

# ශී ලංකා පුජාතාන්තික සමාජවාදී ජනරජයේ ගැසට් පතුය

### අති විශෙෂ

අංක 1793/14 – 2013 ජනවාරි 16 වැනි බදාදා – 2013.01.16

(රජයේ බලයපිට පුසිද්ධ කරන ලදී)

# I වැනි කොටස: (I) වැනි ඡේදය – සාමානා

## රජයේ නිවේදන

මගේ අංකය: සී. අයි. /1809.

#### කාර්මික ආරාවුල් පනත - 131 වන අධිකාරය

එක් පාර්ශවයක් වශයෙන් මුදුන්ගොඩ, බැලුම්මහර, අංක 64 දරන ස්ථානයෙහි පිහිටා ඇති සිලෝන් ලෙදර් පොඩක්ට්ස් පීඑල්සී ආයතනය සහ අනෙක් පාර්ශවය වශයෙන් අංක 12/2, ශී විභූති පාර, වීර මාවත, බත්තරමුල්ල දරන ස්ථානයෙහි පිහිටි අන්තර් සමාගම් සේවක සංගමය, ආචාර්ය කොල්වින් ආර් ද සිල්වා මාවත, කොළඹ 02 දරන ස්ථානයෙහි පිහිටා ඇති එක්සත් වෙළඳ සේවා සංගමය සහ අංක 416, කෝට්ටේ පාර, පිටකෝට්ටේ දරන ස්ථානයෙහි පිහිටා ඇති ජාතික සේවක සංගමය අතර 2012 ජූලි මස 17 වැනි දින ඇති කර ගන්නා ලද සාමූහික ගිවිසුම් පතුය ලංකාවේ වාවස්ථාපිත අණපනත් වල 131 වැනි පරිච්ඡේදය වන (1956 පතිශෝධිත මුදුණය) කාර්මික ආරාවුල් පනතේ 06 වැනි වගන්තිය අනුව මෙයින් පුකාශයට පත් කරනු ලැබේ.

වී. බී. පී. කේ. වීරසිංහ, කම්කරු කොමසාරිස්.

2012 දෙසැම්බර් මස 28 වැනි දින, කොළඹ 05, කම්කරු දෙපාර්තමේන්තුව.

### 2012 අංක 20 දරන සාමූහික ගිවිසුම සාමූහික ගිවිසුම

මෙම සාමුහික ගිවිසුම මෙහි පහත "ස්වාමි පක්ෂය" වන මුදුන්ගොඩ, බැලුම්මහර, අංක 64 දරන ස්ථානයේ සිය ලියාපදිංචි කාර්යාලය පිහිටි ශුී ලංකාවේ නීතිගත කළ පොදු සමාගමක් වන සිලෝන් ලෙදර් පොඩක්ට්ස් පීඑල්සී ආයතනය සහ "වෘත්තිය සමිති" යනුවෙන් හඳුන්වනු ලබන පිළිවෙලින් අංක 12/2, ශූී විභුති පාර, වීර මාවත, බත්තරමුල්ල දරන ස්ථානයේ සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන අන්තර් සමාගම් සේවක සංගමය, ආචාර්ය කොල්වින් ආර් ද සිල්වා මාවත, කොළඹ 02 යන ස්ථානයේ සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන එක්සත් වෙළඳ සේවා සංගමය සහ අංක 416, කෝට්ටේ පාර, පිටකෝට්ටේ සිය ලියාපදිංචි කාර්යාලය පවත්වාගෙන යන ජාතික සේවක සංගමය නැමති වෘත්තීය සමිති තුන (03) යන මෙම දෙපක්ෂය අතර ගිවිසගත් සාමූහික ගිවිසුම් පතුයයි.

ඉහත "ස්වාමි පක්ෂය" සහ ඉහත "වෘත්තීය සමිති" නියෝජිතයන් අතර පැවති සාකච්ඡා වලින් පසු සිය සාමාජිකයන්ගේ වැටුප් සහ සේවා කොන්දේසි සංශෝධනය කිරීමට එකී "වෘත්තීය සමිති" සහ "ස්වාමි පක්ෂය" පහත සඳහන් අයුරින් එකඟ වේ.

1. සාමුහික ගිවිසුම මගින් ආවරණය වන සේවකයින්

මෙම ගිවිසුම මගින් ආවරණය වනුයේ විධායක ශේණීයට අයත් නොවන ආයතනය තුළ ස්ථීර සේවයේ යෙදී සිටින සහ සාමුතික ගිවිසුම අත්සන් තබන අවස්ථාවේ සේවයේ යෙදී සිටින ස්ථීර සේවකයින් වන අතර පරිවාස කාලසීමාව සම්පූර්ණ කර නොමැති හෝ වෙනයම් පදනමක් මත සේවයේ යෙදී සිටින සේවකයන් මෙම ගිවිසුමෙන් ආවරණය නොවෙනු ඇත.

#### 2. කුියාත්මක කරන කාල සීමාව

මෙම ගිවිසුම 2012 අපේල් 01 වැනි දින සිට කිුයාත්මක වන අතර එක් පාර්ශවයක් විසින් එක් මසක පූර්ව ලිබිත දැනුම් දීමකින් ගිවිසුම අහෝසි වීම සිදු නොවුනහොත් 2015 මාර්තු 31 දක්වා ගිවිසුම කිුයාත්මක වන අතර කෙසේ නමුත් එසේ අහෝසි වීමට පාර්ශව දෙකෙන් එක් පාර්ශවයක් 2015 පෙබරවාරි 28ට පුථම දැනුම් දිය නොහැක.

#### 3. වැටුප් සංශෝධනය

සාමුහික ගිවිසුම මගින් ආවරණය වන සියලුම සේවකයින්ගේ වැටුප් 2012 අපේල් 01 වැනි දින සිට කියාත්මක වන පරිදි පහත සඳහන් ආකාරයට වැඩි වනු ඇත.

- (අ) පරිවාස කාලසීමාව සම්පූර්ණ කර ඇති සිය සේවයෙහි ස්ථීර කරන ලද සියලුම සේවකයින්ගේ මාසික වැටුප 2012 අපේල් 01 වන දින සිට 2013 මාර්තු 31 වන දින දක්වා මසකට 2012 මාර්තු මස මූලික වැටුපෙන් 14%ක පුමාණයකින් ද,
- (අා) පරිවාස කාලසීමාව සම්පූර්ණ කර ඇති සිය සේවයෙහි ස්ථිර කරන ලද සියලුම සේවකයින්ගේ මාසික වැටුප 2013 අපේල් 01 වන දින සිට 2014 මාර්තු 31 වන දින දක්වා මසකට 2012 මාර්තු මස මූලික වැටුපෙන් 12%ක පුමාණයකින් ද,
- (ඇ) පරිවාස කාලසීමාව සම්පූර්ණ කර ඇති සිය සේවයෙහි ස්ථිර කරන ලද සියලුම සේවකයින්ගේ මාසික වැටුප 2014 අපේල් 01 වන දින සිට 2015 මාර්තු 31 වන දින දක්වා මසකට 2012 මාර්තු මස මූලික වැටුපෙන් 09%ක පුමාණයකින් ද වේ.
- (ඉ) ඉහත වැටුප් වැඩිවීම් අනුව අදාල වර්ෂ තුන (03) සඳහාම වැඩිවන වැටුප රු. 3000/- අවමයකට යටත්වනු ඇත. මෙම වැටුප් වැඩිවීම ද 14%, 12%, 09% අනුපාතය අනුව වැඩිවනු ඇත.
- (ඊ) වසරක පරිවාස කාලසීමාව සම්පූර්ණ කර නොමැති සේවකයන් මෙම ගිවිසුමෙන් ආවරණය නොවන නමුදු වෘත්තිය සමිති මගින් කරන ලද ඉල්ලීම සැලකිල්ලට ගෙන අවම මුලික වැටුප රු 7200/- ට සේවයට අනුයුක්ත වන සියලුම සේවකයන්ට මාස 06ක කාලයක් සම්පූර්ණ කිරීමෙන් අනතුරුව රු. 500/-ක වැටුප් වැඩිකිරීමකට සමාගම එකඟ වේ.

සාමූහික ගිවිසුම මගින් ආවරණය වන සියලුම සේවකයින්ට 2012 අපේල් මස 01 වන දින සිට 2012 මැයි මස 31 වන දින දක්වා මාස 02ක කාල සීමාව සඳහා 2012 අපේල් මස සිට වැඩිවූ මූලික වැටුප අදාල සේවකයා සේවයට වාර්තා කල දින ගණන සැළකිල්ලට ගෙන (අනුමත නිවාඩු ඇතුලුව) කාල්පනික හිඟ මුදලක් ලෙස සලකා වාරික 02කින් ගෙවනු ඇත. පළමු වාරිකය 2012 ජුලි මස පඩිය සමගද ඉතිරි වාරිකය 2012 සැප්තැම්බර් මස පඩිය සමඟද ගෙවීමට කළමණාකාරීත්වය එකඟ වේ. මෙම කාල්පනික හිඟ මුදල සේවා නියුක්තිකයන්ගේ භාරකාර අරමුදල, සේවක අර්ථසාධක අරමුදල සහ අතිකාල දීමනා ඇතුලු අනුශංගික ලාභයන් සඳහා ගණන් නොගත යුතුය.

ගිවිසුම බලාත්මක වන කාලසීමාව තුල රජය මගින් ස්වාමි පක්ෂයට (ආයතනයට) අදාල වන සේ කිසියම් වැටුප් වැඩි කිරීමක් නීතිගත කරනු ලැබුවහොත් එම වැටුප් වැඩී කිරීම ගිවිසුම මගින් පුදානය කර ඇති වැටුප් වැඩි කිරීමෙන් අඩු කර වැඩි වන මුදලක් තිබුනොත් පමණක් ගෙවනු ඇත.

- 04. *නිවාඩු හිමිකම.* සාප්පු හා කාර්යාල සේවක ආඥාපනත මගින් ආචරණය වන සියලුම සේවකයින් එම පනතේ පුතිපාදන අනුව නිවාඩු හිමිකම් ලබන අතර අනෙකුත් සියලුම් සේවකයින් පඩි පාලක සභා ආඥාපනතේ, අදාල පුතිපාදන වලට අනුව නිවාඩු හිමිකම් ලබනු ඇත.
- 05. වාර්ෂික පුසාද දීමනා.– සාමූහික ගිවිසුම මගින් ආවරණය වන සියලුම සේවකයින්ට සෑම වර්ෂයකම දෙසැම්බර් මාසයේදී මසක මූලික වැටුප, රු. 10,000/- ක (දස දහසක) අවමයකට හා රු. 15,000/-ක (පහලොස් දහසක) උපරිමයකට යටත්ව පුසාද දීමනා වශයෙන් ගෙවනු ඇත. මෙම පුසාද දීමනාව ගෙවීමේදී අදාල වසර තුල ලබාගත් වැටුප් රහිත නිවාඩු සැලකිල්ලට ගනු ලබන අතර එක් වැටුප් රහිත නිවාඩු දිනයක් සදහා තම මූලික වැටුපෙන් 1/20කට සමාන මුදලක් බැගින් අඩු කරනු ඇත.
- 06. පැමිණීමේ දිරි දීමනාව.– පැමිණීමේ දිරි දීමනාවක් ගෙවීමට එකඟ වේ. මේ අනුව

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මසක් තුල කිසිදු නිවාඩුවක් ලබානොගන්නා සේවකයන්ට රු. 1500/- ක් ද අනුමත නිවාඩු දින 1.5ක් හෝ ඊට අඩු පුමාණයක් ලබාගන්නා සේවකයන්ට රු. 1000/- ක් ද අනුමත නිවාඩු දින 02ක් ලබාගන්නා සේවකයන්ට රු. 500/- ක් ද
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වශයෙන් සියලුම සේවකයන්ට පැමිණීමේ දිරි දීමනාවක් ලබා දෙනු ඇත. පැමිණීමේ දිරි දීමනාව පෙර මාසය සඳහා සෑම මසකම 10 වන දින ගෙවීමට කටයුතු යොදනු ඇත.

- 07. *හදිසි අනතුරු රක්ෂණාවරනය.* සියලුම සේවක මහත්ම මහත්මීන්ට පැය 24පුරා ආවරණය වන පරිදි හදිසි අනතුරු රක්ෂණාවරනයක් හිමි වනු ඇත. ඉහත රක්ෂණාවරනය, රක්ෂණ සමාගමක් සමග ස්වාමි පක්ෂය ඇති කරනු ලබන ගිවිසුම් පුකාරව වේ.
- 08. *වෛදා පරීක්ෂණ පහසුකම්.* සෑම ස්ථීර සේවකයකුටම වසර 02කට වරක් සමාගම විසින් නම් කරනු ලබන පිලිගත් ආරෝගා ශාලාවකට වෛදා සායනයකට නම් කරන ලද වෛදා පරීක්ෂණයක් සඳහා යොමු කරනු ඇත.
- 09. *වෘත්තීය සමිති වාර්ෂික සම්මේලනය සඳහා නිල නිවාඩු.* සෑම වසරකම දෙසැම්බර් මස පළමු සිකුරාදා හෝ අනොහනා එකඟතාවය මත තීරණය කර ගන්නා දිනයක ආයතනය පිළිගත් වෘත්තීය සමාගම් හි සාමාජිකයන් සදහා තම "වෘත්තීය සංගමයේ" වාර්ෂික සම්මේලනයට සහභාගිවීම පිණිස නිල නිවාඩු ලබා දෙනු ලැබේ.

- 10. *නිෂ්පාදන ඉල්ලකයන්.* මෙම ගිවිසුම බලාත්මක වන කාල සීමාව තුල 2012 ජුලි මස 1 වන දින සිට කිුිිියාත්මක වන පරිදි පාවහන් කර්මාන්තශාලාව සහ ටැනරි අංශයේ නිෂ්පාදන ඉලක්කයන් සහ අමතර දිරි දීමනා ඇමුණුම අංක 1 සහ 2 අනුව වේ.
  - බාහිර උපදේශකවරයෙකුගේ උපදෙස් පරිදි ඉදිරි කාලයේදී සිදු කරනු ලබන අධානයකින් අනතුරුව ඉලක්කයන් හා දිරි දීමනා වෙනස් වීම පිළිබඳව සලකා බලනු ඇත. මෙම කරුණු සම්බන්ධයෙන් යම්කිසි ආකාරයක එකඟතාවයකට පැමිණීමට සේවා සේවක දෙපක්ෂයට නොහැකි වුව හොත් ඉහත නිෂ්පාදනය ඉලක්කයන් සහ දිරි දීමනා ඒ ආකාරයෙන්ම ඉදිරියටත් බල පවත්වනු ඇත.
- 11. ආරාවුල් සමථයකට පත් කිරීමේ කුමවේදය.– වෘත්තීය සංගම් ආරාවුලක් සමථ කිරීම සඳහා පහත සඳහන් කුමවේදයට එකඟ වේ.
  - (අ) ආරාවුලක් සිදුවූවිට අදාල වෘත්තීය සංගමයේ ශාඛා කම්ටුව විසින් පාලනාධිකාරිය වෙත ලිඛිතව ඉදිරිපත් කලයුතු අතර ආරාවුල විසදීම සඳහා ස්වාමි පක්ෂයට අවම වශයෙන් සති දෙකක කාල සීමාවක් ලබා දිය යුතුය.
  - (ආ) සතුටුදායක විසදුමක් නොලැබුණහොත් එය මව් සංගම් සහ ලංකා සේවාන්ගේ සංගමයට විසදීම සඳහා ඉදිරිපත් කළ යුතුය.
  - (ඇ) ලංකා සේවායන්ගේ සංගමය සහ මව් සංගම් අතර සාකච්ඡා වලින් පසුවද විසදා ගැනීමට නොහැකි වුවහොත් කාර්මික ආරාවුල් පනතේ විධිවිධාන අනුව කටයුතු කරනු ඇත.
  - (අෑ) කම්කරු දෙපාර්තමේන්තුවට ආරාවුල විසදීමට නොහැකි වූවහොත් වෘත්තීය සංගම් වලට වෘත්තීය සංගම් කි්යා මාර්ගයක් ගැනීමට අවශා නම් එමා වෘත්තීය සංගම් කි්යා මාර්ගය පිළිබඳව දින 14කට පුථම ස්වාමි පක්ෂයට සහ ලංකා සේවායන්ගේ සංගමයට ලිඛිතව දැනුම් දිය යුතුය.
- 12. ස්වාමි පක්ෂය වෘත්තීය සමිති සහ ගිවිසුමෙන් ආවරණය වන සේවකයින් අදාල ගිවිසුම බලපවත්නා කාළසීමාව තුළ අදාල ගිවිසුම සදහා කිසිදු සංශෝධනයක් හෝ වෙනස් කිරීමක් සිදු නොකිරීමට එකඟ වන අතර වෘත්තීය සංගම් හෝ සේවකයින් අදාල ගිවිසුමෙහි වෙනස්කම් කිරීම සදහා ඉල්ලීම් ඉදිරිපත් කරමින් වෘත්තිය සමිති කිුයාමාර්ගයක් නොගැනීමට එකඟ වේ.
- 13. වෘත්තීය සමිති සහ සේවකයින් අදාල ගිවිසුම ආකාරයට තමන්ට නියම කර ඇති සේවා කටයුතු හොඳින් සිදු කිරීමටත් එකඟවන අතර නිෂ්පාදන අංශයේ සේවකයින් නියමිත නිෂ්පාදන ඉලක්කයන් ලබාදීමට එකඟවේ.
- 14. වෘත්තීය සමිති සහ සේවකයින් වලංගු කාලසීමාව තුළ දැනට පවතින සේවා කොන්දේසිවලට අදාලව මූලාමය වැඩිවීමක් පිළිබඳ ඉල්ලීම් නොකිරීමට එකඟවේ.

මෙයට සාක්ෂි වශයෙන් පාර්ශවකරුවන් විසින් කොළඹ දී 2012 ජූලි මස දාහත්වන දින අත්සන් තබන ලදී.



# CEYLON LEATHER PRODUCTS Annexure - 01 EXISTING NORMS AND PROPOS SHOE FACTORY

Depa	rtment / operation
240 A Lasting	
240 A Lasting	
241 A Lasting	
241 C Finishing*	
Closing Section 233	Š.
Skiving (All shoes)	E
Zig Zag Stitch	
Toe Pasting	For Large Sho
Toe Attaching	725, HLU, 20-
Eyeletting	
Lacing	IS
Zig Zag Stitch	For Small Sho
Eyeletting	704,707241.
Marking	
Back piece attachi	ng Large shoe
Back piece attachi	
Tongue Attaching	
Trimming only	
Tongue Lin Pastin	g (with helpers)
Tongue Lin Pastin	g (with out helpers)
Large Shoe under Tr	imming Stitching
Small Shoe under Tr	imming stitching
Lining Attaching	
Folding	
Vamping	
240 Spew Trimming	
240 D DMS Molding	
241 D DMS Molding	Higher Norm (6 w
DMS Lasting Line 1	
DMS Lasting Line 2	
241Cevilian Lasting L	
241Cevilian Lasting L	ine (stuck on / DN
Sole Groove cutting	
Leather Sole Preparin	19

#### Note

\* finishing of Flexible shoes, White 
\*\* on cahnge of combination ( to D

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   |  |  |  |  |                  | 現 一直 化基础 二十二                          | C D CHOCK CO.              
          |                  |                    |                   |                   |                  |                  |                   | C   C   C   C   C   C   C   C   C   C | · · · · · · · · · · · · · · · · · · ·    |                   |                   |                     |  |  |  |  |   
  |  |  |  |                  |                  |                  | C. C |                  |                    |                   |                      |  |                  |  
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EATHER PRODUCTS PLC  -02  NORMS & INCENTIVE SCHEME FOR COLLECTIVE AGREEMENT 2012/2015	B. C. C.	B. (5.4)	B. C. C.
   | B. 15. 10.   | B. 15. 10.   | B. 15. 10  | B. C. C.   | B. C. C.  
  | Later Committee of the  | B. 15. 10  | E-15-10  | E-15-10  | B. 15. 10  | B. 15. 10.   
   | E-State  | B. C. C.   | B. 15. 10  | B. 15. 10.   | B. (5.4)  
  | B. (5.4)   | E-State  | Later and the second se | B. (5.4)   | Later and the second se | B. C. C.   | B. 15. 40  
   | B. 15. 10.   | B. 15. 40  | E-State  | B. C. C.   | E-State   
  | B. C. C.   | B. C. C.   | B. (5.4)         | 1.5.0                                 | E-15-10                               | 1.00             | 1.00               | B. C. C.          | B. C. C.          | 1.00             | 1.00             | 1.00              | 1.00                                  | 1.0.0                                    | B. C. C.          | B. (5.4)          | B. C. C.            | Later and the second se | B. C. C.   | B. C. C.  
  | E-State  | B. C. C.   | B. C. C.   | E-State  | Later and the second se | B. C. C.         | B. (5.4)         | B. C. C.         | 1.0.0                                    | 1.00             | B. C. C.           | B. 15. 10.        | B. (5.4)             | B. 15. 10.  
  | 8.45.45          | B. 15. 15.   | 1.00            | 1.00             | 1.00   | 8.00.00          |
| E-State  | SEYLON LEATHER PRODUCTS PLC<br>Annoxure - 02<br>PROPOSED NORMS & INCENTIVE SCHEME FOR COLLECTIVE AGREEMENT 2012-2015   | E-State  | B. 45.40   | B. 45.40   
   | B. 15. 10.   | E-State  | E-State  | B. 45.40   | B. 45.40  
  | B. 15. 10.   | B. 15. 10.   | B. 45.40   | B. 45.40   | B. 15. 10.   
   | B. 15. 10.   | B. 45.40   | E. Carrier   | E-State Company  | B. 15. 10.  
  | B. 45.40   | B. 45.40   | E-State  | E-State  | B. C. C.   
   | B. 15. 10.   | B. C. C.   | B. 15. 40  | B. 15. 10.   | E-State   
  | B. 15. 10.   | E-State  | B. (5.4)   | B. 45. 40  | B. C. C.   
   | B. (5.4)         | B. 65.40                              | B. (5.4)                              | B. 15. 10.       | B. 15. 10.         | B. (5.4)          | B. (5.4)          | B. 15. 10.       | B. 65.40         | B. 65.40          | B. 15. 10.                            | B. 65.40                                 | B. 15. 10.        | B. C. C.          | B. 45.40            | B. (5.4)   | B. C. C.   | B. 65.40   | E-State  
   | E-State  | B. C. C.   | B. (5.4)   | B. 15. 10.   | B. 45.40         | B. (5.4)         | B. 15. 10.       | B. 65.40                                 | B. (5.4)         | 8.45.40            | B. (5.4)          | B. 15. 10.           | 8.00.00  
   | 8.45.40          | B. 45.40   | B. 15. 15.      | 1.00             | 8.00   | B. 455.455       |
| B. 45.40   | E-State  | E-State  | B. 45.40   | B. 15. 10.   
   | B. 15. 10.   | E-State  | B. 45.40   | B. 45.40   | B. 15. 10.  
  | B. 15. 10.   | B. 45.40   | B. C. C.   | B. C. C.   | B. 65.40   
   | B. 15. 10.   | B. 45.40   | E. Carrier   | B. 15. 10.   | B. 15. 10.  
  | B. 45.40   | B. 45.40   | E-State  | E-State  | B. 15. 40  
   | E-State  | B. 65.40   | B. 15. 40  | B. 45.40   | B. 15. 10.  
  | E-State  | B. 65.40   | B. 15. 10.   | B. C. C.   | B. C. C.         | B. 45.40                              | B. 65.40                              | B. 15. 40.       | B. 15. 40.         | B. 65.40          | B. 65.40          | B. 15. 40.       | B. 65.40         | B. 65.40          | B. 15. 40.                            | B. 65.40                                 | B. (5.4)   
      | B. C. C.          | B. (5.4)            | B. (5.4)   | B. C. C.   | E-State  | E. Carlotte  | E-State  
   | B. C. C.   | B. 65.40   | B. (5.4)   | B. C. C.         | B. C. C.         | B. (5.4)         | B. 65.40                                 | B. 65.40         | B. 65.40           | B. 65.40          | B. 15. 10.           | 8.45.45  | B. 15. 10.       | B. 65.40  
  | B. 65.40        | 1.00             | 8.00.00  | B. 100.00        |
| B. 15. 10.   | E-State  | E-State  | B. 15. 10.   | B. 15. 10.   
   | B. 65.40   | B. C. C.   | B. 45.40   | B. 15. 10.   | B. 15. 10.  
  | B. 65.40   | E-State  | E-State  | E-State  | E-State  
   | B. 65.40   | B. 15. 10.   | B. 45.40   | B. 65.40   | B. 15. 10.  
  | B. 15. 10.   | B. 15. 10.   | B. 45.40   | E-State  | B. 65.40   
   | E-State  | E-State  | B. 65.40   | B. 15. 10.   | B. 15. 40   
  | B. 45.40   | B. 45.40   | B. (5.4)   | E-State  | B. C. C.         | B. 15. 10.                            | 1.00                                  | B. 15. 10.       | B. 15. 10.         | 8.00.00           | 8.00.00           | B. 15. 10.       | B. 15. 10.       | B. 15. 10.        | B. 15. 10.                            | B. 45.40                                 | B. C. C.   
      | B. C. C.          | B. (5.4)            | B. 45.40   | E-State  | E. Carrier   | B. 45.40   | B. 45.40   
   | E-State  | B. 45.40   | B. (5.4)   | E-State          | B. 45.45         | B. C. C.         | B. 45.40                                 | B. 65.40         | B. 65.40           | 8.00.00           | B. 15. 10.           | 8.00.00  | B. 15. 10.       | B. 15. 15.  
  | B. 15. 15.      | B. 10. 10.       | B. 100. 100  | 1.00             |
| B. 15. 10.   | B. 45.40   | B. 45.40   | B. 15. 10.   | E-State  
   | E-State  | E-State  | B. 15. 10.   | B. 15. 10.   | B. 15. 40   
  | E-State  | E-State  | Later and the second se | Later and the second se | E-State  | E-State  | E-State  
   | B. 15. 40  | B. 65.40   | B. 65.40   | B. 65.40   | B. 15. 10.  
  | E-State  | E-State  | E-State  | B. 15. 10.   | B. 15. 10.   
   | B. 15. 10.   | B. 45.40   | B. 15. 10.   | B. 45.40   | E-State   
  | B. C. C.   | B. 15. 10.   | B. (5.4)   | B. 15. 10.   | B. 45.40   
   | B. 15. 10.   | B. 45.40   | B. 45.45         | B. 15. 10.                            | 1.00                                  | B. (5.4)         | B. (5.4)           | B. 65.40          | B. 65.40          | B. (5.4)         | B. 15. 10.       | B. 15. 10.        | B. (5.4)                              | B. 15. 10.                               | B. C. C.          | B. 45.40          | B. 45.45            | B. 45.40   | B. 45.40   
   | B. 45.40   | B. 15. 10.   | B. 15. 10.   | B. 45.40   | B. 45.40  
  | B. 45.45   | B. 45.40         | B. 45.40         | B. C. C.         | B. 15. 10.                               | B. C. C.         | B. 45.40           | 8.00.00           | B. 15. 10.           | 1.00   | B. 15. 10.       | 8.00.00  | B. 15. 15.      | 1.00             | 1.00   | 100              |
| B. 15. 10.   | B. 15. 10.   | B. 15. 40  | E-State -  | E-State Company  
   | E-State  | B. 45.40   | B. 15. 10.   | E-State -  | E-State Company   
  | E. Carrier   | B. 45.40   | B. 15. 10.   | B. 15. 10.   | B. 15. 10.   
   | E. Carrier   | E-State Company  | B. 15. 10.   | B. 15. 10.   | E-State   
  | E-State Company  | E-State -  | E-State  | E-State  | B. 15. 10.   
   | B. C. C.   | B. 15. 10.   | B. 15. 10.   | B. 45.40   | B. 15. 10.  
  | B. 65.40   | B. (5.4)   | B. 15. 10.   | B. (5.4)   | B. (5.4)   
   | B. 45.40         | B. 45.40                              | 1.00                                  | 8.45.40          | 8.45.40            | 1.00              | 1.00              | 8.45.40          | 8.45.45          | 8.45.45           | 8.45.40                               | B. (5.4)                                 | B. 45.40          | B. 15. 10.        | B. 65.40            | B. 15. 10.   | B. (5.4)   | B. (5.4)   | B. 65.40   
   | B. (5.4)   | B. (5.4)   | B. 15. 10.   | B. C. C.   | B. (5.4)         | B. 15. 10.       | B. 45.40         | B. (5.4)                                 | B. 45.40         | B. 45.40           | B. 15. 10.        | B. 65.40             | B. 15. 10.   
   | 8.00.00          | B. 100.00  | B. 100.00       | B. 15. 15.       | 1.00   | B. 100.00        |
| B. (5.4)   | B. 65.40   | B. 45.40   | B. 45.40   | B. 45.40   
   | B. 15. 10.   | B. 15. 10.   | B. 15. 10.   | B. 15. 10.   | B. 65.40  
  | E-State  | E-State  | B. 15. 10.   | B. 15. 10.   | E-State  
   | E-State  | E-State  | B. 65.40   | E-State  | E-State   
  | E-State  | B. 15. 10.   | B. 15. 10.   | B. 15. 10.   | B. 45.40   
   | B. 45.40   | E. Carrier   | B. 15. 10.   | B. 45.40   | E-State   
  | B. C. C.   | B. (5.4)   | E-State  | B. (5.4)   | B. 45.40   
   | B. 15. 10.   | B. 45.40   | B. 45.40   | B. 45.40   | B. C. C.         | B. (5.4)                              | B. 15. 10.                 
          | B. 45. 40.       | B. 45. 40.         | B. 15. 10.        | B. 15. 10.        | B. 45. 40.       | 8.45.40          | 8.45.40           | B. 45. 40.                            | B. (5.4)                                 | B. 65.40          | E-State           | B. 45.40            | B. 45.40   | B. 15. 10.   | B. 15. 10.   | B. (5.4)   | B. 15. 10.  
  | B. 15. 10.   | B. 45.40   | B. 45.40   | B. 45.40         | B. (5.4)         | B. 65.40         | B. (5.4)                                 | B. 15. 10.       | 8.00.00            | 1.00              | 8.00.00              | B. 15. 10.   | 8.00.00          | B. 100.00  
   | B. 150.00       | 1.00             | 100  | 1.00             |
| B. C. C.   | E-State  | E-State  | B. 15. 10.   | B. 15. 10.   
   | B. 15. 10.   | B. 65.40   | E-State  | E-State  | E-State   
  | B. 15. 10.   | B. 65.40   | E-State  | E-State  | B. 65.40   
   | B. 15. 40  | B. 15. 10.   | E-State  | E-State  | E-State   
  | E-State  | E-State  | B. 65.40   | B. 15. 10.   | B. 15. 10.   
   | B. 15. 10.   | B. 15. 10.   | E. Carrier   | E-State  | E-State   
  | E-State  | B. C. C.   | B. (5.4)   | B. C. C.   | B. 15. 10.   
   | B. 45.40   | B. 15. 10.   | B. 65.40   | B. 65.40   | B. (5.4)         | B. 15. 10.                            | B. C. C.                   
          | B. 15. 10.       | B. 15. 10.         | B. C. C.          | B. C. C.          | B. 15. 10.       | B. 15. 10.       | B. 15. 10.        | B. 15. 10.                            | B. (5.4)                                 | B. C. C.          | B. 65.40          | B. 45.40            | B. 15. 10.   | B. 65.40   | B. 65.40   | B. 45.40   | B. 45.40  
  | B. 65.40   | B. 15. 10.   | B. 45.40   | B. 65.40         | B. (6.4)         | B. C. C.         | B. (5.4)                                 | B. 15. 10.       | 8.45.40            | B. 45.40          | 8.45.40              | 8.00.00  | B. 10. 10.       | 1.00   
   | B. 100.00       | 1.00             | 8.00   | 100              |
| B. 45.40   | E-State  | E-State  | B. 45.40   | E-State State Stat | E-State Company   
  | E-State State Stat | B. 45.40   | B. 45.40   | B. 15. 10.   | B. 15. 10.   | B. 15. 10.  
  | B. 65.40   | B. 65.40   | B. 15. 10.   | B. 45.40   | E. Carrier   
   | E-State Company  | E-State State Stat | B. 15. 10.   | B. 45.40   | E-State  | E-State  
   | B. 65.40   | B. 15. 10.   | B. C. C.   | B. 65.40   | B. 45.40  
  | B. 65.40   | B. 45.40   | B. 65.40   | B. (6.4)   | B. 15. 10.   
   | B. 65.40         | B. 15. 10.                            | 8.45.45                               | 8.00.00          | 8.00.00            | 8.45.45           | 8.45.45           | 8.00.00          | B. 15. 10.       | B. 15. 10.        | 8.00.00                               | B. 15. 10.                               | B. (6.4)          | B. 65.40          | B. (6.4)            | B. 65.40   | B. 65.40   | B. 65.40   | B. 45.40   
   | B. 45.40   | B. 65.40   | B. 65.40   | B. 65.40   | B. C. C.         | B. 65.40         | B. (6.4)         | B. 15. 10.                               | 8.45.45          | 8.45.40            | 8.00.00           | B. 45.40             | B. 100. 100  
   | 1.00             | B. 10. 10.   |                 | 8.00.00          | 100  | 100              |
| B. C. C.   | B. C. C.   | B. 45.40   | B. 65.40   | B. 45.40   
   | E-02-09  | E-02-09  | E-15-10  | B. 15. 10.   | B. 10. 10.  
  | B. 15. 10.   | B. 15. 10.   | B. 45. 40.   | B. 45. 40.   | B. 15. 10.   
   | B. 15. 10.   | B. 15. 10.   | B. 10. 10.   | B. 15. 10.   | B. 15. 10.  
  | B. 15. 10.   | B. 15. 10.   | E-12-20  | E-02-09  | B. 45.40   
   | B. 45.40   | B. 65.40   | E-02-09  | B. C. C.   | B. 65.40  
  | B. C. C.   | B. C. C.   | B. 65.40   | B. C. C.   | B. 45.40   
   | B. 15. 10.   | B. 45.40   | B. 65.40   | B. 45.40   | 1.00             | B. 65.40                              | B. 65.40                   
          | B. 100. 100      | B. 100. 100        | B. 100.00         | B. 100.00         | B. 100. 100      | B. 10. 10.       | B. 10. 10.        | B. 100. 100                           | B. 65.40                                 | 1.00              | B. 45.40          | B. 45.40            | 1.00   | B. 15. 10.   | B. 15. 10.   | B. C. C.   | B. 15. 10.  
  | B. 15. 10.   | B. 45.40   | B. 45.40   | B. 45.40         | 1.00             | 1.00             | B. 65.40                                 | B. 65. 65.       | B. 65.40           | B. 65. 65.        | B. 10. 10.           | 1.00   | 1.00             | 1.00   
   | 1.00            | 1.00             | 1.00   | 100              |
| B. C. C.   | 1.00   | E-02-00  | E-02-00  | E-02-00  
   | E-15-10  | B. 10. 10.   | B. 15. 10.   | 5.00.00  | 1.00 m  
  | E-15-10  | B. 15. 10.   | B. 15. 10.   | B. 15. 10.   | B. 15. 10.   
   | B. 10. 10.   | 1.00   | 1.00 m   | 1.00 m   | 1.00 m  
  | 1.00 m   | 5.00 m   | B. 15. 10.   | E-15-10  | E-02-00  
   | E-02-00  | E-State  | B. C. C.   | E-State  | 1.00  
  | 1.00   | 1.00   | 1.00   | B. C. C.   | E. Carrier   
   | B. C. C.   | E-State  | 1.00   | 1.00   | 1.00             | 1.00                                  | 1.00                       
          | 1.00             | 1.00               | 1.00              | 1.00              | 1.00             | 1.00             | 1.00              | 1.00                                  | 1.00                                     | 1.00              | 1.00              | 1.00                | E. Carrier   | B. C. C.   | E-State  | 1.00   | 1.00             | 1.00             | 1.00             | 1.00                                     | 1.00             | 1.00               | 1.00              | 1.00                 | 1.00   
   | 1.00             | 1.00   | 1.00            | 1.00             | 1.00   | 100              |
| 1.00   | 1.00   | 1.00   | 1.00   | 1.00   
   | 1.00   | 1.00   | The second secon | The second secon | The second secon | 1.00   | The second secon | The second secon | The second secon | The second secon | E. C.  | The second secon | The second secon | The second secon | The second secon | The second secon | The second secon | The second secon | 1.00  
  | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   
   | 1.00   | 1.00   | E-10.0   | 1.00   | 1.00  
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   | 1.00             | 1.00                                  | 1.00                                  | 1.00             | 1.00               | 1.00              | 1.00              | 1.00             | 1.00             | 1.00              | 1.00                                  | 1.00                                     | 1.00              | 1.00              | 1.00                | 1.00   | 1.00   | 1.00   | 1.00   
   | 1.00   | 1.00   | 1.00   | 1.00   | 1.00             | 1.00             | 1.00             | 1.00                                     | 1.00             | 1.00               | 1.00              | B. 40.               | 1.00   
   | 1.00             | 1.00   |                 | 100              | 100  | 100              | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | SATHER PRODUCTS PLC  
   | ATHER PRODUCTS PLC   | ATHER PRODUCTS PLC   | THER PRODUCTS PLC  | HER PRODUCTS PLC   | HER PRODUCTS PLC  
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   | HER PRODUCTS PLC   | HER PRODUCTS PLC   | HER PRODUCTS PLC   | HER PRODUCTS PLC   | HER PRODUCTS PLC | HER PRODUCIS PLC                      | HER PRODUCTS FLC           
          | HER PRODUCIS FLU | HER PRODUCIO FLU   | HER PRODUCTS FLC  | HER PRODUCTS PLC  | HER PRODUCTS FLV | HER PRODUCTS FLV | HER PRODUCTS FLV  | THER PRODUCTS FLV                     | HER PRODUCTS FLC                         | HER PRODUCTS PLC  | HER PRODUCTS PLC  | THER PRODUCTS PLC   | HER PRODUCTS PLC   | HER PRODUCTS PLC   | HER PRODUCTS PLC   | THER PRODUCTS PLC  | HER PRODUCTS PLC  
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   |                 |                  |  |                  |
| EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | SATHER PRODUCTS PLC  
   | ATHER PRODUCTS PLC   | ATHER PRODUCTS PLC   | THER PRODUCTS PLC  | THER PRODUCTS PLC  | HER PRODUCTS PLC  
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  | HER PRODUCTS PLC   | HER PRODUCTS PLC   | THER PRODUCTS PLC  | HER PRODUCTS PLC   | HER PRODUCTS PLC   
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   |                  |
| EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | SATHER PRODUCTS PLC  
   | ATHER PRODUCTS PLC   | ATHER PRODUCTS PLC   | THER PRODUCTS PLC  | HER PRODUCTS PLC   | HER PRODUCTS PLC  
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  | HER PRODUCTS PLC   | HER PRODUCTS PLC   | THER PRODUCTS PLC  | HER PRODUCTS PLC   | HER PRODUCTS PLC   
   | HER PRODUCTS PLC   | HER PRODUCTS PLC   | HER PRODUCTS PLC | JER PRODUCTS PLC | JER PRODUCTS PLC | HER PRODUCTS PLC                         | HER PRODUCTS FLC | HER PRUDUCIO FLU   | TER PRODUCTO TEV  |                      |  |                  |  |                 |                  |  
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| EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | EATHER PRODUCTS PLC  | SATHER PRODUCTS PLC  
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          | ER PRODUCIO PLU  | ER PRODUCIO PLU    | ER PRODUCIO PLC   | ER PRODUCIO PLC   | ER PRODUCIO PLU  | ER PRODUCIO TL   | ER PRODUCTS TL    | ER PRODUCIO PLU                       | ER PRODUCTS PLC                          | IER PRODUCTS PLC  | JER PRODUCTS PLC  | JER PRODUCTS PLC    | JER PRODUCTS PLC   | ER PRODUCTS PLC  | JER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC   
  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC | JER PRODUCTS PLC | IER PRODUCTS PLC | ER PRODUCTS PLC                          | ER PRODUCIO PLU  | HER PRODUCTS FLV   | ER PRODUCIO TO    | ER PRODUCTO          |  |                  |  
   |                 |                  |  |                  |
| JER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC  
  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC   
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | HER PRODUCTS PLC  
  | JER PRODUCTS PLC | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCIO PLU  | ER PRODUCIO PLU    | ER PRODUCIO PLC   | ER PRODUCIO PLC   | ER PRODUCIO PLU  | ER PRODUCIO TLU  | ER PRODUCTS TLV   | ER PRODUCIO PLU                       | JER PRODUCTS PLC                         | ER PRODUCTS PLC   | JER PRODUCTS PLC  | JER PRODUCTS PLC    | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC | JER PRODUCTS PLC | IER PRODUCTS PLC | ER PRODUCTS PLC                          | ER PRODUCIO PLO  | ER PRUDUCIO TU     | ER PRODUCIO TO    | ER PRODUCT CO        |   
  |                  |  |                 |                  |  |                  |
| IER PRODUCTS PLC   | IER PRODUCTS PLC   | IER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | IER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | IER PRODUCTS PLC   | IER PRODUCTS PLC  
  | IER PRODUCTS PLC   | IER PRODUCTS PLC   | IER PRODUCTS PLC   | IER PRODUCTS PLC   | ER PRODUCTS PLC  
   | ER PRODUCTS PLC  | IER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC   
  | JER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | IER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC  | IER PRODUCTS PLC   | ER PRODUCTS PLC   
  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | IER PRODUCTS PLC   | IER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC   | IER PRODUCTS PLC | JER PRODUCTS PLC                      | ER PRODUCTS PLC            
          | ER PRODUCTS FLU  | ER PRODUCTS FLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS FLU  | ER PRODUCTS TLV  | ER PRODUCTO TL    | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | IER PRODUCTS PLC  | IER PRODUCTS PLC  | IER PRODUCTS PLC    | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC   | IER PRODUCTS PLC | JER PRODUCTS PLC | IER PRODUCTS PLC | ER PRODUCTS PLC                          | ER PRODUCIO PLU  | ER PRUDUCIO TU     | ER PRODUCIO TEN   | ER PRODUCT CO        |  |                  |  
   |                 |                  |  |                  |
| HER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC   
  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | HER PRODUCTS PLC   | JER PRODUCTS PLC | ER PRODUCTS PLC                       | ER PRODUCIS PLC                       | ER PRODUCIO PLU  | ER PRODUCIO PLU    | ER PRODUCIO PLC   | ER PRODUCIO PLC   | ER PRODUCIO PLU  | ER PRODUCIO FLU  | ER PRODUCIO TLU   | ER PRODUCIO PLU                       | ER PRODUCTS PLC                          | IER PRODUCTS PLC  | JER PRODUCTS PLC  | JER PRODUCTS PLC    | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC | JER PRODUCTS PLC | IER PRODUCTS PLC | ER PRODUCTS PLC                          | ER PRODUCIO PLO  | ER PRUDUCIO TLA    | ER PRODUCIO TLO   | ER PRODUCTO LO       |  |                  |  |                 |                  |  
   |                  |
| HER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC   
   | HER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC  | JER PRODUCTS PLC   | HER PRODUCTS PLC  
  | HER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC   
   | HER PRODUCTS PLC | JER PRODUCTS PLC                      | JER PRODUCI 3 PLC                     | JER PRODUCIO PLU | JER PRODUCIO PLU   | JER PRODUCI 3 PLC | JER PRODUCI 3 PLC | JER PRODUCIO PLU | ER PRODUCIO PLU  | JER PRODUCIO PLU  | JER PRODUCIO PLU                      | JER PRODUCTS PLC                         | HER PRODUCTS PLC  | HER PRODUCTS PLC  | JER PRODUCTS PLC    | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC | HER PRODUCTS PLC | HER PRODUCTS PLC | JER PRODUCTS PLC                         | JER PRODUCIS PLC | ER PRUDUCIO PLU    | HER PRODUCT OF LA | ER PRODUCTO TO       |  
   |                  |  |                 |                  |  |                  |
| IER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC  
   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC   
  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC  
   | ER PRODUCTS PLC  | IER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | IER PRODUCTS PLC  
  | IER PRODUCTS PLC   | ER PRODUCTS PLC  | IER PRODUCTS PLC | JER PRODUCTS PLC                      | ER PRODUCTS PLC                       | ER PRODUCTS FLV  | ER PRODUCTS FLV    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS FLV  | ER PRODUCTO TL   | ER PRODUCTO TL    | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | IER PRODUCTS PLC  | ER PRODUCTS PLC   | IER PRODUCTS PLC    | IER PRODUCTS PLC   | JER PRODUCTS PLC  
  | IER PRODUCTS PLC   | IER PRODUCTS PLC | JER PRODUCTS PLC | IER PRODUCTS PLC | ER PRODUCTS PLC                          | ER PRODUCIO PLO  | ER PRUDUCTO TLV    |                   | ER PRODUCT CO        |  |                  |  |                 |                  |  |                  |
| JER PRODUCTS PLC   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | HER PRODUCTS PLC   
   | JER PRODUCTS PLC   | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | HER PRODUCTS PLC | JER PRODUCTS PLC                      | JER PRODUCI S PLC                     | JER PRODUCIO PLU | JER PRODUCIO PLU   | JER PRODUCIO PLC  | JER PRODUCIO PLC  | JER PRODUCIO PLU | LER PRODUCIO FLU | LER PRODUCIO FLU  | JER PRODUCIO PLU                      | JER PRODUCI'S PLC                        | JER PRODUCTS PLC  | JER PRODUCTS PLC  | JER PRODUCTS PLC    | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC | HER PRODUCTS PLC | JER PRODUCTS PLC | JER PRODUCTS PLC                         | JER PRODUCIO PLC | ER PRUDUCIO FLA    |                   | TER PRODUCTOR CO     |  |                  |  |                 |                  |   
  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCTS FLV  | ER PRODUCTS FLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS FLV  | ER PRODUCTO FLY  | ER PRODUCTO FLY   | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRUDUCIO TLA    |                   |                      |  |                  |  |                 |                  |  |                  |
| JER PRODUCTS PLC   | FER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC  
   | ER PRODUCTS PLC  | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | IER PRODUCTS PLC   | ER PRODUCTS PLC  | JER PRODUCTS PLC   | JER PRODUCTS PLC   
   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | ER PRODUCTS PLC   
  | LER PRODUCTS PLC | JER PRODUCTS PLC                      | ER PRODUCIS PLC                       | ER PRODUCIO FLU  | ER PRODUCIO FLU    | ER PRODUCIS PLC   | ER PRODUCIS PLC   | ER PRODUCIO FLU  | ER PRODUCIO FLU  | ER PRODUCIO FLU   | ER PRODUCIO FLU                       | JER PRODUCI'S PLC                        | ER PRODUCTS PLC   | JER PRODUCTS PLC  | LER PRODUCTS PLC    | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC  
  | JER PRODUCTS PLC   | JER PRODUCTS PLC   | JER PRODUCTS PLC   | LER PRODUCTS PLC   | JER PRODUCTS PLC | JER PRODUCTS PLC | ER PRODUCTS PLC  | JER PRODUCTS PLC                         | ER PRODUCIO PLU  | ER PRUDUCIO FLA    |                   |                      | | | | | | | | | | | | | | | | | | | | | | | | | | | |
  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCTS FLU  | ER PRODUCTS FLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS FLU  | ER PRODUCTO FLA  | ER PRODUCTO FLA   | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRUDUCIO FLU    | ER PRODUCIO TO    |                      |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCTS FLU  | ER PRODUCTS FLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS FLU  | ER PRODUCTO FLU  | ER PRODUCTO FLU   | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRODUCIO FLO    | ERPRODUCIONA      | ER PRODUCT OF THE    |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCTS FLU  | ER PRODUCTS FLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS FLU  | ER PRODUCTO FLU  | ER PRODUCTO FLU   | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRODUCIO FLO    | ERPRODUCIONA      | ER PRODUCT OF THE    |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCIS FLC                       | ER PRODUCTS FLU  | ER PRODUCTS FLU    | ER PRODUCIS FLC   | ER PRODUCIS FLC   | ER PRODUCTS FLU  | ER PRODUCTS FLU  | ER PRODUCTS FLU   | ER PRODUCTS FLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRUDUCIO FLU    | ER PRODUCIO FLY   | ER PRODUCT OF THE    |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCIO PLU  | ER PRODUCIO PLU    | ER PRODUCIS PLC   | ER PRODUCIS PLC   | ER PRODUCIO PLU  | ER PRODUCTO TL   | ER PRODUCTO TL    | ER PRODUCIO PLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCIS PLC  | ER PRUDUCIO PLU    | ER PRODUCTO TEV   | ER PRODUCTION OF THE |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCIS FLC                       | ER PRODUCIO FLU  | ER PRODUCIO FLU    | ER PRODUCIS FLC   | ER PRODUCIS FLC   | ER PRODUCIO FLU  | ER PRODUCIO FLU  | ER PRODUCIO FLU   | ER PRODUCIO FLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCIO FLC  | ER PRUDUCIO FLV    | ER PRODUCTO TEV   | ER PRODUCT OF THE    | EN PRODUCTION OF THE PRODUCTIO |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS FLC                       | ER PRODUCTS FLV  | ER PRODUCTS FLV    | ER PRODUCTS FLC   | ER PRODUCTS FLC   | ER PRODUCTS FLV  | ER PRODUCTO TL   | ER PRODUCTO TL    | ER PRODUCTS FLV                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRODUCTO TEV    | ER PRODUCTO TEV   | EK PRODUCT CO        |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCIS PLC                       | ER PRODUCIS FLY  | ER PRODUCIS FLY    | ER PRODUCIS FLC   | ER PRODUCIS FLC   | ER PRODUCIS FLY  | ER PRODUCTS FLY  | ER PRODUCTS FLY   | ER PRODUCIS FLY                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCIS FLC  | ER PRODUCTO TLA    | ER PRODUCTO TEV   |                      |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCIS PLC                       | ER PRODUCTS FLV  | ER PRODUCTS FLV    | ER PRODUCIS PLC   | ER PRODUCIS PLC   | ER PRODUCTS FLV  | ER PRODUCTS FLY  | ER PRODUCTS FLY   | ER PRODUCTS FLV                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCIS FLC  | ER PRUDUCIO FLA    | ER PRODUCIONAL    | EK PRODUCT OF TO     |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCTS FLV  | ER PRODUCTS FLV    | ER PRODUCIS PLC   | ER PRODUCIS PLC   | ER PRODUCTS FLV  | ER PRODUCTO FLY  | ER PRODUCTO FLY   | ER PRODUCTS FLV                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRUDUCIO FLU    | ER PRODUCTOR      | EK PRODUCT OF TO     | EX PODDO PA  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCTS FLV  | ER PRODUCTS FLV    | ER PRODUCTS PLC   | ER PRODUCIS PLC   | ER PRODUCTS FLV  | ER PRODUCIO FLU  | ER PRODUCIO FLU   | ER PRODUCTS FLV                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCTS FLC  | ER PRUDUCIO TLA    | ER PRODUCTOR      |                      |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCIO PLU  | ER PRODUCIO PLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCIO PLU  | ER PRODUCTS FLU  | ER PRODUCTS FLU   | ER PRODUCIO PLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCIO PLU  | ER PRUDUCIO FLU    | ER PRODUCIO TEV   |                      |  |                  |  |                 |                  |  |                  |
| ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                       | ER PRODUCTS PLC                       | ER PRODUCIO PLU  | ER PRODUCIO PLU    | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCIO PLU  | ER PRODUCTO FLU  | ER PRODUCTO FLU   | ER PRODUCTS PLU                       | ER PRODUCTS PLC                          | ER PRODUCTS PLC   | ER PRODUCTS PLC   | ER PRODUCTS PLC     | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC  | ER PRODUCTS PLC                          | ER PRODUCIS PLC  | ER PRUDUCIO FLU    | ER PRODUCTO TEV   |                      | EK PACIOCOLOS  |                  |  |                 |                  |  |                  |
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#### THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between People's Bank, No. 75, Sir Chittampalam A Gardiner Mawatha, Colombo 02 of the one part and the People's Bank Officers Association, No. 75, Sir Chittampalam A Gardiner Mawatha, Colombo 02 of the other part on 28th day of June 2012 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, Legislative Enactments of Ceylon (Revised Edition 1956).

V.B.P. K. WEERASINGHE, Commissioner of Labour.

Department of Labour, Labour Secretariat, Colombo 05. 28th December, 2012.

#### Collective Agreement No. 23 of 2012

#### COLLECTIVE AGREEMENT

#### 2012 TO 2014

This Collective Agreement is made and entered into on this 28th day of June, 2012, by and between the People's Bank, No. 75, Sir Chittampalam A Gardiner Mawatha, Colombo 02 (hereinafter referred to as "the Bank") of the one part and the People's Bank Officers Association, No. 75, Sir Chittampalam A Gardiner Mawatha, Colombo 02 (hereinafter referred to as "the Officers Association"). of the other part.

**Title.**—This Agreement will be known and referred to as "The People's Bank Collective agreement with the People's Bank Officers Association" for the period First January Two Thousand & Twelve to Thirty First December Two Thousand & Fourteen (01.01.2012 to 31.12.2014)

- 1. Employers to be Covered and Bound. This Agreement shall cover and bind the People's Bank, whom is a party to this Agreement.
- 2. *Employees to be Covered and Bound.* This Agreement shall cover and bind members of the People's Bank Officers' Association in employment with the Bank and who are employed in any of the categories for which a salary scale has been prescribed in this Agreement in the Annexure attached hereto.
- 3. *Date of Operation and Duration.* This Agreement is deemed to be in force from 1st January 2012 and thereafter continues to be in force, unless it is determined by either party giving six months notice in writing to the other party provided, however, that no party shall give such notice to the other party after the 1 st day of July 2014.
- 4. Matters covered and variation of terms and Conditions of Employment and Benefits.- (a) This Agreement shall be in full and final settlement of all matters covered herein as well as of all the matters raised by the Officers' Association in relation to 2012-2014 and in respect of which negotiations took place between the parties before the conclusion of this Agreement and the Officers' Association agrees that it will not during the continuance in force of this Agreement raise any of the matters which were discussed and negotiated between the parties preceding this Agreement other than the matters relating to non salary benefits which shall be discussed by the Management of the Bank with the Union and the Officers' Association and reach finality on or before 30 the September 2012 after an agreement has been arrived at, as regards non salary benefits the terms and conditions of same shall be annexed to this agreement which shall form an integral part thereof.
  - (b) The Officers' Association and its members shall not during the continuance in force of this Agreement seek to vary, alter or add to all or any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than by mutual agreement with the Bank.
  - 5. Salary Components.- As from 01.01.2012 each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary which comprise of Fixed Component
    - (i) Fixed Component linked to "Basic Salary" and related allowances.
    - (ii) Variable Component linked to performance

FIXED COMPONENT.- The Fixed Component comprise the following items:

- (i) Revised Basic salary as set out in Annex I hereto, (Those reaching the maximum of the salary scales of the highest grade in each category marked (f) given in Annex I and all Officer Grades will be entitled for increments continuously not withstanding the maximum point given in the salary scales).
- (ii) Allowances
  - (a) Rent Allowance (20% of Basis Salary) with a minimum of Rs. 1,400/-
  - (b) The old Cost of Living Allowance (COLA) which is computed as at December 1999 at the point of 2,404.9 is equivalent to Rs. 5,942.3 and frozen. Every one point over and above the Colombo Consumer Price Index (CCPI) of December 1999 will be computed at Rs. 3/-. If the Index point drops below December 1999 levels i.e. 2,404.9, the computation will be at the rate of Rs. 2.75 per point.

The new CCPI index which commenced from June 2011 will be used together with the old CCPI index as approved.

E.g. January 2012 COLA Calculation

Old CCPI of preceding month (i.e. December 2011 = 7,843.21) multiplied by new CCPI index of computing month (i.e. January 2012 = 154.4), which is divided by the new CCPI of the preceding month (i.e. December 2011 = 151.5)

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= 7,843.21 X 154.4
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- = 7.993.34
- = 7,993.34 2,404.9 (less December 1999 old frozen CCPI)
- = 5,588.44 X 3 = Rs. 16,765.32
- = Rs. 16,765.32 + 5,942.3 (Rs. 5,942.3 is the December 1999 Rupee COLA equivalent of the old CCPI, which is frozen)
- = Rs. 22,707.62 (COLA for January 2012)
- (c) 10% of the Revised Basic Salary, and Cost of Living Allowance and Rent Allowance with a minimum of Rs. 1,400/-
- 6. Tax on Emoluments. PAYEE Tax payment to be reimbursed by the Bank without any effect to the take home salary.
- 7. Conversion of the Basic Salary.-
- (a) The basic salaries of all employees will be converted to the revised scale by applying the step for step (point by point) method of conversion.
  - e.g. An employee who had been on the 5 th step of the scale as at 31.12.2011 will be placed on the 5 th step of the relevant revised scale with effect from 01.01.2012.
- (b) Non-Banking Stream personal shall also be placed at the appropriate revised salary scale, on the same basis.
- 8. *Conversion Anomalies*.- Any anomalies that would arise consequent to this revision shall also be examined by a Committee comprising of representatives of the Bank and the Association and will be rectified suitably.
- 9. It is agreed by both parties to this agreement that all allowances and other benefits enjoyed by the employees of Bank of Ceylon and People's Bank shall be equal.
- 10. It is further agrees by the People's Bank Offices Association that Scales and various other allowances of the officers not covered by this agreement shall be decided by the Board of Directors of the Bank.

- 11. The Officers's Association further agrees to assist and support the management of the Bank in every manner to obtain the maximum contribution of its members to achieve the targets set out in the Business Performance Plan of the Bank.
- 12. Where the existing terms and conditions of employment of an employee covered and bound by this agreement and any existing concessions extended to the members of the Officers's Association are more favourable than the terms and conditions provided for in this agreement, then nothing in this agreement shall in any way affect or prejudice such existing terms and conditions of employment or such concessions and such terms and conditions of employment and concessions shall continue to exist, notwithstanding anything to the contrary contained herein.
- 13. Where an employee was immediately prior to the date hereof entitled to or becomes entitled on or after that date under or by virtue of any law, contract, agreement, award or custom to any rights or privileges more favourable than those to which he / she would be entitled under this agreement, nothing in this agreement shall be deemed or constructed to authorize or permit the Bank to withhold, restrict or terminate such right or privilege.

The common seal of the People's Bank was affixed hereto at Colombo on this 28th day of June 2012 in the presence of Mr. W. Karunajeewa- Chairman and Mr. N. Vasantha Kumar - CEO/ General manager of People's Bank.

#### PEOPLE'S BANK PEOPLES BANK OFFICERS ASSOCIATION





#### PEOPLE'S BANK

#### ALLOWANCE PAYABLE IN ADDITION TO THE BASIC SALARY 2012/2014

- (i) Rent Allowance (20% of Basis Salary).
- (ii) The old Cost of Living Allowance (COLA) which is computed as at December 1999 at the point of 2,404.9 is equivalent to Rs. 5,942.3 and frozen. Every one point over and above the Colombo Consumer Price Index (CCPI) of December 1999 will be computed at Rs. 3/-. If the Index point drops below December 1999 levels i.e. 2,404.9, the computation will be at the rate of Rs. 2.75 per point.

The new CCPI index which commenced from June 2011 will be used together with the old CCPI index as approved.

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- = Rs. 22,707.62 (COLA for January 2012)
- (iii) 10% of Basic Salary, Cost of Living Allowance and the Rent Allowance.

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