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No. 1645/11 – TUESDAY, MARCH 16, 2010

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1763.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Noritake Lanka Porcelain (Pvt) Ltd. No. 580, Negombo Road, Mabola, Wattala of the one part and the Sri Lanka Nidahas Sevaka Sangamaya, No. 301, T. B. Jayah Mawatha, Colombo 10 and the Jathika Sevaka Sangamaya, No. 416, Kotte Road, Pitakotte of the other part on 20th July 2009 is hereby published in terms of Section 06 of the Industrial Disputes Act. Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956).

W. J. L. U. WIJAYAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
24th February, 2010.

Collective Agreement No. 15 of 2010

COLLECTIVE AGREEMENT

COLLECTIVE AGREEMENT entered into between Noritake Lanka Porcelain (Pvt) Ltd., a Company duly registered and having its registered office at No. 580, Negombo Road, Mabola, Wattala and hereinafter referred to as “the Employer” and the Sri Lanka Nidahas Sevaka Sangamaya, a Trade Union duly registered and having its registered office at No. 301, T. B. Jayah Mawatha, Colombo 10 and the Jathika Sevaka Sangamaya, a Trade Union duly registered and having its registered office at 416, Kotte Road, Pitakotte and hereinafter referred to as “the Unions”, on this 20th day of July, Two Thousand Nine.

Whereas the Unions made certain demands of the Employer for the revision of wages of their members employed by the Employer and parties have after negotiations arrived at the following terms of agreement.

1. **Parties Covered and Bound.** - The terms of this agreement shall cover and bind the Employer, the Unions and the members of the Unions employed on permanent monthly contracts by the Employer to the Manual / Operative grades in the Company and are in employment at the time of signing of this Agreement.

2. **Salaries.** -

- i. With effect from 1st April 2009, the Employer shall add Rupees 700/- to the salaries of each employee.
- ii. With effect from 1st April 2010, the Employer shall add Rupees 600/- to the salaries of each employee.
- iii. With effect from 1st April 2011, the Employer shall add Rupees 500/- to the salaries of each employee.

3. The Employer shall continue to pay Cost of Living Allowance at the rate of Rs. 1.50 per each point on the Colombo Consumers' Price Index. The rest of the terms and conditions presently enjoyed by the employees, covered and bound, would remain unchanged. Any variation, change or addition to the terms and conditions referred to in this clause shall only be made through mutual consent.

4. The Unions, together with their members, hereby undertake that during the period of operation of this Agreement, they shall extend their fullest co-operation to the Company to carry out its all lawful activities.

5. If during the continuance in force of this Agreement the Government prescribes increases in salary by any written law, applicable to the Company, the Employer shall be entitled to take credit for the increases granted in terms of this Agreement.

6. This Agreement shall take effect from 1st April, 2009 and, unless otherwise terminated by any party to this agreement by giving one month's notice to the others shall continue to remain in force provided, however, that no party to this agreement shall give notice of such termination prior to the 29th of February, 2012.

7. The Employer, the Unions and the employees covered and bound by this Agreement undertake that they shall not during the continuance of this Agreement seek to vary, alter or add to any of the terms and conditions agreed upon herein and shall not resort to any form of Trade Union action in relation to any dispute connected with or arising out of any matter covered by this Agreement.

8. In the event of a dispute arising out of a matter not covered by this Agreement, parties agreed to resolve any such dispute in the following manner :-

- (a) Firstly, the Branch and the Management would attempt to settle such issue/dispute at the Company level. A written statement of the dispute shall be forwarded by the Union's/s' branch committee/s to the Employer, and at least three weeks given for the Employer to resolve the dispute.
- (b) In the event of non-resolution of the dispute at Stage (a) above, parties agree to meet at the Employers Federation of Ceylon (EFC) in order to resolve such dispute.
- (c) In the event of non-resolution of the dispute at Stage (b) above, parties agree to resolve the relevant dispute in accordance with the conciliation proceedings in terms of the provisions of the Industrial Disputes Act.
- (d) In the event of non-resolution of the dispute at Stage (c) above, the Union agrees that they would give 14 days prior notice, in writing, before engaging in any Trade Union action.
- (e) However, if in the opinion of the controlling body of the Union/s, a dispute has been caused by an act of the Employer, which is mala fide or vindictive or calculated to threaten or undermine the existence of the Union/s or is seriously detrimental to the interests of the Union/s, trade union action may be resorted to by the Union/s without following the procedure laid down above, provided however that at least seven (7) days writtern notice shall be given by the Union/s to the Employer and the Commissioner General of Labour.

In witness hereof, parties have set their hands on this 20th day of July, Two Thousand Nine.

for & on behalf of
Noritake Lanka (Pvt)
S Hasegawa
Deputy Chairman/
Managing Director
Mr. Manoj Wickrema
Director
Witnesses:
1. Name
T. C. Tennakoon
Manager / N&W
Designation:
SA

04 - 44

My No. CI / 05.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

MEMORANDUM of Understanding entered into between Commercial Bank of Ceylon PLC, No. 21, Bristol Street, Colombo 01 of the one part and the Ceylon Bank Employees Union, No. 20, Temple Road, Colombo 03 of the other part on 31st March, 2009 regarding Junior Executive Officers is hereby published in terms of Section 06 of the Industrial Disputes Act. Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956).

W. J. L. U. WIJAYAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
23rd February, 2010.

MEMORANDUM OF UNDERSTANDING NO. 27 OF 2010

Memorandum of Understanding entered into between the Commercial Bank of Ceylon PLC (hereinafter referred to as 'the Bank') and the Ceylon Bank Employees Union (hereinafter referred to as 'the Union') on this 31st day of March, 2009.

This Memorandum of Understanding between the Commercial Bank of Ceylon PLC (hereinafter referred as 'the Bank') and the Ceylon Bank Employees Union (hereinafter referred as 'the Union') entered into on this 31st day of March, 2009 states as follows:

1. **Employees covered and bound.** - This Memorandum of Understanding shall cover and bind the Bank, the Union and the Employees in the Grade of Junior Executive Officers in the Bank hereinafter referred to as the 'Employees'.

2. **Date of Operation and Duration.** - The provisions of this Memorandum of Understanding shall operate with effect from 1st January, 2009 until such time either party may terminate it by giving 3 months written notice to the other or until such time the Bank may decide to upwardly revise the terms and conditions applicable to employees under this Memorandum of Understanding or where either party opts to review the terms and conditions set out here below.

3. **Consolidated Salary and conversion to New Salary.**— (1) The minimum salary of all Employees in this category will be placed at Rs. 36,500/= per mensem with effect from 1st January, 2009.

(2) Thereafter, each Employee will be entitled to an increment at a percentage decided by the Management based on his/her individual performance in the previous year. The base salary for this purpose will be the adjusted salary of the Employee as per Clause 3(1) above or his/her salary as at 31st December, 2008, as applicable.

(3) In addition, all Employees covered under this Agreement will be entitled to a service increment as follows:

<i>No. of Completed years as at 01.01.2009 in the Junior Executive Officer Grade</i>	<i>Amount (Rs.)</i>
1 year	700/=
2 years	1,100/=
3 years	2,100/=
4 years	3,100/=
5 years and above	4,100/=

(3) Employees covered by this Memorandum of Understanding in service shall be placed within the salary ranges setout in the First Schedule hereto.

4. **Annual Increments.**— The annual increments due to an employee will be determined in terms of the relevant Final Rating in the Annual Performance Appraisal applicable to each employee, based on the Key Performance Indicators (KPI)/Objectives agreed upon by such employee with his Reporting Officer at the beginning of the year.

5. **Fixed and Performance Bonus.**— (1) In keeping with the prevailing practice employees shall be entitled to a fixed bonus calculated at 10% of their salary per annum. This amount will be paid in two installment representing the 1st and 2nd 6 months period of a year. Accordingly, the said two payments will be made in January and July each year.

(2) The 3 Junior Executive Officers whose names are set out in Schedule II hereto and on whose behalf representations were made by the Commercial Bank Staff Association and the Union to the effect that their salaries were also adversely affected in the overall context of the alleged salary anomaly as adverted to in the memorandum of settlement dated 31st March 2006 will be granted an additional 5% of their annual monthly salaries in computing the fixed two half yearly bonuses payable to the Junior Executive Officer grade in terms of Clause 5(1) above. Accordingly, the said 3 Junior Executive Officers will receive their fixed bonus calculated at 15% of their annual salary where as the others in this category will continue to receive it at the rate of 10% of their monthly salary.

6. **Reimbursement of Fuel.**— The employees covered by this Memorandum of Understanding will be entitled for reimbursement of fuel for traveling up to a maximum of 60 liters of petrol per month, calculated on the basis of the market rate prevailing at the given time.

7. **Holiday Allowance.**— Each employee shall be entitled to receive a Holiday Allowance of Rs. 26,500 on account of expenses incurred on a holiday during the consecutive 14 calendar days of Annual Leave taken in a year.

8. **Special Payments.**—

- (i) **Disturbance Allowance.**— An amount calculated at the rate of Rs. 380/= per hour will be paid to employees who will be required to report to work at the following times:

Rs. 570/= for those who are required for clearing duties before 7.00 a.m.

Rs. 415/= for those who are required for clearing duties before 7.30 a.m.

Provided however, that in the event the employee already receives a higher amount for such work, the said amount will remain unchanged.

- (ii) **Out of Pocket Allowance.**— An employee required to work outside normal working hours on a weekday will be entitled to an Out of Pocket Allowance of Rs. 150/= per each completed hour subject to a minimum of 2 hours and a maximum of 4 hours.

An employee, working on a weekday after 8.30 p.m. shall be entitled to Rs. 330/= for his 4th hour of work. Accordingly, such person will be entitled to a total of Rs. 780/= as shown below:

$$\text{i.e. } (150 \times 3) + (150 \times 2.2) = \text{Rs. } 780/=$$

No employee shall be entitled to a separate Dinner Allowance on account of him/her being at work after 8.30 p.m.

(iii) *Work on holidays.*—

- (a) An employee will be entitled to an Out of Pocket Allowance of Rs. 220/= per hour during work on holidays, provided such employee has completed a minimum of 3 hours of work. This entitlement is available up to a maximum of 10 hours.

This Out of Pocket Allowance will also be applicable to the staff members who are required to make themselves available during weekends to carry out functions relating to Automated Teller Machines (ATM) provided they complete a minimum of 2 hours of work on such day.

No employee shall be entitled to a separate Meal/Dinner Allowance on account of him/her being at work after 8.30 p.m.

- (b) Payments for minicoms/Saturday Banking and 365 day Banking An employee will be entitled to an Out of Pocket Allowance of Rs. 275/= per hour during work on holidays, provided such employee has completed a minimum of 3 hours of work. This entitlement is available up to a maximum of 10 hours.

No employee shall be entitled to a separate Meal/Dinner Allowance for work on weekends/holidays

- (c) *BIA Counter (Combined Allowance).*— Employees working at the BIA Counter are entitled to an allowance (inclusive of traveling) at the rate of Rs. 175/= per hour subject to a maximum of 16 hours.

- (d) *IT Department (Additional Shift Allowance).*— An employee having to work additional hours on weekdays will be entitled to a Shift Allowance of Rs. 200/= per hour provided such employee completes a minimum of 4 such additional hours.

Under this entitlement, the calculation for the first 4 hours will be as follows:

$$(200 \times 3) + (200 \times 2.2) = \text{Rs. } 1,040/=$$

The amount applicable for every 4 hours thereafter will be:

$$200 \times 4 = \text{Rs. } 800/=$$

No other allowance will be applicable in addition to the above payment.

An employee having to work additional hours on a holiday will be entitled to a shift allowance of Rs. 200/= Per hour provided such employee completes a minimum of 4 hours.

9. **Medical Scheme.**— (i) *Reimbursement of Medical Expenses for Non-Hospitalization Expenses.*— The Bank will reimburse an employee up to a maximum of Rs. 21,500/= in respect of medical expenditure incurred by his own behalf, on behalf of his spouse or unmarried legitimate children under the aged of 18 in respect of routing non-hospitalization/non-surgical and specialist treatments, subject to the following:

- (a) All medical claims shall be supported by valid and relevant prescription, bill and receipts.
(b) Prescriptions or Doctor's bills are from a Registered Medical Practitioner.
(c) The unutilized portion for the allocation for the year could be utilized during a period of 3 years subject to valid bills being submitted as aforesaid.

An employee who has a differently abled child/children is entitled to receive Rs. 25,000 per annum as medical expenses in addition to the amount specified above, subject to the recommendation of the Medical Board and registration with the Compensation and Benefits Unit of the Bank.

- (ii) *Special Non-Hospitalization and Non-Surgical Expenditure.*— The Bank will reimburse an employee on a non-cumulative basis a further sum as given below per annum on account of special non-hospitalization and non-surgical expenses covering the following items only incurred on behalf of the employee and not on behalf of his family members in keeping with existing practice:

(a) Spectacles	Rs. 15,000/=
(b) Dentures/Nerve Filling/Root Filling	Rs. 15,000/=
(c) Hearing Aids	Rs. 15,000/=

Subject to valid documentation as in the case of (i) above and subject to the provisions that no claim is made in relation to any particular item more than once in 3 years other than in the case of employees over the age of 50 years who will be entitled to reimbursement on account of Spectacles once in 2 years. In respect of Spectacles it must be supported by a prescription from a medical eye specialist.

- (iii) *Surgical and -Hospitalization Expenditure.*— Employees will be reimbursed on account of surgical and hospitalization (whether Government or Private) expenses incurred on behalf of the employee, his spouse and unmarried legitimate children under 18 years of age subject to the production of valid documentation covering every claim or expenditure, up to the following limits per annum;

(a) Hospital or Nursing Room charges ;		
Daily limit	....	Rs. 4,000/=
Government Hospital Allowance	....	Rs. 1,000/=

The Bank will reimburse the actual room charges in the event the patient has undergone intensive care treatment:

(b) Emergency Treatment Travel Expenses (maximum) (The rate is Rs. 30 per km)	....	Rs. 2,000/=
(c) Overall limit for any one event	....	Rs. 120,000/=
(d) Overall limit for any one year	....	Rs. 160,000/=

Where the employee is aged 40 years or above, expenses he/she incurs on account of full medical checkups, without being admitted to a hospital will be reimbursed up to a maximum of Rs. 10,000 per annum under this entitlement.

- (iv) *General.*— If both spouses are in the Bank, only one claim shall be entertained.

Normal child birth will be included for reimbursement under medical expenses subject to the above limits up to two births.

The Second Schedule hereto sets out the terms on which reimbursement of medical expenditure will be effected.

10. *Other Matters.*— The parties to this Memorandum of Understanding agree that the basis adopted in respect of the following aspect would be covered under the general provision and or circulars applicable for the Executive grades of the Bank.

- (a) Provident Fund
- (b) Pension and commuted pension
- (c) Lump Sum gratuity in lieu of pension and Death Gratuity
- (d) Gratuity on resignation/termination prior to retirement
- (e) Leave
- (f) Retirement
- (g) Release of CBEU office bearers, concession to branch union office bearers and general councilors
- (h) Leave to visit outstation branches by the Union
- (i) Suspensions
- (j) Disciplinary procedure
- (k) Check off facility

Schedule I

Junior Executive Officers

Salary Ranges

Rs. 36,500/= per mensem

Rs. 73,000/= per mensem

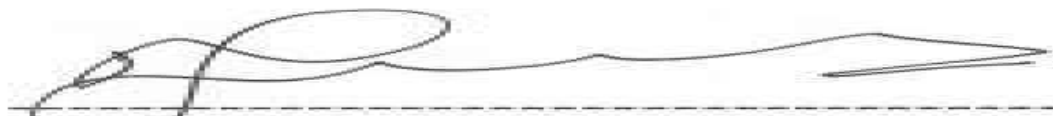
Schedule II

Junior Executive Officers promoted from the Staff Officer Grade

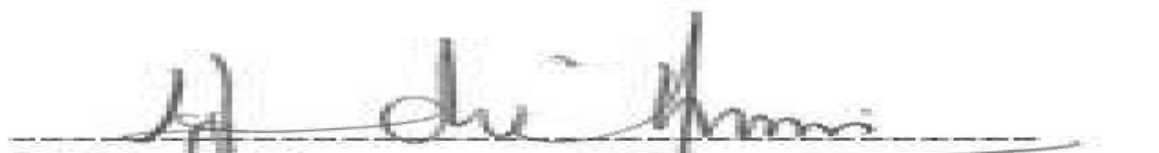
Name	Emp. No.
1. Mrs. R. Ratnayake	210
2. Mr. G. K. Wijesundara	965
3. Mr. S. D. K. Gunawardane	1031

In witness hereof parties have set their hands hereunto on this 31st day of March 2009.

For and on behalf of
COMMERCIAL BANK OF CE


A L Gooneratne
Managing Director

Witnesses


G L C Amarasinghe
Chief Human Resources Officer


W M K L Weerasinghe
Deputy Director General
Employers' Federation of Ce

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between the Employers' Federation of Ceylon, No. 385 J3, Old Kotte Road, Rajagiriya of the one part and Ceylon Estates Staffs' Union, No. 06, Aloe Avenue, Colombo 03 of the other part on 2nd April, 2009 regarding the Plantations Clerical Staff is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956).

W. J. L. U. WIJAYAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
20th February, 2010.

Collective Agreement No. 07 of 2010**COLLECTIVE AGREEMENT - CLERICAL STAFF**

This Collective Agreement entered into between the Employers' Federation of Ceylon of 385 J3, Old Kotte Road, Rajagiriya, of the First Part, and the Ceylon Estates Staffs' Union of No. 6, Aloe Avenue, Colombo 3, of the Second Part, made and entered into on the Second day of April, 2009 witnesseth as follows:

1. **Title.**— This Agreement shall be known as the Plantations Clerical Staff Collective Agreement.

2. **Employers covered and bound.**— This Agreement shall bind the members of the Employer's Federation of Ceylon, whose names are contained in Schedule I hereto and hereinafter referred to as the Employers or Employer, as the case may be according to context, for and in respect of the categories of Employees hereinafter described in Clause 3 hereof.

3. **Union and Employees covered and bound.**— This Agreement shall cover and bind the aforesaid Trade Union, hereinafter referred to as the Union, and members of the said Union who are employed by the members of the Federation referred to in Schedule I on monthly contracts of employment and in respect of whom salary ranges are prescribed in Schedule II hereon.

4. **Earlier Agreements.**— The provisions of this Agreement shall supersede and replace any earlier Agreements in respect of these categories and shall be deemed conclusive in relation to all terms and conditions. In the event of there being any dispute with regard to the existence of any other term or condition not contained herein, the same shall be resolved by reference to the Commissioner General of Labour in terms of the Industrial Disputes Act, but the party of the Second Part shall not be entitled to take trade union action on the basis of the existence of any such alleged term or condition.

5. **Date of Operation and Duration.**— Subject to any provisions to the contrary, this Agreement shall be effective from the First day of October, 2008 and shall thereafter continue in force unless terminated by either party giving notice of termination in terms of the Industrial Disputes Act, subject to the condition that no party shall give notice to the other before 30th September, 2013.

6. **General Terms and Conditions.**—

- (i) The terms of this Agreement shall be deemed to be included in all contracts of employment of those covered by this Agreement.
- (ii) Grading of Employees covered shall be at the discretion of the Employer.
- (iii) Upon completion of 10 years satisfactory service under the same Employer, Junior Clerks shall be re-designated as Clerks.

7. **Probation.**— On recruitment every employee shall serve a period of probation of not more than six months, subject to the right of the Employer to extend the probationary period for a further period of three months at his discretion for reasons of unsatisfactory performance, misconduct or other justifiable cause. Confirmation shall be by letter. However, in the event of the probationary period not being extended after the period of 6 months, the employee shall be deemed to be confirmed notwithstanding there being no letter of confirmation. During the period of probation or extended probation the Employer shall have the right to terminate without notice or assigning reasons therefor.

8. **First Appointment.**— No person will be recruited to a grade covered by this Agreement unless he has successfully completed the G. C. E. (Ordinary Level) Examination with English and Arithmetic/Mathematics. This will not apply to those who have experience in the trade.

9. **Attendance at work.**— Unless otherwise specifically instructed by his Employer, and employee shall present himself for work on every day other than a holiday due to him, at the usual starting time and at the usual working place and shall thereafter remain available for work throughout the normal working hours.

10. **Promotions.**—

- i. Wherever vacancies exist, all other factors being comparable, seniority shall be given preference. The Employers shall advertise internally vacancies where employees covered by this Agreement may have appropriate skills and qualifications to make them eligible.
- ii. Where an employee acts in a senior capacity over a period of 6 months and if he is confirmed in the senior capacity, he will not be required to serve a period of probation.
- iii. Where an employee is required to act in a senior capacity for a period of more than one month, it should be communicated to him in writing and he shall be paid an Acting Allowance of 50% of the difference between his salary and that which was last paid to the holder of such senior position, subject to a maximum of Rupees One Thousand Five Hundred (Rs. 1500/-) per mensem.
- iv. Where the acting period, other than in over looking positions, continue for 6 months the employer shall prior to the expiry of 6 months, inform the employee in writing whether he is confirmed in the post or reverted to his substantive post.

11. **Salaries.**— 1. The salaries payable to the employees covered and bound by this agreement with effect from 1st October 2008 shall be as follows:

- i. With effect from 01.10.2008, the salaries of all employees in employment at the date hereof shall be increased by a sum of Rs. 2,500/- Provided, however, in respect of the period October 2008 to March 2009 it is hereby agreed that the said increase will be regarded as notional arrears (without any consequential benefits such as EPF, ETF, overtime etc) and a sum of Rs. 15,000/- will be paid to all employees covered and bound by this Agreement who is in employment as at the date of signing of this Agreement and who has also been in service on the 30th September 2008, on the following basis.
 - a. An initial payment of Rs. 2500/- will be paid before the Sinhalese/Tamil New Year in April 2009.
 - b. A further payment of Rs. 5000/- will be paid on 1st June 2009.
 - c. The balance installment of Rs. 7500/- will be paid on 1st September 2009.
- ii. In addition, the cost of living allowance (COLA) in respect of the month of September 2008 of a sum of Rs. 8,413/- will be consolidated into the salaries with effect from 1st October 2008. Consequent to the full consolidation of COLA into salaries parties to the Agreement do hereby agree that there shall be no payment of a monthly cost of living allowance to any employees.
- iii. In terms of the above salary revision. the salary ranges applicable will accordingly be revised as per schedule II of this agreement.
- iv. After revision effected in terms of (i) and (ii) above the employees will be placed on the salary point on the salary range applicable to his/her grade as set out in schedule III hereof.
- v. With effect from 01.10.2011 salaries of each employee in employment for a period of not less than 12 completed months as at such time shall be increased by a sum of Rupees One Thousand Five Hundred (Rs. 1,500/-) of the monthly salary payable to each such employee as at September 2011.
- vi. In the case of Stenographers/Clerks and Storekeepers/Clerks who are presently entitled to an allowance on account of work as a Stenographer or Storekeeper, as the case may be, such employee shall continue to receive his/her allowances at the rate of 10% of the salary drawn by him/her. The allowances shall not be payable if the additional duties are not performed or not deemed necessary. Contributions to EPF and ETF shall be made in respect of this allowance.

2. a) With effect from the date hereof, employees who are entitled to a payment in lieu of staff quarters being provided to them, shall receive the following allowances, depending on the grade to which they belong.

Junior Clerk	—	Rs. 1,020/-
Clerk	—	Rs. 1,080/-
Senior Clerk	—	Rs. 1,260/-
Chief Clerk	—	Rs. 1,380/-
Special Grade Chief Clerk/ Administrative Officer	—	Rs. 1,440/-

- b) In the event of any person not occupying quarters provided by the Employer, such person shall be liable to disciplinary action.

12. **Overtime.**— If required by his Employer, an Employee shall work reasonable overtime which has been authorized by the Employer. Overtime work shall be remunerated at one and a half times the normal hourly rate.

13. **Weekly Statutory And Poya Holidays.**— An employee will be entitled to holidays as provided for in the Shop and Office Employees Act, Payment for work on such days shall be remunerated at the prescribed statutory rates.

14. **Leave.**— 1. Annual Leave and Casual Leave shall be granted as prescribed in the Shop and Office Employees Act. All employees with more than 20 years service and Heads of Departments shall be entitled to three weeks paid annual leave as a special benefit this right shall not extend to any employee recruited after 1st September 1993.

2. (i) **Sick Leave.**— Leave on full pay shall be granted up to a maximum of 21 working days in a year. Sick leave will be granted up to two days at a time without the submission of a Medical Certificate. For leave of three days and over, a medical certificate from an approved Medical Practitioner or Government Hospital shall be considered necessary, subject to the right of the Employer to call for a medical certificate as aforementioned, where he deems it appropriate.
- (ii) In the event of an employee not availing himself of his full quota of sick leave, he may carry forward his leave, which he could use in the event of hospitalization or a prolonged illness in a succeeding year, subject to the condition however that he cannot avail himself of more than 90 days on that account.
- (iii) In the case of an employee whose terms presently permit a higher quantum of sick leave he/she shall be permitted to continue to enjoy such concession as personal to him/her.
3. **Casual Leave.**— All employees shall be entitled in each year to a maximum of seven (7) days Casual Leave with full pay, not more than three (3) days being taken at a time. Casual leave not taken in any one year will not be carried over to the next year.

15. **Gratuity.**— Gratuity shall be payable in accordance with the Payment of Gratuity Act, No. 12 of 1983.

16. **Age of Retirement.**—

- Unless the letter of appointment specifies a higher retiral age, the age of retirement shall be 58 years.
- However, an employer may retire an employee at the age of 55 years, subject to unsatisfactory work performance, conduct or state of health of the employee. For this purpose “unsatisfactory work performance” shall include any act of misconduct in respect of which disciplinary action has been taken.
- An employer who decides to retire an employee at the age of 55 years on grounds stated at (ii) above shall give such employee one year’s notice in writing or pay one year’s salary in lieu of such notice. Where such notice is not given and the employee concerned is found guilty of misconduct during such one-year period, which misconduct would have otherwise resulted in his retirement at 55 years, the employee shall be retired on reaching 55 years notwithstanding the fact that notice has not been given or payment made in lieu.
- Extensions beyond the age of 58 years may be granted on application made in writing by the employee at least 6 months before reaching the age of retirement or the date of expiry of the given extension. Extensions granted shall not exceed a year at a time and shall not be available beyond the age of 60 years.

17. **Suspension As A Measure Of Punishment.**— 1. Punishment for offences in the case of an employee may include suspension, provided however that such suspension shall not exceed fourteen days without pay and shall be in writing.

2. Punishment in excess of three days suspension without pay shall only be after a domestic inquiry.

18. **Suspension Pending Disciplinary Inquiries.**— 1. An employee may be suspended from work without pay for a period not exceeding one month pending a disciplinary inquiry when there is prima facie evidence, in the opinion of the Employer, of a charge or charges of misconduct against him. Such suspension shall be in writing.

2. Suspension of an employee on the ground referred to in sub-clause (1) above for any period in excess of one month shall be on half pay.

3. The provisions contained in sub-clauses (1) and (2) above shall not apply to the suspension of an employee pending inquiries by the Police, by other Public Authorities or Audit Verifications.

19. **Administrative Transfers.**— 1. Transfers not involving hardship in relation to schooling of children or employment of a spouse, will, subject to the exigencies of the service and the requirements of the Employer, be made at the discretion of the Management with one month's notice in writing.

2. Transfers from one estate to another or from one division to another which are likely to cause hardship on account of children's schooling or the spouses employment shall generally be made at the end of the year with three months' notice in writing.

3. No employee covered by this Agreement shall be transferred, except on disciplinary grounds, in the last year prior to his retirement.

4. The provisions of sub-clauses (1), (2) and (3) above shall not apply to transfers on disciplinary grounds, but the management shall give reasonable notice, depending on the circumstances of each case.

20. **Annual Increments.**— (1) Annual increments shall be granted automatically on completion of a year's service. The increments will be awarded in accordance with the practice prevailing on each estate. Where increments are awarded on a uniform date to all employees, in the event of an employee being confirmed in service within six months of the date on which increments are awarded, he shall not be entitled to any increment and will become eligible only from the following year.

(2) An increment may be suspended, stopped or deferred by way of punishment or for general inefficiency, after the employee has been notified in writing of such fact. In the case of deferment, the loss of increment shall be continuous, whereas stoppage would be only for the period relevant to the stoppage.

21. **Disciplinary Inquiries.**— (1) An employee may be suspended without pay by his Employer pending an inquiry on a charge which warrants dismissal or where, in the opinion of the Employer, a breach of the peace, damage to property or disturbance of business needs to be avoided. Where an employee is suspended without pay he shall be notified in a general manner of the reasons for such suspension within 3 days of the actual suspension.

(2) An employee may also be suspended with pay pending a disciplinary investigation and inquiry, where the Management deems that such measure is necessary.

(3) An employee is entitled to be furnished with a 'show cause' notice setting out the charges of misconduct alleged against him and the employee shall be granted not less than seven (7) clear working days in which to give the answer or explanation. Where necessary the employee may request further time and the Employer shall permit a reasonable amount of time depending on the nature of the charges, but not exceeding a total of 14 working days, other than in exceptional circumstances.

(4) If the Employer is satisfied with the written explanation, the employee shall be exonerated of the charge or charges and where appropriate he shall be summoned to report back for work. Where the explanation is unsatisfactory, the Employer shall hold a disciplinary inquiry within a reasonable length of time and shall commence such inquiry within 30 working days from the date on which the explanation to the 'show cause' letter is received, unless circumstances prevent the employer from doing so.

(5) An employee shall be permitted to have a Union member to defend him at the Inquiry. Such representative shall not be a professional. If the employee wishes to have the benefit of such representation he shall inform the Superintendent of the name of the person defending him at least 48 hours before the Inquiry is due to commence. The Superintendent may object to the individual selected, in which event the accused employee may nominate another representative. The failure of an employee to be defended by a representative shall not vitiate the inquiry.

(6) The Employer shall endeavor to give the findings and convey the punishment, if any, within a period of 30 working days from the date on which the inquiry is concluded, unless there is justification for the delay. In no case shall the findings be delayed beyond 90 working days from the date of conclusion of the inquiry, save and except in the case of a pending criminal investigation. If no findings are given within 90 working days and the above exception does not apply, the accused employee shall be exonerated of the charges.

(7) Notwithstanding the above provisions, an Employer may, where the circumstances so warrant, terminate an employee summarily. In such event, the letter of termination shall set out the reasons for termination, including the justification for summary termination. In such event, the Union may appeal to the Employer or to the appropriate forum.

22. **Variations of Terms and Conditions of Employment and Disputes.**-(1) Parties hereto agree that during the continuance in force of this Agreement, they will not seek to vary, alter or add to any of the terms and conditions of employment, except by mutual consent.

(2) Any employee enjoying a benefit, which is over and above the normal entitlement, shall continue to enjoy the same as personal, but this benefit shall not extend to any other employee. The above provision shall not apply to the consumption of electricity, where a limit is fixed for all employees.

(3) Any dispute or issue of interpretation of this Agreement shall be resolved by reference to the Commissioner General of Labour under the Industrial Disputes Act, and if no settlement could be reached, by voluntary arbitration thereafter.

(4) It is agreed by and between parties that the Unions, collectively or independently, or their members, shall not resort to any form of trade union action on any matter covered by this Agreement or is connected therewith.

23 **Duty Leave.**-(1) Subject to the approval of their respective Employers, the President and one other office bearer of the Parent Union will be permitted such duty leave as their Union duties require.

(2) Where any dispute arises with regard to duty leave of the President and the nominated office bearer of the Parent Union, as specified in sub clause (1) above, the Federation will attempt to effect an amicable settlement between parties.

(3) By mutual arrangement with the Employer, the Treasurer of the Parent Union shall be allowed twelve days duty leave in any one year.

(4) By arrangement with their respective Employers, Branch Chairman of the Union shall be allowed twelve days duty leave which may be shared with the respective Branch Secretaries, on condition that the total leave availed of jointly by these two Office Bearers shall not exceed twelve days in any one year.

PART II

1 The Regional Plantations Companies covered and bound by this Agreement more fully described in Schedule I to this Agreement undertakes to discuss with Unions to resolve any issues relevant to employees in a situation of amalgamation / sub leasing of estates / divisions.

2. **Electricity.**- Free electricity would be granted to members of staff on the following basis, irrespective of what they had been enjoying in the past.

Elevation below 4,500 feet (Factory Elevation)

Senior staff	-	140 units
Junior staff	-	100 units
Other/minor staff	-	75 units

Elevation above 4,500 feet (Factory Elevation)

Senior staff	-	170 units
Junior staff	-	130 units
Other/minor staff	-	105 units

Recoveries for any excess usage will be made once in 6 months on the accumulated figure at the rate that costs each estate.

Kerosene - employer shall provide 15 litres kerosene per mensem to those employees resident on estates/divisions without electricity.

3. **Tea Allowance.**- The employer shall provide free tea, on the following basis, to members of estate staff (including future recruits in those categories presently entitled) irrespective of what they had been enjoying in the past.

Senior staff	-	2 Kgs.
Junior staff	-	1 1/2 Kgs.
Other/Minor staff	-	1 Kg.

The staff members could purchase in addition to the above free tea, the same quantities at the rate of 75% of the NSA or COP whichever is lower.

Staff members who had been entitled to three or more kilos of tea at a concessionary rate before June 1992 would be entitled to purchase a maximum of 3 kgs at a concessionary rate of 35% of COP of NSA whichever is lower with effect from 1st June 2003.

4. **Death Grant.**— 1. With effect from the date hereof, on the death of a staff member, the dependants will be paid a sum of Rs. 25,000 as funeral expenses.

2. The dependants of the deceased staff member will be paid 50% of the sum equivalent to 3 months salary within one month upon the death of the employee and the balance at the time the dependants hand over the staff quarters.


3. If quarters are not provided to the deceased staff member, the dependents will be paid the sum equivalent to 3 months' salary within one month of the death of the staff member.

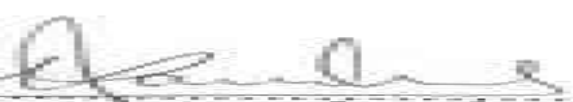
A staff member who is a member of the staff medical aid scheme will be paid the total balance lying to his/her credit in the fund inclusive of the company's contribution to such fund, at the time of retirement/death or termination of his/her employment from the estate.



24. **Interpretation.**—



Word	Meaning
Union	means the union referred to as the Party of the Second Part in this Agreement
Dispute	shall have the same meaning as in the industrial Disputes Act
Employer	means a company who has subscribed to this Agreement and is referred to in Schedule I hereof
Week	means the period between midnight on any saturday and midnight on the succeeding Sunday night
Year	means a continuous period of 12 months
Gender	a reference to the masculine gender shall include the feminine as well

In Witness whereof the parties aforesaid have hereunto set their hand at Colombo on this Second day of April Two Thousand and Nine


 Lalith Obeyesekere
 Chairman
 Plantation Services Employee


 Ravi Peiris
 Director General
 The Employers' Federation of

Witnesses
 1. 


2. 


Schedule I

Agalawatte Plantations Limited
 Agarapatana Plantations Limited
 Balangoda Plantations Limited
 Bogawantalawa Plantations Limited
 Elpitiya Plantations Limited
 Elkaduwa Plantations Limited
 Hapugastenne Plantations Limited
 Horana Plantations Limited
 Kahawatta Plantations Limited
 Kegalle Plantations Limited
 Kelani Valley Plantations Limited
 Kotagala Plantations Limited
 Madulsima Plantations Limited
 Malwatte Valley Plantations Limited
 Maskeliya Plantations Limited
 Maturata Plantations Limited
 Namunukula Plantations Limited
 Pussellawa Plantations Limited
 Talawakelle Plantations Limited
 Udapussellawa Plantations Limited
 Watawala Plantations Limited

Schedule II

Clerical Staff – Salary Ranges

Junior Clerk	Rs. 15,415.00 – Rs. 25,415.00 Annual Increment 200
Clerk	Rs. 15,585.00 – Rs. 28,085.00 Annual Increment 250
Senior Clerk	Rs. 15,755.00 – Rs. 32,005.00 Annual Increment 325
Chief Clerk	Rs. 16,540.00 – Rs. 41,540.00 Annual Increment 500
Special Grade Chief Clerk/ Administrative Officer	Rs. 19,915.00 – Rs. 57,415.00 Annual Increment 750

Schedule III – Junior Clerk

Stage	Current Salary Rs.	Salary Revision (2500 + 8413) Rs.	Placement on Salary Range Rs.
1	4,500 0	10,913 0	15,413 0
2	4,575 0	10,913 0	15,488 0
3	4,650 0	10,913 0	15,563 0
4	4,725 0	10,913 0	15,638 0
5	4,800 0	10,913 0	15,713 0
6	4,875 0	10,913 0	15,788 0
7	4,950 0	10,913 0	15,863 0
8	5,025 0	10,913 0	15,938 0

<i>Stage</i>	<i>Current Salary</i>	<i>Salary Revision</i> (2500 + 8413)	<i>Placement on</i> <i>Salary Range</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
9	5,100 0	10,913 0	16,013 0
10	5,175 0	10,913 0	16,088 0
11	5,250 0	10,913 0	16,163 0
12	5,325 0	10,913 0	16,238 0
13	5,400 0	10,913 0	16,313 0
14	5,475 0	10,913 0	16,388 0
15	5,550 0	10,913 0	16,463 0
16	5,625 0	10,913 0	16,538 0
17	5,700 0	10,913 0	16,613 0
18	5,775 0	10,913 0	16,688 0
19	5,850 0	10,913 0	16,763 0
20	5,925 0	10,913 0	16,838 0
21	6,000 0	10,913 0	16,913 0
22	6,075 0	10,913 0	16,988 0
23	6,150 0	10,913 0	17,063 0
24	6,225 0	10,913 0	17,138 0
25	6,300 0	10,913 0	17,213 0
26	6,375 0	10,913 0	17,288 0
27	6,450 0	10,913 0	17,363 0
28	6,525 0	10,913 0	17,438 0
29	6,600 0	10,913 0	17,513 0
30	6,675 0	10,913 0	17,588 0
31	6,750 0	10,913 0	17,663 0
32	6,825 0	10,913 0	17,738 0
33	6,900 0	10,913 0	17,813 0
34	6,975 0	10,913 0	17,888 0
35	7,050 0	10,913 0	17,963 0
36	7,125 0	10,913 0	18,038 0
37	7,200 0	10,913 0	18,113 0
38	7,275 0	10,913 0	18,188 0
39	7,350 0	10,913 0	18,263 0
40	7,425 0	10,913 0	18,338 0
41	7,500 0	10,913 0	18,413 0
42	7,575 0	10,913 0	18,488 0
43	7,650 0	10,913 0	18,563 0
44	7,725 0	10,913 0	18,638 0
45	7,800 0	10,913 0	18,713 0
46	7,875 0	10,913 0	18,788 0
47	7,950 0	10,913 0	18,863 0
48	8,025 0	10,913 0	18,938 0
49	8,100 0	10,913 0	19,013 0
50	8,175 0	10,913 0	19,088 0
51	8,250 0	10,913 0	19,163 0

Schedule III – Clerk

<i>Stage</i>	<i>Current Salary</i>	<i>Salary Revision</i> (2500 + 8413)	<i>Placement on</i> <i>Salary Range</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
1	4,670 0	10,913 0	15,583 0
2	4,770 0	10,913 0	15,683 0
3	4,870 0	10,913 0	15,783 0
4	4,970 0	10,913 0	15,883 0

<i>Stage</i>	<i>Current Salary</i>	<i>Salary Revision</i> <i>(2500 + 8413)</i>	<i>Placement on</i> <i>Salary Range</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
5	5,070 0	10,913 0	15,983 0
6	5,170 0	10,913 0	16,083 0
7	5,270 0	10,913 0	16,183 0
8	5,370 0	10,913 0	16,283 0
9	5,470 0	10,913 0	16,383 0
10	5,570 0	10,913 0	16,483 0
11	5,670 0	10,913 0	16,583 0
12	5,770 0	10,913 0	16,683 0
13	5,870 0	10,913 0	16,783 0
14	5,970 0	10,913 0	16,883 0
15	6,070 0	10,913 0	16,983 0
16	6,170 0	10,913 0	17,083 0
17	6,270 0	10,913 0	17,183 0
18	6,370 0	10,913 0	17,283 0
19	6,470 0	10,913 0	17,383 0
20	6,570 0	10,913 0	17,483 0
21	6,670 0	10,913 0	17,583 0
22	6,770 0	10,913 0	17,683 0
23	6,870 0	10,913 0	17,783 0
24	6,970 0	10,913 0	17,883 0
25	7,070 0	10,913 0	17,983 0
26	7,170 0	10,913 0	18,083 0
27	7,270 0	10,913 0	18,183 0
28	7,370 0	10,913 0	18,283 0
29	7,470 0	10,913 0	18,383 0
30	7,570 0	10,913 0	18,483 0
31	7,670 0	10,913 0	18,583 0
32	7,770 0	10,913 0	18,683 0
33	7,870 0	10,913 0	18,783 0
34	7,970 0	10,913 0	18,883 0
35	8,070 0	10,913 0	18,983 0
36	8,170 0	10,913 0	19,083 0
37	8,270 0	10,913 0	19,183 0
38	8,370 0	10,913 0	19,283 0
39	8,470 0	10,913 0	19,383 0
40	8,570 0	10,913 0	19,483 0
41	8,670 0	10,913 0	19,583 0
42	8,770 0	10,913 0	19,683 0
43	8,870 0	10,913 0	19,783 0
44	8,970 0	10,913 0	19,883 0
45	9,070 0	10,913 0	19,983 0
46	9,170 0	10,913 0	20,083 0
47	9,270 0	10,913 0	20,183 0
48	9,370 0	10,913 0	20,283 0
49	9,470 0	10,913 0	20,383 0
50	9,570 0	10,913 0	20,483 0
51	9,670 0	10,913 0	20,583 0

Schedule III – Senior Clerk

<i>Stage</i>	<i>Current Salary</i>	<i>Salary Revision</i> (2500 + 8413)	<i>Placement on</i> <i>Salary Range</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
1	4,840 0	10,913 0	15,753 0
2	4,990 0	10,913 0	15,903 0
3	5,140 0	10,913 0	16,053 0
4	5,290 0	10,913 0	16,203 0
5	5,440 0	10,913 0	16,353 0
6	5,590 0	10,913 0	16,503 0
7	5,740 0	10,913 0	16,653 0
8	5,890 0	10,913 0	16,803 0
9	6,040 0	10,913 0	16,953 0
10	6,190 0	10,913 0	17,103 0
11	6,340 0	10,913 0	17,253 0
12	6,490 0	10,913 0	17,403 0
13	6,640 0	10,913 0	17,553 0
14	6,790 0	10,913 0	17,703 0
15	6,940 0	10,913 0	17,853 0
16	7,090 0	10,913 0	18,003 0
17	7,240 0	10,913 0	18,153 0
18	7,390 0	10,913 0	18,303 0
19	7,540 0	10,913 0	18,453 0
20	7,690 0	10,913 0	18,603 0
21	7,840 0	10,913 0	18,753 0
22	7,990 0	10,913 0	18,903 0
23	8,140 0	10,913 0	19,053 0
24	8,290 0	10,913 0	19,203 0
25	8,440 0	10,913 0	19,353 0
26	8,590 0	10,913 0	19,503 0
27	8,740 0	10,913 0	19,653 0
28	8,890 0	10,913 0	19,803 0
29	9,040 0	10,913 0	19,953 0
30	9,190 0	10,913 0	20,103 0
31	9,340 0	10,913 0	20,253 0
32	9,490 0	10,913 0	20,403 0
33	9,640 0	10,913 0	20,553 0
34	9,790 0	10,913 0	20,703 0
35	9,940 0	10,913 0	20,853 0
36	10,090 0	10,913 0	21,003 0
37	10,240 0	10,913 0	21,153 0
38	10,390 0	10,913 0	21,303 0
39	10,540 0	10,913 0	21,453 0
40	10,690 0	10,913 0	21,603 0
41	10,840 0	10,913 0	21,753 0
42	10,990 0	10,913 0	21,903 0
43	11,140 0	10,913 0	22,053 0
44	11,290 0	10,913 0	22,203 0
45	11,440 0	10,913 0	22,353 0
46	11,590 0	10,913 0	22,503 0
47	11,740 0	10,913 0	22,653 0
48	11,890 0	10,913 0	22,803 0
49	12,040 0	10,913 0	22,953 0
50	12,190 0	10,913 0	23,103 0
51	12,340 0	10,913 0	23,253 0

Schedule III - Chief Clerk

<i>Stage</i>	<i>Current Salary</i>	<i>Salary Revision</i> (2500 + 8413)	<i>Placement on</i> <i>Salary Range</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
1	5,625 0	10,913 0	16,538 0
2	5,825 0	10,913 0	16,738 0
3	6,025 0	10,913 0	16,938 0
4	6,225 0	10,913 0	17,138 0
5	6,425 0	10,913 0	17,338 0
6	6,625 0	10,913 0	17,538 0
7	6,825 0	10,913 0	17,738 0
8	7,025 0	10,913 0	17,938 0
9	7,225 0	10,913 0	18,138 0
10	7,425 0	10,913 0	18,338 0
11	7,625 0	10,913 0	18,538 0
12	7,825 0	10,913 0	18,738 0
13	8,025 0	10,913 0	18,938 0
14	8,225 0	10,913 0	19,138 0
15	8,425 0	10,913 0	19,338 0
16	8,625 0	10,913 0	19,538 0
17	8,825 0	10,913 0	19,738 0
18	9,025 0	10,913 0	19,938 0
19	9,225 0	10,913 0	20,138 0
20	9,425 0	10,913 0	20,338 0
21	9,625 0	10,913 0	20,538 0
22	9,825 0	10,913 0	20,738 0
23	10,025 0	10,913 0	20,938 0
24	10,225 0	10,913 0	21,138 0
25	10,425 0	10,913 0	21,338 0
26	10,625 0	10,913 0	21,538 0
27	10,825 0	10,913 0	21,738 0
28	11,025 0	10,913 0	21,938 0
29	11,225 0	10,913 0	22,138 0
30	11,425 0	10,913 0	22,338 0
31	11,625 0	10,913 0	22,538 0
32	11,825 0	10,913 0	22,738 0
33	12,025 0	10,913 0	22,938 0
34	12,225 0	10,913 0	23,138 0
35	12,425 0	10,913 0	23,338 0
36	12,625 0	10,913 0	23,538 0
37	12,825 0	10,913 0	23,738 0
38	13,025 0	10,913 0	23,938 0
39	13,225 0	10,913 0	24,138 0
40	13,425 0	10,913 0	24,338 0
41	13,625 0	10,913 0	24,538 0
42	13,825 0	10,913 0	24,738 0
43	14,025 0	10,913 0	24,938 0
44	14,225 0	10,913 0	25,138 0
45	14,425 0	10,913 0	25,338 0
46	14,625 0	10,913 0	25,538 0
47	14,825 0	10,913 0	25,738 0
48	15,025 0	10,913 0	25,938 0
49	15,225 0	10,913 0	26,138 0
50	15,425 0	10,913 0	26,338 0
51	15,625 0	10,913 0	26,538 0

Schedule III – Special Grade Chief Clerk / Administrative Officer

<i>Stage</i>	<i>Current Salary</i>	<i>Salary Revision</i> (2500 + 8413)	<i>Placement on</i> <i>Salary Range</i>
	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
1	9,000 0	10,913 0	19,913 0
5	9,300 0	10,913 0	20,213 0
6	9,600 0	10,913 0	20,513 0
7	9,900 0	10,913 0	20,813 0
8	10,200 0	10,913 0	21,113 0
9	10,500 0	10,913 0	21,413 0
10	10,800 0	10,913 0	21,713 0
11	11,100 0	10,913 0	22,013 0
12	11,400 0	10,913 0	22,313 0
13	11,700 0	10,913 0	22,613 0
14	12,000 0	10,913 0	22,913 0
15	12,300 0	10,913 0	23,213 0
16	12,600 0	10,913 0	23,513 0
17	12,900 0	10,913 0	23,813 0
18	13,200 0	10,913 0	24,113 0
19	13,500 0	10,913 0	24,413 0
20	13,800 0	10,913 0	24,713 0
21	14,100 0	10,913 0	25,013 0
22	14,400 0	10,913 0	25,313 0
23	14,700 0	10,913 0	25,613 0
24	15,000 0	10,913 0	25,913 0
25	15,300 0	10,913 0	26,213 0
26	15,600 0	10,913 0	26,513 0
27	15,900 0	10,913 0	26,813 0
28	16,200 0	10,913 0	27,113 0
29	16,500 0	10,913 0	27,413 0
30	16,800 0	10,913 0	27,713 0
31	17,100 0	10,913 0	28,013 0
32	17,400 0	10,913 0	28,313 0
33	17,700 0	10,913 0	28,613 0
34	18,000 0	10,913 0	28,913 0
35	18,300 0	10,913 0	29,213 0
36	18,600 0	10,913 0	29,513 0
37	18,900 0	10,913 0	29,813 0
38	19,200 0	10,913 0	30,113 0
39	19,500 0	10,913 0	30,413 0
40	19,800 0	10,913 0	30,713 0
41	20,100 0	10,913 0	31,013 0
42	20,400 0	10,913 0	31,313 0
43	20,700 0	10,913 0	31,613 0
44	21,000 0	10,913 0	31,913 0
45	21,300 0	10,913 0	32,213 0
46	21,600 0	10,913 0	32,513 0
47	21,900 0	10,913 0	32,813 0
48	22,200 0	10,913 0	33,113 0
49	22,500 0	10,913 0	33,413 0
50	22,800 0	10,913 0	33,713 0
51	23,100 0	10,913 0	34,013 0
52	23,400 0	10,913 0	34,313 0
53	23,700 0	10,913 0	34,613 0
54	24,000 0	10,913 0	34,913 0