



Country: Jordan

Sector: Air transport

Date of document: 25/4/2013

Topic: Training

Agreement type: Collective Agreement

Number of beneficiaries: 570 workers



The project is cofunded by the European Union and ITUC

A project implemented by



Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996

First Party: Jordan Aviation Company .

Represented by: Al Basha Ghazi Al Tayeb / Deputy General Manager of
the company.

Second Party: The General Trade Union of air transport and tourism
workers.

Represented By: Head of Union, Mr. Yusuf Qanab.

The second party has submitted to the first party, workers demands concerning the terms and conditions of work for the staff of the first party under the letter of the union: No. NNKG / 5/3/2013 of 28/3/2013, And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, and to emphasize the consolidation of good working relations between the parties, , And the common concern for the continuity of development and promotion of work in this institution in order to develop and provide the national economy , And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of negotiations and conciliation procedures and to maintain the continuation of these relations between the parties, As a result of the flexibility was shown by the parties and the understanding of each other's interests , A settlement was reached to the workers' demands mentioned in the above book and the parties agreed on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. It was agreed that the company will not commit to the signing of the hostesses and flight attendants on pledges or fined them funds relating to the recovery course.
3. In relation to the basic courses of the hosts and hostesses, it was agreed that they would sign pledges or deduct the cost of the corset company may not combine the two, knowing that the employee leaves the company before the expiry of the contract, He shall compensate the company at the cost of the session in proportion to the period agreed upon by the undertaking.
4. The first party will return 20 hours flight, which was deducted from the hosts, retroactively From January 2013, and that the external allowance should return \$ 30 instead of \$ 40 as it was in the past.
5. The first party is committed not to delay the payment of external payments and in respect of the due dates, the first team undertakes to pay them within a period of fourteen days.
6. The first party is obliged to pay the issuance of airport permits for employees whose work nature requires them.
7. With regard to annual increases, the first Party will consider giving employees an annual increase during 2014 and within the company's financial capabilities.
8. The First Group confirms that the participation in official phones is optional for those who wish. All employees must provide the Personnel Department with their own telephone numbers if the company's numbers are delivered.

9. With regard to health insurance, the first party is obliged to contribute 30% of the health insurance with the participant (employee).

10. With regard to the 30% discount that was deducted from workers whose salaries are less than 1,000 dinars, the first team returned the value of the discount and two months ago, As for workers whose salaries exceed 1,000 dinars, the first party will pay back 30% discount and return their salaries to what they were As for the pilots, it has been agreed with them by mutual consent that 25% of their salaries be deducted because of the low flight hours, On the expiration of this truncation on 30/6/2013 and it is as it was in the past.

11. The Second Party shall not require the First Party to claim any other amendments or allowances during the term of this contract.

* This contract shall enter into force on Thursday 25/4/2013.

First party: Jordan Aviation Company .

Second Party: The General Trade Union of air transport and tourism workers.