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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2488/18 – 2026 මැයි මස 13 වැනි බදාදා – 2026.05.13

No. 2488/18 – WEDNESDAY, MAY 13, 2026

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1908.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between CEAT OHT Lanka (Private) Limited Global Park, No. 719/17, Liyanagemulla, Seeduwa of the one part and Inter Company Employees' Union - No. 10, Council Lane, Dehiwala of the other part on 02nd January 2026 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

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

Department of Labour,
Labour Secretariat,
Colombo 05,
25th April, 2026.



Collective Agreement 2025

This Collective Agreement is entered into between CEAT OHT Lanka (Private) Limited having its Head Office at Global Park, No. 719/17, Liyanagemulla, Seeduwa, (hereinafter referred to as the “Company”), and the Inter Company Employees Union, having its registered office at No. 10, Council Lane, Dehiwala (hereinafter referred to as the “Union”) witnesseth as follows:

1. PARTIES COVERED AND BOUND

The Agreement is made and entered into between the Company and the Union by way of a final and conclusive settlement of the demands made by the Union on January 02, 2026, for the duration of the Agreement. The Agreement shall be binding on the Company, Union and members of the Union who undertake not to seek the variation of any terms, conditions or benefits during the effective period of this Agreement. The Agreement shall cover and bind all Category 05 employees employed on permanent basis in the Company.

2. DURATION

The Agreement shall be effective from January 01, 2026 to December 31, 2026. The Agreement may be terminated by either party with Three (03) Months notice in writing to the other, provided however, that no such written notice can be given by parties prior to October 01, 2026. Any notice of termination given prior to October 01, 2026 shall have no effect whatsoever.

3. SALARIES

The salaries of the employees covered and bound by this Agreement will be increased in the following manner.

- 3.1. The Company will increase the monthly basic salary of the employees covered under this Agreement based on last drawn basic salary (December 2025) with effect from January 01, 2026 by Rs. 8,500/-.
- 3.2. Both parties agree to add Rs. 1,500/- to the basic salary from January 01, 2026 from the “Exceptional Incentive” of Rs. 3,000/- which is currently being paid and continue to pay balance Rs. 1,500/- per month.
- 3.3. Both parties also agree to add the remaining Rs. 1,500/- of the Exceptional Incentive as of December 31, 2026 mentioned in clause 3.2, to the basic salary from January 01, 2027.

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 4 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. AGREEMENT UNDER SECTION 12 (1) OF THE INDUSTRIAL DISPUTES ACT

Both parties agree that the agreement signed on August 29, 2025 under Section 12 (1) of the Industrial Disputes Act, and the benefits, except for the variations stated in Clause 3 above, will continue to be in force.

6. FACILITIES FOR THE TRADE UNION

- 6.1. It is also agreed by the Company to make a payment of Rs. 200,000/- per annum 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. It is also agreed by the Employer to make a payment of Rs. 200,000/- for taking part in International Labour Day Celebrations and a further sum of Rs. 75,000/- per annum for branch union activities.
- 6.2. In addition, the Company will allow any ten persons of the Branch Union nominated by the Parent/Branch Union to attend meetings/training programs organized by the Parent union and required transport and meals will be provided by the Company.

7. DISPUTES SETTLEMENT PROCEDURE

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.

8. TRADE UNION ACTION

- 8.1. 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.
- 8.2. 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 and shall give at least 14 days notice to the Employer, in the event a decision is made to take trade union action, thereafter.

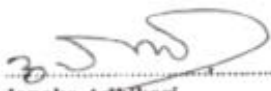
The parties hereto have set their hands to this Collective Agreement in the presence of witnesses.

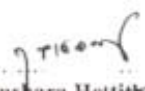
In Witness whereof the parties have placed their signatures on this date of January 02, 2026.

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PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 13.05.2026


Jenaka Adhikari
General Secretary
INTER COMPANY EMPLOYEES UNION

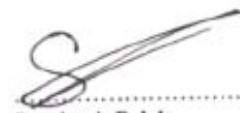

Thushara Hettithantrige
VICE PRESIDENT - HUMAN RESOURCES
CEAT OHT LANKA (PVT) LIMITED

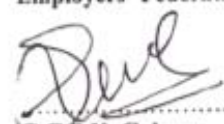


Witnesses:

1. 
Somadasa Weerathunga
Senior Vice President
Inter Company Employees Union

2. 
Wasantha Jayalath
President - Branch Union
Inter Company Employees Union

1. 
Santhush Peiris
Senior Industrial Relations Advisor
Employers' Federation of Ceylon

2. 
G.G.S.K. Galanga
Manager - Human Resources
CEAT OHT LANKA (PVT) LIMITED

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