



Country: Jordan

Sector: Ports and Clearance

Date: 14/10/2011

Subject: Wages

Agreement type: collective agreement

Number of beneficiaries: 280 workers



The project is cofunded by the European Union and ITUC

A project implemented by



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

First party: Naveth Company for Logistics Services.

Represented by :the General Manager / Nora Yousef Mehyar.

Second Party: General Union of Workers in Ports and Clearance.

Represented by: Represented by: Mr. Mahmoud Mansour Adbis.

Whereas the second party has submitted to the first party workers' demands concerning the conditions and conditions of work for the staff of the first team and the interest of the parties to maintain an atmosphere and an environment conducive to the work of friendship and mutual understanding and appreciation between the parties Emphasizing the consolidation of good working relations between the two parties and providing common concern for the continuity of development and promotion of work in this institution in order to develop and supplement the national economy and in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of negotiations In order to maintain these relations between the two parties and as a result of the flexibility shown by the parties and their understanding of each other's interests, a settlement was reached for the workers' demands. The two sides agreed on the following:

1. Employees' salaries shall be paid in the amount of JD 75 if the salary of the employee is less than 350 dinars per month and 50 dinars if the employee's salary is 351 dinars and above, And acted from the date of 1-10-2012.
2. Establishment of a security department in the company.
3. Establish a health clinic.
4. Establishment of a fund for social solidarity, provided that the internal system of the parties shall be established on the basis that the contribution of

the employee shall be two dinars per month and the company shall pay an amount equal to the contribution of the employee.

5. The duration of this agreement shall be two years from its date and the strike shall be prohibited during this period. Otherwise, each baker shall be subject to legal accountability.

6. This agreement represents all the incentives given by the company and all incentives offered previously and not approved are considered null.

7. The Association shall abide by the fact that all employees of the Company comply with this Agreement and that any other action shall be entitled to take penalties against them.

8. The Company shall undertake not to take any disciplinary action or any deductions from the employees' salaries during the period of the strike.

9. Involve a representative of the union in the commissions of inquiry and appeal.

10. Study the conversion of fixed-term contracts into indefinite contracts provided that a committee of the parties forms a final vision, provided that the interests of both parties shall be taken into consideration that the new contracts shall be effective from 1-1-2013.

11. The Company is committed not to prosecute any of the judicial personnel for the period of the strike.

12. Signed on Tuesday, 9-10-2013.

First party: Navez Company for Logistics Services represented by the General Manager / Nora Yousef Mehyar.

Second Party: General Union of Workers in Ports and Clearance.