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The Gazette of the Democratic Socialist Republic of Sri Lanka

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අංක 1823/24 - 2013 අගෝස්තු 14 වැනි බදාදා - 2013.08.14

No. 1823/24 - WEDNESDAY, AUGUST 14, 2013

(Published by Authority)

PART I : SECTION (I) - GENERAL

Government Notifications

My No.: CI/1822.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Road Development Authority, Sethsiripaya, Battaramulla of the one part and the Sri Lanka Nidahas Sevaka Sangamaya, United Drivers' Union, Clerical and Allied Services Union, Consolidated Officers' Association, RDA Thakshana Niladhari Sangamaya, RDA Nidahas Podu Seva Sangamaya, Jathika Sevaka Sangamaya, Road Development Employees Union, Administrative and Staff Officer's Union, Laboratory Assistants' Union, Eksath Podu Sevaka Sangamaya, Research Assistant Officer's Union, Technical Officers' Union, Account Assistants' and Audit Assistants' Union, All Ceylon Gang Leaders' and Labour Supervisors' Union, Kanishta Sevaka Sangamaya, Technical Assistants' Union of the other part on 03rd day of July, 2013 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 General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
08th August, 2013.

Collective Agreement No. 19 of 2013

Collective Agreement 2013, Entered in to between Road Development Authority, Sethsiripaya, Battaramulla, of the One Part

AND

The Non - Executive Unions of the RDA of the Other Part.

This Collective Agreement is made on this 3rd day of July 2013, by and between the Road Development Authority (established in terms of Road Development Authority Act, No. 73 of 1981) as amended by Act, No. 37 of 2009) and having its head office at "Sethsiripaya", Battaramulla, of the one part (hereinafter referred to as "the RDA") and the following Non - Executive Unions;



1. Sri Lanka Nidahas Sevaka Sangamaya
2. United Drivers' Union
3. Clerical and Allied Services Union
4. Consolidated Officers' Association
5. RDA Thakshana Niladhari Sangamaya
6. RDA Nidahas Podu Seva Sangamaya
7. Jathika Sevaka Sangamaya
8. Road Development Employees Union
9. Administrative and Staff Officers' Union
10. Laboratory Assistants' Union
11. Eksath Podu Sevaka Sangamaya
12. Research Assistant Officers' Union
13. Technical Officers' Union
14. Account Assistants' and Audit Assistants' Union
15. All Ceylon Gang Leaders' and Labour Supervisors' Union
16. Kanishta Sevaka Sangamaya
17. Technical Assistants' Union.

of the other part (hereinafter collectively referred to as "the Non - Executive Unions")

THIS COLLECTIVE AGREEMENT shall be Known and referred to as the "ROAD DEVELOPMENT AUTHORITY COLLECTIVE AGREEMENT 2013 WITH THE NON - EXECUTIVE UNIONS MENTIONED HEREIN BEFORE."

1. **Employer to be Bound.** - Road Development Authority.

2. **Employees to be Covered and Bound.** - This Collective Agreement shall cover and bind *inter alia* all members of the Non - Executive Unions mentioned herein before, whose members are in employment with the Road Development Authority, in the relevant categories of the Salary Scales contained in Annex 1 to this Collective Agreement.

3. **Date of Operation and Duration.** - This Agreement shall come into force on the date of its execution and thereafter continue to be in force, unless it is determined by either party giving six months notice in writing to the other provided, however, that no party shall give such notice to the other party before the expiry of 30 months from the date of this agreement, and such notice shall not expire until the end of 36 months from the date of this Agreement.

With regard to Notice of Termination of this Collective Agreement by the employees of the RDA, notice given by such number of employees representing at least 50 percent of the total membership of all 19 Unions in the RDA consisting of both Engineers' Association, Accountants, Auditors, Administrative and Legal Officers Association and Non Executive Officers Unions shall only be treated as due Notice.

4. **Matters covered and variation of terms and conditions of employment and benefits** - It is agreed that this Collective Agreement shall be in full and effect as the final settlement of all matters covered herein as well as of all matters raised by representatives representing the membership of the said 19 Unions in relation to the period of 36 months from the date of this Agreement, in respect of which negotiations have already taken place and matters have been agreed upon by all before the execution of this Agreement. Hence it is agreed that during the continuance of this Collective Agreement matters discussed, negotiated and agreed upon between the parties as reflected herein shall remain to be in force and that no Union of the RDA will during the period of this Collective Agreement will seek to vary, alter or add any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than in an event where an annual salary increase of 25 percent or over has been granted to the public service.

5. **Salary Components.** - As from the date of execution of this Collective Agreement, each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary which comprises the following components ;

(i) Revised Salary as set out in the *Annex I* hereto, on the basis that in the case of any such employee whose salary has reached the highest point in the applicable salary scale as set out in *Annex I*, will be entitled to a continuous annual increment based on the last increment drawn by such employee of such applicable salary scale.

(ii) Further;

(a) Any advantage given to Public Service in terms of any Circular instruction issued by the Secretary to the Treasury or the

Secretary, Public Administration, will continue to be applicable to the employees of the RDA, as may be relevant; and
 (b) The Cost of Living Allowance (COLA) or related adjustments as may be announced in the annual Budget will also be extended to 'the Employees of RDA, as may be relevant, in view of the fact that a separate COLA, adjustments did not form part of this Collective Agreement.

6. **Taxes on Emoluments.**- For avoidance of doubt, it is acknowledged the paye tax on emoluments shall be continued to be borne by employees.

7. **Conversion of Salaries.**- The Salaries of employees will be converted to the revised scale by applying the step for step (point by point) method of conversion.

Eg. An employee who had been on the 05 th step of the scale as at the date immediately prior to the Effective date of this Agreement, will be placed on the 05 th step of the relevant revised scale with effect from Effective date.

8. **Conversion anomalies.**- Parties jointly agree to execute this Agreement on the basis that any anomaly associated with the calculation of increments will be referred to a Committee comprising of representatives of the RDA (2 members), Executive Officer's Unions (2 members) and Non-Executive Unions (5 members) to be rectified suitably. Such committee shall be appointed within a month from the date of this Agreement and its recommendations shall be given within 3 months there from.

9. **Other Commitments.**- The aforesaid Non Executive Officer's Unions on behalf of its membership further agree to assist and support the Management of the Road Development Authority in every manner to obtain the maximum contribution of membership to achieve annual targets entrusted by the government to the Road Development Authority.

10. **Incidental matters not to be covered.**- The parties hereby agree to all other matters incidental to this agreement not dealt with herein shall be governed by applicable laws, regulations and circular instructions applicable.

My No.: CI/1822.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

.....
For and behalf of the RDA
R. W. R. PEMASIRI
 Actg. Chairman
 Road Development Authority

.....
W A S Weerasinghe
 Director General
 Road Development Authority

.....
O. RATHNAWEERA
 Working Director &
 Board Member
 Road Development Authority

Witnesses

1.
2.

For and or behalf of the Non - Executive Union referred to herein;

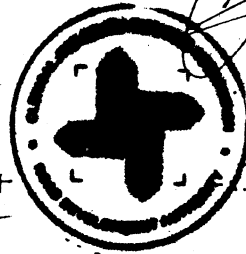
1. **SRI LANKA NIDAHAS SEVAKA SANGAMAYA**
 (R.D.A BRANCH)
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2. **UNITED DRIVERS' UNION**
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3. CLERICAL AND ALLIED SERVICES UNION

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 ලිපිකරු හා සමාන්තර සේවා සංගමය
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Association



4. CONSOLIDATED OFFICERS' UNION

**Consolidated Officers Association
 Road Development Authority**

5. RDA THAKSHANA NILADHARI SANGAMAYA

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6. RDA NIDAHAS PODU SEVA SANGAMAYA

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7. JATHIKA SEVAKA SANGAMAYA

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8. ROAD DEVELOPMENT EMPLOYEES UNION

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9. ADMINISTRATIVE AND STAFF OFFICERS' UNION

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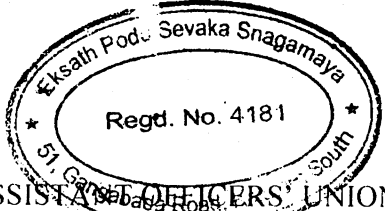
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10. LABORATORY ASSISTANTS' UNION

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11. EKSATH PODU SEVAKA SANGAMAYA



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12. RESEARCH ASSISTANT OFFICERS' UNION

Research Assistant Officer's Association of
 Road Development Authority
 Research and Development Division
 Road Development Authority
 Borupana Road, Ratmalana.
 Reg. No. 5521

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13. TECHNICAL OFFICERS' UNION

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14. ACCOUNT ASSISTANTS' AND AUDIT

ASSISTANTS' UNION

ACCOUNTS ASSISTANTS' & AUDIT ASSISTANTS
 ASSOCIATION OF R. D. A. REG. NO. 5522

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15. ALL CEYLON GANG LEADERS' AND

LABOUR SUPERVISORS' UNION

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16. KANISHTA SEVAKA SANGAMAYA

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17. TECHNICAL ASSISTANTS' UNION

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NEW SALARY STRUCTURE FOR NON EXECUTIVES

As applicable

Annex

Category	Current Class	Basic Salary		RDA Allowance		Extra Works Allowance		Budget Allowance		Total Salary before COL		Percentage Increase	COL		Total Salary After COL		Percentage Increase
		Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed		Present	Proposed	Present	Proposed	
Direct Labour	11	11,930.00	10,000.00	6,000.00	10,000.00	1,431.60	3,289.50	1,789.50	2,386.00	21,151.10	27,605.50	31%	6,600.00	27,751.10	34,205.50	23%	
	10	12,410.00	10,000.00	6,000.00	10,000.00	2,151.60	3,289.50	1,789.50	2,386.00	21,871.10	27,605.50	26%	6,600.00	28,471.10	34,205.50	20%	
	9	13,260.00	10,000.00	6,000.00	10,000.00	2,209.20	3,361.50	1,861.50	2,482.00	22,480.70	28,253.50	26%	6,600.00	29,080.70	34,853.50	20%	
	8	14,575.00	10,000.00	6,000.00	10,000.00	2,311.20	3,489.00	1,989.00	2,652.00	23,560.20	29,401.00	25%	6,600.00	30,160.20	36,001.00	19%	
	10	12,410.00	10,000.00	6,000.00	10,000.00	2,565.00	3,888.75	2,186.25	2,915.00	26,126.25	32,728.75	25%	6,600.00	32,726.25	39,328.75	20%	
	9	13,190.00	10,000.00	6,000.00	10,000.00	2,302.80	3,478.50	1,978.50	2,482.00	22,480.70	28,253.50	26%	6,600.00	29,080.70	34,853.50	20%	
	8	13,855.00	10,000.00	6,000.00	10,000.00	2,478.60	3,780.75	2,078.25	2,771.00	25,211.85	31,756.75	26%	6,600.00	31,811.85	38,356.75	21%	
	7	15,320.00	10,000.00	6,000.00	10,000.00	2,654.40	4,000.50	2,298.00	3,064.00	27,072.40	33,734.50	25%	6,600.00	33,672.40	40,334.50	20%	
	10	12,670.00	10,000.00	6,000.00	10,000.00	2,240.40	3,400.50	1,900.50	2,534.00	22,810.90	28,604.50	25%	6,600.00	29,410.90	35,204.50	20%	
	9	13,190.00	10,000.00	6,000.00	10,000.00	2,302.80	3,478.50	1,978.50	2,638.00	23,471.30	29,306.50	25%	6,600.00	30,071.30	35,906.50	19%	
Minor	8	14,115.00	11,350.00	6,800.00	11,350.00	2,509.80	3,819.75	2,117.25	2,823.00	25,542.05	32,107.75	26%	6,600.00	32,142.05	38,707.75	20%	
	7	14,550.00	11,350.00	6,800.00	11,350.00	2,562.00	3,885.00	2,182.50	2,910.00	26,094.50	32,695.00	25%	6,600.00	32,694.50	39,295.00	20%	
	6	15,580.00	11,350.00	6,800.00	11,350.00	2,685.60	4,039.50	2,337.00	3,116.00	27,402.60	34,085.50	24%	6,600.00	34,002.60	40,685.50	20%	
	8	13,450.00	11,350.00	6,800.00	11,350.00	2,430.00	3,720.00	2,017.50	2,690.00	24,697.50	31,210.00	26%	6,600.00	31,297.50	37,810.00	21%	
	7	14,610.00	11,350.00	6,800.00	11,350.00	2,569.20	3,894.00	2,191.50	2,922.00	26,170.70	32,776.00	25%	6,600.00	32,770.70	39,376.00	20%	
	6	15,070.00	11,350.00	6,800.00	11,350.00	2,624.40	3,963.00	2,260.50	3,014.00	26,754.90	33,397.00	25%	6,600.00	33,354.90	39,997.00	20%	
	5-II	17,540.00	13,700.00	8,000.00	13,700.00	3,064.80	4,686.00	2,631.00	3,508.00	31,235.80	39,434.00	26%	6,600.00	37,835.80	46,034.00	22%	
	7	14,610.00	11,350.00	6,800.00	11,350.00	2,569.20	3,894.00	2,191.50	2,922.00	26,170.70	32,776.00	25%	6,600.00	32,770.70	39,376.00	20%	
	6	16,230.00	11,350.00	6,800.00	11,350.00	2,763.60	4,137.00	2,434.50	3,246.00	28,228.10	34,963.00	24%	6,600.00	34,828.10	41,563.00	19%	
	5-II	18,755.00	13,700.00	8,000.00	13,700.00	3,210.60	4,868.25	2,813.25	3,751.00	32,778.85	41,074.25	25%	6,600.00	39,378.85	47,674.25	21%	
Clerical	6	15,600.00	11,350.00	6,800.00	11,350.00	2,688.00	4,042.50	2,340.00	3,120.00	27,428.00	34,112.50	24%	6,600.00	34,028.00	40,712.50	20%	
	5-II	17,990.00	13,700.00	8,000.00	13,700.00	3,118.80	4,753.50	2,698.50	3,598.00	31,807.30	40,041.50	26%	6,600.00	38,407.30	46,641.50	21%	
	4	22,350.00	17,700.00	10,600.00	17,700.00	3,954.00	6,007.50	3,352.50	4,470.00	40,256.50	50,527.50	26%	6,600.00	46,856.50	57,127.50	22%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
Junior Manager	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	5-I	20,525.00	13,700.00	8,000.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	24%	6,600.00	41,626.75	50,063.75	20%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	
	4	24,725.00	10,600.00	10,600.00	17,700.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	24%	6,600.00	49,872.75	60,333.75	21%	

SECRETARY
 ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS
 ASSOCIATION
 Road Development Authority

PRESIDENT
 ACCOUNTANTS ASSOCIATION OF SRI LANKA
 Road

(Handwritten signature and initials)

**ROAD DEVELOPMENT AUTHORITY
 NEW SALARY STRUCTURE FOR EXECUTIVES**

As applicable

Category	Current Class	Basic Salary		RDA Allowance		Extra Works Allowance		Budget Allowance		Total Salary before COL & Eng Allowance		Engineers Allowance	COL	Total Salary After COL	
		Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed			Present	Proposed
MM 1-3(A)	4 Engineer	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	15,000.00	6,600.00	70,187.90	81,929.50		
	4 Others	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	15,000.00	6,600.00	70,187.90	81,929.50		
MM 1-3(A)	3 Engineer	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	15,000.00	6,600.00	70,187.90	81,929.50		
	3 Others	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	15,000.00	6,600.00	70,187.90	81,929.50		
MM 1-3(B)	2-II Engineer	33,420.00	26,000.00	5,834.40	8,913.00	5,013.00	6,684.00	59,467.40	75,017.00	15,000.00	6,600.00	81,067.40	96,617.00		
	2-II Others	33,420.00	26,000.00	5,834.40	8,913.00	5,013.00	6,684.00	59,467.40	75,017.00	15,000.00	6,600.00	81,067.40	96,617.00		
HM 1-1(A)	2-I Engineer	38,530.00	26,000.00	6,447.60	9,679.50	5,779.50	7,706.00	69,957.10	81,915.50	15,000.00	6,600.00	87,557.10	103,515.50		
	2-I Others	38,530.00	26,000.00	6,447.60	9,679.50	5,779.50	7,706.00	69,957.10	81,915.50	15,000.00	6,600.00	87,557.10	103,515.50		
HM 1-1(B)	1 Engineer	41,830.00	28,500.00	7,011.60	10,549.50	6,274.50	8,366.00	71,716.10	89,245.50	15,000.00	6,600.00	93,316.10	110,845.50		
	1 Others	41,830.00	28,500.00	7,011.60	10,549.50	6,274.50	8,366.00	71,716.10	89,245.50	15,000.00	6,600.00	93,316.10	110,845.50		
HM 2-1(A)	SP Engineer	44,030.00	28,700.00	7,275.60	10,909.50	6,604.50	8,806.00	74,510.10	92,445.50	15,000.00	6,600.00	96,110.10	114,045.50		
	SP Others	44,030.00	28,700.00	7,275.60	10,909.50	6,604.50	8,806.00	74,510.10	92,445.50	15,000.00	6,600.00	96,110.10	114,045.50		
HM 2-1(B)	SP Engineer	45,340.00	31,000.00	7,600.80	11,451.00	6,801.00	9,068.00	77,741.80	96,859.00	15,000.00	6,600.00	99,341.80	118,459.00		
	SP Others	45,340.00	31,000.00	7,600.80	11,451.00	6,801.00	9,068.00	77,741.80	96,859.00	15,000.00	6,600.00	99,341.80	118,459.00		
HM 2-3	DG Engineer	47,245.00	31,000.00	7,829.40	11,736.75	7,086.75	9,449.00	80,161.15	99,430.75	15,000.00	6,600.00	101,761.15	121,030.75		

PRESIDENT
 ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS ASSOCIATION
 Road Development Authority
 "Setshiripaya", Battaramulla.

SECRETARY
 ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS ASSOCIATION
 Road Development Authority
 "Setshiripaya", Battaramulla.

THE Collective Agreement entered into between Road Development Authority, Sethsiripaya, Battaramulla of the one part and The Accountants, Auditors, Administrative & Legal Officers' Association of the Road Development Authority of the other part on 3rd day of July 2013 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,
08th August, 2013.

Collective Agreement No. 18 of 2013

**COLLECTIVE AGREEMENT 2013 ENTERED INTO BETWEEN
ROAD DEVELOPMENT AUTHORITY, SETHSIRIPAYA, BATTARAMULLA OF THE ONE PART
AND
THE ACCOUNTANTS, AUDITORS, ADMINISTRATIVE
& LEGAL OFFICERS' ASSOCIATION OF THE RDA OF THE OTHER PART**

THIS COLLECTIVE AGREEMENT is made on this 03rd day of July 2013, by and between the ROAD DEVELOPMENT AUTHORITY (established in terms of Road Development Authority Act No. 73 of 1981) as amended by Act No. 37 of 2009 and having its head office at "Sethsiripaya" Battaramulla, of the one part (hereinafter referred to as "the RDA") and the ROAD DEVELOPMENT AUTHORITY ACCOUNTANTS, AUDITORS, ADMINISTRATIVE & LEGAL OFFICERS' ASSOCIATION of the other part (hereinafter referred to as "the RDA & LOA")

THIS COLLECTIVE AGREEMENT shall be known and referred to as the ROAD DEVELOPMENT AUTHORITY COLLECTIVE AGREEMENT 2013 WITH THE ROAD DEVELOPMENT AUTHORITY ACCOUNTANTS, AUDITORS, ADMINISTRATIVE & LEGAL OFFICERS' ASSOCIATION HEREIN BEFORE.

1. **Employer to be Bound.** - Road Development Authority.

2. **Employees to be Covered and Bound.** - This Collective Agreement shall cover and bind *inter alia* all members of the Road Development Authority Accountants, Auditors, Administrative & Legal Officers' Association mentioned herein before, whose members are in employment with the Road Development Authority, in the relevant categories of the Salary Scales contained in Annex 1 to this Collective Agreement.

3. **Date of Operation and Duration.** - This Agreement shall come in to force on the date of its execution and thereafter continue to be in force, unless it is determined by either party giving six months notice in writing to the other provided, however, that no party shall give such notice to the other party before the expire of 30 months from the date of this agreement, and such notice shall not expire until the end of 36 months from the date of this Agreement.

With regard to Notice of Termination of this Collective Agreement by the employees of the RDA, notice given by such number of employees representing at least 50 percent of the total membership of all 19 Unions in the RDA consisting of both Engineers' Association, Accountants, Auditors, Administrative and Legal Officers Association and Non Executive Officers's Unions shall only be treated as due Notice.

4. **Matters covered and variation of terms and conditions of employment and benefits.** - It is agreed that this Collective Agreement shall be in full and effect as the final settlement of all matters covered herein as well as of all matters raised by representatives representing the membership of the said 19 Unions in relation to the period of 36 months from the date of this Agreement, in respect of which negotiations have already taken place and matters have been agreed upon by all before the execution of this Agreement. Hence it is agreed that during the continuance of this Collective Agreement matters discussed, negotiated and agreed upon between the parties as reflected herein shall remain to be in force and that no Union of the RDA will during the period this Collective Agreement will seek to vary, alter or add any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than in an event where an annual salary increase of 25 percent or over has been granted to the public service.

5. **Salary Components.**- As from the date of execution of this Collective Agreement, each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary which comprised the following components ;

(i) Revised Salary as set out in the Annex I hereto, on the basis that in the case of any such employee whose salary has reached the highest point in the applicable salary scale as set out in Annex I, will be entitled to a continuous annual increment based on the last increment drawn by such employee of such applicable salary scale.

(ii) Further;

(a) Any advantage given to Public Service in terms of any Circular instruction issued by the Secretary to the Treasury or the Secretary, Public Administration, will continue to be applicable to the employees of the RDA, as may be relevant; and

(b) The Cost of Living Allowance (COLA) or related adjustments as may be announced in the annual Budget will also be extended to the Employees of RDA, as may be relevant, in view of the fact that a separate COLA, Adjustments did not form part of this Collective Agreement.

6. **Taxes on Emoluments.**- For avoidance of doubt, it is acknowledged the paye tax on emoluments shall be continued to be borne by employees.

7. **Conversion of Salaries.**- The Salaries of employees will be converted to the revised scale by applying the step for step (point by point) method of conversion.

Eg. An employee who had been on the 05 th step of the scale as at the date immediately prior to the Effective date of this Agreement, will be placed on the 05 th step of the relevant revised scale with effect from Effective date.

8. **Conversion anomalies.**- Parties jointly agree to execute this Agreement on the basis that any anomaly associated with the calculation of increments will be referred to a Committee comprising of representatives of the RDA (2 members), Executive Officer's Unions (2 members) and Non-Executive Unions (5 members) to be rectified suitably. Such committee shall be appointed within a month from the date of this Agreement and its recommendations shall be given within 3 months there from.

9. **Other Commitments.**- The aforesaid members of the Road Development Authority Accountants, Auditors, Administrative and Legal Officers' Association on behalf of its membership further agree to assist and support the Management of the Road Development Authority in every manner to obtain the maximum contribution of its membership to achieve annual targets entrusted by the government to the Road Development Authority.

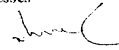

10. **Incidental matters not to be covered.**- The parties hereby agree to all other matters incidental to this agreement not dealt with herein shall be governed by applicable laws, regulations and circular instructions applicable.



R.W.R. PEMASIRI
For and behalf of the RDA Chairman
Road Development Authority


W.A.
Road Development Authority


R. RATHNAWEERA
Working Director &
Board Member
Road Development Authority

Witnesses:

- 1. 
- 2. 


For and behalf of the RDAAA & LOA
PRESIDENT
ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS' ASSOCIATION
Road Development Authority
"Sethsiripaya", Cattergamulla.


SECRETARY
ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS' ASSOCIATION
Road Development Authority
"Sethsiripaya", Battaramulla.

NEW SALARY STRUCTURE FOR NON EXECUTIVES

As applicable

Category	Current Class	Basic Salary		RDA Allowance		Extra Works Allowance		Budget Allowance		Total Salary before COL		COL		Total Salary After COL		Percentage Increase	Percentage Increase
		Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed		
Direct Labour	11	11,930.00	10,000.00	10,000.00	1,431.60	3,289.50	1,789.50	2,386.00	21,151.10	27,605.50	6,600.00	27,751.10	34,205.50	23%			
		11,930.00	10,000.00	10,000.00	2,151.60	3,289.50	1,789.50	2,386.00	21,871.10	27,605.50	6,600.00	28,471.10	34,205.50	20%			
		12,410.00	10,000.00	10,000.00	2,209.20	3,361.50	1,861.50	2,482.00	22,480.70	28,253.50	6,600.00	29,080.70	34,853.50	20%			
		13,260.00	10,000.00	10,000.00	2,311.20	3,489.00	1,989.00	2,652.00	23,560.20	29,401.00	6,600.00	30,160.20	36,001.00	19%			
		14,575.00	11,350.00	11,350.00	2,565.00	3,888.75	2,186.25	2,915.00	26,126.25	32,728.75	6,600.00	32,726.25	39,328.75	20%			
		12,410.00	10,000.00	10,000.00	2,209.20	3,361.50	1,861.50	2,482.00	22,480.70	28,253.50	6,600.00	29,080.70	34,853.50	20%			
		13,190.00	10,000.00	10,000.00	2,302.80	3,478.50	1,978.50	2,638.00	23,471.30	29,306.50	6,600.00	30,071.30	35,906.50	19%			
		13,855.00	11,350.00	11,350.00	2,478.60	3,780.75	2,078.25	2,771.00	25,211.85	31,756.75	6,600.00	31,811.85	38,356.75	21%			
		15,320.00	11,350.00	11,350.00	2,654.40	4,000.50	2,298.00	3,064.00	27,072.40	33,734.50	6,600.00	33,672.40	40,334.50	20%			
		12,670.00	10,000.00	10,000.00	2,240.40	3,400.50	1,900.50	2,534.00	22,810.90	28,604.50	6,600.00	29,410.90	35,204.50	20%			
Minor	9	13,190.00	10,000.00	10,000.00	2,302.80	3,478.50	1,978.50	2,638.00	23,471.30	29,306.50	6,600.00	30,071.30	35,906.50	19%			
		14,115.00	11,350.00	11,350.00	2,509.80	3,819.75	2,117.25	2,823.00	25,542.05	32,107.75	6,600.00	32,142.05	38,707.75	20%			
		14,550.00	11,350.00	11,350.00	2,562.00	3,885.00	2,182.50	2,910.00	26,094.50	32,695.00	6,600.00	32,694.50	39,295.00	20%			
		15,580.00	11,350.00	11,350.00	2,685.60	4,039.50	2,337.00	3,116.00	27,402.60	34,085.50	6,600.00	34,002.60	40,685.50	20%			
		13,450.00	11,350.00	11,350.00	2,430.00	3,720.00	2,017.50	2,690.00	24,697.50	31,210.00	6,600.00	31,297.50	37,810.00	21%			
		14,610.00	11,350.00	11,350.00	2,569.20	3,894.00	2,191.50	2,922.00	26,170.70	32,776.00	6,600.00	32,770.70	39,376.00	20%			
		15,070.00	11,350.00	11,350.00	2,624.40	3,963.00	2,260.50	3,014.00	26,754.90	33,397.00	6,600.00	33,354.90	39,997.00	20%			
		17,540.00	13,700.00	13,700.00	3,064.80	4,686.00	2,631.00	3,508.00	31,235.80	39,434.00	6,600.00	37,835.80	46,034.00	22%			
		16,230.00	11,350.00	11,350.00	2,569.20	3,894.00	2,191.50	2,922.00	26,170.70	32,776.00	6,600.00	32,770.70	39,376.00	20%			
		18,755.00	13,700.00	13,700.00	3,210.60	4,868.25	2,813.25	3,751.00	32,778.85	41,074.25	6,600.00	39,378.85	47,674.25	21%			
Clerical	6	16,230.00	11,350.00	11,350.00	2,569.20	3,894.00	2,191.50	2,922.00	26,170.70	32,776.00	6,600.00	32,770.70	39,376.00	20%			
		18,755.00	13,700.00	13,700.00	3,210.60	4,868.25	2,813.25	3,751.00	32,778.85	41,074.25	6,600.00	39,378.85	47,674.25	21%			
		15,600.00	11,350.00	11,350.00	2,688.00	4,042.50	2,340.00	3,120.00	27,428.00	34,112.50	6,600.00	34,028.00	40,712.50	20%			
		17,990.00	13,700.00	13,700.00	3,118.80	4,753.50	2,698.50	3,598.00	31,807.30	40,041.50	6,600.00	38,407.30	46,641.50	21%			
		22,350.00	10,600.00	10,600.00	3,954.00	6,007.50	3,352.50	4,470.00	40,256.50	50,527.50	6,600.00	46,856.50	57,127.50	22%			
		20,525.00	13,700.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	6,600.00	41,626.75	50,063.75	20%			
		24,725.00	10,600.00	10,600.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	6,600.00	49,872.75	60,333.75	21%			
		20,525.00	13,700.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	6,600.00	41,626.75	50,063.75	20%			
		24,725.00	10,600.00	10,600.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	6,600.00	49,872.75	60,333.75	21%			
		20,525.00	13,700.00	13,700.00	3,423.00	5,133.75	3,078.75	4,105.00	35,026.75	43,463.75	6,600.00	41,626.75	50,063.75	20%			
Junior Manager	4	24,725.00	10,600.00	10,600.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	6,600.00	49,872.75	60,333.75	21%			
		24,725.00	10,600.00	10,600.00	4,239.00	6,363.75	3,708.75	4,945.00	43,272.75	53,733.75	6,600.00	49,872.75	60,333.75	21%			

SECRETARY
ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS
ASSOCIATION
Road Development Authority

PRESIDENT
ACCOUNTANTS ASSOCIATION
Road Development Authority

Page 1

**ROAD DEVELOPMENT AUTHORITY
NEW SALARY STRUCTURE FOR EXECUTIVES**

As applicable

Annex I

Category	Current Class	Basic Salary		RDA Allowance		Extra Works Allowance		Budget Allowance		Total Salary before COL & Eng Allowance		Engineers Allowance	COL		Total Salary After COL	
		Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed	Present	Proposed		Present	Proposed	Present	Proposed
MM 1-3(A)	4 Engineer	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	24%	15,000.00	6,600.00	70,187.90	81,929.50		
	4 Others	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	24%	15,000.00	6,600.00	70,187.90	81,929.50		
	3 Engineer	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	24%	15,000.00	6,600.00	70,187.90	81,929.50		
	3 Others	26,970.00	20,800.00	4,772.40	7,165.50	4,045.50	5,394.00	48,587.90	60,329.50	24%	15,000.00	6,600.00	70,187.90	81,929.50		
MM 1-3(B)	2-II Engineer	33,420.00	26,000.00	5,834.40	8,913.00	5,013.00	6,684.00	59,467.40	75,017.00	26%	15,000.00	6,600.00	81,067.40	96,617.00		
	2-II Others	33,420.00	26,000.00	5,834.40	8,913.00	5,013.00	6,684.00	59,467.40	75,017.00	26%	15,000.00	6,600.00	81,067.40	96,617.00		
HM 1-1(A)	2-I Engineer	38,530.00	26,000.00	6,447.60	9,679.50	5,779.50	7,706.00	65,957.10	81,915.50	24%	15,000.00	6,600.00	87,557.10	103,515.50		
	2-I Others	38,530.00	26,000.00	6,447.60	9,679.50	5,779.50	7,706.00	65,957.10	81,915.50	24%	15,000.00	6,600.00	87,557.10	103,515.50		
HM 1-1(B)	1 Engineer	41,830.00	28,500.00	7,011.60	10,549.50	6,274.50	8,366.00	71,716.10	89,245.50	24%	15,000.00	6,600.00	93,316.10	110,845.50		
	1 Others	41,830.00	28,500.00	7,011.60	10,549.50	6,274.50	8,366.00	71,716.10	89,245.50	24%	15,000.00	6,600.00	93,316.10	110,845.50		
HM 2-1(A)	SP Engineer	44,030.00	28,700.00	7,275.60	10,909.50	6,604.50	8,806.00	74,510.10	92,445.50	24%	15,000.00	6,600.00	96,110.10	114,045.50		
	SP Others	44,030.00	28,700.00	7,275.60	10,909.50	6,604.50	8,806.00	74,510.10	92,445.50	24%	15,000.00	6,600.00	96,110.10	114,045.50		
HM 2-1(B)	SP Engineer	45,340.00	31,000.00	7,600.80	11,451.00	6,801.00	9,068.00	77,741.80	96,859.00	25%	15,000.00	6,600.00	99,341.80	118,459.00		
	SP Others	45,340.00	31,000.00	7,600.80	11,451.00	6,801.00	9,068.00	77,741.80	96,859.00	25%	15,000.00	6,600.00	99,341.80	118,459.00		
HM 2-3	DG Engineer	47,245.00	31,000.00	7,829.40	11,736.75	7,086.75	9,449.00	80,161.15	99,430.75	24%	15,000.00	6,600.00	101,761.15	121,030.75		

PRESIDENT
 ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS ASSOCIATION
 "Selshiripaya", Battaramulla.

SECRETARY
 ACCOUNTANTS, ADMINISTRATIVE & LEGAL OFFICERS ASSOCIATION
 Road Development Authority
 "Selshiripaya", Battaramulla.