



Country: Jordan

Sector: Food industries

Date of document: 5/3/2013

Topic: Wages /Incentives.

Agreement type: Collective Agreement

Number of beneficiaries: 1600 workers



The project is cofunded by the European Union and ITUC

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

Amman

First Party: Jordan Water Company - Miyahuna LLC

Represented by: Chief Executive Officer, Director of Operations Department, Director of Customer Services Department, Director of Human Resources Department, Director of Finance Department, Director of Production and Quality Department, Director of Technical Services Department, Information Technology.

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

Represented By: Mr. Ahmed Abu Khadra / Head of the Union. And Vice President Ayed Shehadeh and members of the trade union committee: Marwan Mohammed Al-Attiyat, Jamal Abdul Rahman Arbeihat, Omar Al-Atrash, Yousef Mohammad Hammad, Arafat Mahmoud Awad, Kassem Fayyad and Iyad Awad Al-Qaisi.

After holding several meetings between the management of the company represented by the Chief Executive Officer and representatives of the General Union of workers in the food industry represented by the above-mentioned, The two parties agreed on the following:

1. The employees employed by the Company under this contract have been granted the following: Approval of the annual increase of all

employees of the Company without exception as of 1/1/2013 for the year ended 31/12/2012, Board of Directors No. (1/2013) dated 15/1/2013 according to the following rules:

Annual increase	Monthly increase	Monthly increase value	numbers	Upper limit	Minimum	Increase	FROM	TO
105.627	8802.25	6425	226	70	30	%7	350	0
336.231	28019.24	20452	691			%6	500	351
274.811	22900.92	16716	511			%5	1000	501
68.505	5708.79	4167	76			%4		1001
785.174	65.431	47.760	1054					

A - Approval of the decision of the Committee of distortions and imbalances functional and problem of the Minister of Municipal Affairs / Minister of Water and Irrigation (representative of the General Authority / Chairman of the Board of Directors of the Water Authority) Under the chairmanship of the Chairman of the Board of Directors of the Company and members of several parties and with the participation of delegates from the trade union committee and the effective from 1/1/2013 according to the rules specified in the minutes of the committee meeting No. (2) 12/12/2012 and 22/12/2012. (328) employees and at an annual cost of (109,392,000) one hundred and nine thousand three hundred and ninety-two dinars annually, the decision of the committee of distortions referred to above is an integral part of this contract. (Annex 1). All

complaints and problems that may result from the results of the committee of distortions, if any, shall be studied within a period of three (3) months from the date of signing this contract through the committee formed in accordance with the minutes of the meeting referred to above.

B- Approve the amendment of the salary scale for the functional levels (7,8,9,10) and for those whose salaries are less than (500) five hundred dinars, according to the attached disclosure, where the number of beneficiaries (884), Employees at an annual cost of (486,953,000) four hundred and eighty-six thousand and one hundred and fifty-three dinars.

2. In return for the privileges granted to the Second Party, the Second Party undertakes not to submit any additional functional claims and / or privileges except as agreed upon under the provisions of this Contract during its validity period, Which are determined by the concerned authorities and discuss the cost-of-living allowance with the administration through dialogue and according to the laws and regulations in force.

3. Under this contract, a committee shall be formed by the two parties to follow up the implementation of the provisions of this contract, each team to be designated as a representative for this purpose.

4. This contract is considered as a supplement to the collective contract concluded on 24/6/2012 and deposited with the Ministry of Labor Fundamental under No. (54/2012) on 25/6/2012 and the contract expires on 31/7/2014.

Second party	First party
Name	Name
Chairman of the Union Ahmed Abu Khadra	Eng. Munir Awais
Vice President Mr. Ayed Shehadeh	Ghazi Khalil Director of Customer Services
Members of the Trade Union Committee: Marwan Mohammed Al-Attiyat	Director of Operations Department Mr. Mohammed Malkawi
Jamal Abdul Rahman Rbeihat	Director of Human Resources Department M. Nasser Al Nabulsi
Omar Al-Atrash	Director of Financial Affairs Dr. Mahmood Khalifat
Yousef Mohamed Hammad	Director of Production and Care Department M. Haytham Al Kilani
Arafat Mahmoud Awad	Director of Technical Services Dept. M. Jarris Dababneh
Qasem Fayyad	Director of IT Department Nasr Bataina
Iyad Awad Al-Qaisi	

***Signatures are seen**