



Country: Jordan

Sector: Air transport

Date of document: 19/8/2013

Topic: Intensive

Agreement type: Collective Agreement

Number of beneficiaries: 4500 workers



The project is cofunded by the European Union and ITUC

A project implemented by



Collective labor agreement

First Party : Alia / Royal Jordanian Airlines.

Represented by: General Manager / CEO Amer Al Hadidi.

Second Party: The General Trade Union of air transport and tourism workers.

Represented by: The President of the Union/Mr. Yousef Qanab.

Where the second party has submitted to the first party demands of workers concerning the terms and conditions of work for the staff of the first party in the Hashemite Kingdom, According to the union's letter No. NG / 1/7/13 dated 23/7/2013, And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties and Stressing the consolidation of good working relations and the availability of common concern for the continuity of development and promotion of work, In this company 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, In order to preserve the continuity of these relations between the two parties and the result of the flexibility was shown by both parties and understand each other's interests, A settlement was reached for the workers' demands contained in the above-mentioned letter of the union. The two parties agreed on the following:

First: The preamble of this agreement is considered as an integral part and read with it as one part.

Second: With regard to the new salary scale system, the two groups agreed that the salary scale system, which was studied with the participation of the union and the staff committees from all departments, Which defines the categories proposed to be included in this system to the Board of Directors and announce it by a maximum of one month from its date to be applied after approval as follows:

1. The date of application begins retroactively from 1/7/2013.
2. Determine the minimum limit for any increase on the basic salary.
3. The administration and the union agree on the mechanism of payment of the increases and their amounts and stages. The agreed terms shall be considered as an annex to this contract. The two parties agree that this shall include the employees of the Royal Jordanian who work at King Hussein International Airport / Aqaba.

Third: The first party agreed to increase the airport fee by 20 dinars to become 50 dinars per month for the rank of director or below.

Fourth: The first party agreed to create a field work allowance for workers (worker / driver / mechanic / technician) as follows:

1. Pay 30 dinars for workers in the berths.
2. Pay 15 dinars for workers outside the berths.

Fifth: The first Party is committed to follow the subject of day laborers for pre-privatization periods, Who are currently on their job in the company with the Foundation and the guarantor of the Prime Minister to work to resolve their problem.

Sixth: Forming a grievance committee to study the grievances that result from the implementation of the new salary Scale system.

Seventh: Formation of a committee of the parties to follow up the implementation of this contract and any dispute arising therefrom.

Eighth: The duration of this contract is two years starting from the date of release. By signing this contract, the notice of the strike submitted by the union shall be deemed null and void.

Ninth: This contract shall be issued in three copies of each one of them a copy, provided that the third copy shall be deposited with the Ministry of Labor for its approval as required.

First Party : Alia / Royal Jordanian Airlines.

Second Party: The General Trade Union of air transport and tourism workers.

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