



Country: Jordan

Sector: Food industries

Date of document: 14/4/2013

Topic: Wages /Social protection.

Agreement type: Collective Agreement

Number of beneficiaries: 800 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

Amman, 1/3/2013

First Party: Taiba Investment & Food Industries Company.

Represented by: Acting Chief Executive Officer Eng. Khalid Mansour
and Human Resources Manager Mr. Taher Al-Titi.

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

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union.
2. Miss Bushra Salman/ Member of the Administrative Board of the
General Union of Workers in Food Industries.

And to ensure the continuation of the constructive work and the keenness of the two parties towards improving living conditions. Based on the vision of 'Taiba' company, the leader in the field of dairy and juice production in the Kingdom and the region, In order 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 in a systematic and comprehensive plan that improves the level of the company's features that suit its national human resources, Meetings have been held in a friendly and understanding and transparent, where the two parties showed their keenness to improve the conditions of workers in recognition of their outstanding efforts in 2012, Which was a difficult year in light of the global economic conditions, which increased the challenges faced by the

company, especially with the rise in the price of raw materials. In spite of all these challenges, the company has continued its huge investments to renew and increase production lines and provide them with the latest international technologies, And the modernization of the fleet of distribution vehicles in addition to investing in human resources, public safety and public services to improve the working environment and conditions and create a more comfortable working environment, Which has been positively reflected on improved operating conditions and product distribution. The friendly periodic meetings between the two groups over the past years have led to the signing of several agreements Based on all the previous achievements which contributed significantly to improving the living conditions of the workers in general, the two groups agreed again on the following:

First: annual increases as of 1/3/2013.

1. Increase the salaries of all employees of all levels of employment with a steady increase of 5% of the basic salary of the employee to be completed for a full year until 31/12/2012.
2. To provide a steady increase of JD 40 for all security and protection staff at all locations according to the job scale.
3. Increase the cost of living to become 30 dinars for all beneficiaries according to the general policy of the company.

Second: A fixed increase of 1 JD for each year of service in the company is decided for all employees of all levels of the employee, provided that the employee has completed a full year in Taiba company.

Third: A new salary scale has been approved for all employees of the company from all levels of employment as of 1/3/2013 To modify the

level of functionality and features and salaries disbursed to 18% of the employees of the company and an increase rate of up to 19%.

Fourth: Provident Fund

- Applicable to persons who completed a full year on their job as of 31/12/2012.
- Each employee is entitled to participate in the Provident Fund at the beginning of January of each year only.
- The company must pay 1% and provided that the company's contribution does not exceed 15 dinars per month.
- The employee must complete 3 years until the employee is entitled to the full savings paid by the company. If he leaves the work before he finishes the 3 year subscription period, no amount is due.
- The Provident Fund shall be effective as of 1/3/2013.

Fifth: Improve and extend the insurance coverage of staff to include

1. All L5-L1 staff are exempted from the monthly deduction amount.
2. Open the registration of families of employees of the level of career L1-L5 and benefit from the prices granted to the company for both the 'A' and 'B'.
3. Expanded medical and insurance coverage for all employees.

Sixth: Improving the quality, quality and variety of meals offered to all employees.

Seventh: Adopt a more equitable and comprehensive 2013 job evaluation system for all staff and all levels.

Eighth: Formation of a committee of the company's management to participate in social events for employees.

Ninth: Formation of the Occupational Health and Safety Committee of the Company's staff holds monthly forest meetings that provide all public health and safety guarantees to employees at all locations.

Tenth: Strengthening the principle of serving the local community by giving priority to employment for the people of the areas surrounding the factories, farms, sales, warehouses and administrative offices of the company.

Eleventh : The administrative body of the union valued the continuous efforts of the company represented by the acting CEO Khalid Mansour and the director of human resources and administrative affairs Mr. Saeed Al-Shanti, And the directors of all departments for their efforts to provide security and job stability for the users of the company Which serves the public interest and is reflected positively on the development of production, both qualitatively and quantitatively, despite the global financial crisis and the local economic challenges.

Twelfth: The administrative body of the union called all employees of the company to ensure the interest of the company through perseverance and work to improve production and raise their productivity As well as reducing the difference and rationalization of expenditures, which will reflect positively on the improvement of living conditions in future agreements, God willing.

Thirteen : The provisions of this Agreement shall apply exclusively to the items included from 1/3/2013 until 28/2/2014 and ending at the end of its date. Provided that such agreement shall not have any effect or amendment of the employment contracts in force between the Company

and its employees, including the terms and conditions which shall be binding between the parties.

Fourteen : Three copies of this agreement have been edited. So, that each Party retains its copy and submits a third copy to the Ministry of Labor.

First Party: Taiba Investment & Food Industries Company.

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

***Signatures are seen**