut	162	180	168	15	18	18

Productivity improvement data by slittering

Current width	Normal Roll Usage		Proposed width	Current requirement-Rolls	Productivity improvement
440	12		880	6	6
200	12		800	6	6
360	28		720	14	14
390	6		780	3	3
420	12		840	6	6
Possible productivity improvement from 16 cut rolls					23
Optimum improvement Number of cuts					368
Optimum improvement Number 32 cuts rolls					11.5
No of tables applicable					3
Possible improvement per table per shift					123

2021-24 agreement

Current width	Normal Roll Usage		Proposed width	Current requirement-Rolls	Productivity improvement
440	12		880	6	6
200	12		800	6	6
Possible productivity improvement from 16 cut rolls					12
Optimum improvement Number of cuts					192
Optimum improvement Number 32 cuts rolls					6
No of tables applicable					3
Possible improvement per table per shift					64

Squeegee Calender

Operation	Existing man power	Agreed man power (2021/24) per shift
Mill man	2	2
Calendar Operator	1	1
Let-off Operator	2	2
Winders	4	4
Total	**9**	**9**

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS
PRODUCTIVITY NORMS
TYRE BUILDING DEPARTMENT

Schedule A **Annexture i**

Machine/Operation	Tyre size	Construction	Current Optimum Out Put	Current norms/Shift (2018-2021)	Current optimum norms/shift	Agreed norm (2021-24)	No of Machines	Existing man power/Shift	Propose man power/Shift	Existing man power/Day	Agreed man power/Day	Productivity increament Base on norm	Weighted productivity increament Base on norm	Net Tyre Building Productivity
LT BUILDING	6.00-12 (4PR) K203	2+1B	90	80	80	80	7	14	14	28	22	0.0	31.9	66.59
	6.00-12 (4PR) K203 Mitsubishi	2+1B	90	65	65	65						0.0		
	5 TR 12 (4PR) K33	2+0B	100	80	100	80						0.0		
	5 TR 12 (4PR) K33 Mitsubishi	2+0B	80	67	80	67						0.0		
	6 TR 12 (4PR) K33	2+1B	100	70	90	70						0.0		
	6 TR 12 (4PR) K33 Mitsubishi	2+1B	80	55	80	55						0.0		
	5.60-15 (4PR) K511	2+1B	90	85	90	85						0.0		
	5.50-13 (6PR) K231	4+0B	90	70	90	70						0.0		
	5.50-13 (6PR) K231 Mitsubishi	4+0B	75	54	75	54						0.0		
	6.00-14 (6/8) SUPREME	4+1B	80	72	80	72						0.0		
	6.00-14 (6/8) ACE	4+1B	80	70	80	70						0.0		
	6.50-14 (8) FM	4+1B	75	65	75	65						0.0		
	6.50-15 (6/8) K231	4+1B	75	65	75	65						0.0		
	7.00-15 (6/8/10) SUPREME	4+1B	75	67	75	67						0.0		
	7.00-15 (10/12) FM	6+1B	75	57	75	57						0.0		
	6.00-16 PG	4+0B	80	65	80	65						0.0		
	6.00-16 PG Mitsubishi	4+0B	70	45	70	45						0.0		
	6.00-16 (6/8) SAM	4+1B	80	65	80	65						0.0		
	6.00-16 (6/8) Aayushmaan	4+1B		58	80	58						0.0		
	6.00-16 (6/8) SAM Mitsubishi	4+1B	70	47	70	47						0.0		
	6.50-16 (6/8) FM	4+1B	80	66	80	66						0.0		
	6.50-16 (6/8/10) FM Mitsubishi	4+1B	70	36	70	36						0.0		
	7.00-16 (6/8/10) SUPREME	4+1B	80	66	80	66						0.0		
	7.00-16 (10/12) T2001/FM	6+1B	60	51	60	52						2.0		
	7.50-16 (6/8) SUPREME	4+1B	75	58	75	59						1.7		
	7.50-16 (12/14/16) T2001	6+2B	70	49	70	50						2.0		
	7.50-16 (12/14/16) T2001 Midland	6+2B	70	47	70	48						2.1		
	7.50-16 (14/16) FM	6+2B	66	47	66	48						2.1		
	7.50-16 (14/16) FM Midland	6+2B	66	47	66	48						2.1		
	7.50-16 (14/16) HILOAD	6+2B	60	35	54	40						14.3		
	7.50-16 (14/16) HILOAD Midland	6+2B	60	46	60	47						2.2		
	7.50-16 (16) LUG PLUS	6+2B	56	42	56	43						2.4		
	8.25-16 (16) FM/STAMINA	6+2B	40	34	40	34						0.0		
	Average of Light Truck		75	58	74	59						0.9		
	Material Change Over Time During Drum Change		20 minutes	60 minutes	20 minutes	60 minutes				28	22	0	0.0	
TT BUILDING	8.25-20 (14) TR	6+2B	33	27	33	28	4	8	8	16	16	3.7	7.8	
	8.25-20 (14) XL Supper	6+2B	33	27	33	28						3.7		
	9.00-20 (14) ABIMANA/TPIC/SA	6+2B	33	26	33	26						0.0		
	9.00-20 (14/16) TR	6+2B	33	26	33	26						0.0		
	9.00-20 (14/16) CLT/HD32	6+2B	33	26	33	26						0.0		
	9.00-20 (14/16) FM	6+2B	33	26	33	26						0.0		
	9.00-20 (14/16) RIB XL	6+2B		27	33	27						0.0		
	9.00-20 (16) XL SUPER	8+2B	33	24	33	24						0.0		
	9.00-20 (16/18) RIB XL	8+2B	33	24	33	24						0.0		
	9.00-20 (16/18) MILE XL	8+2B	33	24	33	24						0.0		
	10.00-20 (16) TR/HPIC	6+2B	33	26	33	26						0.0		
	10.00-20 (16/18) XL SUPER/SA	8+2B	26	24	26	24						0.0		
	10.00-20 (16) FM	6+2B	33	26	33	26						0.0		
	10.00-20 (16) LUG	6+2B	33	26	33	26						0.0		
	10.00-20 (16/18) TRACK LUG	8+2B	26	23	26	23						0.0		
	10.00-20 (16/18) RIB XL	8+2B	26	24	26	24						0.0		
	10.00-20 (16/18) MILE XL	8+2B	26	24	26	24						0.0		
	11.00-20 (16/18) FM	8+2B	26	16	26	16						0.0		
	Average of Truck		31	25	31	25						0.4		
	Material Change Over Time During Drum Change		20 minutes	75 minutes	20 minutes	75 minutes				16	16	0	0.0	
59J BUILDING	(6+2B) Construction in 59J Machine	6+2B		42	42	42	1	3	3	6	6	0.0	0.0	
	(8+2B) Construction in 59J Machine	8+2B		40	40	40						0.0		
	(8+2B) Construction in 59J Machine	8+2B		32	40	32	1	2	2			0.0		
	Average			41	41	41				6	6			
AGRI BUILDING	11.00-28 (6/12) OD	4+0B	46	32	32	33	1	2	2	4	4	3.1	26.9	
	11.00-28 (6/12) ND	4+0B	46	32	32	33						3.1		
	12.4-28 (12) SAM	5+0B	30	21	21	23						9.5		
	12.4-28 (12) SAM Export	5+0B	30	18	18	20						11.1		
	Average of Agri		41	26	26	27				4	4	6.7		
Band Building (nos/shift/person)			300	130	300	134	1	1	1	2	2	3	3	
GT Preparation LT (nos/shift/person)			170	135	170	135	1	4	4			0		
GT Preparation TT/Agri (nos/shift/person)			70	55	70	55						0		
Productivity increament base on the possible reduction in man power in Tyre Building department										56	50			10.71
														1.55

Tyre building manpower alocation will be chnged as follow

Operation	Current persons/Macine/shift (2018-21)	
Light Truck Tyre Building	1	
Light Truck Tyre Building H	1	
Truck Tyre Building	1	
Truck Tyre Building Helper	1	
Tractor tyre building	2	
59J Building	2	
59J Helpers	1	
Total builder & helpers		
Band Building	1	
GT Preparation	4	
Total manning		

Agreed persons/Macine/ shift	Current Optimum persons/Macine/shift (2018-21)	No of M/Cs	No of shift	Existing manpower	Agreed manpower(2021/24)
1	1	7	2	14	11.0
0.5	0.5	7	2	14	11.0
1	1	4	2	8	8
0.5	0.5	4	2	8	8
2	2	1	2	4	4
2	2	1	2	4	4
1	1	1	2	2	2
				54.0	48
1	1	1	2.0	2	2
3	3	1	3.0	0	0
				56.0	50.0

* Two persons will be provided for band building and they should be delivered agreed norms
* Two persons will be provided for tractor rear tyre building and they should be delivered agreed norms

Schedule A **Annexture i**

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2018-21
PRODUCTIVITY NORMS
CURING DEPARTMENT

Machine / Operation	Tyre sizes	Existing Norm/Loading & Unloading Time (2018-2021)	Current Optimum Norm/Loading & Unloading Time	Agreed Norm/Loading & Unloading Time (2021-	No of Machines	Existing man power/ Shift	Current optimum man power/Shift	Existing man power/Day	Current optimum man power/Day	Current optimum man power/Day 2021-24	Productivity Increament Base on norms	Net Curing Productivity 2018-21	Net Curing Productivity 2021-24
Light Truck Presses (Below BOM 50")	Light truck sizes (Without inspection)	3.5	2.5	3.5	7	4	4	12	12	12	0.00		
Truck Presses (above BOM 50")	Truck sizes & Light truck sizes (With 100 tyres ins	5	3.5	5	6	6	4	12	12	12	0.00		
Agri Front Tyres (Bellow BOM 42")	Agri front tyres (With inspection)	5	3	5	2	2	2	6	6	6	0.00		
Agri Rear Tyres (Above BOM 42")	Agri rear tyres (With inspection)											0.00	0.00
Tyre Inspection	Mixed Nos/Person/Shift Light Truck	170	180	180		1	1	3	3	3	0.00		
Tyre Repair	Mixed Nos/Person/Shift (Truck, Light truck, Agri)					1	1	3	3	3	0.00		
Trimming / Finishing	Mixed Nos/Person/Shift	140	170	140		0	0	0	0	0	0.00		
Productivity increament base on the possible reduction in man power in Curing department								**36**	**36**	**36**		0.00	0.00
												0.00	**0.00**

*** All 36 operators should work on all operations of within the section.**

Inspect all truck tyres in all Truck Presses (above BOM 50") by 4 operators

Machine / Operation	Remarks	Existing Norm (2015-2017)	Current Optimum Norm	Agreed Norms (2018-21)	No of Machines	No of Shift	Existing man power/Shift	Agreed man power/Shift	Existing man power/Day		Agreed man power/Day
Truck Presses (BOM 50" & above)	Press/Person /Shift	1.5	0.50	1.5	6	3	4.0	4.0	12.0		12.0
Light Truck Presses (BOM 50" & below)	Press/Person /Shift	1.8	0.58	1.8	7	3	4.0	4.0	12.0		12.0
Shear Strip Presses (42" & below)	Press/Person /Shift	1.0	0.33	1.0	2	3	2.0	2.0	6.0		6.0
Shear Strip Presses (42" & above)	Press/Person /Shift										
Tyre Inspection (mixed)	Nos/Person/Shift	150	180	180		3	1.0	1.0	3.0		3.0
Tyre Repair	Nos/Person/Shift					1	2.0	2.0	3.0		3.0
Trimming / Finishing (Mixed)	Nos/Person/Shift	140	170	140		3	2.0	2.0			
Flap Curing	Press/Person /Shift	2		3							
									36.0		36.0

Schedule A **Annexture i**

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS
CKITL PLANT - ENGINEERING DEPARTMENT
Engineering Department

Depart.	Section	Sub section	Activity			Exsisting change over times (min) (2018-2021)	Current optimum change over times (min)	Agreed over times (min) (2021-24)	Exsiting Manpower/Day	Current Optimum Manpower /Day	Norm Base Productivity Increment %	Norm base Weighted Productivity Increment %	Net Engineering Productivity
ENGINEERING	MRM	Division -A				-			7	7	0		37.97
		Tyre Building	Drum Change	L/T	Only Drum	30	30	30	7	7	0.00	20.19	
					Only segment	45	40	45			0.00		
					Drum & Segment	65	60	60			7.69		
				T/T	Only Drum	40	35	35			12.50		
					Only segment	45	45	45			0.00		
					Drum & Segment	70	70	70			0.00		
				Agriculture	Only Bead setter	15	15	15			0.00		
		Curing	Mould Change	LT	One Mould	110	50	110	8	8	0.00	17.78	
					Two Mould	170	60	170			0.00		
				TT	One Mould	150	60	150			0.00		
					Two Mould	300	75	280			6.67		
				Agri	Tractor Front one mould	115	50	115			0.00		
					Tractor Front two mould	185	60	185			0.00		
					Tractor Rear	200	60	200			0.00		
			Bladder change	LT	LT (one side)	20	10	20			0.00		
					LT (both side)	35	15	35			0.00		
				TT	TT (one side)	30	15	30			0.00		
					TT (both side)	45	20	40			11.11		
		Work shop				-			4	4	0.00	0.00	
	ERM	Ele. Substation				-			3	17	0	0	
		Ele. General				-			8		0		
		Ele. CMIA				-			6		0	0	
	Utility	Boiler operation				-			8	14	0	0	
		Power unit				-			3		0	0	
		Water Line				-			3		0	0	
Productivity increament base on the possible reduction in man power in Engineering department									57	57			0.00
													0.67

New Technecian Recruits- TBR operation

MRM	MRM-DIV C	2
	CMIA	1

* Pump house & power unit service operators will rotate & train for both operation as required
* Power sub station electrician will support plant breakdowns as necessary to the factory.
* The curing MRM team will be help to powerunit operation between in the night shift operation in the event of any machanical failure happens.

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS
CKITL PLANT - KELANIYA

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Schedule A **Annexture i**

DEPARTMENT / OPERATION		ACTIVITY	REMARKS	CURRENT NORMS (2018-2021)	CURRENT OPTIMUM NORMS	AGREED NORMS (2021-2024)	EXISTING MAN POWER (2018-21)	AGREED MAN POWER PER DAY (2021-24)	PRODUCTIVITY INCREAMENT BASE ON NORM	NET PRODUCTIVITY INCREASE
TYRE BUILDING		Tyre Building Agri	Nos/Shift	26	26	27	4	4	5.83	
		Tyre Building LT	Nos/Shift	58	74	59	28	22	0.67	
		Material Change Over Time LT During Drum Change	minutes/Change over	60 minutes	20 minutes	60 minutes			0.00	
		Tyre Building TT	Nos/Shift	25	31	25	16	16	0.45	
		Material Change Over Time TT During Drum Change	minutes/Change over	75 minutes	20 minutes	75 minutes	0	0	0.00	
		59J Tyre Building	Nos/Shift	41	41	41	6	6	0.00	
		Band. Building (nos/shift/person)	Nos/Shift	130	300	134	2	2	3.08	
		Green tyre painting & porking Light Truck	Nos/Shift	135	170	135	0	0	0.00	
		Green tyre painting & porking Truck & Agri	Nos/Shift	55	70	55			0.00	
BEAD		Winding (NOS)	Mixed/ Day	8700	14700	9300	12	12	6.90	
		Fillering Bias(Nos)	Mixed/ Shift	840	1100	870	3	3	3.57	
		Flippering (Nos)	Mixed/ Shift	740	1000	770	2	2	4.05	
		Filler Extrusion (kg/hr)	Mixed/ Shift	56	112	56	2	2	0.00	
BIAS CUTTER		Cuts Per splicing Table/Shift	Cuts	1050	1550	1050			0.00	
Bias cutter 1	2W & Bias ply as per plan if 2w less than	Cuts Per splicing Table/Shift	Cuts	1082	1550	1082			0.00	
	2W & Bias ply as per plan if 2w MORE than 50%	Slitting option improvement	Cuts	N/A	368	192			0.00	
			Rolls 32 cut	34	48	40	5	5	17.74	
		4 people working	Cuts	2164	3100	2228			0.00	
			Rolls 32 cut	66	97	68			3.03	
		3 people working	Cuts	1082	1550	1114			0.00	
			Rolls 32 cut	33	48.4375	34			3.03	
Bias cutter2	Bias ply	Cuts Per splicing Table/Shift	Cuts	1035	1550	1035			0.00	
	2W Ply	Cuts Per splicing Table/Shift	Cuts	735	1550	853.3333333			0.00	
		Table 3 operation	Cuts	2205	4650	2560			0.00	
			Rolls 32 cut/ Hr	9	18	10	10	10	16.10	
		Table 3 operation	Cuts	3105	4650	3105			0.00	
		Table 2 operation	Cuts	2070	3100	2112			2.03	
		Table 1 operation	Cuts	1035	1550	1035			0.00	4.63
SLITTERING		Slittering	Rolls 16 cut	57	80	58	2	2	1.75	
Squgee		No of 16 cut rolls with 9 people	Rolls 16 cut	162	180	168			3.70	
		No of 16 cut rolls with 8 people	Rolls 16 cut	133	160	136	15	15	2.26	
		No of 16 cut rolls with 7 people	Rolls 16 cut	92	140	95			3.26	
4 ROLL CALENDAR		Rubberizing (m/min)	Line start up time 60 minutes	45	20	45				
			Line shut down time 15 minutes	16	10	16	9	9	8.00	
			Line speed	10475	15750	11313				
EXRUDER		Tread & Side wall Extrusion	Die change time 2W Radial tread and SW	2.5	1.5	2				
			Preformer+Die+Compound Change Time	12	7	10	39	39	1.60	
			Compound Changeover Time in Min	10	5	8				
CURING		BOM 50" & above	Loading/Unloading Time (minutes)	3.5	2.5	3.5	12	12	0.00	
		BOM 50" & below		5.0	3.5	5.0	12	12	0.00	
		Shear Strip Operation 42" & below		5.0	3.0	5.0	6	6	0.00	
		Shear Strip Operation 42" & above		0.0	0.0	0.0	0	0		
TYRE INSPECTION		Nos/Person/Shift	Mixed	170	180	170	3	3	0.00	
TYRE REPIR							3	3	0.00	
TRIMMING/FINISHING		Nos/Person/Shift	Mixed	140	170	140	0	0	0.00	
Mixing		Banbary No 03	Final Batches / Shift	N/A	148	148	21	21		
			Repass Batches / Shift	N/A	135	135				
		Bambary no 01	Master	N/A	N/A	45 sec loading unloading.	21	21	0.00	
			Repass Batches / Shift	N/A	N/A	35 sec loading unloading.				
		Mixing Batch weight incriment		202		217			7.31	
TBR		Buffing		40		48	19	19	20.00	
ENGINEERING			Change over times	Mould change / Drum change / Bladder change	Mould change / Drum change / Bladder change	Mould change / Drum change / Bladder change	57	57	0.67	
TYRE TESTING				0	0	0	3	3	0.00	
LABORATORY				0	0	0	8	8	0.00	
TOTAL MAN POWER IN THE PLANT							320	314		1.88
										6.51

COLLECTIVE AGREEMENT CKITL PLANT 2021-2024
PRODUCTIVITY NORMS - CURING DEPARTMENT

Schedule A - Annexure ii

Machine/Operation	Tyre sizes	Agreed Norms/Day (2021-2024)
Light Truck Presses (BOM 50" & below)	6.00-12 (4PR) K203	54
	5.60-15 (4PR) K511	54
	5.50-13 (6PR) K231	47
	5TR 12 (4PR) K33	47
	6TR 12 (4PR) TF K33	43
	6.00-14 (6/8) SUPREME	54
	6.00-14 (6/8) ACE	54
	6.50-14 (8) FM	45
	6.50-15 (8) K231	43
	7.00-15 (6/8/10) SUPREME	43
	7.00-15 (10/12) FM	43
	6.00-16 EG	54
	6.00-16 (6/8) SAM	27
	6.50-16 (6/8) FM	45
	7.00-16 (6/8/10) SUPREME	43
	7.00-16 (10) T2001/FM	43
	7.50-15 (6/8) SUPREME	37
	7.50-16 (6/8) SUPREME	37
	7.50-16 (10/12/14/16) T2001	37
	7.50-16 (14/16) FM	37
	7.50-16 (14/16) RIB PLUS	37
	7.50-16 (14/16) RIB XL	37
	7.50-16 (14/16) HILOAD	37
	7.50-16 (14/16) HILUG	35
	7.50-16 (16) LUG PLUS	35
	8.25-16 (16) STAMINA/FM	35
Truck Presses (BOM 50" & above)	7.50-16 (14/16) FM/T2001/HILOAD/LUG PLUS	31
	8.25-16 (16) STAMINA/FM	31
	8.25-20 (14) TR	30
	9.00-20 (14/16) FM	29
	9.00-20 (14/16) TR	29
	9.00-20 (14) SILVER ACE/EPIC	29
	9.00-20 (14/16) HT92	27
	9.00-20 (14/16) CLT	27
	9.00-20 (16) XL SUPER	28
	9.00-20 (14/16) RIB XL	29
	9.00-20 (14/16) MILE XL	28
	10.00-20 (16) TR/XL#1/EPIC	27
	10.00-20 (16/18) XL SUPER/SA	26
	10.00-20 (16) INFINITY/TROLLA	27
	10.00-20 (16) L40	27
	10.00-20 (14/16) TRACK LUG/LUG PLUS	27
	10.00-20 (16/18) RIB XL	26
	10.00-20 (16/18) MILE XL	26
	11.00-20 (16/18) FM	25
	12.00-20 (18) FM/HCL	25
Tractor	6.00-16 (6/8) SAM	27
	11.00-28 (6/12) OD	21
	11.00-28 (6/12) ND	21
	12.4-28 (12) SAM	21

Machine / Operation	Agreed norms/Shift (Nos of Presses/Person)	Agreed manpower/shift	No of Machines
BOM 50" & above(press/person)	1.5	4.0	6
BOM 50" & below (BOM 6, 7, 8 & 9)(Presses/person)	2.0	2.0	4
BOM 50" & below (BOM 10, 11 & 14) (Presses/person)	1.5	2.0	3
Shear Strip Operation 42" & below (Presses/person)	1.0	2.0	2
Tyre Inspection LT Nos	180 Tyres	1	
Trimming / Finishing (Mixed) Nos	140 Tyres		
Tyre Major Repair (mixed) Nos	25 Tyres	1	
Air bag Preparation Nos	15 Air bags		
GT Preparation- Light Truck	135 Tyres		
GT Preparation- Truck Tyre	55 Tyres		

Shear Strip Press Operation 42" & below

Manpower/shift	No of presses	Inspect nos of tyres/shift
2	2	36
1	1	18

Shear Strip Press Operation 42" & above

Manpower/shift	No of presses	Inspect nos of tyres/shift
2	3	0
2	2	12
1	1	6

Note:
*6 Nos of truck tyre presses will be operated by 4persons/shift and they are responsible for inspection of 100 nos tyres. Required Green Tyres will be provided to the respective machine by GT preparation crew
*Odd nos of curing cycles should be deliverd during 24 hours.
*Curing cycles will be change as per the specification given by the Technical Department and curing output to be changed accordingly as above.

Schedule A - Annexure - iii

1. Extruder

    a. Efficiency of the machine/process is based on the number of hours operated and the effective output generated during the particular time of the operation.

    b. The line speed of the machine will be decided based on the technically specified speed based on the specification.

    c. During continuous shift operation the machine should handover to the next shift as an on line running condition uninterruptedly.

    d. The entire crew is responsible for extruder operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management

    e. Cold feed extruder is in operation 2021-24 LTS onwards and 9 MP allocated

2. Calander section

    a. Efficiency of the machine/process is based on the number of hours operated and the effective output generated during the particular time of the operation.

    b. Rubberizing calander fabric speed increased 25m/min to 27m/min.

    c. The entire calander operating crew is responsible for calander operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management

3. Bias cutter

    a. Efficiency of the machine/process is based on the number cuts made

    b. In case of providing fully auto function automation along with encoder for operator position, cutting norm should be increased and the cutter operator should be able to work as additional splicer.

    c. The norm should be delivered on proportionate basis in the occasion of unavailability of fully defined manpower.

    Bias cutter 1

i.	When 4 people available with 2w plan less than 50%	- 2100 cuts/shift
ii.	When 3 people available with 2w plan less than 50%	- 1050 cuts/shift
iii.	When 4 people available with 2w plan more than 50%	- 2228 cuts/shift (32 cuts 68 Rolls)
iv.	When 3 people available with 2w plan more than 50%	- 1114 cuts/shift (32 cuts rolls 34)

    Bias cutter 2

i.	When 4 people available with total bias plan	- 2112 cuts/shift
ii.	When 3 people available with total bias plan	- 1056 cuts/shift
iii.	When 4 people available with total 2w plan Cuts 10 rolls	- 2560 cuts/shift (32 Cuts 10 rolls per Hr)
iv.	When 3 people available with total 2w plan	- 853 cuts/shift/table

    Note- in bias cutter no 2 on combination basis the no of cuts will be decide based on proportionate value.

d. The entire bias cutter operating crew is responsible for unit operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management.
e. Radial bias ply cutting operation discontinued 2021-24 LTS onwards as auto bias cutter is in place for radial operation.

4. Squeegee calander

a. Efficiency of the machine/process is based on the number 16 cuts rolls made.
b. The norm should be delivered on proporionate basis in the occasion of unavailability of fully defined manpower.
   i. When 8 people available - 136 rolls/shift
   ii. When 7 people available - 95 rolls/shift
c. The entire squeegee calander operating crew is responsible for unit operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management
d. Squeegee calendar 2nd shift added newly to the operation to cater Bias Squeegee ply requirement.

5. Tyre building
   a. Efficiency of the machine/process is based on the number of tyres made and the output generated during the particular time of the operation.
   b. Band building and tractor rear tyre building will be considered as two separated operations. Tractor tyre building will be operated with one builder and one helper. They are responsible to get all material for the tractor tyre building operation.
   c. During the size change over times the material loading times will be as follows.
      i. When the servicer is empty
         1. For LT machine servicer loading 60 minutes
         2. For truck machine servicer loading 6+2B 60 minutes
         3. For truck machine servicer loading 8+2B 75 minutes

      ii. When the material is available in the servicer the operator has to unload the existing and to be reload the new size related material. In this situation
         1. For LT machine servicer loading 6+2B 75 minutes
         2. For TT machine servicer loading 6+2B 75 minutes
         3. For TT machine servicer loading 6+2B to 8+2B 75 minutes
         4. For TT machine servicer loading 8+2B to 6+2B 75 minutes
         5. For TT machine servicer loading 8+2B to 8+2B 90 minutes

   d. All green tyres should be build as per the specification and follow the SOP provided by the technical department in order to maintain the quality.
   e. The green tyre should be inspected after the building (assembling) to ensure the tyre is free from building defects. (Eg. The tyre should free of blisters, open chafers, open tread joints, loosen cords etc)
   f. The operator should deliver the agreed full norms with the helper.
   g. The operator should stick the builder number in the center of the green tyre.
   h. Considering the low demand of the bias tyres 06 people with be shift from tyre building department of newly added cold feed extruder section.

6. Bead Winding
   a. Efficiency of the machine/process is based on the number of beads made and the output generated during the particular time of the operation.
7. Bead filler extrusion
   a. Efficiency of the machine/process is based on filler kg pulled out and the output generated during the particular time of the operation.
   b. The existing machine is equipped with only one die opening. Upon completion the opening for two slots and technologically confirmation the union and employed are agreed to provide the agreed output.

8. HF mixer
    a. Efficiency of the machine/process is based on the number of batches made and the output generated during the particular time of the operation.
    b. The process is automated. The batch cycle time is vary due to the behavior of the material and the equipment. Hence the batch cycle time is not defined under the Annexure 1, page 1.
    c. The loading unloading time, drop door open close time and the batch change over times are the only definable factors.
    d. The shift plan/no of batches will be provided by the department considering the average cycle time achieved and the addition of above c motioned timings as applicable.
    e. In the event that semi/Auto carbon system is implementing the loading and unloading time mentioned in annexure 1 page 1 will be reduced after the discussion and the agreement with union.

9. Mixer No. 3
    a. Mixer No. 03 is under the installation of new mixer. The norms and related requirements will be discussed under new equipment finalization procedures.

10. Curing
    a. The entire crew has to be worked on rotation basis in all sections.

11. TBR
    a. Newly procured 3 presses are under installation process at the time of LTS signed off.

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