



**Country: Jordan**

**Sector: Electricity**

**Date of agreement: 24-4-2012**

**Subject: Wages**

**Agreement type: collective agreement**

**Number of beneficiaries: 2400**

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

### **First party: Jordan Electricity Company**

Represented by: Eng. Marwan Bashnaq, General Manager of the Company

### **Second Party: The General Trade Union of Workers in the electricity**

Represented by :

1. Mr. Ali Alhadeed /Head of the General Trade Union
2. Mr. Abbas Krishan / Secretary OF General Union.

As the second Party has submitted to the first Party the demands of the workers concerning the terms and conditions of work for the staff of the first Party under the letter of the union No. / 1/607/2012 on 28/3/2012 the two sides are keen to maintain an atmosphere and an appropriate working environment that is characterized by friendliness, mutual understanding and appreciation between the two parties and an emphasis on consolidating good working relations between the two parties. In light of the positive spirit and friendly relations that prevailed in the frequent meetings between the parties and the result of the flexibility shown by the parties and understand each of the interests of the party where the settlement of the demands of workers and the agreement between the two parties on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The first party agreed to increase the second party 35 JDs monthly.

3. All classified employees who do not receive a travel allowance or a car allowance shall be granted (25) dinars per month on the basis of (12) months of the year.
4. All employees classified shall be granted the personal cost of living rates5 (35) dinars per month.
5. Formation of a committee of the parties to prepare a special system for social solidarity fund called (social solidarity fund) to be presented to the board of directors of the company to approve the appropriate in a year.
6. The first party will pay the university fees for 10 outstanding students from the sons of employees who have the highest rates in the General Secondary Certificate (Tawhihi) and accepted on the list of admission to the official universities in accordance with a special system prepared by the company for this purpose.
7. The formation of a committee of the parties, each of which shall designate its representatives to ensure the follow-up of the implementation of this contract or settle the differences arising from its implementation.
8. The Second Party shall not make any claims of the financial effect during the term of this contract.
9. The duration of this contract shall be two years from the date of its signature.
10. This contract shall enter into force on 1/5/2012.

First party

Second party