



Country: Jordan

Sector: Textile and clothes industries

Date of document: 11/6/2013

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 250 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: Nuqul Automotive Company, LLC.

Represented by:

1. Marwan Nuqul / Director General.
2. Nicola Albala / Director of Human Resources Department for Nuqul group.

Second Party: General Union of workers in land transport and mechanics .

Represented by:

1. Mr. Mahmoud Al-Maaitah / Head of the General Union
Mahmoud Dabbas / Vice President / Director of Finance and
Administration.

Whereas the second party has submitted to the first party demands of workers concerning the terms and conditions of work for the staff of the first party, And in the interest of the two parties to maintain an atmosphere and an appropriate working environment of friendliness, mutual understanding and appreciation, and for the common concern of continuous development and promotion of work in this institution in order to develop and improve the national economy, And from the positive spirit that prevailed in the atmosphere of negotiations and to maintain the continuation of These relations between the two parties. As a result of the flexibility was shown by both parties and understand each other's interest, The settlement of the workers' demands was reached and The two sides agreed, under the patronage of the Minister of Labor and Minister of Transport Eng. Nidal Al-Qatamin, on the following:

1. The agreement reads its a preamble as a part of it.
2. The First Party approved the granting of workers with an annual increase of 5% of the basic salary and paid to the employees as of 1/4/2013.
3. The first party agreed to study increasing the company's share in the health insurance system for the beneficiary family members to 60% instead of 50% before the end of the current year and renewing the health insurance contract during the coming year.
4. The First party agreed not to terminate the services of any worker during the term of the agreement, in order to reduce costs and expenses of the company and agreed to follow the provisions of the Labor Law and the company's internal regulations in force with regard to the procedures for termination of workers' services (if any) and any administrative procedures that may be taken against any of the employees.
5. The First Group agreed to continue to improve the transport services of personnel (transport services).
6. The First Party agreed to to view a sample explaining the mechanism for calculating the rewards and incentives used by the company For the employees of the sales and maintenance departments of the representatives of the union and the possibility of reviewing them in order to achieve the goal of raising the productivity of employees and increase their gains.
7. The two groups agreed to consider forming a trade union committee during the coming year.

8. The first group welcomed the request of the union to facilitate the participation of workers in the membership of the union.

9.A Committee of the parties is formed to follow up on the implementation of this Agreement.

This agreement is edited in three copies, one for each party, and the third was deposited with the Ministry of Labor.

10. The two parties agreed that the labor dispute had ended with the signing of this Convention and in compliance with article 130 of the Labor law, This agreement is binding on the two parties. The second party or employees of the first party may not claim any workers' demands during the period of validity of the agreement, which is set for one year starting from the date of signing the agreement from both parties.

11. This Agreement consists of eleven articles signed by the two parties, each party shall be kept in identical copies to the other and a copy deposited with the Ministry of Labor.

Released on Sunday, 2/6/2013

First party: Nuqul Automotive Company, LLC.

Second Party: General Union of workers in land transport and mechanics .