

Country: Jordan

Sector: Mining and mines

Date of document: 12/10/2014

Topic: Early retirement

Agreement type: Collective Agreement

Number of beneficiaries: 400 workers



The project is cofunded by the European Union and ITUC

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Logo of the Ministry of Labour and Social Security of Jordan

**A collective employment contract under the provisions of the
Jordanian Labor law No.8 for the year 1996**

**This contract was organized in Amman on Thursday, 9th of October
2014 between:**

First party: Jordan Phosphate Mines Company.

Represented by: the Chairman of the Board, Eng. Amer Al-Majali,
referred to in this contract as (the company).

Second Party: General Union of Jordanian Mining and Mines Workers

Represented by: its President HE Mr. Khalid Zaher Al Fanatseh and
referred to in this contract by the Union.

Introduction:

**Where a collective labor contract was signed on 4-5-2014 between the
General Union of Workers in Mining and Mining and Jordan
Phosphate Mines Company deposited with the Ministry of Labor
under No. 36/2014, And was approved by the Board of Directors
Resolution No. 64/2014 and as stated in Item No. 6 of the Collective
Labor Contract (the Company is obliged to refer 200 employees from
beneficiaries in accordance with the system of incentives for early
termination of service for 2011 by 31/12/2014 In each payment of 50
employees, and will announce the names of the remaining 265
employees by 2015 as of 31/12/2015 That the company is agreeing to
dispense with services from interested employees who meet the terms
of reference before the date of the actual disbursement and taking
advantage of his checks in accordance with the labor law and
company regulations and the postponement of dues exchange
according to the system of incentives to the actual date of entitlement
And the date of approval for the termination of its services shall be
considered the date of actual disconnection, The date on which it
benefited from the early termination incentive scheme for 2011**

Whereas, the General Union of Workers in Mining and Mining has authorized the President of the General Syndicate to sign the amendment of item No. 6 Of the aforementioned collective labor contract in favor of and interest of Jordan Phosphate Mines Company at the 14/2014 meeting on 10/9/2014, the two parties agreed on the following:

1. The two groups agreed to amend item No. 6 of the collective labor contract deposited with the Ministry of Labor under No. 36/2014 to read as follows:

The company is committed to transferring the remaining employees from the existing beneficiaries of the incentive system of the current year 2014 and 100 employees in the fourth quarter of this year 2014 and the Company is committed to ensure that the allocations to this end at the beginning of the fourth quarter of the current year 2014 of the estimated value of the costs of incentives for these employees,

The Company also agrees to transfer the remaining employees of the incentive system in any financial period in which the Company earns profits For the purpose of utilization, these employees should not benefit from the 2011 incentive scheme in the loss of the company in the financial period in which they benefit from the system.

2. The amended item in the item (1) above shall replace the item (6) of the collective labor contract deposited under No. 36/2014.

3. This contract is made up of 3 items, including this item and 3 copies. Each team has a copy to work under. The third copy must be deposited with the Ministry of Labor for its approval in due course.

First party: Jordan Phosphate Mines Company.

**Second Party: General Union of Jordanian Mining and Mines
Workers**