



Country: Jordan

Sector: Mines

Date of document: 2/3/2016

Topic: End services

Agreement type: Collective Agreement

Number of beneficiaries: 20 workers



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Collective Agreement

Held on Tuesday, February 23, 2016

First Party: The Jordanian Iron and Steel Industry Company.
Represented by: Mr. Mohammed Yousif Al Taher, General Manager
Eng. Bassam Riyad Al Mufleh.

Second Party: Employees of the Jordanian Iron and Steel Industry Company. Represented by the General Union of Workers in Mines and Mining and represented by the President of the General Union of Workers in Mines and Mining or his assignee.

As the two Parties wish to sign an agreement to regulate the issues between them, the two 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. The two groups agreed that the cadre shall be defined as in the agreement between the trade union committee and the company and related to the cadre and the workers of the company on 31/3/2014, In line with the difficult financial conditions experienced by the esteemed company and the impact of the employees themselves stand together with the management of the company, And exempt the company from the financial obligations of the staff in 2015 to apply the staff to the employees of the company who meet the conditions of staff, As of the beginning of the first month of 2016 and is fixed by the Social Security Corporation as an asset and retroactively from the beginning of the year.
3. The parties agreed that in the event of termination of the services of the employees of the company as a result of the closure and for any reason, the termination of the services of these employees shall be consensual

between the first party and the second party, (Between the employees and of the Jordanian Iron and Steel Company and the Jordan Iron and Steel Company) and is not considered arbitrary and deserving of employees, Their services are terminated by this item and as a result of this closing the following compensation:

- Three salaries for each employee whose services are more than five years and less than ten years.
- Salary of four months for each employee whose services are more than five years and less than ten years.
- Five months' salary for each employee whose services exceed ten years.
- All their entitlements of vacations.
- All their entitlements of the extra work, the third and the fourteenth if any.
- All these receivables are calculated based on the gross salary subject to the guarantee.

4. The two parties agreed to accept four resignations per year (these resignations shall be dealt with in terms of compensation in accordance with the previous agreements related thereto) and according to the following conditions:

- Provide a statement by the second party of the names of employees wishing to resign in January from the beginning of each year.
- The employee has spent ten consecutive years or more in the first party or reached the normal retirement age provided that he has spent ten years continuous with the first party.
- The approval of the first party on these resignations to be acceptance of this resignation within a maximum of ten months from the date of

submission of the disclosure of the second party of the four employees wishing to resign.

- The employee dies on his own job provided that he has spent ten consecutive years with the first party.

- The resignation of one or all of these employees shall not be subject to Article (28) of the Jordanian Labor Law or one of the provisions.

- Be subject to the social security system and not subject to the system of end of service benefits (Article 32 of the Jordanian Labor Code).

- The first party is entitled to determine the date to be accepted in the resignation of the employee / staff who were nominated by the second party, And the date on which the bonus will be paid within twelve months from the date of submission of the second party's statement.

5. The two groups agreed that the annual cadres will be applied at the beginning of each year and will be approved by the Social Security Institution as appropriate.

6. The two parties agreed that this agreement shall be ratified by the Ministry of Labor in accordance with the law and by law.

7. This Agreement consists of seven items, including this item, signed by the two parties in three copies.

First party:

Second Party:

***Signatures are seen**