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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

අංක 2273/15 - 2022 මාර්තු මස 29 වැනි අඟහරුවාදා - 2022.03.29
No. 2273/15 - TUESDAY, MARCH 29, 2022

(Published by Authority)

PART I : SECTION (I) — GENERAL

Government Notifications

My No. CI/1603

THE INDUSTRIAL DISPUTES ACT., CHAPTER 131

THE Collective Agreement entered into between CEAT Kelani International Tyres (Pvt) Limited, Nungamugoda, Kelaniya of the one part and the Inter Company Employees Union, No. 10, Council Lane, Dehiwala of the other part on 18th November 2021 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956)

B. K. PRABATH CHANDRAKEERTHI,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05,
09th March, 2022.



Collective Agreement No. 23 of 2021

COLLECTIVE AGREEMENT

This Collective Agreement entered into on this Eighteenth Day of November Two Thousand and Twenty-one (November 18, 2021) between CEAT Kelani International Tyres (Pvt) Limited, a Company duly incorporated in Sri Lanka and having its registered office at Nungamugoda, Kelaniya, (hereinafter referred to as “the Employer”) and Inter Company Employees’ Union, a Trade Union duly registered in Sri Lanka under the trade Unions Ordinance and having its registered office at No. 10, Council Lane, Dehiwala (hereinafter referred to as “The Union”)

Whereas, the Union by its letter dated March 08, 2021 submitted certain demands in respect of their members employed in the factory of the said Employer, the Employer and the said Union have discussed and come to a settlement with regard to certain demands regarding revision of salaries and other terms and conditions of employment, and having arrived at a negotiated settlement wish to agree on the following terms and conditions as a full and final settlement thereto;-

1. Parties Covered and Bound

The Provisions of this Agreement shall apply to the Employer, the Union and its members in the Operative Grades engaged on permanent basis in the Company. The Provisions of this agreement shall not apply to trainees/apprentices.

2. Date of operation and duration

This Agreement shall come into force on the First Day of October Two Thousand and Twenty-one (October 01, 2021) and shall remain in force unless terminated by either party, with three months’ notice, in writing, to the other, subject to the condition that neither party shall give such notice prior to July 01, 2024 and this Agreement shall not stand terminated prior to the 01st day of October 2024.

3. Salaries

The salaries of the employees covered and bound by this agreement will be increased in the following manner. The revisions will be subject to the achievement of revised production norms and efficiency parameters set out in schedule A - Annexure i, Schedule A - Annexure ii, and Schedule A - Annexure iii, hereof.

- 3.1. With effect from October 01, 2021, the employer shall add Rs. 4,500/= to the basic salary of each confirmed employee who has not completed 4 years of Service as at July 31, 2021 and Rs. 5,500/= to the basic salary of each confirmed employee who has completed 4 years or more but less than 8 years in service as at July 31, 2021 and shall add Rs. 6,000/- to the basic salary of each employee who has completed 8 years of Service or more and confirmed in service as at July 31, 2021.
- 3.2. With effect from October 01, 2022, the employer shall add Rs. 4,000/- to the basic salary of each employee who has not completed 4 years of Service but confirmed in service as at July 31, 2021 and Rs. 4,250/= to the basic salary of each confirmed employee who has completed 4 years or more but less than 8 years in service as at July 31, 2021 and Rs. 4,500/= to the basic salary of each confirmed employee who has completed 8 years or more but less than 12 years in service as at July 31, 2021 and Rs. 4,500/= to the basic salary of each confirmed employee who has completed 12 years or more but less than 16 years in service as at July 31, 2021 and Rs. 5,000/= to the basic salary of each confirmed employee who has completed 16 years or more but less than 20 years in service as at July 31, 2021 and Rs. 5,500/= to the basic salary of each confirmed employee who has completed 20 years or more in service as at July 31, 2021.

- 3.3. With effect from October 01, 2023, the employer shall add Rs. 4,500/- to the basic salary of each employee who has not completed 4 years of service but confirmed in service as at July 31, 2021 and Rs. 5,250/= to the basic salary of each confirmed employee who has completed 4 years or more but less than 8 years in service as at July 31, 2021 and Rs. 5,500/= to the basic salary of each confirmed employee who has completed 8 years or more but less than 12 years in service as at July 31, 2021 and Rs. 6,000/= to the basic salary of each confirmed employee who has completed 12 years or more but less than 16 years in service as at July 31, 2021 and Rs. 6,500/= to the basic salary of each confirmed employee who has completed 16 or more in service as at July 31, 2021.

Provided, without prejudice to the right of the Company to take other forms of disciplinary action, that a sum equivalent to One Twenty-fifth (1/25th) of the aforementioned increase will be deducted on account of each day of authorized no pay absence recorded by an employee during each of his leave year commencing from the leave year 2020 subject to a disciplinary inquiry and only the balance will be added to the basic salary, if any. The management will consider approving authorized no-pay on case-by-case basis in case of emergencies when an employee has exhausted his/her full leave quota of a particular year, in case of such authorization, approval of Division Manager, Senior Manager - Production/Head of Engineering and the Plant Head is mandatory. First such deduction will be made from the year 2021.

In addition, the employees who are on probation but being confirmed in employment during the year would be given the aforementioned salary increases applicable for the year in which the employee is confirmed on prorata basis calculated from the date of confirmation and 30th day of September of the year occurring immediately after the date of confirmation. The said increase will be added to the first salary due after the confirmation.

- 3.4. In addition, as matter of goodwill, the Employer will make an ex-gratia payment of Rs. 9,000/= for confirmed employees with a service of below 4 years as at July 31, 2021 and Rs. 11,000/= for employees with a service of 4 years or more but less than 8 years as at July 31, 2021 and Rs. 12,000/= for all other employees who have completed 08 years or more as at July 31, 2021. This ex gratia payment will be made in the month of December - 2021. This ex-gratia payment will not constitute a part of an Employee's salary for any purposes such as overtime, shift allowance, bonus or such like, except for provident Fund and Trust Fund contributions.

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 3 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. Meal Allowance

The Employer will increase the meal allowance up to Rs. 200/- per day for every day on which such employee reports for work with effect from April 01, 2022. This meal allowance will be calculated on a daily basis and paid at the end of the month effective April 01, 2022. Furthermore, The Employer agrees to increase the meal allowance up to Rs. 210/- per day with effect from April 01, 2023 and up to Rs. 220/- per day with effect from April 01, 2024. In case, an employee continues to work for more than 5 hours on continuous basis after the normal shift hours he/she will be entitled for a meal allowance.

6. Annual Increments

Unless otherwise decided on disciplinary grounds, in terms of this agreement, an employee shall be entitled to an annual increment in the month of April of each year, subject to the performance evaluation of each employee on the basis of the following:-

<i>Grades</i>	<i>New Incremental Rates</i>
Production and all other categories of Employees except Engineering divisions	Rs. 250/-
Employees of Engineering Sections	Rs. 275/-
Team Leader	Rs. 300/-

Employees may be given up to three (03) such increments based on the aforementioned performance evaluation.

6.1. Probation

Each employee recruited to the permanent cadre of the Company will be required to serve a minimum period of six months' probation during which the Employer will assess the suitability for confirmation through an evaluation process to ascertain his/her competence and suitability. The Employer reserves the right to extend the period of probation of any employee. During the period of Probation or extended period of probation, where applicable, the Employer shall have the right to terminate such probationary employment without any notice.

7. Bonus

Provided the Company registers a profit, the employees will be paid a bonus in respect of each year in keeping with the existing practice. The payment will be made in two instalments, as follows:-

- Advance payment in December of a particular year, subject to half-yearly performance and profits made as at 30th September in relation to that year.
- Final payment in April of the following year, subject to the previous year's performance.

The quantum of bonus payable will be decided by the company. No bonus will be declared in case the Company registers a loss in respect of any year.

8. Hours of Work and Overtime

Subject to changes due to exigencies of work the normal working hours during the continuance in force of this Agreement shall be those that are worked by the employees as at present. The employees shall work reasonable overtime as and when required by the Employer for which the employees shall be paid overtime as stipulated by the law.

Employees in the Engineering Division, will be required to report for work as and when required (as per the roster or special programme), including statutory holidays. They will be required to work on all Sundays as at present, and will be entitled to 1 1/2 times' wages and lieu leave as per the law. Also Saturday payments shall be made as per the law. Any employee who may be unable to report for work when required on any of the days mentioned above, should inform the relevant Head of the Department/Human Resource Division, in writing, at least 24 hours in advance setting out the reasons for such inability. The Head of the relevant Department may accept or reject such a request by an employee taking into consideration the exigencies of business and the reasons cited by the employee. The decision taken by the Manager concerned in respect of such requirement shall be binding on the employee concerned.

9. Shift Allowance

The Employer shall continue to pay a shift allowance to employees engaged in the 2nd and 3rd shifts, *i.e.* from 2.00 p.m. to 10.00 p.m., and from 10.00 p.m. to 6.00 a.m. following day respectively, calculated at the rates and subject to the terms and conditions currently applicable.

10. Attendance incentive for attending the night shift (*i.e.* from 10.00 p.m. to 6.00 a.m.)

The Employer will continue to pay to employees and attendance incentive for attending work on the third shift at the same rates and on the same terms and conditions as at present.

- i. Provided also that the allowance of Rs. 500/- payable on account of attending the night shift, for a minimum of six per mensem, would be deducted on a pro rata basis as given below, on account of approved leave availed of -
 - a) More than 1 day of approved annual/casual/paternity Leave - deduction of Rs. 150/-
 - b) More than 2 days of approved annual/casual/paternity Leave - deduction of Rs. 300/-
 - c) More than 3 days of approved annual/casual/paternity Leave - Incentive will not be paid.

No deduction will be made for lieu leave and Poya/Mercantile Holiday.

- ii. Two mutual shift change would be allowed per employee per mensem. Provided however, the allowance shall not be paid to the employee, originally scheduled to work the night shift, if the covering employee does not report to work on the said night shift.

11. Norms

It is agreed between parties that the production norms/efficiency parameters/departmental requirements in the factory shall be in accordance with the revised norms agreed to between parties and as set out in schedule A - Annexure i, Schedule A - Annexure ii and Schedule A - Annexure iii hereof and the employees shall maintain such norms in their day-to-day work. The norms shall be subject to change in the event of the introduction of new machinery/technology, upgrading of existing machinery/technology or work processes geared towards improving production in the factory. The employees will strive towards controlling scrap and rejects and work towards the overall improvement of product quality.

It is also agreed that any change in the pattern or design of production, according to market/customer requirements, will not have any effect on the norms and efficiency parameters (vide schedule A - Annexure I and II), and Departmental requirements (vide schedule A - Annexure III) that have been agreed to by parties. In the event of introducing new sizes specified in the schedules and Annexures, the management agrees to discuss and agree with the Unions new tyre building norms.

In the event of introduction of new machinery/technology, and in the event that the union and the management fails to agree at a reasonable output norm within 3 months from the date of commissioning/installation/implementation, the company has the sole discretion to conduct a time and motion study/work study with the involvement of the union. Both management and union hereby agree to abide by the results/recommendations of such time and motion study/work study. The time and motion study/work study will be carried out by a professional body in Sri Lanka. The union will whole-heartedly and completely cooperate to make such studies complete and successful. The company agrees to allocate two union representative as an observer during the period of time and motion work study.

The recommended norms of any work study which may be carried out in the future from time to time will be achieved within a period of 2 months from the date of officially handing over of the study report to the union.

12. Production Bonus (I and II) and Productivity Bonus

- i. The Employer shall continue to pay a production bonus of Rs. 300/- per mensem (hereinafter referred to as production Bonus I), subject to employees achieving the production bonus payment criteria (vide Schedule B).

Provided also, however, that such production bonus shall only be payable upon achieving production norms as set out in schedule A - Annexure I and efficiency parameters in schedule A - Annexure II as agreed to by parties. As such the production bonus scheme shall be continued and payments made as done in the past.

- ii. In addition to the payment of production bonus I, as set out in clause (i) above, the company shall continue to pay production bonus scheme, hereinafte referred to as Production Bonus II which has been already in place.
- If the monthly ticket is not sufficient to achieve the monthly average target of 19.5 metric tons per day, this scheme will not be applicable for such months.
 - To be eligible for the payment under the production bonus scheme, the Company should achieve a minimum average of 19.5 metric tons per day as per the available working days for that particular month. If the planned working days are not covered due to any reason or unavoidable circumstances, the average production tonnage will be calculated as per the planned working days.
 - The payment for the production bonus will be calculated on a daily basis as per the production bonus scheme. If the production tonnage in any particular day is below 19.5 metric tons, the said amount/s will be taken for the calculation on monthly average basis.
 - The Company does not hold any liability for machine breakdown, material shortages, power failure, lack of semi products, lack of supply of material from the Kelaniya/Kalutara plants or from suppliers, absenteeism or any other reason which will have an impact on achieving the monthly average target.
 - The Company does not agree to extend the working hours of employees or to introduce any other systems to achieve the average target which will have a negative impact and/or financial implications for the Company.
 - Any Scrap/defect tyres if produced will not be accounted under this production bonus scheme and the employees are required to maintain the highest quality of product as per the specifications.
 - With the introduction of new technology, machinery, curing presses and increase of manpower, the monthly average and daily average production targets will also be proportionately increased and a new production bonus scheme will be introduced.
 - The Company has the sole discretion to withdraw, modify, amend or introduce on an intermittent basis the bonus scheme according to situations that may require such changes. This will be communicated to the employees at least two days prior to such actions.
 - If an employee absents himself from work for more than 5 days in a month due to any reason either by way of utilizing his leave entitlement, suspension on disciplinary grounds or any other reason whatsoever, such employee will not be eligible for the production bonus for the relevant month.
 - The production bonus earned in a particular month will be paid in the following month along with the salary and the production bonus will not be considered for employees Provident Fund (EPF), Employees Trust Fund (ETF), Gratuity or any other statutory payments or allowances such as bonus, advances, overtime payments, *etc.*

Production levels and payments in terms of production bonus II are set out as follows;

An average of 19.5 metric tons and above per day/month	- Rs. 750/-
An average of 20.0 metric tons and above per day/month	-Rs. 1,250/-
An average of 20.5 metric tons and above per day/month	-Rs. 1,750/-
An average of 21.0 metric tons and above per day/month	-Rs. 2,000/-
An average of 21.5 metric tons and above per day/month	-Rs. 2,500/-

An average of 22.0 metric tons and above per day/month	-Rs. 3, 000/-
An average of 23.0 metric tons and above per day/month	-Rs. 3,500/-

- The payment under the production bonus II scheme shall be subject to the number of days and employee presents himself for work. If an employee absents himself from work, other than due to an accident whilst on duty, the payment will be made on a pro rata basis.

Eg: The number of days work planned in the month - 25
Daily average of production per month - 21.0 MT
Production bonus entitlement per month - Rs. 2000/-
No. of days present for work - 20
Production bonus per month - Rs. 2000/25 x 20 days
= Rs 1,600/-

Production for the purpose of calculation of Production Bonus II shall include total weight of output of Bias curing Section and TBR Section of CEAT Kelani International Tyres (Pvt) Limited and Totaln Weight of Two Wheel Section of CEAT Kelani Radials (Pvt) Limited.

- iii. Apart from the production bonus schemes set out above, all permanent employees covered and bound by this agreement shall be paid a productivity bonus, on a monthly basis, considering their contribution towards the production of 'semi-products' that are supplied from the CKITL Plant to the Radial and ACPL plant as well as production levels achieved by the Radial and ACPL plants, respective.

ACPL Plant Achievement

Average of 21.5 Metric Tons per day for a month	- Rs. 200/-
Average of 22.5 Metric Tons per day for a month	- Rs. 250/-
Average of 23.5 Metric Tons per day for a month	- Rs. 300/-
Average of 24.5 Metric Tons per day for a month	- Rs. 350/-
Average of 25.5 Metric Tons per day for a month	- Rs. 400/-

Radial Plant Achievement

Achievement of average of 600 Tyres per day for a month	- Rs. 300/-
Achievement of average of 650 Tyres per day for a month	- Rs. 350/-
Achievement of average of 700 Tyres per day for a month	- Rs. 400/-
Achievement of average of 750 Tyres per day for a month	- Rs. 450/-
Achievement of over average of over 800 Tyres per day for a month	- Rs. 500/-

The payment under the above scheme will also be subject to the number of days present at work. If an employee in absent from work due to any reason, the payment will be made on a pro rata basis.

13. Work assignments

Employees should be willing and ready to work on any machine in the factory or any work related to Production process to which they may be assigned, for which the Company shall provide adequate training wherever necessary.

14. Annual Picnic

The Company agrees to make payment of Rs. 3,200/- per employee on account of the annual picnic. The payment would be made by the Company upon the Union submitting a list signed by employees indicating the desire to participate in the picnic. The Company will also provide suitable and adequate transport. The annual picnic shall not exceed two days' duration and shall be organized by the Union in consultation with the Management.

The picnic shall be arranged on a holiday in order to avoid disruption to production and may be curtailed to one day on account of operational exigencies. In the event the picnic is limited to one day on account of operational exigencies, the Company would make a payment of Rs. 2,500/- per employee.

The Union and employees undertake to conduct themselves in an appropriate manner during the picnic and refrain from tarnishing the image of the company. The Company will be entitled to take disciplinary action upon inquiry against any employee or employees, who resort to acts of indiscipline during the picnic. In such instances, the Company will not bear any liability, financial or otherwise, arising out of the misconduct of any employee.

15. Leave

Employees shall be entitled to a maximum of 14 days annual leave in accordance with the provisions of the respective Wages Boards' Decisions applicable to the trade. In addition to annual leave, employees will be entitled to 7 days casual leave, subject to the condition that absence on account of sickness in excess of two days should be supported by a medical certificate from the registered Medical Practitioner and whatever rules pertaining to leave in the Company.

16. Facilities for the Trade Union

The Employer agrees to permit the Branch to conduct an Executive Committee Meeting once in a month, for which the Management would provide a suitable location within the administration building of the Company. The Employer also agrees to permit a designated member of the Parent Union to attend these Committee Meetings, after obtaining prior permission to do so from the Employer. Permission to hold such meetings shall be made in writing by the designated Branch Committee member to the factory Manager and the date on which such meeting would be held shall be communicated to him, at least five working days prior to the date of the intended meeting. The Employer also agrees to release ten Committee Members of the Branch who are on duty for a duration of not more than two hours to attend these meetings.

It is also agreed by the Employer to make a payment of Rs. 40,000/- plus transport allowance of Rs. 20,000/- 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 at the factory at Kelaniya. It is also agreed by the Employer to make a payment of Rs. 20,000/- for transport and Rs. 10,000/- for meals for union employees to take part in international Labour Day Celebrations and a further sum of Rs. 25,000/- per annum for branch union activities.

In addition, the Company will allow any three persons of the Branch Union nominated by the Parent Union to attend meetings/training programs organized by the Parent union and required transport and meals will be provided by the Company.

17. Disciplinary Action

When the Company decides to proceed against an employee on disciplinary grounds, the following procedure will be adopted:-

- a) A show-cause notice setting out the misconduct alleged against the employee will be furnished to the employee regardless of whether the employee is suspended or not.
- b) The employee shall be required to submit a written explanation to the show-cause letter within seven working days. The employee may, if he so requires, seek an extension of time to submit his explanation and the Company may at its discretion grant such an extension of time as being required.
- c) The Company shall conduct a domestic inquiry into the alleged misconduct on receipt of the employee's written explanation.

- d) The accused employee has the right to retain a defending officer on his behalf during the inquiry provided such defending officer is an employee of the company and a member of the union of which the accused employee belongs to at the time of issuing the show cause letter. The accused employee should inform the company at least 5 working days prior to the inquiry the name of the defending officer. The Company should grant permission to such nominated employee to take part in the inquiry with pay.
- e) The employee shall be informed, in writing, of the findings of the inquiry and any punishment that has been imposed after the conclusion of the domestic inquiry.
- f) The Company may not be required to conduct a domestic inquiry in terms of sub-clause (c) above in case where the employee has admitted the acts of misconduct alleged against him. In such an event, the employee may be warned or suspended as a punishment in respect of such acts of misconduct.
- g) The services of an employee may be suspended without pay by the Company pending disciplinary action or by way of punishment upon the findings of a domestic inquiry.
- h) In the event of an employee being suspended without pay and the employer is unable to conclude the domestic inquiry within a period of three months from the date of suspension other than for reasons beyond the control of the employer, the employee shall, pending the finalization of the inquiry, be entitled to receive half month's wages in respect of each month in excess of such three months.

18. Variation of Terms and Conditions

During the continuance in force of this agreement, neither party shall seek or attempt to vary, alter or change any of the terms and conditions contained herein and/or terms and conditions or other benefits, which are applicable to employees as at the date of signing this agreement other than by way of mutual agreement between parties.

The Union and the Employees also agree that they shall not, raise any new demand or resort to any form of trade Union action, whatsoever, in relation to any matter covered by the agreement.

19. Disputes settlement procedure

- a) 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.
- b) 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.
- c) 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.

20. Trade Union Action

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.

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 (in clause 19) and shall give at least 14 days notice to the employer, in the event a decision is made to take trade union action, thereafter.

21. Compliance

If workmen fail to achieve any of the norms agreed in this collective agreement and/or violate and clause of this agreement, Management will have the prerogative not to implement the annual increase of compensation described under clause 3 of this agreement.

In witnesses hereof parties have set their hands on this Eighteenth Day of November Two Thousand and Twenty-one (November 18, 2021)

.....
Name : Ravi Dadlani
Designation : M. D./CEO
on behalf of
CEAT - Kelani International Tyres (Pvt) Ltd.

.....
Name : Wasantha Samarasinghe
Designation : President - ICEU on behalf of
Inter Company Employees Union

Witnesses:

1.

Name : M. K. C. Thushara
Designation : DGM/Plant Head - Kelaniya

2.

Name : Adhil Khasim
Designation : Assistant Director General
- Industrial Relations

Date : November 18, 2021.

1.

Name : R. A. Nayananda
Designation : President- Branch Union

2.

Name : D. G. S. D. Nawarathne
Designation : Secretary - Branch
Union

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Schedule A Annexure i

Little man saw lay	Current optimal sump way Dry	Average no of batches Shift	Productivity Increase base on norm	Productivity Increase base on norm	Net Productivity in Mining
21	21	40.4	0.0	0.0	0.00
21	21	103.6	0.0		
21	21	184.0			
21	21				0.0
21	21				0.0

Net Productivity in Mining	0.37
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POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 LTS
PRODUCTIVITY NORMS
TBR DEPARTMENT

	CT min	Optimum Capacity No Of tyres	Total Capacity Machines / Shift	Output/mach line / shift 2021-24	Productivity Input Based Norm
Buffing machine:		480			
1. Casing preparation for the buffing - 2.40 min	2	200	1		
2. Buffing process - 12.50 min	12	40	11	48	
Current Application					

Schedule A
Annexure I

C2021-24)	Existing Man Power	Current Optimum Man Power	Agreed Man Power (2018-21)	Productivity Increment Base on Norms	Net Productivity in Semi Product Departments
1	12	9	12	6.9	14.52
2	3	3	3	3.6	
3	2	2	2	4.1	
4	2	2	2	0.0	
5	11	8	11	8.0	8.00
6	30	30	30	1.6	1.60
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Schedule A Annexure I

Manpower allocation will be in the machines as follows.

Hand winding machine

Operation	Existing man power	Agreed man power (2021/24)
Winding operator	1	1
Helpers	3	3
Total	4	4

4 Roll Calender

Operation	Existing man power	Agreed man power (2021/24)
Mill man	2	2
Calendar Operator	2	2

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS
PRODUCTIVITY NORMS
SEMI PRODUCT DEPARTMENTS- SOUGEE BIAS

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Schedule A Annexure i

Section	Machin/Operator	Remarks	UOM	Norms/Std II (2004- 2021)	Current Optima in Norms/Std III	Agreed Norm (2021-24)	Existing Man Power	Current Optima in Man Power	Agreed Man Power (2021- 24)	Productivity Increase Base on Norms	Net Productivity in Semi Product Department
Buss Cutter Sect	2W & Man ply as per plan if 2 or less than 30%	Cuts Per rolling	Cuts	1093	1593	1680	3	3	3	0.0	
		Cuts Per rolling	Cuts	1082	1550	1682				0.0	
		String option impoverment	Cuts	N/A	348	192				0.0	
	1W & Man ply as per plan if 2 or MORE than 30%		Rolls 1/2 cut	34	48	48				17.7	
		4 people working	Cuts	2164	3166	2220				0.0	
			Rolls 3/2 cut	68	97	68				3.0	
	3 people		Cuts	1082	1550	1114				0.0	

POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS 2021-24 LTRS
 PRODUCTIVITY NORMS
 TYRE BUILDING DEPARTMENT

Schedule A
 Page 01
 Annual 2021

Machine/Item	Item	Current Consumption (kg/hr)	Current Optimum (kg/hr)	Current norm (Lit) (2019-2021)	Current norm (Lit) (2021-24)	No. of Machines	Working norm (kg/hr)	Proposed norm (Lit)	Working norm (kg/hr)	Agreed norm (kg/hr)	Productivity norm (kg/hr)	Weight productivity norm (kg/hr)	Net Productivity
TYRE BUILDING	1. 100-150-150	2400	80	80	80	1	16	16	16	16	80	11.9	
	2. 100-150-150 (Mould)	2400	80	80	80						80		
	3. 100-150-150	2400	80	80	80						80		
	4. 100-150-150 (Mould)	2400	80	80	80						80		
	5. 100-150-150	2400	80	80	80						80		
	6. 100-150-150 (Mould)	2400	80	80	80						80		
	7. 100-150-150	2400	80	80	80						80		
	8. 100-150-150	2400	80	80	80						80		
	9. 100-150-150 (Mould)	2400	80	80	80						80		
	10. 100-150-150	2400	80	80	80						80		
	11. 100-150-150	2400	80	80	80						80		
	12. 100-150-150	2400	80	80	80						80		
	13. 100-150-150	2400	80	80	80						80		
	14. 100-150-150	2400	80	80	80						80		
	15. 100-150-150	2400	80	80	80						80		
	16. 100-150-150	2400	80	80	80						80		
	17. 100-150-150	2400	80	80	80						80		
	18. 100-150-150	2400	80	80	80						80		
	19. 100-150-150	2400	80	80	80						80		
	20. 100-150-150	2400	80	80	80						80		
	21. 100-150-150	2400	80	80	80						80		
	22. 100-150-150	2400	80	80	80						80		
	23. 100-150-150	2400	80	80	80						80		
	24. 100-150-150	2400	80	80	80						80		
	25. 100-150-150	2400	80	80	80						80		
	26. 100-150-150	2400	80	80	80						80		
	27. 100-150-150	2400	80	80	80						80		
	28. 100-150-150	2400	80	80	80						80		

Page 07
Annexure II
Schedule A

Existing man power/Day	Current optimum man power/Day	Current optimum man power/Day 2021-24	Productivity Increment on Base norms	Net Curing Productivity 2018-21	Net Curing Productivity 2021-24
12	12	12	0.00		
12	12	12	0.00		
6	6	6	0.00		
3	3	3	0.00	0.00	0.00
3	3	3	0.00		
0	0	0	0.00		
36	36	36		0.00	0.00

Exceed man power/Shift	Existing man power/Day	Agreed man power/Day
4.0	12.0	12.0
4.0	12.0	12.0
2.0	6.0	6.0
1.0	3.0	3.0
2.0	3.0	3.0
2.0	3.0	3.0
	36.0	36.0

% of %	Norm Base Weighted Productivity Encumment %	Net Engineering Productivity
0		
.00		
.00		
.69		
.50		
.00		
.00		
.00	20.19	
.00		
.00		
.00		
.00		
.00		
.67		
.00		
.00		
.00		
.00		
.00		
.11	17.78	
.00	0.00	
.		
0	0	
0		
0	0	
0		
0	0	
0	0	
0	0	
		0.00
		0.67



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POTENTIAL PRODUCTIVITY INCREASE BASED ON CURRENT OPTIMUM NORMS-2021-24 L/Ts
CKITL PLANT - KELANIYA

Page 9
Schedule A Annexure I

DEPARTMENT OPERATION	ACTIVITY	REMARKS	CURRENT NORMS (2018-2021)	CURRENT OPTIMUM NORMS	AGREED NORMS (2021-2024)	EXISTING MAN POWER (2018-21)	AGREED MAN POWER PER DAY (2021-24)	PRODUCTIV- ITY INCREAS- MENT BASE ON NORM	NET PRODUCTIV- ITY INCREASE
TYRE BUILDING	Tyre Building Aps	New/Std	36	36	37	4	4	1.01	
	Tyre Building L/T	New/Std	58	74	58	18	22	0.67	
	Material Change Over Tyre L/T During Down Change	renewal/Change over	40 minutes	20 minutes	40 minutes			0.00	
	Tyre Building TT	New/Std	25	41	25	16	16	0.45	
	Material Change Over Tyre TT During Down Change	renewal/Change over	71 minutes	20 minutes	75 minutes	0	0	0.00	
	WT Tyre Building	New/Std	41	41	41	6	6	0.00	
	Plant. Building renewal/repair	New/Std	130	100	134	3	3	1.00	
	Green rtye painting & painting Light Tower	New/Std	115	130	111			0.00	
	Green rtye painting & painting Truck & Lorry	New/Std	15	10	15	0	0	0.00	
ROAD	Winning (M/S)	Mud/Std	8700	14700	9900	12	12	0.69	
	Filtering (Std/Std)	Mud/Std	800	1100	870	3	3	1.37	

COLLECTIVE AGREEMENT CKITL PLANT 2021-2024 PRODUCTIVITY NORMS - CURING DEPARTMENT

Schedule A - Annexure II

Machine/Operation	Types	Agreed Norms/Day (2021-2024)
Light Truck Presses (RCM 50" & below)	6.00-12 (4PR) K203	54
	5.60-15 (4PR) K511	54
	5.50-13 (6PR) K231	47
	5TR 12 (4PR) K33	47
	6TR 12 (4PR) TV K33	43
	6.00-14 (6/8) SUPREME	54
	6.00-14 (6/8) ACE	54
	6.50-14 (8) FM	45
	6.50-15 (8) K231	43
	7.00-15 (6/8/10) SUPREME	43
	7.00-15 (10/12) FM	43
	6.00-16 EQ	54
	6.00-16 (6/8) SAM	27
	6.50-16 (6/8) FM	45
	7.00-16 (6/8/10) SUPREME	43
	7.00-16 (10) T2001/FM	43
	7.50-15 (6/8) SUPREME	37
	7.50-16 (6/8) SUPREME	37
	7.50-16 (10/12/14/16) T2001	37
	7.50-16 (14/16) FM	37
	7.50-16 (14/16) RIB PLUS	37
	7.50-16 (14/16) RIB XL	37
	7.50-16 (14/16) HILLOAD	37

Schedule A - Annexure - iii

1. Extruder

- a. Efficiency of the machine/process is based on the number of hours operated and the effective output generated during the particular time of the operation.
- b. The line speed of the machine will be decided based on the technically specified speed based on the specification.
- c. During continuous shift operation the machine should handover to the next shift as an on line running condition uninterrupted.
- d. The entire crew is responsible for extruder operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management
- e. Cold feed extruder is in operation 2021-24 LTS onwards and 9 MP allocated

2. Calander section

- a. Efficiency of the machine/process is based on the number of hours operated and the effective output generated during the particular time of the operation.
- b. Rubberizing calander fabric speed increased 25m/min to 27m/min.
- c. The entire calander operating crew is responsible for calander operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management

3. Bias cutter

- a. Efficiency of the machine/process is based on the number cuts made
- b. In case of providing fully auto function automation along with encoder for operator position, cutting norm should be increased and the cutter operator should be able to work as additional splicer.
- c. The norm should be delivered on proportionate basis in the occasion of unavailability of fully defined manpower.

Bias cutter 1

- i. When 4 people available with 2w plan less than 50% - 2100 cuts/shift
- ii. When 3 people available with 2w plan less than 50% - 1050 cuts/shift
- iii. When 4 people available with 2w plan more than 50% - 2228 cuts/shift (32 cuts 68 Rolls)
- iv. When 3 people available with 2w plan more than 50% - 1114 cuts/shift (32 cuts rolls 34)

Bias cutter 2

- i. When 4 people available with total bias plan - 2112 cuts/shift
- ii. When 3 people available with total bias plan - 1056 cuts/shift
- iii. When 4 people available with total 2w plan Cuts 10 rolls - 2560 cuts/shift (32 Cuts 10 rolls per Hr)
- iv. When 3 people available with total 2w plan - 853 cuts/shift/table

Note- in bias cutter no 2 on combination basis the no of cuts will be decide based on proportionate value.

- d. The entire bias cutter operating crew is responsible for unit operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management.
- e. Radial bias ply cutting operation discontinued 2021-24 LTS onwards as auto bias cutter is in place for radial operation.

4. Squeegee calander

- a. Efficiency of the machine/process is based on the number 16 cuts rolls made.
- b. The norm should be delivered on proportionate basis in the occasion of unavailability of fully defined manpower.
 - i. When 8 people available - 136 rolls/shift
 - ii. When 7 people available - 95 rolls/shift
- c. The entire squeegee calander operating crew is responsible for unit operating efficiencies for rework/scrap and proper utilization of material as per the SOP providing by the management
- d. Squeegee calendar 2nd shift added newly to the operation to cater Bias Squeegee ply requirement.

5. Tyre building

- a. Efficiency of the machine/process is based on the number of tyres made and the output generated during the particular time of the operation.
- b. Band building and tractor rear tyre building will be considered as two separated operations. Tractor tyre building will be operated with one builder and one helper. They are responsible to get all material for the tractor tyre building operation.
- c. During the size change over times the material loading times will be as follows.
 - i. When the servicer is empty
 - 1. For LT machine servicer loading 60 minutes
 - 2. For truck machine servicer loading 6+2B 60 minutes
 - 3. For truck machine servicer loading 8+2B 75 minutes
 - ii. When the material is available in the servicer the operator has to unload the existing and to be reload the new size related material. In this situation
 - 1. For LT machine servicer loading 6+2B 75 minutes
 - 2. For TT machine servicer loading 6+2B 75 minutes
 - 3. For TT machine servicer loading 6+2B to 8+2B 75 minutes
 - 4. For TT machine servicer loading 8+2B to 6+2B 75 minutes
 - 5. For TT machine servicer loading 8+2B to 8+2B 90 minutes
- d. All green tyres should be build as per the specification and follow the SOP provided by the technical department in order to maintain the quality.
- e. The green tyre should be inspected after the building (assembling) to ensure the tyre is free from building defects. (Eg. The tyre should free of blisters, open chafers, open tread joints, loosen cords etc)
- f. The operator should deliver the agreed full norms with the helper.
- g. The operator should stick the builder number in the center of the green tyre.
- h. Considering the low demand of the bias tyres 06 people with be shift from tyre building department of newly added cold feed extruder section.

6. Bead Winding

- a. Efficiency of the machine/process is based on the number of beads made and the output generated during the particular time of the operation.

7. Bead filler extrusion

- a. Efficiency of the machine/process is based on filler kg pulled out and the output generated during the particular time of the operation.
- b. The existing machine is equipped with only one die opening. Upon completion the opening for two slots and technologically confirmation the union and employed are agreed to provide the agreed output.

8. HF mixer

- a. Efficiency of the machine/process is based on the number of batches made and the output generated during the particular time of the operation.
- b. The process is automated. The batch cycle time is vary due to the behavior of the material and the equipment. Hence the batch cycle time is not defined under the Annexure 1, page 1.
- c. The loading unloading time, drop door open close time and the batch change over times are the only definable factors.
- d. The shift plan/no of batches will be provided by the department considering the average cycle time achieved and the addition of above c motioned timings as applicable.
- e. In the event that semi/Auto carbon system is implementing the loading and unloading time mentioned in annexure 1 page 1 will be reduced after the discussion and the agreement with union.

9. Mixer No. 3

- a. Mixer No. 03 is under the installation of new mixer. The norms and related requirements will be discussed under new equipment finalization procedures.

10. Curing

- a. The entire crew has to be worked on rotation basis in all sections.

11. TBR

- a. Newly procured 3 presses are under installation process at the time of LTS signed off.