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අති විශේෂ EXTRAORDINARY

අංක 1989/39 – 2016 ඔක්තෝබර් 20 වැනි බ්‍රහස්පතින්දා – 2016.10.20

No. 1989/39 – THURSDAY, OCTOBER 20, 2016

(Published by Authority)

PART I : SECTION (I) – GENERAL

Government Notifications

My No. : CI / 1844.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Tal Lanka Hotels PLC, No. 25, Galle Face Center Road, Colombo 03 of the one part and Employee Relation and Staff Welfare Association of Tal Lanka Hotels PLC, Colombo of the other part on 01st day of April 2016 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. AMARATUNGA,
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
11th October, 2016.

Collective Agreement No. 20 of 2016

COLLECTIVE AGREEMENT

This Collective Agreement is entered into between, TAL LANKA HOTELS PLC, a duly incorporated company having its Registered Office at No. 25, Galle Face Center Road, Colombo 3 (hereinafter referred to as the “EMPLOYER”) of the One part and the employees in the Non-Executive grades who are members of the EMPLOYEE RELATION AND STAFF WELFARE ASSOCIATION OF TAL LANKA HOTELS PLC, Colombo and whose names are stipulated in schedule one (1) hereof, (hereinafter referred to as “EMPLOYEES “) and who have authorized Eleven employees, whose names are stipulated in the schedule Two (2) hereof (hereinafter referred to as “The Authorized Bargaining Agents”), to represent their interests, agree and sign on their behalf, of the other Part,

WITNESSETH and it is hereby agreed between the parties as follows :

TITLE : This Collective Agreement shall hereinafter be known as the Tal Lanka Hotels PLC Non Executive Grades Collective Agreement 2016 - 2018



1. **Parties Covered and Bound.**- The terms of this Collective Agreement shall cover and bind the Employer, the Employees who are members of the Employee Relation and Staff Welfare Association employed by the Employer in non-executive grades and whose names appear in schedule one (1) hereof and The Authorized Bargaining Agents whose names appear in Schedule Two (2) hereof.

2. **Date of Operation and Duration.**- The Agreement shall be effective as from the First day of April 2016 and shall continue to be in force thereafter unless it is terminated by either party giving one month's notice in writing to the other, subject to the proviso that one party hereto shall not give such notice to the other party to commence before 1st of March 2018 and such notice shall not expire before 31st March 2018.

3. **Salaries.**- Parties agree that the basic wage of Employees covered by this Agreement shall be revised in the following manner:

(i). The Employees who have completed a minimum period of one year in service as at 1st April 2016 and who are in service as at the date of signing of this Agreement will be entitled to the salary increase granted hereunder.

(ii). With effect from 1st April 2016 the monthly salaries of Employees will be revised in the following manner.

- Employees who have completed 01 year and less than 05 years - Rs. 1,900.00
- Employees who have completed 05 years and less than 09 years - Rs. 2,900.00
- Employees who have completed 09 years and above - Rs. 4,000.00

(iii). Parties agree that the above salary increase granted will cover a period of two years commencing with effect from 1st April 2016 and ending on 31st March 2018.

(iv). The Employees entitled to the salary increase referred to above will be paid a sum of Rs. 3,800/-, or Rs.5,800/- or Rs.8,000/- as per 3 (iii) above as arrears for the period 1st April 2016 to 31st May 2018.

Ex: (Rs.1,900.00 x 2, Rs.2,900.00 x 2 and Rs. 4,000.00 x 2)

(v). The next Wage Settlement will be due on 1st April 2018.

4. **Annual Increment.**- The Employer will continue to grant the annual increment following the hitherto prevailed practice based on the Performance management system.

Grade	Percentage	Remarks
A+	15%	Outstanding Performer
A	12%	Good Performer
B	10%	Average Performer
C	8%	Poor Performer

It was agreed to take the number of no pays into consideration when deciding on the grading of individual based on their appraisals. Increments will be paid on Basic Salary.

No Pay	:01 to less than 05 days	= 6%
	:05 Days and Above	= 0%

Special consideration will be made while awarding increments for those employees who are retiring in that particular Financial Year. Employee's who are in the carder as at 01st October 2015 will only be considered for the increments.

5. **Demands of a Financial Nature.**- "The Bargaining Agents" and the "Employees" jointly and severally agree that they shall not make any demands of a financial nature or any request in respect of matters covered by the Collective Agreement, during the initial period of coverage of this Collective Agreement and shall not resort to any form of trade union action on such matters during the said period. (The period between 1st April 2016 to 31st March 2018)

6. **Loans.**- The employer will disburse ten loans per month to ten suitable employees following the practice hitherto prevailed and the amount of each loan shall not exceed Rs. 100, 000/=. Such loans shall be granted only if the particular employee seeking the loan satisfies the eligibility criteria introduced by the employer. It is agreed between the parties that an employee who obtains such a loan shall not be entitled to any salary advance or any other loan or financial facility from the employer until such loan is fully settled by the employee. The loan shall be recovered in 10 monthly installments.

7. **New Year Gift.**- The employer will pay the annual New Year Gift following the hitherto prevailed practice, depending on the financial performance and profitability of the employer. The Employees through their Bargaining Agents may express their views for the consideration of the Employer, prior to payment is made to the employees. New Year Gift will be paid as per the company policy.

7.1 No Pay for New Year Gift. -

- (i). Authorized no pay upto 02 months subject to Medical Certificate will be paid and if it exceeds more than 02 months, bonus will be calculated on pro rata basis. Ex : 03 months for approved no pay (bonus amount/12) * 09 months.
- (ii). Authorized no pay more than 03 months will not be entitled for New Year Gift amount.
- (iii). This policy (No. 7.1) (i) & (ii) will not be applicable for those who are enjoying maternity benefits.
- (iv). For unauthorized no pay, New Year Gift will be paid as follows,
Ex: 01 Unauthorized no pay - 10% will be deducted from the New Year Gift
02 Unauthorized no pay - 20% will be deducted from the New Year Gift
05 Unauthorized no pay - 50% will be deducted from the New Year Gift
10 Unauthorized no pay - 100% will be deducted from the New Year Gift
- (v). New Year Gift policy is as follows :
 - (i) Employees who are in the carder as at 31st December of the previous year will be entitled for a full New Year Gift amount.
 - (ii) Employees who are in the carder between 01st January - 30th June will be entitled to 50% from the New Year Gift.
 - (iii) Employees who are in the carder between 01st July - 30th September will be entitled to 25% of the New Year Gift amount.
 - (iv) Employees who joined after 1st October and above will not be entitled to a New Year Gift.

8. **Salary Advance.** - The Employer will continue to grant salary advances for employees shall not exceed Rs. 7,000/=. The salary advance shall be recovered in monthly emoluments of the employees.

9. **Death Donation.**- The hitherto adopted practice regarding the Death Donation will continue. In the event of a death of a family member of an employee, the joint death donation paid by the employer and employees to the employee concerned shall be Rs. 100,000/=. In the event of a death of an employee, the Employer and fellow employees jointly shall contribute an amount equal to Rs.200,000/=. The employer shall provide a vehicle to employees of the department to which the deceased employee was attached to, in order to attend the funeral. The employer agrees that the facility of providing transport shall be applicable for even in the case of a death of a family member of an employee.

10. **Medical (Hospitalization).**- Employer will continue the existing medical policy of the company and the employees are paid Rs. 70,000/= per financial year.

11. **Annual Day Outing.**- The hitherto adopted practice regarding the Annual Day Outing entitl for staff will continue. Employerment shall grant Rs. 1000/= per employee in monetary value within a financial year.

12. **Dispute Settlement Procedure.**- The employees and the bargaining agents jointly and severally agree not to engage in any form of trade union action with regard to any matter covered by this Collective Agreement. With regard to matters not covered by this agreement the employees and the bargaining agents agree to the following dispute settlement procedure:

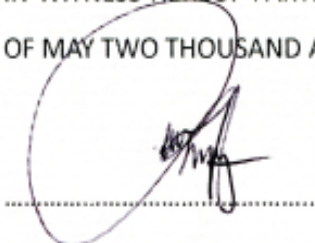
- (a) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Bargaining Agent to the Employer, and

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at least two weeks' time given for the employer to resolve the dispute.

- (b) If no satisfactory solution is found, the matter should be referred to the Employers' Federation of Ceylon (EFC), for the purpose of attempting to resolve the dispute.
- (c) If after the discussions, the matter cannot be resolved, the conciliatory proceedings under the Industrial Disputes Act No. 43 of 1950 (as amended) should be followed.
- (d) If after conciliation has failed in the Labor Department, the employees wish to take trade Union action, written notice should be given of not less than 14 days by the Bargaining Agents on behalf of the employees who are members of the Employee Relations and Staff Welfare Association to the Employer.

IN WITNESS HEREOF PARTIES HAVE HEREUNTO SET THEIR HANDS ON THIS TWENTY EIGHTH DAY
OF MAY TWO THOUSAND AND SIXTEEN.



For & on behalf of

TAL LANKA HOTELS PLC

NAME : Sarabjeet Singh
DESIGNATION : Area Director Sri Lanka & Maldives
General Manager Taj Samudra
Colombo.



1. A Hettiararchchi

2. T.I Gajanayake

3. J.P Ajith

4. Upali Athukorala

5. Nandika Pieris

6. W.A Jayasinghe

7. P.H.C Rathnayake

8. G.M.M Aponso



9. N Jayantha


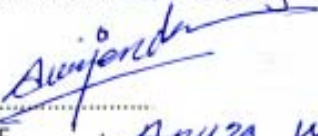


For and on behalf of employees
THE BARGAINING AGENTS

Name:

1. A. Hettiarachchi
2. T. I. Gajanayake
3. J. P. Ajith
4. Upali Athukorala
5. Nandika Pieris
6. W. A. Jayasinghe
7. P. H. C. Rathnayake
8. G. M. M. Aponso
9. N. Jayantha

WITNESSES 
1. RANIL PERERA
NAME :
DESIGNATION : Resident Manager
2. 
NAME : Jayantha Thilakarathne
DESIGNATION : Director - HR (President)

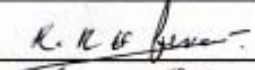

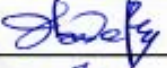

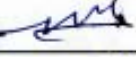
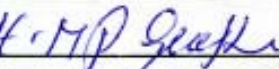
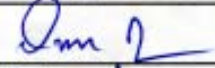
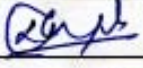
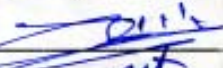
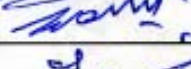

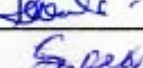

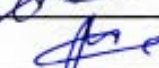



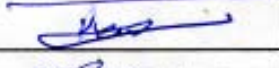



WITNESSES :
1. 
NAME : Anura Wijendra
DESIGNATION: Secretary
2. 
NAME : Anura Wijendra
DESIGNATION:


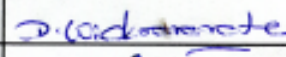



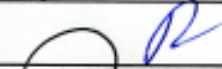


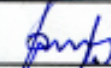



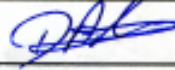
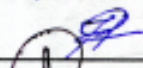
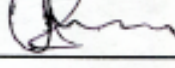





Annexure 01-Page 03

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated


ENGINEERING

SN	NAME	EPF NO	SIGNATURE
1	RRH Perera	1063	
2	HA Ratnasiri Perera	1372	
3	CCN Fernando	1416	
4	SAJP Silva	1418	
5	HAE Perera	1436	
6	HMP Gunasekera	1437	
7	TR Mendis	1688	transfer
8	KPD Narada	2013	
9	DRP Jayaratne	2140	
10	GN Peiris	2142	
11	N Wasantha	2190	
12	MF Casseem	2191	
13	VPC Vithana	2260	
14	LHS Fernando	2273	
15	TD Wickramarachchi	2274	
16	KM Panapitiya	2388	
17	BPSD Bamunuarachchi	2389	
18	HMSH De Silva	2475	
19	MC Mahesh	2476	
20	MBJ Perera	2506	
21	MBKSK Chandrathilake	2700	
22	LAPR Dissanayake	2849	

23	PGRSK Pussella	2850	
24	DI Wickramaratne	3321	
25	HWMSNK Ratnayake	3505	
26	GCG Silva	3524	
27	R Amarasiri	3543	
28	HD Hapuarachchi	3642	
29	BEE Perera	3938	
30	Ms. SAGK Jayasekara	3988	
31	DS Kaluarachchi	4191	
32	KKRS Perera	4193	
33	SH Sarathchandra	4765	
34	KGMN Jayawardana	4804	
35	DAV Perera	4835	
36	TTP Silva	4924	
37	LA Illeperuma	5045	
38	M.R.M.Perera	5137	
39	S.S.Chathuranga	5138	
40	LPP Silva	5266	



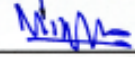



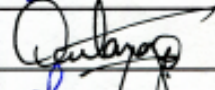
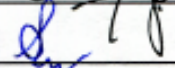
Annexure 01-page 01

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated

1st June' 2016 

ACCOUNTS DEPARTMENT

SN	NAME	EPF NO	SIGNATURE
1	AVR Seneviratne	889	
2	HMAP Ekanayake	1258	
3	H Senaratne	1366	
4	MDPG Jayawardena	1939	
5	WA Jayasinghe	2194	
6	JPS Priyantha	2893	
7	NRP Wimalasiri	3101	
8	TMPJ Bandara	3171	
9	KVAR Fernando	3512	
10	RGCA Kumara	3875	
11	IAD Wijegunawardena	3945	
12	Ms. LAN Perera	3980	
13	Ms.SDS Perera	4120	
14	Ms. KGS Priyadarshani	4190	
15	TI Hewage	4228	
16	HMDA Niroschan	4310	
17	KADG Perera	4452	
18	Mr.W.K.D De Silva	4502	
19	US Samarasekara	4694	
20	WAMP Weerasinghe	4790	
21	MMB Refaie	4845	
22	RJA Harvie	4851	
23	SN Fernando	4983	

24	H.M.R Wickramapala	4988	
25	J.D.G. Kumari	5007	
26	M.M.M.Mirzan	5019	
27	W.L.T.G Kaushalya	5020	
28	R.S.N.Pathirana	5231	
29	W.C.G.Perera	5260	
30	DD Tirikawala	5304	
31	Mr. Soumitra Ray		


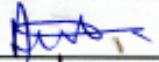






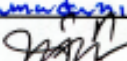




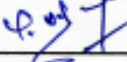
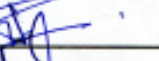
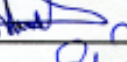

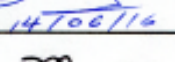
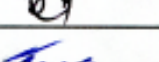




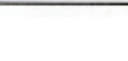
Annexure 01-page 08

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated

HOUSEKEEPING

SN	NAME	EPF NO	SIGNATURE
1	Ms.AADKC Jayawardane	249	Chandni
2	A Kulasuriya	1445	A. U. 12/06/16
3	N Jayaweera	1559	[Signature]
4	TU Karunaratne	1616	[Signature] 11/06/16
5	DASK Wimalaratne	1775	Sund 14/6/16
6	JAPK Perera	1886	[Signature] 15/6/16
7	Ms. MGR Malkanthi	2082	[Signature] 11/6/16
8	JGA Priyashantha	2085	[Signature] 15/06/16
9	PGU Wimalasena	2087	[Signature]
10	S Rathnam	2094	[Signature]
11	BY Priyankarage	2109	[Signature]
12	SK Siriwardena	2202	[Signature]
13	MI Amit	2236	[Signature]
14	RAGJ Rupasinghe	2368	[Signature]
15	JN Dissanayake	2369	[Signature]
16	KADT Wijesinghe	2498	[Signature]
17	PANU Athukorala	2675	[Signature]
18	KUS Perera	2758	[Signature]
19	JP Sunil	2801	[Signature]
20	JMAT Jayasinghe	2913	[Signature]
21	PMDS Dharmadasa	3006	[Signature]
22	SHAS Premaratne	3097	[Signature]
23	Ms.MP Senadhira	3495	H. P. Sena





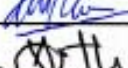


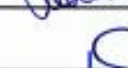







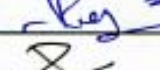

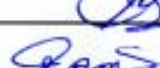

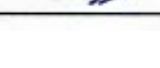

24	AK Hettiarachchi	3529	Amas
25	Ms.HKCD Perera	3585	DIF
26	BAM Premasiri	3634	B
27	EMDS Edirisooriya	3643	
28	Ms.JARP Jayakody	3645	* Retirement
29	Ms.AK Ranatunga	3668	R
30	KS Tennakoon	3788	
31	NMPP Nikalansuriya	3974	
32	Ms. JCN Jayasinghe	3979	J
33	Ms. WASS Perers	4030	WAS
34	AMA Chaminda	4351	
35	Ms.RPJS Randeniya	4611	
36	MJM Irshad	4668	
37	WSG Buddhika	4673	
38	AL Ferdinand	4677	
39	Ms. NJC Shedden	4819	* Maternity Leave
40	Ms. MGT Dhanushka	4826	
41	Ms. SKJMH Fernando	4831	
42	Ms. DKAD Rathnaweera	4873	
43	JACN Thushara	4896	
44	IP Wanninayake	4912	
45	MM Izmy	4936	M. M. Izmy
46	MA Wijewardene	4940	Mod
47	Ms.M.L.W Fonseka	4955	Wasanthi
48	Ms.R.Malcom	4974	m. R. Malcom
49	M.W.B Samaraweera	4977	
50	S.P.S Fernando	5005	
51	W.V.D.Kumara	5012	

52	K.K.G.T Shanaka	5013	
53	T.A. Jackson	5014	
54	K.A.M.N Perera	5015	
55	G.K.S Pushpakumara	5025	
56	S.A.H Pushpakumara	5053	
57	H.G.T.C.P Silva	5059	
58	D.Devamagemraj	5079	
59	B.K.D.P.Udayashantha	5084	
60	Ms. D.M.K.Danapala	5085	
61	Ms.A.M.S.J.Amarasinghe	5173	
62	W.P.N.De Silva	5177	
63	H.M.R.Chalana	5187	
64	A.P.Wahalthanthri	5196	
65	M.N.P.Perera	5204	
66	V.Vijeykanth	5212	
67	W.P.R.Weerakkodi	5209	
68	N.Hewapathirana	5234	
69	B.C.R.Peiris	5238	
70	T.C.K.De Silva	5239	 14/10/16
71	N.K.V.Perera	5248	
72	KWJ Chaminda	5269	
73	Ms.JI Semasinghe	5282	
74	MHA Mohamed	5292	
75	IT Kapilaratne	3102	
76	Mrs.Shirin Jayaraam		

Annexure 01-page 14

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated

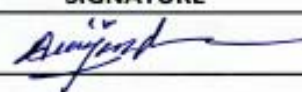

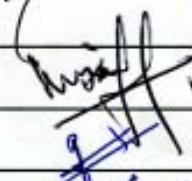

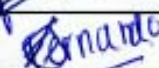
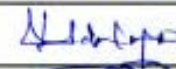


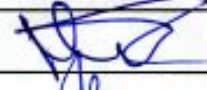
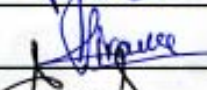
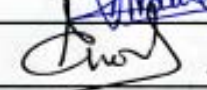


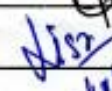
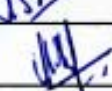

SECURITY



SN	NAME	EPF NO	SIGNATURE
1	DS Nettikumara	515	
2	DJ Nettikumara	594	
3	AHR Dias	631	
4	MRJ Perera	1504	
5	DVK Udawatte	1525	
6	SGAK Thalagahagoda	1914	
7	KD Sisirapala	2182	
8	GM Karunasena	2335	
9	HAC Hettiarachchi	2681	
10	TI Gajanayake	2895	
11	LBS Chandraratne	2911	
12	HMPB Bandara	4242	
13	MPSK Piyasiri	4321	
14	Sarath Mohottige	4570	
15	CO Palliyaguru	4698	
16	HKDS Premanath	4793	
17	B.W.M.Rodrigo	4992	
18	R.W.Rajapaksha	5029	
19	R.P Subasinghe	5050	
20	A.M.S.Somathilake	5206	
21	A.K.T.S.Perera	5214	

Annexure 01-page 13

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated

SALES & MARKETING

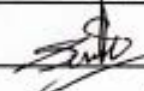
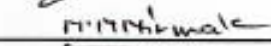
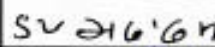





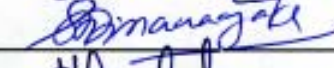
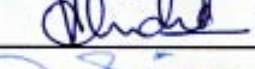
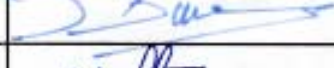
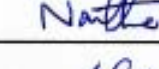

SN	NAME	EPF NO	SIGNATURE
1	WAA Wijendra	2605	
2	Ms. GG Dasnayake	2857	—
3	Ms. DS Karunatilake	3104	D. Karunatilake 14/10
4	Ms. RL Senn	3842	Romaine Senn
5	MS Morawaka	4302	MS Morawaka
6	Ms. KKSPK Witharana	4448	
7	MS Ariff	4451	 14 JUN 2016
8	Ms. RP Fernando	4558	
9	Ms. WMSTR Fernando	4797	
10	Ms. MBRK Bandaranayake	4839	R. Bandaranayake
11	Ms. L Udalagama	4840	
12	Ms. MTOK De Silva	4871	
13	M.P. Pulkodi	5221	
14	M.T. Silva	5253	
15	H.A..M.S. Harischandra	5261	
16	KKEP Weerasinghe	5294	
17	Mr. Parag Kathuria		
18	C.S. Lambert	5140	
19	S.C.D.O. Gurugalla	5153	 14/6/16
20	Ms. L.S. Mendis	5162	
21	M. Fredrick	5163	
22	Ms. A.A.P.M. Athukorala	5164	

23	KMCU Kulathunga	5296	
24	Ms. DS Kiriella	5298	 14/02/16.

Annexure 01-page 09

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____




HK

SN	NAME	EPF NO	SIGNATURE
1	NLSA Liyanage	2193	
2	MMNM De Silva	2894	 <u>mmnmale</u>
3	Ms. SV Amma	3766	 SV 216'67
4	Ms. RC Nanayakkara	4174	
5	Ms. BGN Buddhika	4603	
6	SRMAG Samaradiwakara	4683	
7	JMSR Karunaratthne	4861	
8	APPM Wijesinghe	4864	
9	Ms. SS Dissanayake	4930	
10	Ms. SAVN Chandradasa	4987	
11	Mr. Jayantha Thilakrathne	5210	
12	MDNA Goonathilake	5227	
13	Ms. RANS Ranasinghe	5267	

Annexure 01-page 12

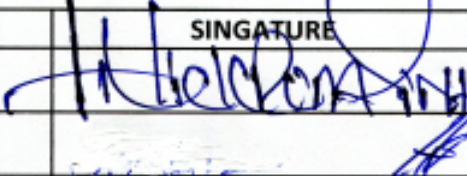

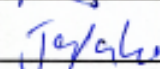
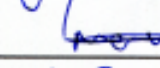

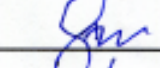
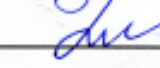
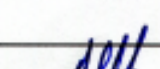
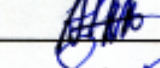

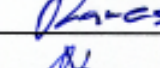

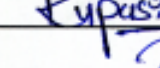
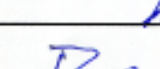
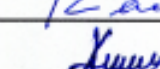



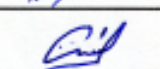




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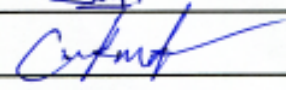
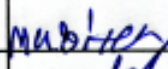
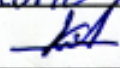
MATERIALS

SN	NAME	EPF NO	SIGNATURE
1	Mr. DJI Meehalla	3560	
2	JMA Jayasekera	4367	
3	PDL Rodrigo	4597	

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____

F&B STEWARDING



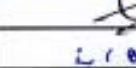
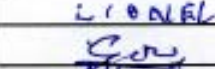
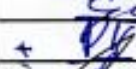
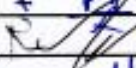
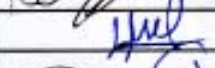

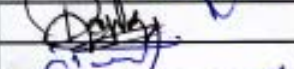
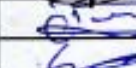
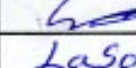
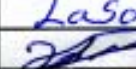
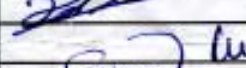
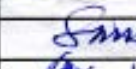
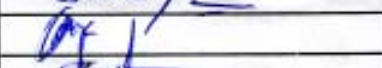
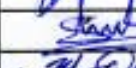
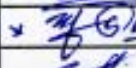
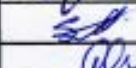
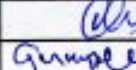
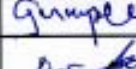
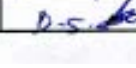


SN	NAME	EPF NO	SINGATURE
1	AD Wickremasinghe	488	
2	JP Ajith	687	
3	WDH Jayasiri	1894	
4	WD Jayalath	2689	
5	WADMDA Kumara	2734	
6	HLI Eranda	2880	
7	WP Saliya Kumara	3042	
8	ID Rathnayake	3582	
9	MMG Saman Kumara	3674	
10	DHAPK Jayarathne	3819	
11	SMS Galapitawatte	3835	
12	KPR Ananda	3893	
13	K Ranjula	3965	
14	GSC Rupasinghe	4103	
15	HBJ Sampath	4115	
16	NGR Kumara	4116	
17	CDH Thaveendra	4389	
18	HMS Shantha	4393	
19	PKG Sampath	4470	
20	PCK Rajapaksha	4499	
21	KMCR Pathmasiri	4506	
22	PWVM Rajakaruna	4511	
23	Mr.H.T Roshan	4576	

24	SSP Senanayake	4682	
25	WML Kumara	4717	
26	L.Sudan	5124	
27	C.K.Samaranayaka	5244	
28	M.M.M.K.Bandara	5245	
29	MMK Soysa	5312	

Annexure 01-page 11

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____


LAUNDRY

SN	NAME	EPF NO	SIGNATURE
1	WK Anura Ratnasiri	697	
2	NSG Abeywardena	854	
3	SYMLC Samansiri	1124	
4	MLL Kumarasiri	1126	
5	SS Jayawardena	1528	
6	LHA Premakumara	1870	
7	R Ferdinand	1871	
8	ASL Silva	2196	
9	PHC Ratnayake	2669	
10	D Rajasekeran	3824	
11	MAJ Dencil	3953	
12	SW Azmeer	3963	
13	GCL Kumara	4003	
14	LADS Buddika	4085	
15	PP Nonis	4800	
16	RA Smith	4805	
17	OG White	4832	
18	SADL Ravindra	4919	
19	M.F.Razik	4993	
20	K.S Peiris	5011	
21	T.D.N.Silva	5108	
22	GK Gunapala	5281	
23	DS Senaratne	5287	

Annexure 01-page 10

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____


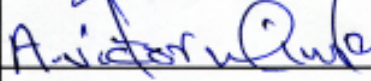
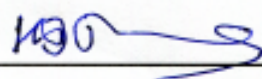
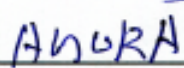
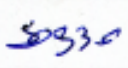

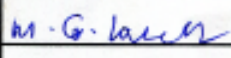



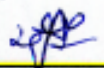
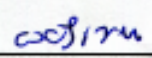
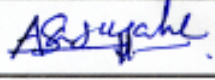

L&D

SN	NAME	EPF NO	SIGNATURE
1	BWCM Dayarathne	4547	

Annexure 01-page 07

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____

HORTICULTURE

SN	NAME	EPF NO	SIGNATURE
1	MDP Rajapakse	865	
2	A Victor Nimal	868	
3	KDPT Perera	1046	
4	HA Kumarasiri	1229	
5	SA Chandradasa	1779	
6	AR Priyalal	1799	
7	MG Weerasinghe	1800	
8	DMP Obeysekera	1801	
9	WDAUR Costa	2068	
10	MT Jayathilake	2088	
11	N Jayantha	2216	
12	HHWL Siriwardena	4038	
13	W.M.A.S.D. Wijenayake	5249	
14	HGK Keshan	5285	

Annexure 01-page 15

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____

10




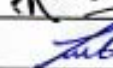
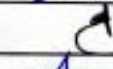


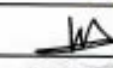
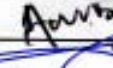

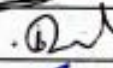
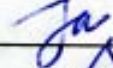


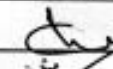


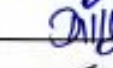
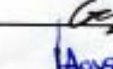

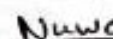


SPORTS CENTER


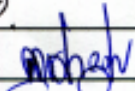

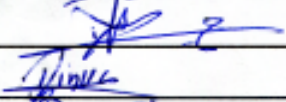
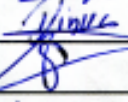
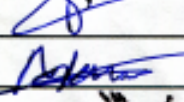
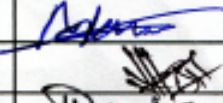
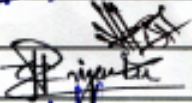
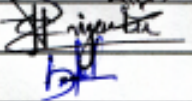
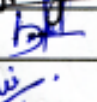
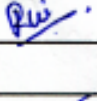

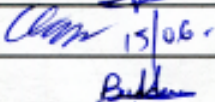
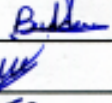
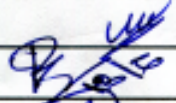


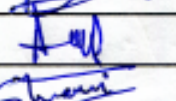
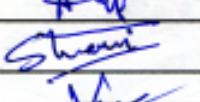
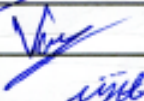
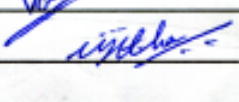
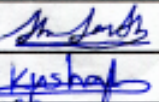
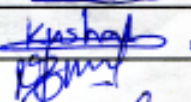
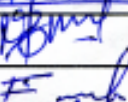
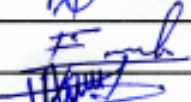
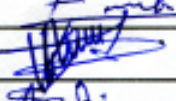
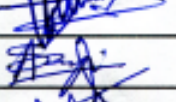
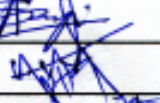

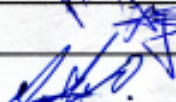
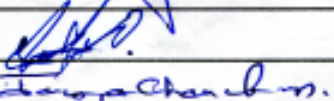
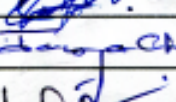
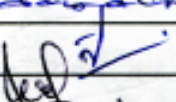
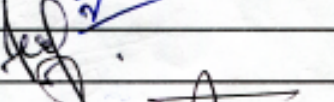
SN	NAME	EPF NO	SIGNATURE
1	Ms. L. Chandralatha	293	Chandralatha
2	RW Sisira Kumara	800	Sisira
3	WNS Perera	1060	WNS Perera
4	K Vijayakumar	1703	Vijay.
5	Ms. C Samarasinghe	2198	C-Samarasinghe
6	JA Gnanapragasam	4322	J.A. Gnanapragasam
7	KWRADK Bandara	4802	KWRADK Bandara
8	MMANJ Perera	4920	MMANJ Perera
9	P.D.S Chathuranga	4982	P.D.S Chathuranga
10	W.A.C.S.Kumari	5091	W.A.C.S.Kumari
11	W.T.Dharshana	5096	W.T.Dharshana
12	Ms. DMR Soysa	5302	DMR Soysa


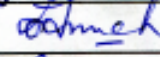
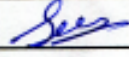
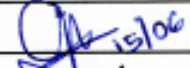


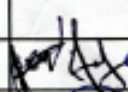
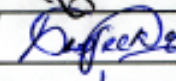
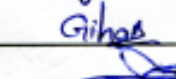

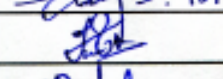


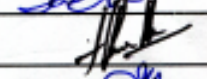
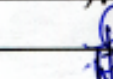
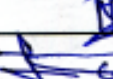
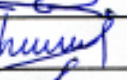
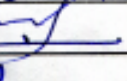
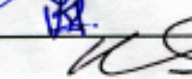
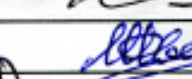
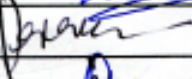

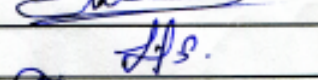
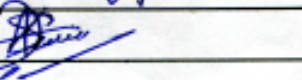


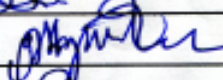








Annexure 01-Page 04

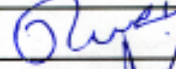
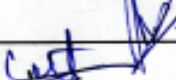


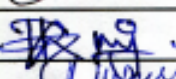

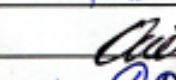
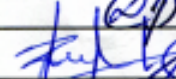
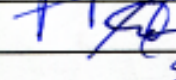
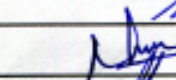
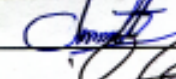

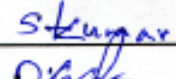
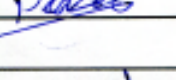
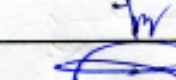

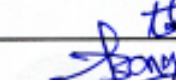
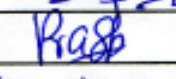
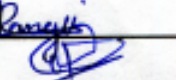

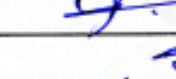
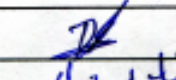



We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____

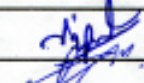


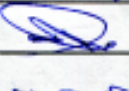
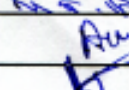
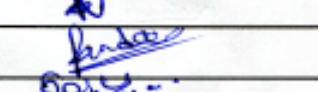
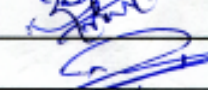
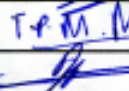
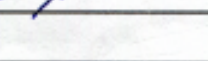
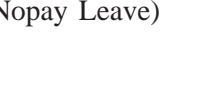


F&B

SN	NAME	EPF NO	SIGNATURE
1	GM Commester	683	
2	AHM Jesmin	1515	
3	RMPM Rajeev	2547	
4	AS Perera	1878	
5	HRMPG Herath	3023	
6	WAS Mettananda	3501	
7	BKAK Arunasiri	3503	
8	SHP Arunasiri	3604	
9	SALS Pushpakumara	3780	
10	PHMCK Herath	3781	
11	AAP Amarasinghe	3787	
12	UK Mohan	3937	
13	RMB Rajapakse	4023	
14	KRDLD Jayasinghe	4118	
15	PPJS Priyadarshana	4252	
16	AC Rathnayake	4538	
17	RPD Ranasinghe	4584	
18	MK Dharmasena	4723	
19	JKCJ Kumara	4833	
20	WPN Manjula	4946	
21	Mr.I.N.Pushpakumara	4949	
22	W.A.D.S.J.Amarasena	5159	
23	M.A.I.I.Manojewa	5205	
24	K.M.P.G.N.D.B.Kekulandara	5207	
25	GMK Pandipperuma	5279	
26	HDH Sandaruwan	5280	
27	AK Manawadu	5284	
28	VANT Vithanage	5286	

29	PGB Sanjeewa	3253	
30	AM Santiyago	3908	
31	AGICK Premadase	4090	
32	DMDB Dissanayake	4722	
33	KD Chamika	4801	
34	Ms.R.D.S.H.Suraweera	5161	
35	J.A.A.Lakmal	5252	
36	M Manogaran	5291	
37	CJPA Fonseka	4624	
38	MVSC Perera	2838	
39	KADA Ravindra	3092	
40	KBS Indika	3093	
41	AGCS Ariyaratne	3812	
42	WABS Kusumsiri	4771	
43	DLA Jayasinghe	4844	
44	NWMSGJK Bandara	4911	
45	P.H.R.Kaushalya	5127	
46	KADUP Silva	3393	
47	Ms. HU Shehani Helassage	5313	
48	WB Attanayake	3017	
49	SLA Vijitha Kumara	3929	
50	KDKE Perera	4481	
51	TS Vidanapathirana	4586	
52	K.D.Kuruwitarachchi	5105	
53	M.V.De Bond	5216	
54	D.M.E.Wijesekara	5229	
55	AAS Ali	5283	
56	Ms.SA Jinadasa	5290	
57	S.R.De Silva	5300	
58	PA Pushpakumara	2724	
59	RWMNB Rajakaruna	4053	
60	S Jayachandran	1467	
61	AENS Fernando	1877	
62	KGKK Gamage	3324	
63	KRA Ranaraja	3371	

64	AMSB Athauda	3434	
65	Ms.KWSD Fernando	3939	
66	WAG Kumara	4014	
67	CP Pradeep	4016	
68	IU Kapuruge	4091	
69	DMJS Dissanayake	4405	
70	LAT Peiris	4476	
71	OSM Perera	4482	
72	GSK Gankandage	4566	
73	HAG Samanjith	4824	
74	CS Hakmanage	4881	
75	KPTA Premarathna	4882	
76	Ms. AMA Dabare	4905	
77	Ms.H.R.D Munasinghe	4973	
78	P.D.A Liyanagama	4995	
79	W.M.S.Chamika	5155	
80	T.B. Herath	5237	
81	AR Razak	5288	
82	RK Mallikarachchi	3711	
83	H.T Samarawickrama	5039	
84	W.D.C.Jayalath	5217	
85	JMA Jayasundara	3853	
86	M.K.S Jayasinghe	5047	
87	W Lord	4654	
88	MHLA Tissera	4720	
89	LUT Perera	4943	
90	MVHP Amaraweera	5310	
91	PGDCP Kumara	3831	
92	KALP Samaradiwakara	4100	
93	A.S.D Silva	5033	
94	H.M.P.K.Senevirathne	5067	
95	K.K.J.S.Karunaratna	5232	
96	M.S.Haniffa	5250	
97	HLB Abeyrathne	4910	
98	AMM Bandara	3126	

99	P.R.P. Fernando	5026	
100	MDSD Kumara	2100	
101	APLN Gamini	3793	
102	SJC Kumar	3806	
103	TMMGCS Bandara	4530	
104	M.P.Charuka	5174	
105	B.Kobinath	5222	
106	MNM Nuzaim	4010	
107	R.Praveen	5242	
108	WHMNC Wijekoon	3362	
109	KDDC Perera	5308	
110	P.D.D. Maduka	5037	
111	A Hettiarachchi	2989	
112	LHAK Hettiarachchi	4054	
113	TDN Danushka	4932	
114	A.S.C.Agalawaththa	5156	
115	R.P.A.S.Kumara	5160	
116	W.A.K.Tharaka	5233	
117	KASK Attanayake	2558	
118	PA Chaminda	3112	
119	GKDT Jayananda	5311	
120	Ms. FAD Jansz	983	
121	SHC Senarathne	3267	
122	KAS Perera	3782	
123	GGN Danushka	3917	
124	A Panditharathne	4185	
125	CP Arumanayagam	4635	
126	Ms. JAMR Perera	4709	
127	MKP Perera	4754	
128	PAH Udayanga	4890	
129	Mr.K.A Mohamed	4939	
130	Mr.S.I Kaluthanthri	4968	
131	H.D.D. Madushanka	5048	
132	W.L Wijayalath	5049	
133	W.T.K.De Silva	5068	


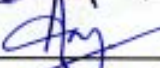


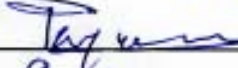
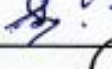







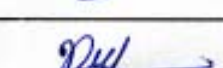
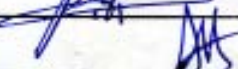

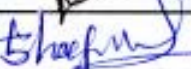
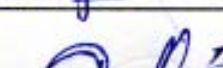
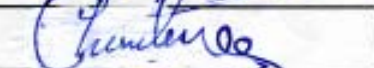


134	Y.V.S.Kumara	5072	
135	L.W.A.Ruwantha	5126	
136	M.B.N.Dammika	5171	
137	W.W.A.C.Wickramasinghe	5189	
138	Ms.H.C.D.Walikande	5307	Harangi
139	D Kotahachchi	3709	
140	MGA Perera	4009	
141	HDAS Gunadasa	4644	
142	T.A Weerarithna	4994	
143	D.M.R.F.Perera	5183	
144	D.D.M.Wijethunga	5211	
145	DPTD Dias	5295	
146	T.P.M.Mendis	5259	T.P.M.Mendis
147	D.K.R Mayadunna	5046	
148	G.A.R.Athukorala	5188 *	

(Nopay Leave)

Annexure 01-page 06

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____

FRONT OFFICE

SN	NAME	EPF NO	SIGNATURE
1	JD Seneviratne	1351	
2	SNBMJD Narayana	1507	
3	BA Silva	1558	
4	PSPK Jayasekara	1608	x 
5	SA Lewis	1956	x 
6	PK Govinna	2204	x 
7	BA Suranga	2426	
8	AD Rajapakse	2639	
9	EMP Gamini	2659	
10	Ms. DS Ranawaka	3016	
11	Ms. FR Hameed	3182	x 
12	Ms. JN Daniel	3183	x 
13	AMD Alahakoon	3292	
14	MSDN Weerapura	3405	
15	MUI Mahabage	3459	
16	Ms.CD De Soysa	3856	
17	Ms. MANPK Gunawardene	3864	
18	YAS Wakeesta	3912	x 
19	Ms. NNSW Galadeniya	3987	
20	Ms. GDS Dinesha	4110	
21	MDB Anushka	4429	x 
22	WKC Perera	4574	
23	WYL De Mel	4737	x 

24	Ms. MR Perera	4751		<i>Ulu</i>
25	DPTP Dayananada	4758		<i>DM</i>
26	LHAS Malinga	4769		<i>[Signature]</i>
27	Mr.K.Ignatius	4865		<i>[Signature]</i>
28	HUD Caldera	4885		<i>[Signature]</i>
29	ABM Roshan	4942		<i>[Signature]</i>
30	A.M.J Nadeeshani	4997	x	<i>[Signature]</i>
31	B.A.K.C Ranasinghe	5010		<i>[Signature]</i>
32	A.J. Fernandez	5054		<i>[Signature]</i>
33	D.S Sathiken	5062	x	
34	A.F.S.De Meraal	5064	<i>Ex. ✓</i>	
35	A.G.H.Mohamed	5080	x	<i>[Signature]</i>
36	H.U.D.Perera	5087		<i>[Signature]</i>
37	M.P.G.Indratissa	5089	x	<i>[Signature]</i>
38	A.S.Lowe	5092		<i>[Signature]</i>
39	E.A.N.Silva	5094		<i>[Signature]</i>
40	N.K.Weerasinghe	5111		<i>Negalo</i>
41	P.M.P. De Silva	5122	x	<i>[Signature]</i>
42	W.A.A.D.Weerasinghe	5141	x	<i>[Signature]</i>
43	M.R.M. Rifshaz	5152		<i>[Signature]</i>
44	D.C.L.M. Wisidagama	5154		<i>[Signature]</i>
45	R.T.L.Tennakoon	5194		<i>[Signature]</i>
46	Ms.A.S.Perera	5195	x	<i>[Signature]</i>
47	G.L.Dissanayake	5246	x	<i>[Signature]</i>
48	L.N.P.Peiris	5255		<i>[Signature]</i>
49	SMM Maharroof	5268		<i>[Signature]</i>
50	A Jaldin	5309	x	<i>[Signature]</i>




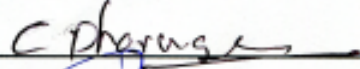

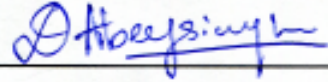
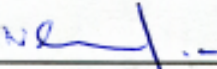


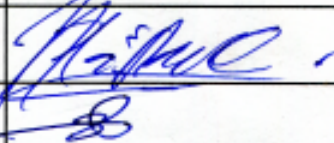



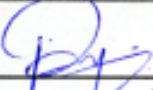



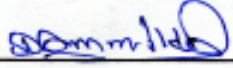

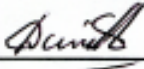
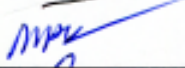
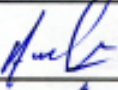

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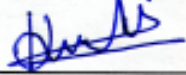
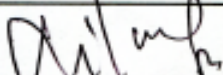






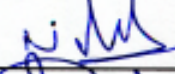

ANNEXURE 1 - PAGE 16





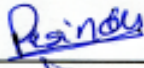
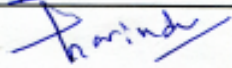

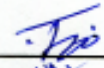

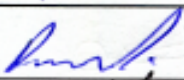
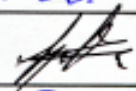


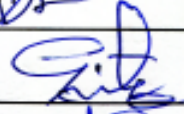
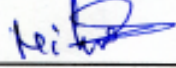





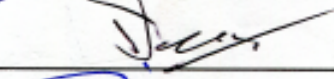

We hereby place our signature agreeing and to be bound by the terms & the conditions of the collective agreement signed by the Taj Samudra Management and the employee Relations committee dated _____

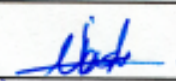
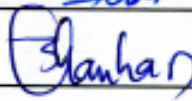
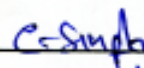
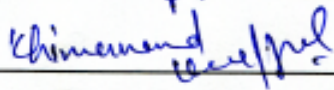
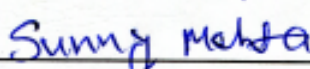


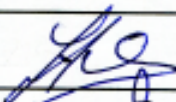
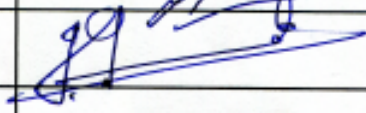
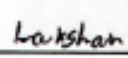



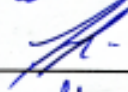
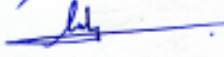
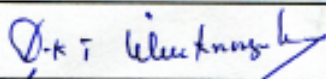
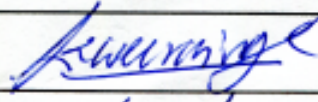
Kitchen Dept

SN	NAME	EPF NO	SINGATURE
1	Mr. D Krawage	4243	<i>D. Krawage</i>
2	Ms. RPNI Senevirathne	4816	<i>RPNI Senevirathne</i>
3	SD Nissanka	1896	<i>SD Nissanka</i>
4	WN Perera	2208	<i>WN Perera</i>
5	WJR Vithanage	2264	<i>WJR Vithanage</i>
6	RMNM Rajapaksha	4250	<i>RMNM Rajapaksha</i>
7	RLWP Rathnayake	4361	<i>W. P. Rathnayake</i>
8	H.L.D.N.G.Halpita	5132	<i>H.L.D.N.G.Halpita</i>
9	W.A.D.S.Wikramarachchi	5166	<i>W.A.D.S.Wikramarachchi</i>
10	B.A.S.Madushan	5180	<i>B.A.S.Madushan</i>
11	M.S.Perera	5186	<i>M.S.Perera</i>
12	B.M.M.P.Dharmadasa	5220	<i>B.M.M.P.Dharmadasa</i>
13	BND Monarawila	5275	<i>BND Monarawila</i>
14	Pankaj Chandel		<i>Pankaj Chandel</i>
15	B.A.M.R.Perera	5097	<i>B.A.M.R.Perera</i>
16	UKGDR Bandara	2775	<i>UKGDR Bandara</i>
17	TDS Perera	3207	<i>TDS Perera</i>
18	MS Janaka	4437	<i>MS Janaka</i>
19	KHG Dhanushka	4578	<i>KHG Dhanushka</i>

20	KBAD Nishantha	4689	
21	K.M. Wickramage	5082	
22	K.T.P.Dhanushka	5101	
23	H.M.C.I.Dharmasena	5135	
24	S.T.G.D.Rupasinghe	5149	
25	Ms. A.M.D.T. Abeysinghe	5218	
26	Ms. W.N.Niroshani	5254	
27	THDD Pushpika	4879	
28	PKG Wasantha	5305	
29	GR Davidpulle	693	
30	SDS Samarasinghe	4082	
31	GMM Aponso	4297	
32	K.K.R.S Kumara	4989	
33	I.M.P.S.Kularathna	5136	
34	H.P.M.Dissanayake	5167	
35	HRV Perera	1700	
36	M De Silva	2684	
37	UKDS Chandrasiri	2690	
38	A Thalangama	2979	
39	KKD Indrajith	1310	
40	MPR Fernando	2210	
41	CAA Ratnasiri	3276	
42	KRS Thiranda	4922	

43	G.S.N Aponso	4985	
44	P.M.C.N Fernando	4999	
45	C.P.E.P Chamudika	5119	<u>Reason</u>
46	RA Amarajeewa	4918	
47	SA Saman Kumara	2688	
48	STUS Premaratne	4381	<u>STUS Premaratne</u>
49	RAC Niranga	4489	
50	KMSP Bandara	4914	<u>Sandya</u>
51	U.K.D.Buddika	5192	
52	A.A.D.D.Chathuranga	5228	
53	RAKS Madusanka	5274	
54	Wang Sun Yan		Expact
55	V V Vithanage	2513	Sick
56	WANR Wijesuriya	3058	
57	MDLNK Priyadarshana	4583	
58	KRCJ Kumara	4768	
59	WAUK Jayawardena	4829	
60	ABKR Anurudda	4877	
61	W.P.A.M. Wijayalath	4948	
62	Mr.B.K.P Cooray	4969	Sick (Accident leave)
63	M.A.H.I. Marasinghe	5185	
64	NP Sudasinghe	5264	
65	PWKR Fernando	5265	

66	IADC Madusanka	5276	
67	A Dayalan		overseas - (India)
68	Y.K.G.W.D.Kosgella	5125	
69	A Sagayaraj	3403	
70	LMU Krishantha	4954	
71	PH Thalagala	5273	
72	MTS Perera	5301	
73	MWVM Nawarathna	5272	
74	J Hettiarachchi	988	
75	PL Mithrananda	1432	
76	HD Dayananda	2355	
77	DPJP Weerasinghe	2491	
78	JASPK Jayasinghe	3544	
79	M Raja	3722	
80	HDPS Guansekera	4277	
81	NP Nimal	4518	
82	SR Wijenayake	4620	
83	SLA Rathnayake	4629	
84	HCS Dilshan	4856	
85	M.A.Laknesh	5000	
86	PT Madhusanka	5271	
87	P Batagodage	4436	
88	WBPSD Senevirathne	3185	

89	P.A.N.Nuwanga	5181	
90	B Chauhan		
91	Chambel Singh		
92	Khimanand Kandpal		
93	Sunny Mehetha		
94	WMAG Danapala	2847	
95	MHH Wijesinghe	841	
96	RP Thilakaratne	843	
97	WMJSK Fernando	4641	
98	A.G.L.Diluka	5118	
99	L.A.G.Kamalawarna	5165	
100	W.A.S.Janaka	5113	
101	P.P.B.Pragnarthna	5182	
102	EMJ Nishantha	5263	
103	UKMA Danajaya	5270	
104	DKT Wickramasinghe	4630	
105	L.K.weerasinghe	5314	
106	S.S Arawawala	5315	