



Country: Jordan

Sector: Food industry

Date of document: 9/5/2013

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 270 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 AND all its
amendments**

**First Party: The modern flour mills and Macaroni factories
company.**

Mills and modern pasta factories.

Represented by: Mr. Elias Chakhlax /Chairman of the Board of Directors
and General Manager.

The second group: General Union of workers in the food industry

Represented by:

1 - Mr. Ahmed Abu Khadra: Head of the Union

2- Mr. Justin Albert Halabi / member of the trade union committee.

3-Mr. Fouad Khalil / member of the trade union committee.

In light of labor demands of the company's management, where Several meetings were held overwhelmed by an environment of understanding, where the company's management expressed a sincere understanding of the demands of the workers and at the same time keep the development of production and improve work quality and quantity, it has been agreed as follows:

1. An annual increase in the basic salary of 15 JDs for the employees who were appointed before 31/12/2013 and completed one year.

2. An annual increase in the basic salary of 4% for employees who have been appointed on 31/12/2012 and completed a full year.

3. An annual increase in the basic salary of one dinar for each year of service for employees who were appointed before the date of 31/12/2012 and completed a full year and a maximum of fifteen dinars.

4. The provisions of this Convention shall apply from 1/4/2013 and ends on 31/3/2014..

* Each Party keeps a copy of this Agreement, and the third copy submitted to Conciliation / Ministry of Labor representative.

First party

Second Party

Third party

***Signatures are seen**