



**Country:** Jordan

**Sector:** Construction Sector.

**Date of document:** 14/3/2013

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 600 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:** Jordan Cement Factories Company, hereinafter referred to as the company.

**Represented by :** 'Mr. Tawfiq Tabarra', Chief Executive Officer of Al-Afarj Jordan, Ms. Lamy Al-Abdlat, Deputy General Manager of Human Resources, and Mr. Samaan Semaan, Deputy General Manager of Finance.

**Second Party:** General Union of Construction Workers in Jordan hereinafter referred to as the union.

**Represented by:** Mr. Mahmoud Salem Al-Hayari / Chairman of the General Union of Construction Workers in Jordan. , Mr. Hatem Al-Hawamala, Mr. Ahmed Zayed, Mr. Jihad Al-Sheyab, Mr. Amer Al-Qaisi, Mr. Hani Al-Shibli, Mr. Loay Al-Saket and Mr. Jalal Al-Dabboubi.

**As the second party has submitted to the first party workers' demands regarding the workers of the first party under the book of the union No. (N, A, B / 77/2012) dated 14-11-2012, Where the second party made financial demands for the first party After several sessions of dialogue prevailed by the positive spirit between the parties and the keenness of the union to maintain the frameworks of friendship between the parties on the continuation of this company as a sponsor of the tributaries of the homeland, the parties agreed on the following:**

1. The preamble of this agreement is considered as an integral part and read with it as one part.

2. Job security is a concern for every employee in the company and necessary for the continuation of the wheel of production, where the company boasts that its employees are the finest. Accordingly, the company is committed to maintaining security and job stability in a holistic and realistic sense for all employees in the company without any exception. Therefore, work will be done to install the employees who are outside the organizational structure in all the company sites By reviewing the opportunities and vacancies available. A committee will be formed from both the administration and the union to look into all the conditions of employees who are outside the organizational structure within two months, taking into consideration the job titles, the qualifications of the employees, the job requirements and the work in the company.

3. The annual increase is a right guaranteed by the system and the staff and its amendments, which are in force at the company. The annual increase of this year has been replaced exclusively with a cement grant of 10 tons per employee for one time only. But the price shall not be less than 70 dinars So that the company will bear the sales tax and that the employee has the right to benefit from it from 1-6-2013 until 1-12-2013, and that a mechanism will be put in place with the sales department to ensure easy procedures for benefiting from the cement grant. Taking into account the administrative implications related to the transfer of grades in accordance with the requirements of the system and staff in force.

4. The company affirms its permanent commitment and respect for all signed and signed agreements between it and the union and related to health insurance, security, job stability, housing fund and savings fund. The company is also committed to implement and activate the signed agreements and the best implementation in line with the principles of the Lafarge Group, The company also stresses the need to activate the role of

the Health Insurance Committee periodically and work to maintain the health insurance system and acquired rights.

5 . The Company undertakes and undertakes not to terminate the services of any employee or dispense with any employee, except through an agreement between the company and the union to the satisfaction of the parties, The employee who commits any of the offenses stipulated in Article 28 of the Jordanian Labor Law shall be exempted.

6. This Convention shall enter into force on 12-3-2013

7. The Syndicate shall not be entitled to make any claims that will have a financial effect for the duration of this agreement. However, the union has the right to submit new claims as of 1-11-2013.

8. By signing this agreement, the dispute between the company and the union shall be considered terminated.

\* God protected Jordan the castle of glory and glory Under the banner of Hashemite and God protect our company to remain at the forefront of cement market in Jordan and ask God to help us all for good.

**First party: Jordan Cement Factories Company, hereinafter referred to as the company.**

**Second Party: General Union of Construction Workers in Jordan.**

Signatures are seen