



**Country:** Jordan

**Sector:** Food industries

**Date:** 16/7/2012

**Subject:** Social protection

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 100 workers



The project is cofunded by the European Union and ITUC

A project implemented by



## **A Collective Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996**

**First party: Noon Arab Food Industry.**

**Represented by:**

- 1. Dr. Issam Victor Tiboni, Assistant General Manager.**
- 2. Mr. Hussein Abdel Rahman Darwish, Chief Financial Officer.**

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

**Represented by: Mr. Ahmad Abu Khadra/Head of the Union.**

As the second party has submitted to the first party, workers demands concerning the conditions of work for the staff of the first party under the letter of the union N.A / 3/2550 on 23/6/2012, And the keenness of the two parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, stressing the consolidation of good working relations between the two parties and the common concern for continuing development and advancement of work in this institution in order to develop and provide the national economy, And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of the negotiations and in order to maintain the continuation of these relations between the parties and the result of the flexibility

demonstrated by the parties and understand each other's interest has been reached a settlement of the demands of workers and agreed 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 grant all employees instead of bonuses "Ediyah" of thirty dinars per Eid (Eid Aathha and Eid Alfiter).
3. The First Party will work on developing health insurance in the future.
4. The annual increase shall be calculated as is currently in effect.
5. Considering the amendment of the annual increase after the end of this contract.
6. This contract shall not affect any other privileges enjoyed by employees and annual incentives.
7. A joint committee was formed by both parties and every party named its representative to follow up the implementation of this agreement or any dispute.
8. The provisions of this contract shall apply from 1/3/2012 and ends on 28/2/2013.

**This contract was signed on Monday, 16/7/2012.**

**First party:** Noon Arab food industries Company

**Second Party:** The General Trade Union of Workers in food industries

Head of the Union /Mr. Ahmad Abu Khadra.

**Third party:** Ministry of Labor.