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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

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No. 2492/39 – THURSDAY, JUNE 11, 2026

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1849.

THE INDUSTRIAL DISPUTES ACT – CHAPTER 131

THE Collective Agreement entered into between Hayleys Fabric PLC- 400, Deans Road, Colombo 10 of the one part and the Sri Lanka Nidahas Sewaka Sangamaya - No. 341/21, 4th Floor, Sarana Mawatha, Rajagiriya of the other part on 13th March, 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
27th May, 2026.

Collective Agreement No. 14 of 2026

Collective Agreement

This Collective Agreement entered into between Hayleys Fabric PLC (PQ37) a duly incorporated company having its registered office at No. 400, Deans Road, Colombo 10, Sri Lanka and hereinafter referred to as "the Employer" and the Sri Lanka Nidahas Sewaka Sangamaya (SLNSS), a duly registered Trade Union having its registered office at No. 341/21, 4th Floor, Sarana Mawatha, Rajagiriya hereinafter referred to as "the Union".

Whereas the Union made certain proposals to the Employer for the revision of terms and conditions of employment of their members employed by the Employer and the parties have after negotiations arrived at the following Agreement.

1. ***Parties covered and bound.–***

   The terms of this Collective Agreement shall cover and bind the Employer, the Union and Members of the Union who are employed by the Employer in confirmed permanent employment in the Clerical, Supervisory and Allied grade.

2. ***Duration.–***

   The provisions of this Agreement shall take effect from 1st April 2026 and shall, unless otherwise terminated by either party giving one month's written notice to the other, continue to remain in force, provided, however, that neither party shall give such notice prior to 1st March 2029, and the Agreement shall not stand terminated prior to the 31st day of March 2029.

3. ***Salaries.–***

   The Employer agrees to revise the salaries of the employees covered and bound by this Agreement on the following basis:

   a) With effect from 01st April 2026, 01st April 2027 and 01st April 2028 the monthly salaries of employees will be revised by way of increases as set out in the table below.

Rating	01st April 2026	01st April 2027	01st April 2028
A	7.5%	6.5%	6.5%
B	6.5%	5.5%	5.5%
C	5.5%	4.5%	4.5%
D	4.5%	3.5%	3.5%

   b) Salary increments for employees will be determined based on a standard evaluation process conducted by the Employer.

      i. The evaluation will assess employee performance during the period 1st January to 31st December.

ii. The evaluation criteria are as follows:

Attendance and Leave Records, Punctuality & Disciplinary Record/Conduct

c) Marks allocated under the criteria set out above will be used to grade the employees according to the total marks obtained. The grade will determine the rating applicable as set out below and will be considered for deciding the increments set out in (a) above.

Marks	Grading
75-100	A
50-74	B
40-49	C
0-39	D

d) With regards to the salary increases applicable with effect from 01st April 2027 and 01st April 2028 as set out in (a) above, the increases are agreed based on the prevailing business and economic context at the time of signing this Agreement.

e) Parties agree that the increments effective 01st April 2027 and 01st April 2028 as set out in (a) above will be subject to review and dependent on the economic conditions and operational performance of the Employer at the relevant time.

f) The Employer, the Union and the Employees agree that these increases have been determined considering the current economic environment and business outlook, and any adjustments, if required, shall be mutually discussed between the parties.

4. ***Temporary Postponement of the Implementation of the 2026 salary Increases.–***

The parties mutually acknowledge the current global and local economic challenges impacting business operations.

While the Employer agrees to the salary increase structure effective 01st April 2026, it is agreed that the implementation of the April 2026 salary increases will be temporarily postponed due to the prevailing economic conditions.

Once the economic situation stabilizes and business conditions become more conducive, the Employer will revisit the implementation of the agreed salary increases in consultation with the Union and Employees.

The Employer, Union and the Employees agree that the salary increases will be implemented at a mutually agreed date once the economic environment permits, although a specific implementation date cannot be determined at present.

5. ***Salary Increases Effective 01st April 2027 and 01st April 2028***

a) The Employer, Union and Employees agree that salary increases effective 01st April 2027 and 01st April 2028 will be dependent on the Employer's financial performance in the previous financial year.

b) Based on the Profit After Tax achieved by the Employer for the previous financial year, salary increases will be granted as set out below.

Profit After Tax (Forecast) USD	**Salary Increase Methodology**
Net Loss/Breakeven	No Salary Increases
Net Profit of USD 6.5 Mn or less	Salary increases to be granted as set out in 3(a) above
Net Profit above USD 6.5 Mn but below USD 7 Mn	1% higher than the salary increases set out in 3(a) above
Net Profit of USD 7 Mn and above	2% higher than the salary increases set out in 3(a) above.

6. ***Overtime.–***

Overtime (OT) work shall be performed strictly based on operational and production requirements of the Company.

- All overtime work must receive prior approval from the respective Head of Department (HOD).
- Payment for overtime shall be processed by the Human Resources Department based on the duly approved OT forms.
- Authorized OT forms must contain employee's official in-time and out-time clearly with the HOD's approval.

Employees are required to ensure that overtime is performed **solely for <u>work requirements</u> related to production or operational needs.**

In instances where employees are found to have intentionally recorded late or unnecessary fingerprint punches, such cases will not be eligible for OT payments.

7. ***Shifts and Shift Allowances.–***

The Employer, the Union and the Employees agree that the prevailing shift system shall remain in force during the pendency of this agreement unless mutually agreed by the parties.

Day Shift	7.30 a.m. to 7.30 p.m.
Night Shift	7.30 p.m. to 7.30 a.m. (following day)
General Shift	7.30 a.m. to 5.00 p.m.

Parties agree that Overtime payments would be made to Employees upon completion of 9 hours inclusive of 1 hour for meal and rest.

Shift Pattern

Type	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
A	Day	Day	Night	Night	Off	Off	Day
B	Night	Night	Off	Off	Day	Day	Night
C	Off	Off	Day	Day	Night	Night	Off
General	Day	Day	Day	Day	Day	Off	Off

As per the above roster patterns, the maximum working hours of an Employee who works on the Day and Night Shifts per week shall be 40 hours and the number of working days for a month will be 20/21 days. The said working hours and days are consistent with the regulations of the relevant Labour Laws.

The Employer agrees to continue to pay shift allowances during the period of this agreement at the prevailing rates.

In the event of any changes to the Employer's shift operations, such changes shall be implemented following discussions and mutual agreement between the Employer, the Union and the Employees. In such event parties will also agree to consider appropriate changes to the Shift allowances.

8. ***Leave Entitlement.–***

Parties agree that the leave entitlement of Employees for each year subject to the Date of Appointment of the said employee will be as follows.

	Leave Type		
	Annual	**Casual**	**Medical**
Employees recruited on or before 31st December 2013	14	7	21
Employees recruited on or after 01st January 2014	14	7	7

9. ***Production Incentive Scheme.–***

The Employer, the Union and the Employees agree that the prevailing Production Incentive Scheme shall continue during the period of this Collective Agreement.

10. ***Attendance Incentive.–***

The Employer, the Union and the Employees agree that the prevailing attendance incentive scheme shall continue during the period of this Collective Agreement.

11. ***Variation of Terms and Conditions.–***

The Employer, Union and the Employees covered and bound by this Agreement undertake that they shall not during the continuance of this Agreement attempt to or seek to vary, alter or add to all or any of the terms and conditions of employment presently applicable to any of the employees covered and bound by this Agreement, other than by mutual agreement.

12. ***Trade Union Action.–***

The Union and the Employees jointly and severally agree with the Employer that during the continuance in force of this Agreement they shall not engage in any strike or other form of trade union action against the Employer, in respect of any dispute between the Union or the Employees and the Employer in connection with or arising out of any matter covered by this Agreement.

13. ***Dispute Settlement Procedure.–***

Parties also agree that they would settle any dispute that may arise with regard to matters not covered by this agreement in the following manner:

a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the branch committee of the Union to the employer, and at least two weeks given for the employer to resolve the dispute.

b) If no satisfactory solution is found the matter should be referred to the parent union and to the Employers' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute through discussions.

c) If after the discussions referred to in (b) the matter cannot be resolved by the intervention of the EFC and the parent union, conciliatory proceedings under the Industrial Disputes Act should be followed.

d) If after conciliation has failed in the Labour Department, the Union wishes to take Trade Union Action, written notice should be given of not less than 14 days to the Employer and the EFC.

e) However, where the dispute has been caused by an act of the Employer which in the opinion of the Executive Committee of the Union as confirmed by the General Secretary of the Union has undermined the existence or the legitimate activities of the Union, the provisons of clauses 10(a) to 10(d) shall not apply and the Union shall be entitled to take trade union action provided that they have given at least 7 days written notice to the Employer and the EFC.

In witness hereof Parties have set their hands here unto on this **thirteenth (13th) day of March Two Thousand and Twenty six (2026)** at Colombo.

HAYLEYS FABRIC PLC
P.Q.37

.... (Director)
for and on behalf of
HAYLEYS FABRIC PLC

Name: **E R P GOONETILLEKE**

Designation: **MANAGING DIRECTOR**

WITNESSES:

1..

Name: **K P C P K PATHIRANA**

Designation: **EXECUTIVE DIRECTOR HR & ADMINISTRATION**

2..

Name: **K M H GUNATUNGA**

Designation: **MANAGER HR & ADMINISTRATION**

....
for and on behalf of
SRI LANKA NIDAHAS SEWAKA SANGAMAYA (SLNSS)

Name: **LESLIE DEVENDRA**

Designation: **GENERAL SECRETARY**

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1..

Name: **W A I R JAYASEKARA**

Designation: **PRESIDENT - BRANCH UNION**

2..

Name: **H S N DE SILVA**

Designation: **SECRETARY – BRANCH UNION**

EOG 06-0109

My No.: CI/1335.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between **Ceylon Biscuits Ltd - 555, High Level Road, Makumbura, Pannipitiya** of the one part and **The Inter Company Employees Union - No. 10, Council Lane, Dehiwala** of the other part on **25th February 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.
27th May, 2026.

Collective Agreement No. 17 of 2026

COLLECTIVE AGREEMENT

2026 - 2028

This Collective Agreement made on this 25th day of February Two Thousand Twenty Six, to take effect from First day of January Two Thousand Twenty Six, between Ceylon Biscuits Limited, a Company duly registered under the Companies' Ordinance, and having its registered office at No. 555, High-Level Road, Makumbura, Pannipitiya, (hereinafter referred to as "the Employer") of the one part and the Inter Company Employees Union, a Trade Union duly registered under the Trade Unions' Ordinance and having its registered office at No. 10, Council Lane, Dehiwala (hereinafter referred to as "the Union") of the other part.

It is hereby agreed by and between the aforesaid parties, as follows:-

1. ***Title.–***

   This Agreement shall be known and referred to as the Ceylon Biscuits Limited Factory Employees' Collective Agreement.

2. ***Parties Covered and Bound.–***

   This Agreement shall cover and bind the Employer and the Union and employees presently employed by the Employer in its factory on permanent monthly contracts in the relevant grades of employment.

3. ***Duration of the Agreement.–***

   This Collective Agreement shall be effective from the First day of January Two Thousand Twenty Six, and may be terminated by either party with one month's written notice to the other, provided however that neither party shall give such notice prior to the Thirtieth day of November, Two Thousand and Twenty

Eight. Any notice of termination of this Agreement given by either party, prior to the Thirtieth day of November, Two Thousand and Twenty Eight, shall not be regarded as valid notice and shall be of no avail.

4. ***Salaries.–***

With effect from First Janusry Two Thousand and Twenty Six, the Employer will pay salaries to employees covered and bound by this Agreement.

5. ***Conversion to New Salary Scales.–***

i) Salary Revision with Effect from 1st January 2026

To ascertain the monthly salary payable to an employee, with effect from First January Two Thousand and Twenty Six (2026), a sum of Rupees Six Thousand Five Hundred (Rs. 6,500/=) will be added to the salary that was paid to such employee in the month of December Two Thousand and Twenty Five.

ii) Salary Revision with effect from 1st January 2027

With effect from First January Two Thousand and Twenty Seven (2027), the salary of each employee covered and bound by this Agreement shall be revised by the addition of Rupees Six Thousand (Rs.6,000/=) to the salary received by such employee in the month of December Two Thousand and Twenty Six.

iii) Salary Revision with effect from 1st January 2028

With effect from First January Two Thousand and Twenty Eight (2028), the salary of each employee covered and bound by this Agreement shall be revised by the addition of Rupees Five Thousand Seven Hundred and Fifty (Rs.5,750/=) to the salary received by such employee in the month of December Two Thousand and Twenty Seven.

6. ***Bonus.–***

i) By way of bonus, the Employer will pay all employees, who have completed one or more years' of service, a sum equal to one month's basic salary per employee, in December each year, in the manner calculated as per the First Schedule hereof.

ii) In the month of April each year, the Employer will pay to each employee, who has served during the entire previous calendar Year, a bonus related to attendance, in the manner calculated as per the First Schedule hereof.

iii) Provided the business operations of the employer have been reached the targeted profit in the 12 months preceding, to warrant the declaration of a bonus, the employer will, in the month of March each year, declare a bonus which will be paid subject to the conditions of the First Schedule hereof. In the event of no bonus being declared by the employer in the month of March, unless as provided herein, the Union reserves to itself the right to raise an industrial dispute and have such dispute resolved under the provisions of clause 1 of this Agreement. The Union and the Employees undertake that they shall not resort to any form of trade union action in respect of a dispute arising with regard to this bonus payment.

7. ***Attendance Incentive Bonus - April.–***

In addition to the April bonus, an attendance incentive Bonus of 50% of the basic salary will be paid to employees eligible as per the First Schedule.
“Absence” for the purpose of calculating this attendance incentive payment shall be all days an employee is absent from work without authority.
“Salary” for the purpose of calculating this attendance incentive Bonus will be the basic salary which is applicable to each employee at the time the incentive Bonus is paid.

8. ***Leave.–***

Casual Leave - Employees shall be entitled to 7 days casual leave during any calendar year. In the first year of employment, the casual leave entitlement shall be on the basis of one day for every two months worked. Casual leave shall not be taken in excess of two consecutive days at a time and shall not precede or succeed any period of annual or sick leave. All casual leave should be applied for in advance, provided however that in the event of any unforeseen circumstances, which prevents an employee from making an application in advance, he/she shall inform the Employer of the reasons for the absence within a period of 24 hours.

Sick Leave - Employees shall be entitled to 7 days sick leave during any calendar year. In the first year of employment, the sick leave entitlement shall be on the basis of one day for every two months worked. Wherever possible, an employee shall make an application for sick leave in advance and where such application cannot be made in advance, he shall inform the Employer of the reasons for his absence within 24 hours. Any period of sick leave in excess of two days shall have to be supported by a Medical Certificate acceptable to the Employer.

Annual Leave - The employees will be entitled to Annual Leave in terms of the decisions of the Wages Board for the Biscuit and Confectionary Manufacturing Trade.

9. ***Disputes Settlement Procedure.–***

It is agreed by and between parties, that any industrial dispute that may occur between the Employer and the Union and/or the employees, during the period of this Agreement, shall be dealt with in the manner set out hereunder:-

i. The Branch Union or the employees concerned shall, at the outset, raise any dispute with the Employer and both parties shall endeavour to reach a satisfactory settlement of the dispute through negotiations.

ii. In the event of there being no settlement, after consultaion between parties as aforesaid, the Branch Union shall raise the matter with the Union and the Union shall raise it with the Employers' Federation of Ceylon, of which the Employer is a member, and the Union and the Federation shall strive to reach a satisfactory settlement in consultation with all parties concerned.

iii. In the event of there being no satisfactory settlement, consequent to the attempt made by the Union and the Employers' Federation of Ceylon, either party may seek the intervention of the Commissioner-General of Labour to settle the dispute, in accordance with the provisions of the Industrial Disputes Act.

iv. If after conciliation has failed in the Department of Labour, the Union wishes to take Trade Union action, written notice should be given of not less than 14 days to the Employer and to the Employers' Federation of Ceylon regarding such Trade Union action.

10. ***Trade Union Action.–***

It is agreed that the Union or the employees shall not resort to any form of Trade Union action in respect of any industrial dispute pertaining to this Agreement during the period of this Agreement, and shall endeavour to settle any industrial dispute that may arise during the period of this Agreement, in accordance with the Disputes Procedure laid down herein.

11. ***Variation of Terms and Conditions.–***

It is agreed by and between parties that neither party will, during the period of this Agreement, attempt in any manner to change, vary, alter, add to or amend in any form, any of the terms and conditions set out in this Agreement and/or any other terms and conditions which are currently applicable to the employees covered and bound by this Agreement, other than by way of mutual consent.

12. ***Reciprocal Obligations of the Employees.–***

In pursuance of the concessions granted by the Employer to the Union and the employees, the Union and the employees shall reciprocate in such manner as will benefit both employees and the Company. For this purpose, the employees shall -

a. Customer Service - contribute at all times to excellence in customer service.

b. Productivity - Co-operate in the implementation of training and all performance improvement measures adopted from time to time aimed at enhancing the productivity of the Human, Technological and Financial Resources procured and applied by the Company.

If the Company requires work to be performed on a statutory holiday or a Poya day, and upon suffcient prior notice being given to workers in that regard, a worker may volunteer to work on such staturory or Poya holiday subject to statutory obligations imposed on the Company in respect of work performed on that day.

The Union agrees that they will not object to such work arrangement if done with the consent of workers.

c. Quality - Actively and consistently contribute to achieve and maintain those standards of quality prescribed by National and International Institutions, and which may be prescribed from time to time as applicable to product and processes engaged in by the Company and as may be laid down by the Management.

d. Security - Contribute actively to maintain the security of all personnel and property belonging to the Company.

e. Safety - Consistently maintain prescribed safety standards in regard to persons, equipment, process, material, work group, work environment and follow all instructions, which may be given from time to time, aimed at securing the safety of the above.

f. To ensure that all Company issued clothing and devices/tools will be kept in good condition and to immediately report all equipment defects to supervisors.

g. Personal Hygiene - Meet and consistently maintain all standards and practices, set out for the personal hygiene of employees as required by the Management.

h. House-keeping - Meet and extend full co-operation in maintaining standards set out for good house-keeping.

i. Accept recognized work study findings and to optimize skills and manning levels accordingly.

j. Service Image - Consistently maintain integrity in service and not expect or accept gratification in any form or manner from customers, distributors, suppliers or their Agents or representatives, for any services rendered in the performance of employees' duties.

k. Job Rotation - Job enlargement and rotation to be adhered.

l. Company Image - Actively and wherever possible, promote the good image of the Company, and refrain from acting in any manner within or outside the work environement that would adversely affect the image, goodwill or reputation of the Company and its employees.

m. Minimizing of waste - Actively and consistently contribute to all prescribed activities by the management and the company to eliminate waste of
   a. Wrapping
   b. Biscuit grinding
   c. Sweeping
   d. Other waste

n. Saturday night shift - All Female employees absorbed to the permanent cadre from 1st day of January Two Thousand Seventeen onwards and all female employees who will be absorbed to the permanent cadre in future, to report to Saturday night shift (10 p.m. to 6 a.m.) as a normal routine shift.

o. Code of Conduct - All Employees covered under this Collective Agreement shall comply with and be duly bound by the rules, policies, and regulations contained in the Employer's Code of Conduct, as amended from time to time. Employees agree to adhere to such provisions and acknowledge that any breach thereof may result in disciplinary action in accordance with the Employer's disciplinary procedures and applicable law.

13. ***Reciprocal Obligations of the Employer.–***

a. The Company shall, for the duration of this Collective Agreement, absorb 30 employees annually to the permanent cadre from the "3 year contract pool" based on their satisfactory attendance, seniority and good conduct.

   The "3 year contract pool" herein refers to employees in the three (3) year fixed term contract pool of the Company.

This shall become effective from the date of signing of this Collective Agreement.

b. The Company shall attempt to, for the duration of this Collective Agreement, provide an opportunity for 10 manpower employees per annum to be absorbed to the "3 year contract pool" as new employees subject to the Company's recruitment process.

In witness hereof parties have set their hands on this 25th day of February Two Thousand Twenty Six.

For & on behalf of
Ceylon Biscuits Ltd.

Name: Nalin B Karunaratne

Designation: Chief Executive Officer

Signature:...............................

Witness: General Manager Human Resources CBL

Name: Viraj Hettiarachchi

Signature: ....

For & on behalf of
Inter Company Employees' Union

Name: Janaka Adhikari

Designation: General Secretary

Signature:...............................

Witness: President, Branch Union of CBL

Name: Isuru Dharmasena

Signature:...............................

FIRST SCHEDULE

I. BONUS PAID IN DECEMBER

The employees who have completed one year of service, will be entitled for a bonus payment made in the month of December.

II. BONUS PAID IN MARCH

The employees who have 15 days or more unauthorized absence during the previous calendar year will not be entitled to the bonus payment made in the month of March.

III. BONUS PAID IN APRIL

a. The employees who have 5 days or more unauthorized absence during the previous calendar year will not be entitled to the bonus payment made in the month of April.

b. Employers who have half day (0.5) or more out less than 4.5 slays of unauthorized absence during the previous calendar year will be entilted to half payment (50%) of bonus payment made in the month of April.

IV. ATTENDANCE INCENTIVE BONUS (PAID IN THE MONTH OF APRIL)

Employers who have a half day or more unauthorized absence during the previous calendar year will not be entitled to the attendance incentive bonus paid in the month of April.

SUMMARY TABLE

Unauthorized Leave Days	Loss of bonus	Entitled Bonus
Above 15 Days	March, April & Attendance	December
5-14.5 days	April Bonus (1) & Attendance Incentive Bonus	December & March
0.5 - 4.5 days	April Bonus (0.5) & Attendance Incentive Bonus	December, March Full bonus & 0.5 April Bonus

EOG 06-0110