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අති විශේෂ EXTRAORDINARY

අංක 2028/18 – 2017 ජූලි මස 19 වැනි බදාදා – 2017.07.19

(Published by Authority)

PART I: SECTION (I) – GENERAL

My No.: CI/139.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Singer (Sri Lanka) Plc, No. 20, Gonamaditta Road, Piliyandala of the one part and the Inter Company Employees Union, No. 259/9, Sethsiri Mawatha, Koswatta, Thalangama of the other part on 1st March, 2016 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956).

A. WIMALAWEERA,
Acting Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
27th June, 2017.

Collective Agreement No. 18 of 2016

COLLECTIVE AGREEMENT

THIS AGREEMENT is entered into between Singer (Sri Lanka) plc, a Company duly registered in Sri Lanka having its registered office at No. 20, Gonamaditta Road, Piliyandala (hereinafter referred to as "the Employer" and the Inter Company Employees Union a Trade union duly registered in Sri Lanka having its registered office at 259/9, Sethsiri Mawatha, Koswatta, Thalangama (hereinafter referred to as "the Union").



WHEREAS the Union by its letter dated 08th January, 2016 made requests for revision of terms and conditions of its members employed in the Manual category at the Piliyandala Factory Complex of the Employer and the parties after negotiations have agreed on the following terms of settlement in respect of the matters set out in the said letter of the union.

- (i) This agreement shall cover and bind the employer, the union and its members employed in manual categories on monthly contracts of employment by the Employer in the Piliyandala Factory Complex.
- (ii) Further to the productivity norms agreed by the Employer and the branch union in terms of the productivity agreement signed between the said Employer and the branch union, the employer agrees to revise the salaries of employees covered and bound by this agreement by 12.5% with a minimum increase of Rs.3,500/= to be paid in the following manner;
 - (a) 80% of the total increase in the first year with effect from 1st April, 2016.
 - (b) 20% of the total increase in the second year with effect from 1st April, 2017.
- (iii) The union and the employees hereby agree that they shall not resort to any form of trade union action in respect of the matters covered by this agreement. Provided however that in the case of any industrial dispute with regard to matters not covered by the agreement the employer and the union agree to the following disputes settlement procedure.
 - (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Union's branch committee to the Employer and at least two weeks time 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.
 - (c) If after discussion the matter cannot be resolved by the intervention of the EFC and the parent union, the conciliatory proceedings under the Industrial Dispute Act should be followed.
 - (d) If after conciliation had 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 to the EFC.
- (iv) This agreement shall take effect from 1st April, 2016 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 before 28th February, 2018 and the agreement shall not stand terminated until 31st March, 2018.
- (v) The employer agrees to reimburse up to a maximum of Rs. 28,000/= per annum, per employee in respect of out-door medical expenses. In respect of all other matters pertaining to medical benefits, the present medical scheme will be applicable.

In witness hereof parties have hereunto set their hands on this thirty first day of March Two Thousand and Sixteen.

[Signature]

 For and on Behalf of
SINGER (SRI LANKA) PLC

[Signature]

 For and on Behalf of
INTER COMPANY EMPLOYEES UNION

Name *H.A.P. Sujeeva Perera*
 Designation *Factory Director*

Name *සමරසිංහ විජේසේන*
 Designation *සමාජ සංවිධානකරු*

Witnesses:
 1. *[Signature]*
 Name *Shamila Dhasmasini*

2. *[Signature]*
 Name *Senanayake T.S.*

Designation *F-HRM*

Designation *Branch Secretary*

SINGER (SRI LANKA) PLC-PQ 160
[Signature]

K. K. L. P. YATIWELLA
 Finance Director

SINGER (SRI LANKA) PLC
[Signature]

MAHESH H. WIJewardene
 Director Marketing & Commercial