



Country: Jordan

Sector: Food industries

Date of document: 25/4/2013

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 1800 workers



The project is cofunded by the European Union and ITUC

A project implemented by



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ISCOS
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Association of
Non-Governmental
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NAR
National
Association of
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Logo of the Jordanian Ministry of Labour and Social Security

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

**First Party: HE Minister of Water and Irrigation / Chairman of the
General Assembly Dr. Hazem Al-Nasser**

**Second Party: The General Trade Union of workers in the food
industries.**

Represented By:

Mr. Ahmed Abu Khadra / Head of the Union

Mr. Ayed Salim/ Vice President and members of the trade union
committee/ Walid al-Kurdi, Bassil Basbous, Walid al-Rifai, Amer
Nusairat, Sanaa Basbous, Sana al-Khasawneh, and Qadar al-Sharida,
Emad Obaidat.

Later to the collective labor contract filed with the Ministry of Labor
under No. 24/2013 dated 14/3/2013, And the minutes of the meeting
signed by His Excellency the President of the General Commission in the
presence of the parties and it was agreed on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. Modification of the collective labor contract deposited with the Ministry of Labor under No. 24/2013 dated 14/3/2013
3. Leave the subject of the management contract to HE Minister of Water and Irrigation - Chairman of the General Authority.

4 . Continuation of the loan of all employees until the company to provide an internal system and salary and regulatory structure approved by the General Union of workers in the food industry before the end of 2013.

5. It was agreed to pay the thirteenth salary as follows:

A) The thirteenth salary shall be paid at the end of 2013.

B) The thirteenth salary shall be paid at the end of 2014.

6. Pay the salary of the fourteenth of all employees of the company by the end of 2015, linked to increase the coverage of the cost of operation and maintenance, For more than 25% for the year 2013 provided that the company provides all the necessary work requirements to achieve the required achievement.

7. Forming a committee of the parties to prepare a special system for the Provident Fund for employees of the Yarmouk Water Company and shall be implemented when contracting with the employees by the Yarmouk Water Company.

8. An additional increase of the company's supplementary employees shall be paid to 30% from 1-4-2013 in the same manner as the first 20%.

9. The civil service system shall be applied to seconded employees throughout the loan period.

10. The provisions of the civil service system shall apply with regard to the transfer of employees, irregularities and retirement in respect of employees subject to the civil service system.

11. The daily notification of the Prime Minister, issued in October 2006, shall be applied to the daily workers, until they are transferred to the

company staff and any subsequent communication shall be applied to them.

12. A committee shall be formed from both parties to deal with any defect that occurs when applying this Agreement.

13. The First Party confirmed the achievement of job security and the application of the terms of this contract to all employees of the Yarmouk Water Company.

14. The provisions of this contract shall apply from 1-4-2015.

* This contract signed -----and the date of -----

First party: HE Minister of Water and Irrigation / Dr. Hazem Al-Nasser

Second Party: Ahmed Abu Khadra / Ayed Salim Shehadeh / Walid Al Kurdi / Bassil Basbous / Ibrahim Bani Issa / Hussein Hamza / Walid Rifai / Amer Nusairat / Sana Al Khasawneh .

third party : Ministry of Labor.