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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2468/14 – 2025 දෙසැම්බර් මස 23 වැනි අඟහරුවාදා – 2025.12.23
No. 2468/14 – TUESDAY, DECEMBER 23, 2025

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: IR/COM/04/2016/54.

**THE INDUSTRIAL DISPUTES ACT, CHAPTER 131 OF THE LEGISLATIVE ENACTMENTS OF CEYLON
(1956 REVISED EDITION)**

Revocation of Order under Section 4(1)

WHEREAS by Order made under Section 4(1) of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956), as amended by Act, Nos. 14 and 62 of 1957, 14 of 1962 and 39 of 1968 read with Industrial Disputes (Special Provisions) Act, No. 37 of 1968 dated 07.02.2019 and published in the *Gazette* of the Democratic Socialist Republic of Sri Lanka Extraordinary No. 2110/36 dated 14.02.2019 the Industrial Dispute in respect of the matter specified in the statement of the Commissioner General of Labour dated 23.01.2019 between

Free Trade Zones and General Services Employees Union, No. 141, Ananda Rajakaruna Mawatha, Colombo 10.

and

Creasy Foods Limited, No. 98, Sri Sangharaja Mawatha, Colombo 10.

was referred to Mr. Obadage Leelaratne, Attorney-at-Law for settlement by arbitration.



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I කොටස: (I) ඡේදය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය - 2025.12.23

PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 23.12.2025

And whereas it is now deemed expedient that the said Order be revoked in accordance with the notice to resubmit the reference after amendment as per the Order of the Court of Appeal petition filed by the Second party under Case No.: CA(Writ) 98/2020, following the objection raised at the arbitration hearing, I, Dr. Anil Jayantha Fernando, Minister of Labour do hereby revoke the said Order and further make Order that no proceedings be taken upon the said Order dated 07.02.2019.

Dr. ANIL JAYANTHA FERNANDO,
Minister of Labour.

Colombo,
12th December, 2025.

EOG 12 - 0213/1

My No.: IR/COM/04/2016/54.

**THE INDUSTRIAL DISPUTES ACT, CHAPTER 131 OF THE LEGISLATIVE ENACTMENTS OF CEYLON
(1956 REVISED EDITION)**

Order under Section 4(1)

WHEREAS an industrial dispute in respect of the matter specified in the statement of the Commissioner General of Labour which accompanies this order exists between,

Free Trade Zones and General Services Employees Union, No. 141, Ananda Rajakaruna Mawatha, Colombo 10.

and

Candy Delight (Pvt.) Limited, (Creasy Foods Pvt. Ltd. - Previous Name), No. 98, Sri Sangharaja Mawatha,
Colombo 10.

NOW THEREFORE I, Prof. Anil Jayantha Fernando, Minister of Labour do by virtue of the powers vested in me by Section 4(1) of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (1956 Revised Edition), as amended by Act, Nos. 14 of 1957, 4 of 1962 and 39 of 1968 (read with Industrial Disputes-Special Provisions) Act, No. 37 of 1968 hereby appoint Mr. Obadage Leelaratne, Attorney-at-Law, No. 242, Sri Sobitha Mawatha, Nagoda, Kalutara to be the arbitrator and refer the aforesaid dispute to him for settlement by arbitration.

Prof. ANIL JAYANTHA FERNANDO,
Minister of Labour.

Colombo,
12th December, 2025.

My No.: IR/COM/04/2016/54.

**THE INDUSTRIAL DISPUTES ACT, CHAPTER 131 OF THE LEGISLATIVE ENACTMENTS OF CEYLON
1956 REVISED EDITION**

Free Trade Zones and General Services Employees Union, No. 141, Ananda Rajakaruna Mawatha, Colombo 10.

and

Candy Delight (Pvt.) Limited, (Creasy Foods Pvt. Ltd. - Previous Name), No. 98, Sri Sangharaja Mawatha,
Colombo 10.

STATEMENT OF MATTER IN DISPUTE

The matter in dispute between the aforesaid parties is -

“Whether an agreement has been made for the payment of bonus under the Memorandum of understanding signed between the parties on 16.11.1994 and its subsequent updates and if so, whether the employees are entitled to receive such bouns and whether the 38 employees including Mr. J. M. S. Perera, employed at the above establishment being members of the complainant union have been subject to injustice by the payment of a bonus 25% less than the annual bonus amount due for the month of April, 2025 and if so, to what relief they are entitled.

Attachment

- | | |
|------------------------------|------------------------------------|
| 1. J. M. S. Perera | 20. K. N. R. Fernando |
| 2. G. R. A. Hemanthika | 21. G. R. L. N. K. Bandara |
| 3. E. R. Ariyawathi | 22. K. R. N. Jayarathne |
| 4. I. S. Malani | 23. D. M. T. D. Mailewa |
| 5. O. G. C. Prasadini | 24. E. N. Priyanka |
| 6. K. P. K. Silva | 25. P. G. D. Prasad |
| 7. M. A. D. Mallika | 26. D. T. D. Fernando |
| 8. K. S. Fernando | 27. H. M. P. Silva |
| 9. W. A. Sunethra | 28. R. M. R. K. Rathnayake |
| 10. M. P. R. Fernando | 29. K. P. S. Kumara |
| 11. M. S. Silva | 30. R. M. A. S. Sasalanka |
| 12. L. C. G. S. Kumara | 31. R. M. M. Rathnayake |
| 13. S. A. T. Harsha | 32. S. R. M. Perera |
| 14. M. W. A. R. Harischandra | 33. B. A. D. S. D. Thissera |
| 15. P. Kumarasiri | 34. N. A. H. R. Nishshanka |
| 16. N. A. L. Anuruddha | 35. M. A. J. S. K. Mallawaarachchi |
| 17. S. M. A. Indrani | 36. T. M. C. M. Tennakoon |
| 18. M. L. Silva | 37. H. R. P. Silva |
| 19. T. C. M. Fernando | 38. A. T. S. Niroshan |

H. M. D. N. K. WATALIYADDA,
Commissioner General of Labour.

Dated at the Office of the Commissioner General of Labour,
Colombo,

On this 2nd day of December, 2025.

EOG 12 - 0213/2