



Country: Jordan

Sector: Food industries

Date of document: 25/6/2012

Topic: Improve the working conditions of company employees and Maintain available gains.

Agreement type: Collective Agreement

Number of beneficiaries: 1620 workers



The project is cofunded by the European Union and ITUC

A project implemented by



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

Amman 24/6/2012

First Party: Jordan Water Company – Miyahuna.

Represented by: CEO Eng. Munir Awais, Operations Manager/ Eng. Ghazi Khalil and Customer Services Manager Mohammed Malkawi, Director of Human Resources Management Eng. Nasser Nabulsi and Director of Business Planning Unit/ Mr. Mohammed Zakaria Al-Talafah and Head of Legal Affairs Unit /Suhair Samawi.

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

Represented By:

- 1.Mr. Ahmed Abu Khadra / Head of the Union.
2. Mr. Ayed Shehadeh, Vice President of the union and members of the trade union committee (Jamal Arbihat / Raed Al-Saud / Anwar Al-Amoush / Hani Hammad / Imad Al-Yassin / Engineer Omar Al-Atrash / Kassem Fayyad)

And the confirmation of continued dialogue and consultation and disclosure between the management of the company and its staff to provide the best level of water service within working conditions are transparent, Clarity, knowledge and understanding of the size of the challenges faced by the company and related to the limited water

resources and increased demand and rehabilitation of networks and the financial position, And the perception of the General Authority (the Board of Directors of the Water Authority) and the Board of Directors so as to seek together to promote all components of the service, Effective water system in accordance with a uniform administrative water management system, in order to obtain the highest percentage of citizen satisfaction and the company's keenness to improve the working conditions of the company's employees, While maintaining the gains and benefits currently available.

And with reference to the following official correspondence:

- The letter of the President of the General Union of Workers in the Food Industries No. (NA / 3/2534) dated 18/4/2012.
- A letter from the Chief Executive Officer of Jordan Water Company - Mayahna No. (M / B/H/ 2/1126) dated 1/5/2012.
- The letter of the President of the General Union of Workers in the Food Industries (N /A/ 3/2542) dated 13/5/2012.
- The letter of the CEO of Jordan Water Company - Mihanna No. (MB / SH / 2/1332) Date of the agreement ratified by the two teams on 28/5/2012
- The decision of the Board of Directors of Miyahuna No. 8 on 10 / 6/2012.
- These correspondence, agreements, meetings and the decision of the Company's Board of Directors have resulted in the approval of the following:
- The duration of the agreement is two years from 1/4/2012 and ending on 31/3/2014.

- Approval of the fixation and payment of the salary of the fourteenth for all employees as of 2012, subject to annual increases to assess performance.
- The demand related to the increase of salaries, leaving the study of the consulting company and the approval of the Board of Directors and later and until the completion of the study by Talal Abu-Ghazaleh.
- Approval of the fixation of all employees on fixed-term contracts (temporary) after the expiry of two consecutive years on their employment with the company with indefinite (permanent) contracts.
- Approval of the inclusion of parents with health insurance and at the expense of workers and according to the offer from the health insurance company.
- Approval of the participation of representatives of workers in the evaluation committees, personnel and structuring and assigning the union to choose each in its field of competence.
- The formation of a committee called each of its representatives to deal with any defect resulting from the application of this agreement.
- This agreement was made in Arabic on three original copies and is located on two pages and consists of seven items On Sunday, 24/6/2012 and at the headquarters of Miyahuna.

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

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

***Signatures are seen**