



Country: Jordan

Sector: Food industries

Date of document: 4/8/2013

Topic: Social protection

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



The project is cofunded by the European Union and ITUC

A project implemented by



**Annex to a collective agreement issued under the provisions of the
Jordanian Labor Law Temporary Amendment No. 26 of 2010**

Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

Amman : July 22 , 2013

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

Represented by:

1. Mr. Nidal Hamam /General Manager
2. Mrs. Hor Hijazi/ Director of Human Resources for Jordan.
3. Ahmed Naim/ Director of Personnel and Salaries.

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

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Mr. Ayed Shahedeh / Vice President of the Association.

Complement and confirm the continuation of constructive work and the keenness of the two Parties to improve living conditions , Based on PepsiCo's vision to be the best Pepsi company in the Asia, Middle East and Africa region by 2013, To achieve our goal of making the company a great place to work by working hard to improve the benefits and wages of

all employees, Particularly with regard to the benefits of health insurance and after meetings, it was decided that:

First: Health insurance for employees and their families:

- Raise the coverage value of the employee's staff from 80% to 100% in case of hospitalization.

-Raise the operations limits for the employee and his family to reach 5,000 dinars instead of 3,000 dinars for the employee and 1,000 dinars for the family members.

- Raise the coverage value of the employee's family from 80% to 100% in cases of operations.

-The family of the employee will be provided with ten medical models without a limit instead of a ceiling of 500 dinars for treatment outside the hospital.

- Raise the coverage value of the employee's family from 80% to 100% if the doctor visits.

-Raise the dental insurance cap for the employee from 75% to 100% dinars.

- Raise the limit of the eye insurance for the employee from 50 dinars to 75 dinars.

- The compensation feature was added to 70% of the total invoice value in case of outpatient treatment.

-The birth network has been expanded (Of which the employee is responsible for 20% of the total cost of giving birth without any limit within the network) to include hospitals visited by employees continuously).

- The birth limit has been lifted by 100 dinars in case of treatment outside the network.

-The husband / wife was added to the cancer insurance and raised the limit to 30,000 dinars instead of 10,000.

- Stop trimming the 3.5% of the 13th and 14th salary from all employees.

Second: Reward for the Holy Month of Ramadan:

It has been decided to pay a one-hundred-dinar cash reward only for all employees of the professional rank (L3) or below who are on their job until 22-7-2013, taking into account the calculation of the bonus according to the ratio of the duration of their service in the months (PRO-RATED) for those whose service is less than one full year, on the occasion of the efforts exerted by employees during the holy month of Ramadan and on the occasion of Eid al Fitr.

The provisions of the Annex to this Agreement shall apply exclusively to the provisions of this Agreement as of the date, 1/5/2013, provided that this agreement does not have any effect or amendment of the employment contracts that are in force between the Company and its employees, including the terms and conditions which are binding between the parties.

Third: Three copies of this agreement have been edited so that each party will keep its copy and a third copy deposited with the Ministry of Labor.

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

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

***Signatures are seen**