



Country: Jordan

Sector: Food industries

Date of document: 3/11/2013

Topic: Wages /Incentives.

Agreement type: Collective Agreement

Number of beneficiaries: 260 workers



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

First Party: Crown Middle East Company for Packaging Industries located in Amman (Jordan / Amman / King Abdullah II Bin Al Hussein Industrial City - PO Box 260 Amman 11512 - Tel 4023986 Fax 4023244).

Represented by:

General Manager /Eng. Emad Jaber

Director of Administration and Human Resources /Mr. Fawaz Sobh

General Manager/ Eng. Imad Jaber

Second Party: The General Trade Union of workers in the food industries. (Jordan-Amman-PO.360460-Telefax: 4771139 Mobile 0795500704).

Represented By:

- 1.Mr. Ahmed Abu Khadra / Head of the Union.
2. Miss Bushra Salman/ Member of the Administrative Board of the General Union of Workers in Food Industries.
3. Members of the trade union committee at Crown Company (Hazem El Masry / Ahmad Smeek / Salah Aborea / Rawhi El-Lahham / Thaer El-Heniny / Yasser El Rayyan / Mohamed Gawhar).

In the light of the demands submitted to the management of the company under the general union letter No. 3/2618 dated 30/7/2013, several periodic meetings were held between the two parties, which were friendly and understanding. Where the management of the company showed a sincere understanding to improve the conditions of employees in the company and the second team stressed the improvement and development of work in quantity and quality, where it was agreed on the following:

1. It was agreed to spend an annual increase as of January 1 of each year corresponding to the amount of living inflation issued by the official bodies provided that the increase is not less than 6% of the basic salary.

2. It was agreed to pay an annual bonus equivalent to a maximum monthly salary linked to an assessment mechanism to be agreed upon in a separate annex as of 1/1/2013.

3. It was agreed to pay the end of service bonus according to the following conditions:

A. 20% of the last basic monthly salary for each year served by the company for those who served more than four years and less than ten years. 30% of the last basic monthly salary for each service year of the company for those who serve more than ten and less than fifteen years. 40% of the last basic salary for each service year of the company for those who served more than fifteen years.

B. The maximum number of years of service that is calculated on the basis of the reward is twenty dinars.

C. The contract shall be used by all employees who are at the time of signing this contract or who are appointed after this date.

D. To benefit from this contract, the company must not leave the company before 1/1/2015 and the employee's right to pay the end of the service in the event of leaving the company before 1/1/2015.

E. To benefit from the reward of the end of the service inform the company in writing the desire to leave the work at least a month before the date of leaving the work and the employee's right to be rewarded in the event of the legacy of the work before the deadline.

F. Exceptions from item (D + E):

- Death
- Total disability or partial disability that hinders work based on a certified medical report.
- Restructuring using Article 31 of the Jordanian Labor Law.
- Dispensing services for lack of need, not inconsistent with the Jordanian Labor Law.
- Desiring to retire early (retirement age).

G. The employee's right to pay the end of the service in the event of separation under Jordanian labor law or for bad faith shall be dropped when proven in the competent courts.

4. A committee of the parliaments shall be formed to follow up the implementation of this contract or any dispute arising therefrom.

5. The general syndicate shall not commit any material or financial demands during the period of validity of this contract.

6. The contract shall enter into force from 1/8/2013 until 31/7/2015.

7. This contract shall be issued in three copies for each Party, and the third copy shall be deposited with the Ministry of Labor.

- Date of signature of the Convention: 29/10/2013

First Party: First Party: Crown Middle East Company for Packaging Industries .

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

***Signatures are seen**