



PRIVILEGE LEAVE
(PRIVATE SECTOR EMPLOYEES)

LAW, No. 14 OF 1976

OF

THE NATIONAL STATE ASSEMBLY

[Certified on 28th May, 1976]

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*Privilege Leave (Private Sector Employees)
Law, No. 14 of 1976*

L. D.—O. 76/74.

A LAW TO COMPEL EMPLOYERS IN THE PRIVATE SECTOR TO GRANT LEAVE WITH FULL PAY TO THEIR EMPLOYEES WHO HAVE BEEN ELECTED AS MEMBERS OF LOCAL AUTHORITIES IN ORDER TO ENABLE THEM TO ATTEND MEETINGS OF SUCH AUTHORITIES, AND TO PROVIDE FOR MATTERS INCIDENTAL THERETO OR CONNECTED THEREWITH.

BE it enacted by the National State Assembly of the Republic of Sri Lanka as follows:—

1. This Law may be cited as Privilege Leave (Private Sector Employees) Law No. 14 of 1976.

Short title.

2. Every private sector employee who is elected as a member of any local authority shall be granted leave with full pay by his employer in order to enable him to attend a meeting of such authority, whenever notice of such meeting is received by such employee.

Private sector employees to be granted leave to attend meetings of a local authority.

3. (1) The Minister may make regulations for the purpose of carrying out or giving effect to the principles and provisions of this Law.

Regulations.

(2) Every regulation made by the Minister shall be published in the *Gazette* and shall come into operation on the date of such publication or on such later date as may be specified in the regulation.

(3) Every regulation made by the Minister shall, as soon as convenient after its publication in the *Gazette*, be brought before the National State Assembly for approval. Any regulation which is not so approved shall be deemed to be rescinded as from the date of disapproval, but without prejudice to anything previously done thereunder.

(4) Notification of the date on which any regulation made by the Minister is so deemed to be rescinded shall be published in the *Gazette*.

(5) Any regulation made by the Minister shall when approved by the National State Assembly be as valid and effectual as if it were herein enacted. Notification of such approval shall be published in the *Gazette*.

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Offences
and
penalties.

4. (1) Every person who contravenes or fails to comply with any provision of this Law or regulation made thereunder shall be guilty of an offence under this Law.

(2) Every person who commits an offence under this Law shall on conviction after trial before a Magistrate be liable to imprisonment of either description for a period not exceeding six months or to a fine not exceeding one thousand rupees or to both such imprisonment and fine.

(3) Where an offence under this Law is committed by a body of persons, whether corporate or unincorporate, every person who at the time of the commission of the offence was a director, manager, secretary or other similar officer of such body of persons, and where such body of persons is a firm every partner of that firm shall be deemed to be guilty of that offence unless he proves that the offence was committed without his consent or connivance and that he exercised all such diligence to prevent the commission of such offence as he ought to have exercised having regard to the nature of his functions and in all the circumstances.

Interpre-
tation.

5. In this Law, unless the context otherwise requires—

“ local authority ” means any Municipal Council, Urban Council, Town Council or Village Council ;

“ private sector employee ” means any employee other than a state officer, an employee of a local authority or an employee of a public corporation ;

“ public corporation ” means any corporation which was or is established with capital entirely or partly provided by Government.