



**Country:** Jordan

**Sector:** Electricity Sector

**Date of document:** 20/6/2013

**Topic:** Wages and Incentives

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 430 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**

**First Party:** Middle East Specialized Cables Company Jordan and Misk Cables for medium and high voltage .

**Represented by:** Ahmed Al-Slakh, Vice Chairman and Mr. Mohammad Aba Assaf, Deputy General Manager.

**Second Party: General Trade Union of Workers in Electricity.**

**Represented For the purposes of this agreement by,** Mr. Abbas Krishan is Secretary General of the General Union of Electricity Workers in Jordan, Mr. Hassan Al Saud, a member of the Administrative Committee of the General Union, Mr. Ibrahim Al-Silawi, Chairman of the Trade Union Committee of Misk Jordan Company and Mr. Bashir Amiraat.

**With reference to your letter No. SAK / 827/2013 and your letter No. 828/2013 dated 11/4-2013 related to the labor demands submitted by the union to the management of the company Several friendly meetings were held to discuss these demands. These meetings were characterized by an atmosphere of openness and clarity and on the basis of a keen interest in the interest Work in the company and its employees and trust in the company's positive directions towards continuing to improve working conditions and workers within the available financial resources. As a result of what was discussed at the meeting, it was agreed to sign this collective agreement which includes the following:**

1. The Company shall be obliged to pay half a month's salary payable at the end of June for the year 2013 to all employees and to those who have spent 6 months instead of item 1 in the above claim.
  2. All employees shall be given an allowance of 30 dinars as of June 2013 and those who have spent 6 months instead of item 2 in the above claim.
  3. A committee shall be formed by the administration and the committees of the union to discuss some of the staff regulations.
  4. All the employees of the company shall be given an amount of 10 JD monthly in excess of the basic salary as of June 2013 and for those who have spent 6 months instead of item 5 above.
  5. This Agreement shall be valid for two years from the date of its signature. The Syndicate or the workers shall not be entitled to submit any other claims during the period of validity of this Agreement.
  6. Each party shall retain a copy of this Agreement and the third copy with the Ministry of Labor.
  7. Signed on Tuesday, 19-6-2013. 8.
- \* This Agreement shall consist of 8 items including this item.

**First Party: Middle East Specialized Cables Company Jordan and Misk Cables for medium and high voltage .**

**Second Party: General Trade Union of Workers in Electricity.**