



ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ගැසට් පත්‍රය The Gazette of the Democratic Socialist Republic of Sri Lanka

අති විශේෂ EXTRAORDINARY

අංක 1969/38 – 2016 ජූනි 01 වැනි බදාදා – 2016.06.01

No. 1969/38 – WEDNESDAY, JUNE 01, 2016

(Published by Authority)

PART I : SECTION (I) – GENERAL

Government Notifications

My No.: CI/1603.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Ceat Kelani International Tyres (Pvt) Limited, Nungamugoda, Kelaniya of the one part and Inter Company Employees' Union, No. 259/9, Sethsiri Mawatha, Koswatta, Thalangama of the other part on 12th day of August 2015 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

M. D. C. AMARATHUNGA,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
23rd May, 2016.

Collective Agreement No. 18 of 2015

COLLECTIVE AGREEMENT

THIS COLLECTIVE AGREEMENT entered into on this 12 day of August, Two Thousand and Fifteen between Ceat Kelani International Tyres (Pvt) Limited, a company duly incorporated in Sri Lanka and having its registered office at Nungamugoda, Kelaniya, (hereinafter referred to as "The Employer") and Inter Company Employees' Union, a Trade Union duly registered in Sri Lanka under the Trade Unions Ordinance and having its registered office at No. 259/9, Sethsiri Mawatha, Koswatta, Thalangama (hereinafter referred to as "The Union").



WHEREAS the Employer and the said union have discussed and come to a settlement with regard to certain demands regarding revision of salaries and other terms and conditions of employment, and having arrived at a negotiated settlement wish to agree on the following terms and conditions as a full and final settlement thereto :-

1. **Parties Covered and Bound.** - The provisions of this Agreement shall apply to the Employer, the Union and its members in the Operative Grades engaged on confirmed permanent contracts of employment in the factory of the employer at Kelaniya. The provisions of this Agreement shall not apply to trainees/ apprentices.

2. **Date of Operation and Duration.**- This Agreement shall come into force on the First day of August Two Thousand and Fifteen (1st August, 2015) and shall remain in force unless terminated by either party, with three months' notice, in writing, to the other, subject to the condition that neither party shall give such notice prior to the Thirtieth April Two Thousand and Eighteen (30th April, 2018).

3. **Salaries.**- With effect from 1st August 2015, the salaries of the employees covered and bound by this Agreement will be increased in the following manner. The revisions will be subject to the achievement of revised production norms and efficiency parameters set out in schedule A - Annexure i, Schedule A - Annexure ii, Schedule A - Annexure iii and Schedule A - Annexure iv, hereof.

- (i) With effect from 1st August, 2015, the employer shall add Rs. 4,000 to the salary of each employee as at 31st July, 2015.
- (ii) With effect from 1st August, 2016, the employer shall add Rs. 3,300 to the salary of each employee.
- (iii) With effect from 1st August, 2017, the employer shall add Rs. 3,300 to the salary of each employee.

Further, it is proposed to add sum of Rs. 500/- to the salaries of employees who have completed a service period of 10 years and above in the Company as at 1st August, 2016 in addition to the basic salary increase of Rs. 3,300 with effect from 1st August, 2016.

With effect from 1st August, 2017, a sum of Rs. 500/- will be added to the salaries of employees who have completed a service period of 10 years and above in the Company as 1st August, 2017 in addition to the basic salary increase of Rs. 3,300 with effect from 1st August, 2017.

Provided that employees who are confirmed in employment during the year would be entitled to the immediately succeeding increase in salary only on a pro rata basis.

4. **If During the Continuance of this Agreement, the Government of Sri Lanka.-**

- (a) Prescribes in any year, increases in salary/ and or any allowances by any written law applicable to categories of employees covered by this Agreement, the Employer shall be entitled to take credit for the salary increases granted to an employee in respect of such year in terms of Clause 3 hereof and determine the increase, if any, that is to be granted to an employee accordingly.
- (b) Recommends increases in salaries/ and or any allowances, such recommendations will not be applicable to the Employer regardless of whether or not such recommendation is applicable to the categories of employees covered by this Agreement or not.

5. **Meal Allowance.**- The Employer will increase the meal allowance up to Rs. 125 per day for every day on which such employee reports for work. This meal allowance will be calculated on a daily basis and paid at the end of the month effective 1st August, 2015. In case, employee continue to work more than 5 hours on continuous basis other than the normal shift hours he/ she will be entitled for a meal allowance.

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

Grades	New Incremental Rates
Production and all other categories of Employees except Engineering Divisions	Rs. 200/-
Employees of Engineering Sections	Rs. 225/-
Team Leader	Rs. 250/-

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

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

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

The quantum of bonus payable will be decided by the company. No bonus will be declared in case the Company registers a loss in respect of any year. As such, any advance paid in December, in accordance with Sub-clause (a) above, will be recoverable as a loan in equal instalments, in case the Company fails to make a profit for the full financial year.

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

Employees in the Engineering Division, will be required to report for work as and when required (as per the roster or special programme), including statutory holidays. They will be required to work on all Sundays as at present, and will be entitled to 11/2 times' wages and lieu leave as per the law. Also Saturday payments shall be made as per the law. Any employee who may be unable to report for work when required on any of the days mentioned above, should inform the relevant Head of the Department / Personnel Division, in writing, at least 24 hours in advance setting out the reasons for such inability. The Head of the relevant Department may accept or reject such a request by an employee taking into consideration the exigencies of business and the reasons cited by the employee. The decision taken by the Manager concerned in respect of such requirement shall be binding on the worker concerned.

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

10. **Attendance Incentive for Attending the Night Shift (i.e from 10.00 p.m. to 6.00 a.m.).** – The Employer will continue to pay to employees an attendance incentive for attending work on the third shifts at the same rates and on the same terms and conditions as at present.

- (i) Provided also that the allowance of Rs.500/- payable on account of attending the night shift, for a minimum of six per mensem, would be deducted on a pro rata basis as given below, on account of approved leave availed of-
 - (a) More than 1day of approved annual leave – deduction of Rs. 150/-
 - (b) More than 2 days of approved annual leave – deduction of Rs.300/-
 - (c) More than 3 days of approved leave or above - Incentive will not be paid
- (ii) One mutual shift change would be allowed per employee per mensem. Provided however, the allowance shall not be paid to the employee, originally scheduled to work the night shift , if the covering employee does not report to work on the said night shift.

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

It is also agreed that any change in the pattern or design of production, according to market/ customer requirements, will not have any effect on the norms (vide Schedule A - Annexure i and ii), efficiency parameters (vide Schedule A - Annexure iii) and Departmental requirements (vide Schedule A - Annexure iv) that have been agreed to by parties.

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

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

Norms/ Agreed output of the 59 J tyre building machine which is currently installed and the work study was completed during the previous agreement, should be achieved as per the rated output of the said work study and as agreed at the duscussion held between the Union and the Management on 24th July 2015 as given below :

No. of Plies	Current output	Before 30th November, 15	Before 31st Mar, 16
6	32 No.	40	47
8	28 No.	37	45

In the case of the above norms/ agreed output is not delivered within the stipulated period of 8 months (from 1st August, 2015), then management will have the prerogative to try out various options to get the desired output including outsourcing or subcontracting and union will wholeheartedly support and facilitate this process while continuing to operate these machines when and if required.

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

- (i) The Employer shall continue to pay a production bonus of Rs. 300/- per mensem (hereinafter referred to as production Bonus I), subject to employees achieving the production bonus payment criteria (vide Schedule B). Provided also, however, that such production bonus shall only be payable upon achiving production norms as set out in Schedule A - Annexure I and efficiency parameters in Schedule A - Annexure II as agreed to by parties. As such the production bonus scheme shall be continued and payments made as done in the past.
 - (ii) In addition to the payment of production bonus I, as set out in clause (i) above, the company shall continue to pay production bonus scheme, hereinafter referred to as production Bonus II which has been already in place.
- * If the monthly ticket is not sufficient to achieve the monthly average target of 19.5 metric tons per day, this scheme will not be applicable for such months.
 - * To be eligible for the payment under the production bonus scheme, the Company should achieve a minimum average of 19.5 metric tons per day as per the available working days for that particular month. If the planned working days are not covered due to any reason or unavoidable circumstances, the average production tonnage will be calculated as per the planned working days.
 - * The payment for the production bonus will be calculated on a daily basis as per the production bonus scheme.If the production tonnage in any particular day is below 19.5 metric tons, the said amount/s will be taken for the calculation on monthly average basis.
 - * The Company does not hold any liability for machine breakdown, material shortages, power failure, lack of semi products, lack of supply of material from the Kelaniya / Kalutara plants or from suppliers, absenteeism or any other reason which will have an impact on achieving the monthly average target.
 - * The Company does not agree to extend the working hours of employees or to introduce any other systems to achieve the average target which will have a negative impact and /or financial implications for the Company.
 - * Any scrap / defect tyres if produced will not be accounted under this production bonus scheme and the employees are required to maintain the highest quality of product as per the specifications.
 - * With the introduction of new technology, machinery, curing pressers and increase of manpower, the monthly average and daily average production targets will also be proportionately increased and a new production bonus scheme will be introduced.
 - * The Company has the sole discretion to withdraw, modify, amend or introduce on a intermittent basis the bonus scheme according to situations that may require such changes.This will be communicated to the employees at least two days prior to such actions.

* If an employee absents himself from work for more than 5 days in a month due to any reason either by way of utilizing his leave entitlement, suspension on disciplinary grounds or any other reason whatsoever, such employee will not be eligible for the production bonus for the relevant month.

* The production bonus earned in a particular month will be paid in the following month along with the salary and the production bonus will not be considered for Employees Provident Fund (EPF), Employees Trust Fund (ETF), Gratuity or any other statutory payments or allowances such as bonus, advances, overtime payments, etc.

Production levels and payments in terms of production Bonus II are set out as follows :-

An average of 19.5 metric tons and above per day/month	- Rs. 750/-
An average of 20.0 metric tons and above per day/month	- Rs.1,250/-
An average of 20.5 metric tons and above per day/month	- Rs.1,750/-
An average of 21.0 metric tons and above per day/month	- Rs.2,000/-
An average of 21.5 metric tons and above per day/month	- Rs.2,500/-
An average of 22.0 metric tons and above per day/month	- Rs.3,000/-
An average of 23.0 metric tons and above per day/month	- Rs.3,500/-

The payment under the production bonus II scheme shall be subject to the number of days an employee presents himself for work. If an employee absents himself from work, due to any reason, the payment will be made on a pro rata basis.

Eg :	The number of days work planned in the month	- 25
	Daily average of production per month	- 21.0 MT
	Production bonus entitlement per month	- Rs. 2,000/-
	No. of days present for work	- 20
	Production bonus per month	- Rs. 2,000/-25 x 20 days
		= Rs. 1,600/-

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

ACPL Plant Achievement

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

Radial Plant Achievement

Achievement of average of 600 Tyres per day for a month	- Rs. 200/-
Achievement of average of 650 Tyres per day for a month	- Rs. 250/-
Achievement of average of 700 Tyres per day for a month	- Rs. 300/-
Achievement of average of 750 Tyres per day for a month	- Rs. 350/-
Achievement of over average of over 800 Tyres per day for a month	- Rs. 400/-

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

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

14. **Annual Picnic** .- The Company agrees to make payment of Rs. 2,300/- per employee on account of the annual picnic. The payment would be made by the Company upon the Union submitting a list signed by employees indicating the desire to participate in the picnic. The Company will also provide suitable and adequate transport. The annual picnic shall not exceed two days duration and shall be organized by the Union in consultation with the Management.

The picnic shall be arranged on a holiday in order to avoid disruption to production and may be curtailed to one day on account of operational exigencies. In the event the picnic is limited to one day on account of operational exigencies, the Company would make a payment of Rs.1,500/- per employee.

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

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

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

It is also agreed by the Employer to make a payment of Rs. 20,000/- plus transport allowance of Rs. 10,000/- for holding Annual General Meetings of the Branch. It is agreed by the Union and its employees that the AGM of the Branch shall be held outside the Company premises on a holiday, in a manner that would not disrupt production at the factory at Kelaniya.

17. **Disciplinary Action** .- When the company proposes to proceed against an employee on disciplinary grounds, the following procedure will be adopted:-

- (a) A show-cause notice setting out the misconduct alleged against the employee will be furnished to the employee regardless of whether the employee is suspended or not.
- (b) The employee shall be required to submit a written explanation to the show-cause letter within five clear working days. The Employee may, if he so requires, seek an extension of time to submit his explanation and the Company may at its discretion grant such an extension of time as being required.
- (c) The Company shall conduct a domestic inquiry into the alleged misconduct on receipt of the employee's written explanation.
- (d) The employee shall be informed, in writing, of the findings of the inquiry and any punishment that has been imposed after the conclusion of the domestic inquiry.
- (e) The Company shall not be required to conduct a domestic inquiry in terms of sub-clause (c) above where the employee has admitted the acts of misconduct alleged against him or where the employees shall only be warned in respect of an act of misconduct.
- (f) The services of an employee may be suspended without pay by the Company pending disciplinary action or by way of punishment upon the findings of domestic inquiry.
- (g) In the event of an employee being suspended without pay and the employer is unable to conclude the domestic inquiry within a period of three months from the date of suspension other than for reasons beyond the control of the employer the employee shall, pending the finalization of the inquiry, be entitled to receive half month's wages in respect of each month in excess of such three months.

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

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

19. **Disputes Settlement Procedure.**-

- (a) In the event of any dispute that shall arise between parties during the continuance in force of this Agreement, the Branch of the Union in the Employer's Establishment shall raise such dispute with the factory management of the Employer and parties shall take all efforts to resolve such disputes amicably.
- (b) If no settlement of the dispute can be reached between parties, the Branch of the Union may request the Union to raise the matter in dispute with the Company.
- (c) Failing a settlement of the dispute as provided in the preceding sub-clauses, the union may raise the dispute with the Department of Labour and move to have the dispute resolved under the provisions of the Industrial Disputes Act.

20. **Trade Union Action.**- The employees and the Union agree that they shall not, during the continuance in force of this Agreement, resort to Trade Union action of any form in respect of any dispute that may arise between parties which is covered by this Agreement. Any such dispute may be settled in the manner provided herein.

The employees and the union further agree that, in relation to any dispute which is not covered by this collective agreement, they shall strictly abide by the dispute settlement procedure set out herein (in clause 19) and shall give at least 14 days notice to the employer, in the event a decision is made to take trade union action, thereafter.

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

In witness hereof parties have set their hands on this twelfth August, Two Thousand and Fifteen (12th August, 2015).



SUMMARY SHEET OF NEW NORMS AND PRODUCTIVITY INCREASE FOR 2015-2018 COLLECTIVE AGREEMENT
CKITL PLANT - KELANIYA
Schedule A - Annexure i

DEPARTMENT/ OPERATION	ACTIVITY	REMARKS	CURRENT OPTIMUM OUT PUT	NORMS PER SHIFT (CURRENT)	PROPOSED NORMS 2015-2018	EXISTING MAN POWER	PROPOSED MAN POWER	PRODUCTIVITY INCREMENT base on norm	Net Productivity
TYRE BUILDING	Tyre Building Agri & material supply	Nos./Shift	41	28	28	2	2	1.2	4.21
	Tyre Building LT & material supply	Nos./Shift	77	57	58	35	35	1.8	
	Material Change Over Time LT During Drum Change	minutes/Change over	20 minutes	90 minutes	60 minutes			0.3	
	Tyre Building TT & material supply	Nos./Shift	31	23	25	16	16	4.5	
	Material Change Over Time TT During Drum Change	minutes/Change over	20 minutes	90 minutes	75 minutes			0.2	
	59J Tyre Building & material supply	Nos./Shift	58	46	46	4	4	0.0	
	Band. Building (nos/shift/person)	Nos./Shift	300	130	130	1	1	0.0	
	Green tyre painting & porking Light Truck	Nos./Shift	170	135	135	0	0	0.0	
	Green tyre painting & porking Truck & Agri	Nos./Shift	70	55	55			0.0	
BEAD	Winding (Nos.)	MIXED (R/B)	4900	2600	2700	9	8	3.8	
	Fillering Bias (Nos.)	MIXED	1100	810	840	2	2	3.7	
	Fillipping (Nos.)	MIXED	1000	710	740	3	3	4.2	
	Filler Extrusion (kg/hr)	MIXED	112	28	56	2	2	100.0	
SLITTERING	Slittering (Rolls)	16 CUTS Roll	80	57	57	2	2	0.0	
BIAS CUTTER	Bias cutter no.1	Bias ply cuts	2200	1050	1050	5	5	0.0	
	Bias cutter no.2	Bias ply cuts		1035	1035	15	15	0.0	
	Bias cutter no.2	Radial ply cuts		650	650	0	0	0.0	
SQUEEGEE	Bias ply roll (Nos.)	16 CUTS	260	153	159	9	9	3.9	
4 ROLL CALENDAR	Speed	m/min		405	419	9	9	3.5	
EXRUDER	Tread & Side wall Extrusion	MIXED		Die changing time 3min, Preformer+die changing time 7min	Die changing time 3min, Preformer+die changing time 7min	26	26	12.1	
CURING	BOM 50" & above	Loading/ Unloading Time (minutes)	3.0	27.5	27.5	18	12	0.0	
	BOM 50" & below		2.0	42.69	42.69	12	12	0.0	
	Shear Strip Operation 42" & below		3.0	27	27	6	6	0.0	
	Shear Strip Operation 42" & above		5.0	16.33	16.67	6.33	6	2.0	
TYRE INSPECTION	Nos. / Person/Shift	MIXED	280	150	170	3.0	3.0	13.3	
TRIMMING/ FINISHING	Nos. / Person/Shift	MIXED	280	140	140	0.0	0.0	0.0	
FLA	Press/Person/Shift	Loading/Unloading Time (minutes)	1.0	470	470	3.0	3.0	0.0	
MIXING	Banbary # 01	Average batches /Shift	106.0	80	80	0	0	0.0	
	Banbary # 02	Average batches /Shift	106.0	84	86	27	27	2.1	
	Banbary # 03	Final batches /Shift	198.0	138	143	21	21	3.4	
		Repass Batches /Shift	169.0	126	131			3.7	
	Chemical Wt & Other operation	Bags/Shift/ person	272.0	147	147	0	0	0.0	
ENGINEERING						56	52	3.1	
TYRE TESTING						2	2	0.0	
LABORATORY						8	8	3.2	
TOTAL MAN POWER IN THE PLANT						302	291		3.75
									7.96

COLLECTIVE AGREEMENT CKITL PLANT 2015-2018
PRODUCTIVITY NORMS
MIXING DEPARTMENT

Schedule A - Annexure i

Section	Machine/Operator	Current optimum loading & unloading time (Sec/batch)	Existing loading & unloading time (2012-2014)	Mixing time as per the Tech.	Existing cyclotime with loading/unloading min/batch	Existing no. of batches per shift	Proposed loading & unloading time sec/batch (2015-2018)	Mixing time as per the Tech.	Proposed cyclotime with loading/unloading min/batch	No. of batches per shift as per the proposed Loading/Unloading Times	No. of Banbury Shifts	Existing man power /shift	Proposed man power /Shifts	Existing man power /Day	Proposed man power /Day	Average no. of batches/Shift	Productivity Increment base on norm	Productivity Increment base on norm	Net Productivity in Mixing		
Master Compound	BIAS	MP 721	132	5	7.2	67	93	5	6.6	67						2.9	0.0		2.79		
		Others	120	4	6	80	87	4	5.5	80						51.0	0.0				
		MP 600	270	5.5	10	48	215	9.1	5.5	48						1.2	0.0				
	RADIAL	MP 623	210	4.5	8	60	93	4.5	6.1	60						0.8	0.0				
		MB 269	102	4.5	6.2	77	93	4.5	6.1	77	1.0	9	9	27	27	5.4	0.0	0.00			
		MN 268	120	4	6	80	63	4	5.1	80						6.6	0.0				
	Other Radial	MB 437	102	4.5	6.2	77	93	4.5	6.1	77						0.6	0.0				
		MT82	180	4	7	69	185	4	7.1	69						1.0	0.0				
		Sub Total	120	4	6	80	87	4	5.5	80			0			10.6	0.0				
	Sub Total															80.0					
	Master Compound	BIAS	MP 721	132	5	7.2	67	117	5.0	7.0	69						3.1	3.5			2.2
			Others	102	4	5.7	84	95	4.0	5.6	86						53.5	2.1			
			MP 600	270	5.5	10	48	246	5.5	9.6	50						1.3	4.2			
		RADIAL	MP 623	210	4.5	8.0	60	195	4.5	7.7	62						0.9	3.3			
			MB 269	102	4.5	6.2	77	95	4.5	6.1	79	3.0	9	9	27	27	5.6	2.0			
MN 268			120	4.0	5.7	84	95	4.0	5.6	86						6.9	2.1				
Other Radial		MB 437	102	4.5	6.2	77	95	4.5	6.1	79						0.6	2.0				
		MT82	180	4	7	69	166	4.0	6.8	71						1.0	3.5				
		Sub Total	102	4	5.7	84	95	4.0	5.6	86						11.2	2.1				
Sub Total																84.0					
Repass Compound		Ban#03	Bias/Radial	78	2.5	3.8	126	70	2.5	3.7	131	3.0	7	7	21	21	49.5	3.7	3.5		
			Bias/Radial	88.2	2	3.47	138	81	2.0	3.4	143						84.4	3.4			
			Sub Total														134.0				
Chemical Weighting & Other Operation		Chemical Weighting & Other Operation	Master Chemical			247	126				126	1	2	2			70.0	0.0		0.0	
			Final Chemical			270	140				140	1	2	2			86.0	0.0			
	Loos Carbon Black				300	175				175	1	1	1			68.0	0.0				
											1	1	1			0.0	0				
Sub Total															224.0			0.0			
Total Man Power in Mixing Department																			48	2.79	

COLLECTIVE AGREEMENT CKITL PLANT 2015-2018
PRODUCTIVITY NORMS
SEMI PRODUCT DEPARTMENTS

Schedule A - Annexure i

Section	Machine/ Operation	Remarks	Current Optimum Out Put	Existing Norms/Shift (2012-2014)	Proposed Norm/Shift (2015-2015)	Existing Man Power	Proposed Man Power	Productivity Increment Base on Norms	Net Productivity in Semi Product Departments
Bead	Winding	Compiled sizes for Bias/Shift	4900	2600	2700	9	8	3.8	
		Compiled sizes for Radial & 2w/Shift		2600	2700			3.8	
Slittering	Filler	Mixed/Shift	1100	810	840	2	2	3.7	
	Flipping	Mixed/Shift	1000	710	740	3	3	4.2	
	Filler Extrusion	Kg/hr	112	28	56	2	2	100.0	
Bias Cutter No. 1	Bias ply & 2W ply	16 cut bias cut rolls/ Shift	80	57	57	2	2	0.0	
		Cuts Per Splicing Table/Shift	1050	1050	5	5	0.0		
Bias Cutter No. 2	Bias ply & 2W ply	Cuts Per Splicing Table/Shift	1550	1035	1035	15	15	0.0	
		Cuts Per Splicing Table/Shift	650	650	15	15	0.0		
Squeeze Calendar	Bias ply	16 cut rolls/Shift	260	153	159	9	9	3.9	7.79
4 Roll Calendar	Rubberizing calendar fabric (m/min) as per the speed specified which could be increased from time to time based on technological improvements/ machine update. Current line speed is 25 meter/min & start up/shut down time is one hour:			405	419	9	9	3.5	
		Extrude tread/sidewall (m/min) as per the speed specified which could be increased from time to time based on technological improvements/machine update. The total out put will be based on rated capacity. Die changing+size setting time for all side walls, 2W treads & Radial treads is done within 2min time. Die changing+ size setting time for LT, TT, & Agri sizes is done within 2.5min time. Compound change + preformer change + die change + size setting is done within 12min time for all sizes. Compound change is done within 10min time.							
Tread Extruder				354	397	26	26	12.1	
TOTAL MAN POWER IN SEMI PRODUCT DEPARTMENTS						82	81		1.22
									9.01

COLLECTIVE AGREEMENT CKITL PLANT 2015-2018
PRODUCTIVITY NORMS
TYRE BUILDING DEPARTMENT

Schedule A - Annexure i

Machine/Operation	Tyre size	Construction	Current Optimum Out Put	Current norm/Shift (2012/2014)	Proposed norms/Shift in 2015-2018	No. of Machines	Existing man power/ Shift	Proposed man Power/ Shift	Existing man power/ Day	Proposed man Power/ Day	PRODU CTIVITY INCREMENT Base on norm	WEIGHTED PRODUCTIVITY INCREMENT Base on norm	Net Tyre Building Productivity								
LT BUILDING	6.00- 12 (4PR) K203	2+1B	90	80	80	7	14	14	35	35	0.0	1.6	2.59								
	6.00- 12 (4PR) K203 Mitsubishi	2+1B	90	60	65						0.0										
	5 TR 12 (4PR) K33	2+0B	100	80	80						0.0										
	5 TR 12 (4PR) K33 Mitsubishi	2+0B	100	60	65						8.3										
	6 TR 12 (4PR) K33	2+1B	100	70	70						0.0										
	6 TR 12 (4PR) K33 Mitsubishi	2+1B	100	55	55						0.0										
	5.60-15 (4PR) K511	2+1B	90	80	85						6.3										
	5.50-13 (6PR) K231	4+0B	90	70	70						0.0										
	5.50-13 (6PR) K231 Mitsubishi	4+0B	90	52	52						0.0										
	6.00-14 (6/8) SUPREME	4+1B	80	70	72						2.9										
	6.00-14 (6/8) ACE	4+1B	80	70	70						0.0										
	6.50-14 (8) FM	4+1B	75	65	65						0.0										
	6.50-15 (6/8) K231	4+1B	75	65	65						0.0										
	7.00-15 (6/8/10) SUPREME	4+1B	75	65	67						3.1										
	7.00-15 (10/12) FM	6+1B	75	55	57						3.6										
	6.00-16 EG	4+0B	80	65	65						0.0										
	6.00-16 EG Mitsubishi	4+0B	80	44	45						2.3										
	6.00-16 (6/8) SAM	4+1B	80	65	65						0.0										
	6.00-16 (6/8) SAM Mitsubishi	4+1B	80	44	45						2.3										
	6.50-16 (6/8) FM	4+1B	80	65	65						0.0										
	6.50-16 (6/8) FM Mitsubishi	4+1B	80	34	35						2.9										
	7.00-16 (6/8/10) SUPREME	4+1B	80	65	65						0.0										
	7.00-16 (10/12) T2001/FM	6+1B	60	49	50						2.0										
	7.50-16 (6/8) SUPREME	4+1B	75	57	57						0.0										
	7.50-16 (6/8) SUPREME Midland	4+1B	75	55	55						0.0										
	7.50-16 (12) T2001	6+2B	70	47	48						2.1										
	7.50-16 (12) T2001 Midland	6+2B	70	45	46						2.2										
	7.50-16 (14/16) FM	6+2B	66	46	46						0.0										
	7.50-16 (14/16) FM Midland	6+2B	66	45	46						2.2										
	7.50-16 (14/16) HILOAD	6+2B	60	46	46						0.0										
	7.50-16 (14/16) HILOAD Midland	6+2B	60	45	46						2.2										
	7.50-16 (14/16) HILUG	6+2B	60	43	45						4.7										
	7.50-16 (16) LUG PLUS	6+2B	56	42	45						7.1										
8.25-16 (16) FM/STAMINA	6+2B	40	34	34	0.0																
Average of Light Truck		77	57	58	1.6																
Material Change Over Time During Drum Change	20 minutes	90 minutes	60 minutes			35	35		0.3												
BUILDING	8.25-20 (14) TR	6+2B	33	25	26	4	8	8	16	16	4.0	4.71									
	9.00-20 (14) ABIMANA/EPIC/SA	6+2B	33	25	26						4.0										
	9.00-20 (14/16) TR	6+2B	33	25	26						4.0										
	9.00-20 (14/16) CLT/HT92	6+2B	33	25	26						4.0										
	9.00-20 (14/16) FM	6+2B	33	25	26						4.0										
	9.00-20 (16) XL SUPER	8+2B	33	23	24						4.3										
	9.00-20 (16/18) RIB XL	6+2B	33	25	26						4.0										
	9.00-20 (16/18) MILE XL	8+2B	33	23	24						4.3										
	10.00-20 (16) TR/EPIC	6+2B	33	25	26						4.0										
	10.00-20 (16/18) XL SUPER/SA	8+2B	26	22	23						4.5										
	10.00-20 (16) FM	6+2B	33	25	26						4.0										
	10.00-20 (16) L40	6+2B	33	25	26						4.0										
	10.00-20 (16/18) TRACK LUG	8+2B	26	22	23						4.5										
	10.00-20 (16/18) RIB XL	8+2B	26	22	23						4.5										
	10.00-20 (16/18) MILE XL	8+2B	26	22	23						4.5										
	11.00-20 (16/18) FM	8+2B	26	16	18						12.5										
	Average of Truck		31	23	25						4.7										
	Material Change Over Time During Drum charge	20 minutes	90 minutes	75 minutes										16	16		0.2				
	59J BUILDING	(6+2B) Construction in 59J Machine	6+2B	59	47						47			1	2	2	4	4	0.0	0.0	
		(8+2B) Construction in 59J Machine	8+2B	57	45						45								0.0		
Average			58	46	46		4	4													
AGRI BUILDING	11.00-28 (6/12) OD	4+0B	46	32	32	1	2	2	2	2	0.0	1.7									
	11.00-28 (6/12) ND	4+0B	46	32	32						0.0										
	12.4-28 (12) SAM	5+0B	30	20	21						5.0										
	Average of Agri		41	28	28										2	2					
Band Building (nos./shift/person)		300	130	130	1	1	1	1	1	0	0										
GT Preparation LT (nos./shift/person)		170	135	135						0	0										
GT Preparation TT/Agri (nos./shift/person)		70	55	55	1	5	4			0											
TOTAL MAN POWER IN TYRE BUILDING										58	58.0		0.00								
													2.59								

**COLLECTIVE AGREEMENT CKITL PLANT 2015-2018
PRODUCTIVITY NORMS
CURING DEPARTMENT**

Schedule A - Annexure i

Machine / Operation	Tyer sizes	Current Optimum output	Existing Loading/ Unloading Time (2012-2014)	Existing Norms (Nos. of Cycles)/ Day (2012-2014)	Proposed Loading/ Unloading time (2015-2018)	Proposed Norms (Nos. of Cycles)/ Day (2015-2018)	No. of machines	Existing man powers/ Shift	Proposed man power/ Shift	Existing man power/ Day	Proposed man power/ Day	PRODUCTIVITY INCREMENT Base on norm	WEIGHTED PRODUCTIVITY INCREMENT Base on norm	Net Curing productivity											
Light Truck Presses (BOM 50" & below)	6.00-12 (4PR) K203	2	35	54	3.5	54	7	4	4	12	12	0.00	0.00												
	5.60-15 (4PR) K511			54		54						0.00													
	5.50-13 (6PR) K231			47		47						0.00													
	5 TR 12 (4PR) K33			47		47						0.00													
	6 TR 12 (4PR) K33			43		43						0.00													
	6.00-14 (6/8) SUPREME			54		54						0.00													
	6.00-14 (6/8) ACE			54		54						0.00													
	6.50-14 (8) FM			45		45						0.00													
	6.50-15 (8) K231			43		43						0.00													
	7.00-15 (6/8/10) SUPREME			43		43						0.00													
	7.00-15 (10/12) FM			43		43						0.00													
	6.00-16 EG			54		54						0.00													
	6.50-16 (6/8) FM			45		45						0.00													
	7.00-16 (6/8/10) SUPREME			43		43						0.00													
	7.00-16 (10) T2001/FM			42		42						0.00													
	7.50-15 (6/8) SUPREME			37		37						0.00													
	7.50-15 (6/8) SUPREME			37		37						0.00													
	7.50-16 (10/12/14/16) T2001			37		37						0.00													
	7.50-16 (14/16) FM			37		37						0.00													
	7.50-16 (14/16) RIB PLUS			37		37						0.00													
	7.50-16 (14/16) RIB XL			37		37						0.00													
	7.50-16 (14/16) HILOAD			37		37						0.00													
	7.50-16 (14/16) HILUG			35		35						0.00													
	7.50-16 (16) LUG PLUS			35		35						0.00													
8.25-16 (16) STAMINA	35	35	0.00																						
8.25-16 (16) FM	35	35	0.00																						
			42.69		42.69																				
Truck Presses (BOM 50" & above)	7.50-16 (14/16) FM/T2001/HILOAD/LUG PLUS/RIB XL	3	5	31	5	31	6	6	4	18	12	0.00	0.00												
	8.25-16 (16) FM/STAMINA			31		31						0.00													
	8.25-20 (14) TR			30		30						0.00													
	9.00-20 (14) FM			29		29						0.00													
	9.00-20 (14/16) TR			29		29						0.00													
	9.00-20 (14) SILVER ACE/EPIC			29		29						0.00													
	9.00-20 (14/16) HT92			27		27						0.00													
	9.00-20 (14/16) CLT			27		27						0.00													
	9.00-20 (16) XL SUPER			28		28						0.00													
	9.00-20 (14/16) RIB XL			29		29						0.00													
	9.00-20 (14/16) MILE XL			28		28						0.00													
	10.00-20 (16) TR/EPIC/XL #1/FM			27		27						0.00													
	10.00-20 (16/18) XL SUPER/SILVER ACE			26		26						0.00													
	10.00-20 (16) INFINITY/TROLLA			27		27						0.00													
	10.00-20 (16) L40			27		27						0.00													
	10.00-20 (14/16) TRACK LUG/LUG PLUS			27		27						0.00													
	10.00-20 (16/18) RIB XL			26		26						0.00													
	10.00-20 (16/18) MILE XL			26		26						0.00													
	11.00-20 (16/18) FM			25		25						0.00													
	12.00-20 (18) FM/HCL			25		25						0.00													
	12.4-28 (12) AYUSHMAN			24		24						0.00													
												27.52				27.52									
	Shear Strip Presses (42" & below)			6.00-16 (6/8) SAM		3						5			27	5	27	4	2	2	6	6	0.00	0.00	
	Shear Strip Presses (42" & above)			11.00-28 (6/12) OD		5						10			18	10	18	3	2.11	2	6.33	6	0.00	2.56	
11.00-28 (6/12) ND		18	18	0.00																					
12.04-28 (12) SAM		13	14	7.69																					
				16.33		16.67																			
Flap Curing	7.50-16 FLAP	1	1.5	235	1.5	235	3	1	1	3	3	0.00	0.00												
	9.00-20 FLAP			235		235							0.00												
Tyer Inspection	Mixed Nos./Person/Shift			150		170		1	1	3	3	13.33	13.33												
Trimming / Finishing	Mixed Nos./Person/Shift			140		140		2	2			0.00	0.00												
TOTAL	MAN POWER IN CURING DEPARTMENT									48.33	42			13.10											
														14.42											

Machine / Operation	Remarks	Existing Norm (2012-2014)	Proposed Norm (2015-2017)	No. of Machines	No. of Shift	Existing Man power/ Shift	Proposed Man power/Shift	Existing Man power/ Day	Proposed Man power/ Day
Truck Presses (BOM 50" & above)	Press/Person/Shift	1.4	1.2	6	3	6.0	4.0	18.0	12.0
Light Truck Presses (BOM 50" & below)	Press/Person/Shift	1.5	2.0	6	3	4.0	4.0	12.0	12.0
Shear Strip Presses (42" & below)	Press/Person/Shift	1.0	1.0	4	3	2.0	2.0	6.0	6.0
Shear Strip Presses (42" & Above)	Press/Person/Shift	1.4	1.5	3	3	2.1	2.0	6.3	6.0
Tyer inspection (mixed)	Nos./Person/Shift	150	170		3	1.0	1.0	3.0	3.0
Trimming / Finishing (mixed)	Nos./Person/Shift	140	140		3	2.0	2.0		
Flap Curing	press/person/Shift	2	3		3	1.0	1.0	3.0	3.0
Light Truck Presses (BOM 50" & ab		5	5						
light Presses (BOM 50" -8)		3.5	3.5						
Shear Strip Presses (42" & below)	Loading/Unloading Time (min)	5	5						
Shear Strip Presses (42" & Above)		10	10						
Flap Curing		1.5	1.5						
								48.3	42.0

COLLECTIVE AGREEMENT CKIIL PLANT - 2015 - 2018
PRODUCTIVITY NORMS
Engineering Department

Schedule A - Annexure i

Department	Section	Sub section	Activity	Existing change overtime(min) (2012-2014)	Propose change over time(min) (2015-2018)	Existing Manpower	Proposed Manpower	Norm Base Productivity Increment %	Norm Base Weighted Productivity Increment %	Net Engineering Productivity	
ENGINEERING	MRM	Division - A	Drum Change	-	-	7	6	0	0		
				35	30			14.29			
				55	50			9.09			
				80	70			12.50			
				50	45	7	7	10.00			
				50	45			10.00			
				85	75			11.76			
				20	15			25.00		13.23	
				140	110			21.43			
				220	190			13.64			
				180	150			16.67			
				350	320			8.57			
				145	115			20.69			
				225	195	8	7	13.33			3.10
				230	200			13.04			
	20	20			0.00						
	40	40			0.00						
	30	30			0.00						
	55	55			0.00			9.76			
	-	-			0.00			0.00			
	ERM	Ele. Substation	Ele. General	Bladder Change(with)	-	-	3	3	0	0	
					-	-	8	13	0	0	
					-	-	6		0	0	
Utility	Boiler operation	Power unit	Water Line	-	-	7	7	0	0		
				-	-	2	2	0	0		
				-	-	3	3	0	0		
Total Manpower in Engineering						56	52			7.14	
										10.24	

- One fitter from MRM-Curing to be transferred to MRM-TB
- One fitter from MRM-mixing to be transferred to MRM-TB
- One fitter from MRM-mixing to be transferred to TPWS-pump house & One fitter from TPWS-pump house to be transferred to Boiler One welder from MRM-WS to be transferred to MRM-Mixing
- One electrician to be transferred to Electrical winding shop
- Attending on PM activity during shift duty to be performed with existing practice & sectional engineer will take the responsibility of deploying people for Breakdown & PM
- Pump house & power unit service operators will rotate & train for both operation as required
- Power sub station electrician will support plant PM & breakdowns as necessary

COLLECTIVE AGREEMENT CKITL PLANT 2015-2018
PRODUCTIVITY NORMS - MIXING DEPARTMENT

Schedule A - Annexure ii

Section	Activity	Current Optimum Loading/Unloading time (Seconds)	Current cycle time with loading unloading- Minuts/batch(2015-2018)	Agreed norm for loading & unloading time Seconds/batch	Agreed norm Batch/shift (2015-2018)	
Mixing	Master Compound	MP721	30	7	117	69
		Bias	30	5.6	95	86
		MP600	30	9.6	246	50
		MP623	30	7.7	195	62
		MB269	30	6.1	95	79
		MB437	30	6.1	95	79
		MT82	30	6.8	166	71
	Other Radial	30	5.6	95	86	
	Repass Compound	Bias/Radial	25	3.7	70	131
	Final Compound	Bias/Radial	20	3.4	81	143

Compound Section other Operations

Section	Activity		Agreed norm/Shift (2015/2018)
Chemical Weighing	Master Chemical	Bags/Shift/person	126
	Final Chemical	Bags/Shift/person	140
	Loos Carbon Black	Bags/Shift/person	175

Manpower Allocation for Banbary Operation

Operation		Manning
Banbary # 1 (For master)	Persons/Shift	8
Banbary # 2	Persons/Shift	9
Banbary # 3	Persons/Shift	7

Note

- *Above norms are applicable for banbary No 2 & 3.
- *Mixing time will be decided as per the mixing specification given by the technical department.
- *Batch weight and mixing cycle can be changed any time as per the technical requirement.
- *Norms should be delivered proportionately based on carder availability as current practice.

COLLECTIVE AGREEMENT CKITL PLANT 2015-18
PRODUCTIVITY NORMS
SEMI PRODUCT DEPARTMENTS

Schedule A - Annexure ii

Section	Activity	Remarks	Current Optimum Norms	Agreed Norm/Shift	Manpower Allocation/Shift
Bead	Winding	Compiled sizes with radial	4900	2700	4
	Fillering (Bias)	Mixed	1100	840	1
	Fillering (Radial with double tape)	145/70R12	1100	695	1
	Flipping	Mixed	1000	740	1
	Filler Extrusion	Kg/hr	112	56	2
Slittering		16 cut bias cut rolls	80	57	2
Bias Cutter No.1		cuts Per splicing Table	1550	1050	5
Bias Cutter No.2	Bias ply	cuts Per splicing Table	1550	1035	5
	Radial ply	cuts Per splicing Table	1550	650	
Squeegee	Bias ply	16 cut rolls	260	159	9
	Radial inner liners & ply	45m Linner/32 cuts roll		49	
4 Roll Calendar	Rubberizing (m/min)	Rubberizing calendar fabric (m/min) as per the speed specified which could be increased from time to time based on technological improvements/ machine update. Current line speed is 25 meter/min. Start up/shout down & change over are done within one hour time		25	9
Tread Extruder	Bias SW (Kg/hr)	Extrude tread/sidewall (m/min) as per the speed specified which could be increased from time to time based on technological improvements/machine update. The total out put will be based on rated capacity. The total out put will be based on rated capacity. Die changing + size setting time for all side walls, 2W treads & Radial treads is done within 2min. time. Compound change + performer change + die change + size setting is done within 12 min. time for all sizes. Compound change is done within 10 min. time.		2500	13
	Radial SW & 2W Tread (Kg/hr)			1250	
	Radial Tread (Kg/hr)			1450	
	LT Tread (Kg/hr)			4500	
	TT Tread (Kg/hr)			4500	
	Flap (Kg/hr)			2600	

Note:

*Norms at the 4 Roll calendar, Squeegee section, Bias cutter section & Extruder section should be delivered on proportionate basis if the required man power is not available

*Required bead reals preassembling will be done by Bead winging helpers after implementation of proposed Kaizen

**COLLECTIVE AGREEMENT CKITL PLANT 2015 - 2018
PRODUCTIVITY NORMS - CURING DEPARTMENT**

Schedule A - Annexure ii

Machine / Operation	Type Sizes	Agreed Norms/ Day (2015 - 2018)
Light Truck Presses (BOM 50" & below)	6.00 -12 (4PR) K203	54
	5.60 -15 (4PR) K511	54
	5.50 -13 (6PR) K231	47
	5TR 12 (4PR) K33	47
	6TR 12 (4PR) TF K33	43
	6.00 - 14 (6/8) SUPREME	54
	6.00 - 14 (6/8) ACE	54
	6.50 - 14 (8) FM	45
	6.50 - 15 (8) K231	43
	7.00 - 15 (6/8/10) SUPREME	43
	7.00 - 15 (10/12) FM	43
	6.00 - 16 EG	54
	6.00 - 16 (6/8) SAM	27
	6.50 - 16 (6/8) FM	45
	7.00 - 16 (6/8/10) SUPREME	43
	7.00 - 16 (10) T2001/FM	43
	7.50 - 15 (6/8) SUPREME	37
	7.50 16 (6/8) SUPREME	37
	7.50 - 16 (10/12/14/16) T2001	37
	7.50 - 16 (14/16) FM	37
	7.50 - 16 (14/16) RIB PLUS	37
7.50 - 16 (14/16) RIB XL	37	
7.50 - 16 (14/16) HILOAD	37	
7.50 - 16 (14/16) HILUG	35	
7.50 - 16 (16) LUG PLUS	35	
8.25 - 16 (16) STAMINA/FM	35	
Truck Presses (BOM 50" & above)	7.50 -16 (14/16) FM/T2001/HILOAD/LUG PLUS/RIB	31
	8.25 -16 (16) STAMINA/FM	31
	8.25 -20 (14) TR	30
	9.00 - 20 (14/16) FM	29
	9.00 - 20 (14/16) TR	29
	9.00 - 20 (14) SILVER ACE/EPIC	29
	9.00 - 20 (14/16) HT92	27
	9.00 - 20 (14/16) CLT	27
	9.00 - 20 (16) XL SUPER	28
	9.00 - 20 (14/16) RIB XL	29
	9.00 - 20 (14/16) MILE XL	28
	10.00 - 20 (16) TR/XL#1/EPIC	27
	10.00 - 20 (16/18) XL SUPER/SA	26
	10.00 - 20 (16) INFINITY/TROLLA	27
	10.00 - 20 (16) L40	27
	10.00 - 20 (14/16) TRACKLUG/LUG PLUS	27
	10.00 - 20 (16/18) RIB XL	26
	10.00 - 20 (16/18) MILE XL	26
11.00 - 20 (16/18) FM	25	
12.00 - 20 (18) FM/HCL	25	
Shear Strip Presses	6.00 -16 (6/8) SAM	27
	11.00 - 28 (6/12) OD	18
	11.00 - 28 (6/12) ND	18
	12.4 - 28 (12) SAM	14
Flap	7.50 -16 Flap	235
	9.00 - 20 Flap	235

Loading and Unloading time	Current Optimum Norm	Agreed Norm
Light Truck Tyres (min)	2	3.5
Truck Tyres (min)	3	5
6.00 - 16 (6/8) SAM (min)	3	5
Tractor Rear (min)	5	10
Flap (min)	1	1.5

Machine / Operation	Agreed norms/ Shift (Nos of Presses/ Person)	Agreed manpower/ Shift	No. of Machines
BOM 50" & above (press/ person)	1.5	4.0	6
BOM 50" & below (BOM 6, 7, 8, & 9) (presses/person)	2.0	2.0	4
BOM 50" & below (BOM 10, 11, & 14) (presses/person)	1.5	2.0	3
Shear Strip Operation 42" & below (Presses/person)	1.3	3.0	4
Shear Strip Operation 42" & above (Presses/person)	1.5	2.0	3
Tyre Inspection (mixed) Nos	170 Tyres		
Trimming/Finishing (Mixed) Nos	140 Tyres		
Tyre Major Repair (mixed) Nos	25 Tyres		
Air bag Preparation Nos	15 Air bags		
GT Preparation - Light Truck	135 Tyres		
Gt Preparation - Truck Tyre	55 Tyres		

Shear Strip Press Operation 42" & below

Manpower/ Shift	No of presses	Inspect nos of tyres/shift
3	4	0
3	3	54
2	2	36
1	1	18

Shear Strip Press Operation 42" & above

Manpower/ Shift	No of presses	Inspect nos of tyres/shift
2	3	0
2	2	12
1	1	6

Note:

* 6 Nos. of truck tyre presses will be operated by 4 persons / shift and they are responsible for inspection of 100 nos tyres. Required Green Tyres will be provided to the respective machine by GT preparation crew.

* Odd nos. of curing cycles should be delivered during 24 hours.

* Curing cycles will be change as per the specification given by the Technical Department and curing output to be changed accordingly as above.

COLLECTIVE AGREEMENT CKITL PLANT 2015-2018
PRODUCTIVITY NORMS
TYRE BUILDING DEPARTMENT

Schedule A - Annexure ii

Tyre size	Construction	Current Optimum Norms	Current norms/Shift (2012-2015)	Agreed norms /shift (450 min) (2015- 2018)
6.00-12 (4PR) K203	2+ 1B	90	80	80
6.00-12 (4PR) K203 in Mitsubishi	2+ 1B	90	60	65
5 TR 12 (4PR) K33	2+ 0B	100	80	80
5 TR 12 (4PR) K33 Mitsubishi	2+ 0B	100	60	65
6 TR 12 (4PR) K33	2+ 1B	100	70	70
6 TR 12 (4PR) K33 Mitsubishi	2+ 1B	100	55	55
5.60-15 (4PR) K511	2+ 1B	90	80	85
5.50- 13 (6PR) K231	4+ 0B	90	70	70
5.50- 13 (6PR) K231 Mitsubishi	4+ 0B	90	52	52
6.00- 14 (6/8) SUPREME	4+ 1B	80	70	72
6.00- 14 (6/8) ACE	4+ 1B	80	70	70
6.50- 14 (8) FM	4+ 1B	75	65	65
6.50- 15 (6/8) K231	4+ 1B	75	65	65
7.00- 15 (6/8/10) SUPREME	4+ 1B	75	65	67
7.00- 15 (10/12) FM	6+ 1B	75	55	57
6.00- 16 EG	4+ 0B	80	65	65
6.00- 16 EG Mitsubishi	4+ 0B	80	44	45
6.00- 16 (6/8) SAM	4+ 1B	80	65	65
6.00- 16 (6/8) SAM Mitsubishi	4+ 1B	80	44	45
6.50- 16 (6/8) FM	4+ 1B	80	65	65
6.50- 16 (6/8) FM Mitsubishi	4+ 1B	80	34	35
7.00- 16 (6/8/10) SUPREME	4+ 1B	80	65	65
7.00- 16 (10/12) T2001/FM	6+ 1B	60	49	50
7.00- 16 (12) T2001/FM	6+ 2B	60	49	50
7.50- 16 (6/8) SUPREME	4+ 1B	75	57	57
7.50- 16 (6/8) SUPREME Midland	4+ 1B	75	55	55
7.50- 16 (12/14/16) T2001	6+ 2B	70	47	48
7.50- 16 (12/14/16) T2001 Midland	6+ 2B	70	45	46
7.50- 16 (14/16) FM	6+ 2B	66	46	46
7.50- 16 (14/16) FM Midland	6+ 2B	66	45	46
7.50- 16 (14/16) HILOAD	6+ 2B	60	46	46
7.50- 16 (14/16) HILOAD Midland	6+ 2B	60	45	46
7.50- 16 (14/16) HILUG	6+ 2B	60	43	45
7.50- 16 (16) LUG PLUS	6+ 2B	56	42	45
8.25- 16 (16) FM/STAMINA	6+ 2B	40	34	34
8.25- 20 (14) TR	6+ 2B	33	25	26
9.00- 20 (14) ABIMANA/EPIC/SA	6+ 2B	33	25	26
9.00- 20 (14/16) TR	6+ 2B	33	25	26
9.00- 20 (14/16) HT92	6+ 2B	33	25	26
9.00- 20 (14/16) CLT	6+ 2B	33	25	26
9.00- 20 (14/16) FM	6+ 2B	33	25	26
9.00- 20 (14/16)RIB XL	6+ 2B	33	25	26
9.00- 20 (16) XL SUPER	8+ 2B	33	23	24
9.00- 20 (16/18) MILE XL /RIB XL	8+ 2B	33	23	24
10.00- 20 (16) TR/EPIC	6+ 2B	33	25	26
10.00- 20 (16/18) XL SUPER	8+ 2B	26	22	23
10.00- 20 (16) FM	6+ 2B	33	25	26
10.00- 20 (16) L40	6+ 2B	33	25	26
10.00- 20 (16/18) TRACK LUG	8+ 2B	26	22	23
10.00- 20 (16/18) RIB XL	8+ 2B	26	22	23
10.00- 20 (16/18) MILE XL	8+ 2B	26	22	23
11.00- 20 (16/18) FM	8+ 2B	17	16	18
11.00- 28 (6/12) OD	4+0B	46	32	32
11.00- 28 (6/12) ND	4+0B	46	32	32
12.4- 28 (12) SAM	5+0B	30	20	21
(6+2B) Construction in 59J Machine	6+2B	59	47	47
(8+2B) Construction in 59J Machine	8+2B	57	45	45
Operation	Remarks			Agreed norms/shift (450min)(2015-2018)
Band Building	nos/shift/person			130
GT Preparation LT	nos/shift/person			135
GT Preparation LT	nos/shift/person			55

Note

*Material change over during a drum change of 4+ 2B sizes need to be done within 60 minutes time.

*Material change over during a drum change of 6+ 2B sizes & above need to be done within 75 minutes time.

COLLECTIVE AGREEMENT CKITIL PLANT - 2015 - 2018
Engineering Efficiency Parameters

Schedule A - Annexure iii

Section	Sub section	Activity	Existing change overtime(min) (2012-2014)	Propose change overtime(min) (2015-2018)	Existing Manpower (2012-2014)	Proposed Manpower (2015-2018)
MRM	Division - A	Drum Change	L/T	Only Drum	35	30
				Only segment	55	50
	Tyre Building	T/T	Drum Change	Drum & Segment	80	70
				Only Drum	50	45
				Only segment	50	45
				Drum & Segment	85	75
	Curing	Agriculture	Mould Change	Only Bead setter	20	15
				One Mould	140	110
				Two Mould	220	190
				One Mould	180	150
				Two Mould	350	320
				Tractor Front one mould	145	115
Work shop	Agri	Mould Change	Tractor Front two mould	225	195	
			Tractor Rear	230	200	
			LT (one side)	20	20	
			LT (both side)	40	35	
			TT (one side)	30	30	
			TT (both side)	55	50	
ERM	Ele. Substation Ele. General Ele. CMIA	Bladder Change (with asseuble)	-	-	3	3
			-	-	8	13
			-	-	6	
Utility	Boiler operation Power unit Water Line	-	-	-	7	7
			-	-	2	2
			-	-	3	3
Total Manpower in Engineering					56	52

Note

- 1 One fitter from MRM-Curing to be transferred to MRM-TB
- 2 One fitter from MRM-mixing to be transferred to MRM-TB
- 3 One fitter from MRM-mixing to be transferred to TPWS-pump house & One fitter from TPWS-pump house to be transferred to Boiler. One welder from MRM-WS to be transferred to MRM-Mixing
- 4 One electrician to be transferred to Electrical winding shop
- 5 Attending on PM activity during shift duty to be performed with existing practice & sectional engineer will take the responsibility of deploying people for Breakdown & PM
- 6 Pump house & power unit service operators will rotate & train for both operation as required
- 7 Power sub station electrician will support plant PM & breakdowns as necessary

Schedule A**- Annexure - iv****Operational requirements in line with productivity norms****Common clause:**

There could be changes in machinery/process or technology , as and when required which may result changes in manpower allocation, production norms or operating hours and systems. These changes could be discussed with the relevant personel before implementing. However there should not be a barrier or constraint in implementing aforementioned changes. If there are unexplained losses occurred, the operators are responsible for such losses.

Extruder / Fabric calendar:

Efficiency of the machine / process is calculated based on the number of hours operated and the output generated during the particular time of operation. Norms should be delivered on proportionate basis if the required manpower is not available.

Bias Cutter:

In case of providing electronic encoder for auto function, cutting norms should be increased and the cutter operator should be able to work as an additional splicer. Norms should be delivered on proportionate basis if the required manpower is not available as follows.

When 4 people available- 2395 cuts

When 3 people available- 1795 cuts

Squeegee calendar:

In case of upgrading/ modernization norms should be increased. Norms should be delivered on proportionate basis if the required manpower is not available as follows.

When 8 people available- 135 rolls

When 7 people available 117 rolls

Tyre Building:

1. Band building and Tractor Rear Tyre Building will be considered as two seperated operations. Tractor Tyre Building Machine will be operated with one builder and one helper. They are responsible to get all required material for operation.
2. Tyre builder's / Helper's job should include following responsibilities.

(A) Helper should provide all required materials to the tyre builder to fulfill the norms.

(B) He should be directly responsible for maximum utilization of materials and minimize wastage & scrap during the operating period.

(C) Ply changing time for the above 4 ply construction tyres should be within 1.5 hrs. and it will be 1.25 hrs. for the less than 4 ply construction tyres during drum changes.

(D) Ply loading time should be 60 minutes when machine servicer is empty.

(E) All green tyres should build (assemble) as per specification & follow the SOP given by the Technical Department in order to maintain the quality.

(F) Green tyres should be inspected after building (assembling) to ensure the green tyres are free from defects (Eg: Should not have blisters, open chaffer, open tread, loose cord etc.) & do the necessary corrections before removing from the department.

(G) Operator should deliver agreed full norms with the helper.

(H) Operator should stick the Builder number in the center of the green tyre.

(I) All the Light Truck Green Tyres should store on green tyre racks by the Helper.

Green Tyre Preparation:

Weighing and supplying of prepared green tyres to the curing presses as per the agreed norms and proper storage of all green tyres built during the shift to be maintained. The green tyre preparation crew also ensures that startup load for the next shift is prepared and supplied.

In case of green tyre poking and jamming automated is introduced, norms should be increased and manpower allocation will be reduced after the discussion with the Union. In such occasion time & motion study should be conducted by an external party.

Schedule B

Production Bonus Payment Criteria

- (a) Production bonus will be payable only on achievement of 100% agreed norms as per schedule A - Annexure i & Schedule A - Annexure ii.
- (b) When there is a part completion of norms, and the full achievement has not been possible due to justified reasons, the full amount will be paid on Management discretion.
- (c) If there is non achievement of norms due to an unjustified reason no production allowance will be paid.
- (d) For employees in the engineering division the amount will be paid subject to achievement of norms being achieved in respect of drum change, mould change and bladder change overtime as per Schedule A - Annexure iii.
- (e) Person- wise, Sector- wise, Shift- wise details will be maintained to document actual output and reasons for the shortfall if any, and such record will form the basis for payment of production bonus.
- (f) The above will be calculated on a monthly basis.
- (g) Production bonus shall not be paid if production is curtailed due to reasons beyond the control of the Management. However 80% of the Production Bonus (Rs.300/= per month) will be decided by the management considering the prevailing situation.

06 - 507