

Country: Jordan

Sector: Air transport

Date of document: 16/3/2017

Topic: wages and Social protection

Agreement type: Collective Agreement

Number of beneficiaries: 250 workers



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Collective work contract

First Party: Free Markets Company of the Jordanian Airports (Al-Diasa), a limited liability company registered in the Free ones.

Represented by: the CEO Mr. Maher Kassab and later referred to the company.

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

Represented By: Head of Union, Mr. Yusuf Qanab. Hereinafter referred to as the Syndicate.

Introduction:

Since the union represents the employees of the company and always seeks to preserve their interests and rights, the union has submitted some labor demands in order to improve the conditions of workers, Since the company is also keen on the interest and future of its employees and motivate them have been held several meetings between the two Parties and resulted in the following:

First: The company agrees to grant an annual increase to the employees according to the company's regulations and internal instructions and the salary scale currently in effect for a minimum of ten dinars and a maximum of twenty dinars. The Company also agrees to grant a double increase of 20% of the number of employees according to the company's performance assessment. The annual increases shall be paid at the end of

April 2017 and retroactively from 1/1/2017 and 2017 only
In respect of the increase.

Second: The company agrees to provide health insurance for all employees and their families, according to the company's regulations and internal instructions in this regard. Accordingly, an insurance company was contracted in this area from 1/1/2017 to 31/12/2017, As per the terms of the insurance policy, ten medical models will be provided for each beneficiary distributed according to the company's system and two additional models for the cases that require this, Provided that a medical report and the approval of the insurance company and according to the system and instructions of the insurance company has been provided two clinics for free examination and treatment and free medicines without the use of any forms for treatment.

Third: The company agrees to calculate the additional work on the total salaries, and the workers will be compensated retroactively 24 months and therefore will pay 40% of the receivable by the end of July and the rest calculated day's allowance.

Fourth: Reference to the Collective Agreement and applicable on 1/9/2005 Item (a) The Company agrees to standardize the incentive program for the cost of living allowance, So that the higher limit of the amount of the cost of living allowance and the decision (sixty dinars) instead of the cost of living for all employees entitled to this allowance is not linked to the assessment of performance as of 1/1/2017.

Fifth: The company agrees to study a new salary scale for all employees through a specialized company for these purposes in accordance with the nature of the job and its qualifications.

Sixth: The duration of this contract (one year), beginning on the date (1/1/2017) and ending on (31/12/2017) .

***This Agreement was released on 15/3/2017.**

First Party: Free Markets Company of the Jordanian Airports (Al-Diasa), a limited liability company registered in the Free ones.

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