



**Country:** Jordan

**Sector:** Mines

**Date of document:** 17/3/2013

**Topic:** Incentives

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 56 workers



The project is cofunded by the European Union and ITUC

A project implemented by



## **Collective Agreement under the provisions of the Jordanian Labor law No.36 for the year 1996**

**First Party:** Al-Nimeera Co. For Mixed Salt and Clay, LLC.

**Represented by:** the Acting Director-General Eng. Ismail Al-Dakour.

**Second Party:** General Union of Jordanian Mines and Mining Workers /

**Represented by** its Chairman, Mr. Khalid Al Fanatse.

### **Contract Introduction:**

On 5/2/2013 at a meeting which included the Chairman and members of the Board of Directors and Acting Director General of the First party, and Members of the trade union committee of the first party and representatives of the second party where after the discussions agreed to organize a new collective labor contract, With a view to strengthening cooperation between the two groups, inspired by legal texts and current living conditions.

### **Contractual Terms:**

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The first party for each employee in the company shall be granted a monthly living allowance of 40 dinars as of 1/1/2013 to become (80) JD as of 1/1/2014.
3. The first party shall be granted to the employee who ends the child's currency by resigning, retirement or death with a financial incentive of (24) twenty four times the total salary.

4. The two parties shall prepare a study during the period of validity of the provisions of this contract for the purpose of granting employees classified as compensation for the end of the service, Provided that the amount and basis of accounting shall be determined in accordance with the financial situation of the first group to replace the financial incentive mentioned in item (3) of this contract.

5. The two parties agreed to form a special committee of five members representing the above two parties and the trade union committee of the first party to prepare a study for the establishment of the housing fund, Provided that the disbursement is based on the basis determined in accordance with the financial position of the Fund, provided that the seniority of the employees shall be taken into consideration for the purposes of priority of eligibility.

6. The Board of Directors upon the recommendation of the Director General to the first party of the staff in the first party to award a production at the end of each year by a percentage of (5%) of the net profits of the first party in accordance with the rules approved by the Board of Directors of the first party, but not less than (550) dinars per employee.

7. The Second Party shall not submit to the First Party any general financial demands during the period of validity of the provisions of this contract other than those stipulated therein.

8. This collective contract shall enter into force for a period of two years beginning on the date of 1/1/2013 and ending on 31/12/2012.

9. This contract shall be canceled item (5) in the previous collective labor contract organized for two years from 1/1/2011 until 31/12/2012.

10. This contract was issued in Amman of ten items including this item and three original copies in Arabic language. Both sides received copies of them and handed over the third version to the Ministry of Labor.

**Based on the above, this contract was signed between the two parties in Amman on Sunday 17/3/2013.**

**First Party:** Al-Nimeera Co. For Mixed Salt and Clay, LLC.

**Second Party:** General Union of Jordanian Mines and Mining Workers /

**\*Signatures are seen**