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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2426/24 – 2025 මාර්තු මස 03 වැනි සඳුදා – 2025.03.03
No. 2426/24 – MONDAY, MARCH 03, 2025

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1862

THE INDUSTRIAL DISPUTES ACT - CHAPTER 131

THE Collective Agreement entered into between Dipped Products PLC Plant 2 No. 400, Deans Road, Colombo 10 of the one part and the Inter Company Employees' Union - No. 10, Council Lane, Dehiwala of the other part on 14th December 2023 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. K. K. A. JAYASUNDARA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05
18th February, 2025.



COLLECTIVE AGREEMENT No. 19 OF 2024

This Collective Agreement made this Fourteenth Day of December Two Thousand and Twenty Three to take effect from the First day of July Two Thousand and Twenty Three pursuant to the Industrial Disputes Act between.

Dipped Products PLC (PQ60), having its registered office at 400, Deans Road, Colombo 10 (hereinafter referred to as the "Employer") of the One Part and the Inter Company Employees' Union a registered Trade Union having its office at 10, Council Lane, Dehiwala (hereinafter referred to as the 'Union') of the Second Part Witnesseth and it is hereby agreed between the parties as follows:

TITLE : This Agreement shall be known and referred to as the DIPPED PRODUCTS PLC PLANT 2 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS' COLLECTIVE AGREEMENT OF 2023

COLLECTIVE AGREEMENT

This Agreement is entered into between DIPPED PRODUCTS PLC, a duly incorporated Company bearing Registration No. PQ60 having its registered office at 400, Deans Road, Colombo 10, Sri Lanka (hereinafter referred to as the "Employer"), and the Inter Company Employees' Union, a duly registered Trade Union having its registered office at No. 10, Council Lane, Dehiwala (hereinafter referred to as the "Union")

WHEREAS the Union made certain demands of the Employer for the revision of terms and conditions of employment of their members employed by the Employer at Dipped Products Plant 2 (formerly known as Neoprex) and the parties 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 employed on permanent monthly contracts by the Employer at Dipped Products Plant 2 (formerly known as Neoprex) as Operations Assistants in the Manual/Operative grades.
2. **Duration.**— This Agreement shall take effect from the First day of July Two Thousand and Twenty Three and shall, unless otherwise terminated by either party giving two months' written notice to the other, continue to remain in force provided, however, that neither party shall give such notice prior to the Thirtieth day of April Two Thousand and Twenty Six and the Agreement shall not stand terminated prior to the Thirtieth day of June Two Thousand and Twenty Six. Further, it is agreed by and between parties that neither shall attempt to vary or alter the terms of this Agreement during the pendency of same other than by mutual agreement.
3. **Salaries.**— The salary scales applicable to Employees covered and bound by this Agreement and hereinafter referred to as Employees, with effect from First day of July Two Thousand and Twenty Three shall be as set out in Schedule I hereto.
 - 3.1 To ascertain the monthly salary payable to an Employee with effect from First day of July Two Thousand and Twenty Three a sum of Rs.7,000/- will be added to the salary paid to such employees as at the Thirtieth day of June Two Thousand and Twenty Three.
 - 3.2 With effect from the First day of July Two Thousand and Twenty Four, the monthly salaries of employees will be revised and a sum of Rs.6,000/- will be added to the salary paid to such employees as at the Thirtieth day of June Two Thousand and Twenty Four.

3.3 With effect from the First day of July Two Thousand and Twenty Five the monthly salaries of employees will be revised and a sum of Rs.5,500/- will be added to the salary paid to such employees as at the Thirtieth day of June Two Thousand and Twenty Five.

4. **Productivity Improvement And Elimination Of Waste.**- The Employees and the Union commit their fullest cooperation to the Employer to enhance productivity levels in the factory and minimize waste in all forms in the mutual interest of preserving the future of Dipped Products PLC through the programmes conducted under the Dipped Products Productivity Improvement Schemes. In the event the business exigencies require; Employees agree to consider alternate work arrangements . The Management agrees to keep the Branch Union advised of any alternate work arrangements.

5. **Variation of Terms And Conditions.**- The Employer and the Union agree that during the pendency of this Agreement, they will not 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.

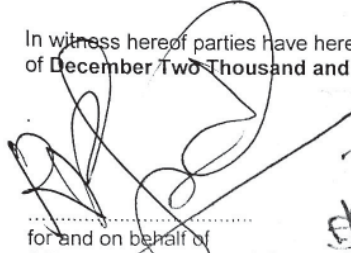
6. **Trade Union Action.**- The Union and the Employees agree that they shall not during the pendency of this Agreement make any demands for wage increases or related allowances payments, over and above those stated in this agreement. The Union and the employees further agree that they shall not resort to any form of trade union action relating to any matter covered by this Agreement.

7. DISPUTE SETTLEMENT PROCEDURE.-

In the event of any industrial dispute that may arise on a matter not covered by this Agreement, parties shall endeavor to have it settled by following the dispute resolution procedure set out below:

- 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 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 the discussion, 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 to the EFC regarding such Trade Union action.

In witness hereof parties have hereunto set their hands on this **Fourteenth (14th)** day of **December Two Thousand and Twenty Three (2023)** at Colombo.



for and on behalf of
DIPPED PRODUCTS PLC

Name: Pushpika Janadheera

Designation: Managing Director




for and on behalf of
INTER COMPANY EMPLOYEES' UNION

Name: Wasantha Samarasinghe

Designation: President

WITNESSES:

1. 

Name: S A N Pushpakumara

Designation: General Manager -
Operations

1. 

Name: B M I Madushanka Basnayaka

Designation: President - Branch Union

2. 

Name: W T C Kumara

Designation: Deputy General Manager -
Operations

2. 

Name: P G Isuru Rashmika

Designation: Secretary - Branch Union

SCHEDULE . 1

WAGE SCALES APPLICABLE TO DPL - PLANT 02 (FORMERLY NEOPREX) OPERATIONS ASSISTANTS
 WITH EFFECT FROM 01 JULY 2023

Stage	GR 1		GR 2		GR 3	
.1	17,500.00	199x75.00	17,800.00	199 x 100.00	18,300.00	199 x 125.00
2	17,575.00		17,900.00		18,425.00	
3	17,650.00		18,000.00		18,550.00	
4	17,725.00		18,100.00		18,675.00	
5	17,800.00		18,200.00		18,800.00	
6	17,875.00		18,300.00		18,925.00	
7	17,950.00		18,400.00		19,050.00	
8	18,025.00		18,500.00		19,175.00	
9	18,100.00		18,600.00		19,300.00	
10	18,175.00		18,700.00		19,425.00	
11	IS. 250.00		18,800.00		19,550.00	
12	18,325.00		18,900.00		19,675.00	
13	18,400.00		19,000.00		19,800.00	
14	18,475.00		19,100.00		19,925.00	
IS.	18,550.00		19,200.00		20,050.00	
16	18,625.00		19,300.00		20,175.00	
17	18,700.00		19,400.00		20,300.00	
18	18,775.00		19,500.00		20,425.00	
19	18,850.00		19,600.00		20,550.00	
20	18,925.00		19,700.00		20,675.00	
21	19,000.00		19,800.00		20,800.00	
22	19,075.00		19,900.00		20,925.00	
23	19,150.00		20,000.00		21,050.00	
24	19,225.00		20,100.00		21,175.00	
25	19,300.00		20,200.00		21,300.00	
26	19,375.00		20,300.00		21,425.00	
27	19,450.00		20,400.00		21,550.00	
28	19,525.00		20,500.00		21,675.00	
29	19,600.00		20,600.00		21,800.00	
30	19,675.00		20,700.00		21,925.00	
31	19,750.00		20,800.00		22,050.00	
32	19,825.00		20,900.00		22,175.00	

SCHEDULE . 1

33	19,900.00	21,000.00	22,300.00
34	19,975.00	21,100.00	22,425.00
35	20,050.00	21,200.00	22,550.00
36	20,125.00	21,300.00	22,675.00
37	20,200.00	21,400.00	22,800.00
38	20,275.00	21,500.00	22,925.00
39	20,350.00	21,600.00	23,050.00
40	20,425.00	21,700.00	23,175.00
41	20,500.00	21,800.00	23,300.00
42	20,575.00	21,900.00	23,425.00
43	20,650.00	22,000.00	23,550.00
44	20,725.00	22,100.00	23,675.00
45	20,800.00	22,200.00	23,800.00
46	20,875.00	22,300.00	23,925.00
47	20,950.00	22,400.00	24,050.00
48	21,025.00	22,500.00	24,175.00
49	21,100.00	22,600.00	24,300.00
50	21,175.00	22,700.00	24,425.00
51	21,250.00	22,800.00	24,550.00
52	21,325.00	22,900.00	24,675.00
53	21,400.00	23,000.00	24,800.00
54	21,475.00	23,100.00	24,925.00
55	21,550.00	23,200.00	25,050.00
56	21,625.00	23,300.00	25,175.00
57	21,700.00	23,400.00	25,300.00
58	21,775.00	23,500.00	26,425.00
59	21,850.00	23,600.00	25,550.00
60	23,978.00	23,700.00	25,675.00
61	22 000.00	23,800.00	25,800.00
62	22.075.00	23,900.00	25,925.00
63	22,150.00	24,000.00	26,050.00
64	22.225.00	24,100.00	26,175.00
65	22.300.00	24,200.00	26,300.00
66	22.375.00	24,300.00	26,425.00
67	22,450.00	24,400.00	26,550.00
65	22,525.00	24,500.00	26,675.00
69	22,600.00	24,600.00	26,800.00
70	22,675.00	24,700.00	26,925.00
71	22,750.00	24,800.00	27,050.00
72	22,825.00	24,900.00	27,175.00
73	22,900.00	25,000.00	27,300.00
74	22,975.00	25,100.00	27,425.00
75	23,050.00	25,200.00	27,550.00

SCHEDULE . 1

76	23,125.00	25,300.00	27,675.00
77	23,200.00	25,400.00	27,800.00
78	23,275.00	25,500.00	27,925.00
79	23,350.00	25,600.00	28,050.00
80	23,425.00	25,700.00	28,175.00
81	23,500.00	25,800.00	28,300.00
82	23,575.00	25,900.00	28,425.00
83	23,650.00	26,000.00	28,550.00
84	23,725.00	26,100.00	28,675.00
85	23,800.00	26,200.00	28,800.00
86	23,875.00	26,300.00	28,925.00
87	23,950.00	26,400.00	29,050.00
88	24,025.00	26,500.00	29,175.00
89	24,100.00	26,600.00	29,300.00
90	24,175.00	26,700.00	29,425.00
91	24,250.00	26,800.00	29,550.00
92	24,325.00	26,900.00	29,675.00
93	24,400.00	27,000.00	29,800.00
94	24,475.00	27,100.00	29,925.00
95	24,550.00	27,200.00	30,050.00
96	24,625.00	27,300.00	30,175.00
97	24,700.00	27,400.00	30,300.00
98	24,775.00	27,500.00	30,425.00
99	24,850.00	27,600.00	30,550.00
100	24,925.00	27,700.00	30,675.00
101	25,000.00	27,800.00	30,800.00
102	25,075.00	27,900.00	30,925.00
103	25,150.00	28,000.00	31,050.00
104	25,225.00	28,100.00	31,175.00
105	25,300.00	28,200.00	31,300.00
106	25,375.00	28,300.00	31,425.00
107	25,450.00	28,400.00	31,550.00
108	25,525.00	28,500.00	31,675.00
109	25,600.00	28,600.00	31,800.00
110	25,675.00	28,700.00	31,925.00
111	25,750.00	28,800.00	32,050.00
112	25,825.00	28,900.00	32,175.00
113	25,900.00	29,000.00	32,300.00
114	25,975.00	29,100.00	32,425.00
115	26,050.00	29,200.00	32,550.00
.116	26,125.00	29,300.00	32,675.00
117	26,200.00	29,400.00	32,800.00

SCHEDULE . 1

118	26,275.00	29,500.00	32,925.00
119	26,350.00	29,600.00	33,050.00
120	26,425.00	29,700.00	33,175.00
121	26,500.00	29,800.00	33,300.00
122	26,575.00	29,900.00	33,425.00
123	26,650.00	30,000.00	33,550.00
124	26,725.00	30,100.00	33,675.00
125	26,800.00	30,200.00	33,800.00
126	26,875.00	30,300.00	33,925.00
127	26,950.00	30,400.00	34,050.00
128	27,025.00	30,500.00	34,175.00
129	27,100.00	30,600.00	34,300.00
130	27,175.00	30,700.00	34,425.00
131	27,250.00	30,800.00	34,550.00
132	27,325.00	30,900.00	34,675.00
133	27,400.00	31,000.00	34,800.00
134	27,475.00	31,100.00	34,925.00
135	27,550.00	31,200.00	35,050.00
136	27,625.00	31,300.00	35,175.00
137	27,700.00	31,400.00	35,300.00
138	27,775.00	31,500.00	35,425.00
139	27,850.00	31,600.00	35,550.00
140	27,925.00	31,700.00	35,675.00
141	28,000.00	31,800.00	35,800.00
142	28,075.00	31,900.00	35,925.00
143	28,150.00	32,000.00	36,050.00
144	28,225.00	32,100.00	36,175.00
145	28,300.00	32,200.00	36,300.00
146	28,375.00	32,300.00	36,425.00
147	28,450.00	32,400.00	36,550.00
148	28,525.00	32,500.00	36,675.00
149	28,600.00	32,600.00	36,800.00
150	28,675.00	32,700.00	36,925.00
151	28,750.00	32,800.00	37,050.00
152	28,825.00	32,900.00	37,175.00
153	28,900.00	33,000.00	37,300.00
154	28,975.00	33,100.00	37,425.00
155	29,050.00	33,200.00	37,550.00
156	29,125.00	33,300.00	37,675.00
157	29,200.00	33,400.00	37,800.00
158	29,275.00	33,500.00	37,925.00
159	29,350.00	33,600.00	38,050.00

SCHEDULE . 1

160	29,425.00	33,700.00	38,175.00
161	29,500.00	33,800.00	38,300.00
162	29,575.00	33,900.00	38,425.00
163	29,650.00	34,000.00	38,550.00
164	29 725.00	34,100.00	38,675.00
165	29 800.00	34,200.00	38,800.00
166	29,875.00	34,300.00	38,925.00
167	29 950.00	34,400.00	39,050.00
168	30,025.00	34,500.00	39,175.00
169	30,100.00	34,600.00	39,300.00
170	30,175.00	34,700.00	39,425.00
171	30,250.00	34,800.00	39,550.00
180	30,325.00	34,900.00	39,675.00
173	30,400.00	35,000.00	39,800.00
174	30,475.00	35,100.00	39,925.00
175	30,550.00	35,200.00	40,050.00
176	30,625.00	35,300.00	40,175.00
177	30,700.00	35,400.00	40,300.00
178	30,775.00	35,500.00	40,425.00
179	30,850.00	35,600.00	40,550.00
180	30,925.00	35,700.00	40,675.00
181	31,000.00	35,800.00	40,800.00
182	31,075.00	35,900.00	40,925.00
183	31,150.00	36,000.00	41,050.00
184	31,225.00	36,100.00	41,175.00
185	31,300.00	36,200.00	41,300.00
186	31,375.00	36,300.00	41,425.00
187	31,450.00	36,400.00	41,550.00
188	31,525.00	36,500.00	41,675.00
189	31,600.00	36,600.00	41,800.00
190	31,675.00	36,700.00	41,925.00
191	31,750.00	36,800.00	42,050.00
192	31,825.00	36,900.00	42,175.00
193	31,900.00	37,000.00	42,300.00
194	31,975.00	37,100.00	42,425.00
195	32,050.00	37,200.00	42,550.00
196	32,125.00	37,300.00	42,675.00
197	32,200.00	37,400.00	42,800.00
198	32,275.00	37,500.00	42,925.00
199	32,350.00	37,600.00	43,050.00
200	32,425.00	37,700.00	43,175.00