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No. 1978/19 – TUESDAY, AUGUST 02, 2016

(Published by Authority)

PART I : SECTION (I) – GENERAL

Government Notifications

My No. : CI / 1843.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between SANASA Development Bank PLC, No. 12, Edmonton Road, Kirulapone, Colombo 06 of the one part and the Ceylon Bank Employees' Union, No. 20, Temple Road, Colombo 10 of the other part on 15th day of September 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.
25th July, 2016.

Collective Agreement No. 20 of 2016

COLLECTIVE AGREEMENT

Between

SANASA Development Bank PLC of No. 12, Edmonton Road, Kirulapone, Colombo 06
of the one part

And

Ceylon Bank Employees' Union, No. 20, Temple Road, Colombo 10,
of the other part



This Collective Agreement is made on this Fifteenth day of September, Two Thousand and Fifteen (15th September 2015), by and between SANASA Development Bank PLC of the one part (hereinafter referred to as "the Bank") and the Ceylon Bank Employees' Union of the other part (hereinafter referred to as "the Union").

Title.-This Agreement will be known and referred to as "SANASA DEVELOPMENT BANK COLLECTIVE AGREEMENT" with "THE CEYLON BANK EMPLOYEES' UNION" for the period First day of July, Two Thousand and Fifteen to Thirty First day of December, Two Thousand and Seventeen (01.07.2015 - 31.12.2017).

1. Employer to be Covered and Bound.-

(a) This Agreement shall cover and bind the SANASA Development bank PLC, which is a party to this Agreement.

2. Employees to be Covered and Bound.-

(a) This Agreement shall cover and bind members of the Union in employment with the SANASA Development Bank PLC and who are employed in any of the categories as at the date of signing of the agreement for which a salary scale has been prescribed in this Agreement in the Annexure 1 hereto.

3. Date of Operation and Duration.-

(a) This Agreement shall come into force on Fifteenth day of September Two Thousand and Fifteen (15th September 2015) and thereafter continue to be in force, unless it is determined by either party giving six months' notice in writing to the other party provided, however, that no party shall give such notice to the other party before the First day of July Two Thousand and Seventeen (01st July 2017).

4. Matters Covered and Variation of Terms and Conditions of Employment and Benefits .-

(a) This Agreement shall be in full and final settlement of all matters covered herein as well as of all the matters which are covered by this Agreement and in respect of which negotiations took place between the parties before the conclusion of this Agreement and the Union agrees that it will not during the continuance in force of this Agreement raise any of the matters which were discussed and negotiated between the parties preceding this Agreement other than the matters relating to non - salary benefits which shall be discussed by the Management of the Bank with the Ceylon Bank Employees' Union and reach finality within a reasonable period. After an Agreement has been arrived at, as regard non - salary benefits the terms and conditions of same shall be annexed to this Agreement, which shall form an integral part thereof.

(b) The Union and its members shall not during the continuance in force of this Agreement seek to vary, alter or add to all or any of the terms and conditions of employment or benefits applicable or enjoyed as provided for in this Agreement other than by mutual agreement with the Bank.

5. Salary Structure.-

(a) As from First day of July Two Thousand and Fifteen (01st July 2015) each employee covered and bound by this Agreement shall be paid upon and subject to the other terms and conditions herein contained a monthly salary.

6. Conversion of the Basic Salary.-

(a) The basic salaries of all employees will be converted to the revised scale by applying the step for step (point by point) method of conversion.

eg. An employee who had been on the 5th step of the scale as at 31.06.2015 will be placed on the 5th step of the relevant revised scale with effect from 01.07.2015.

(b) Non-Banking Stream personnel shall also be placed at the appropriate revised salary scale, on the same basis.

7. Other Commitments.-

(a) The Union further agrees to assist, cooperate and support the management of the Bank in every manner to obtain the maximum contribution of its members to achieve the targets set out in the Business plan of the Bank.

(b) The Union and its members jointly and severally agree with the Bank that during the continuous in force of this agreement they shall not engage in any strike or other form of Trade Union action including go - slow, boycott or demonstration or picketing of any form or collective action against the Bank in respect of any dispute related to this agreement.

(c) If during the continuance of this Agreement, the Government prescribes increases in salary by any written law, applicable to the Bank, the Employer shall be entitled to take credit for the increases granted in terms of this agreement. However, if the Government recommends increases in wages or salaries, such recommendations will not be applicable to the Employer and the Employees.

For and on behalf of

<p>SANASA Development Bank PLC</p> <p> General Manager/CEO</p> <p> Head of Human Resources</p>	<p>CEYLON BANK EMPLOYEES' UNION</p> <p> President</p> <p> General Secretary</p>
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Witness to the above Signatories

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Annexure 1 – Salary structure

Senior Manager	124766	-	193388
	(6238 X 5)		(7486 X 5)
Manager	99813	-	166688
	(4991 X 5)		(5989 X 7)
Asst. Manager	73936	-	144174
	(3697 X 7)		(4436 X 10)
EOL I	59148	-	91680
	(2957 X 5)		(3549 X 5)
EOL II	47319	-	67666
	(2366 X 5)		(2839 X 3)
EOL III	37855	-	54133
	(1893 X 5)		(2271 X 3)
PAS I	67009	-	140718
	(3350 X 10)		(4021 X 10)
PAS II	51545	-	76287
	(2577 X 6)		(3093 X 3)
PAS III	39650	-	58682
	(1983 X 6)		(2379 X 3)
PAS IV	30500	-	45140
	(1525 X 6)		(1830 X 3)
Driver IV	49123	-	103159
	(2456 X 10)		(2947 X 10)
Driver III	47063	-	69653
	(2353 X 6)		(2824 X 3)
Driver II	37650	-	53840
	(1883 X 5)		(2259 X 3)

Driver I	30120	-	43072
	(1506 X 5)		(1807 X 3)
Office Assistant	28706	-	60283
	(1435 X 10)		(1722 X 10)
Labour	27507	-	57765
	(1375 X 10)		(1650 X 10)

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