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අති විශේෂ EXTRAORDINARY

අංක 1777/21 – 2012 සැප්තැම්බර් 25 වැනි අඟහරුවාදා – 2012.09.25

No. 1777/21 – TUESDAY, SEPTEMBER 25, 2012

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1520.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between the Employers, Federation of Ceylon, 385 J 3, Old Kotte Road, Rajagiriya of the one part and The Ceylon Mercantile, Industrial and General Workers' Union (CMU), No. 03, 22nd Lane, Colombo 3 of the other part on 21st day of July 2011 is hereby published in terms of section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

M. D. CHANDANI AMARATHUNGE,
Acting Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
14th day of September, 2012.

COLLECTIVE AGREEMENT No. 44 OF 2012

THIS COLLECTIVE AGREEMENT made this 21st day of July Two Thousand Eleven pursuant to the Industrial Disputes Act between The Employers Federation of Ceylon, a trade union duly registered under the provisions of the Trade Unions Ordinance and having its registered office at 385 J 3, Old Kotte Road, Rajagiriya, (hereinafter referred to as “The Federation”) of the one part and The Ceylon Mercantile, Industrial and General Workers' Union (CMU), a trade union duly registered under the provisions of the Trade Unions Ordinance and having its registered office at No. 3, 22nd Lane, Colombo 3 (hereinafter referred to as “the Union”) of the Other Part witnesseth and it is hereby agreed between the parties as follows:

Whereas the EFC/CMU Collective Agreement of 2011 covering clerical, supervisory and allied staff was renewed and entered into between the above named parties on 23rd May 2011 and whereas the parties wish to include an additional clause relating to annual increments (which was set out in the EFC/CMU Collective Agreement of 2004 but inadvertently excluded in the EFC/CMU Collective Agreement of 2011) soon after clause 18, it is hereby agreed that the parties agree to the additional clause 18(A) to the EFC/CMU Collective Agreement of 2011 which would stipulate as follows:

18(A) The annual increments provided in each grade of the scales of consolidated salaries set out in clause 14 shall be automatic unless as a matter of punishment for general inefficiency or disciplinary action on account of serious misconduct an increment is suspended, stopped or deferred; in which case where an increment is

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කොටස: (I) පේදය - ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය - 2012.09.25

PART I: SEC. (I) - GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA - 25.09.2012

- (a) Deferred, the loss of increment shall be continuous throughout the year;
- (b) Stopped, the loss of increment shall only be for the period of stoppage during the year;
- (c) Suspended, the increment is suspended pending a decision to defer or stop an increment, such decision been dependent upon a consideration of the factors giving rise to the suspension. Where on such decision an increment is neither stopped nor deferred, then the suspension shall be treated as waived and the full increment from the date of suspension therefore shall accrue to the employee concerned.

Deferment, stoppage or suspension of an increment shall only be effected in cases where the employee has been notified in writing of a complaint against such employee and has been found guilty after due inquiry of inefficiency, fraud or misconduct which the circumstances does not merit termination of employment.

The parties do hereby agree that the above clause will be read together along with all other provisions of the EFC/CMU Collective Agreement of 2011 and will be regarded as part and parcel of the said Collective Agreement.

IN WITNESS WHEREOF THE PARTIES AFORESAID HAVE HEREUNTO SET THEIR HANDS AT COLOMBO ON THIS 21ST DAY OF JULY TWO THOUSAND AND ELEVEN.


R L P Peiris
Director General
The Employers' Federation of Ceylon

Witnesses :

1. 
Susantha Ratnayake

2. 
W M K L Weerasinghe