



Country: Jordan

Sector: Food industries

Date of document: 14/3/2013

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 1700 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: Yarmouk Water Company

Represented by: HE Mr. Khaldoon Al Khashman, Chairman of the Board of Directors.

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

Represented By: Mr. Ahmed Abu Khadra / Head of the General Union

Whereas the second party has submitted to the first party workers demands concerning the terms and conditions of work for the employees of the first party under the union's letter No. N / 3/2590 dated 2/1/2013, And in the interest of both parties to maintain an atmosphere and an appropriate working environment that is characterized by friendliness, understanding and mutual appreciation between the two parties, and to emphasize the consolidation of good working relations between the two parties, And the common interest in the continuity of development and promotion of work in this institution in order to develop and improve the national economy. In light of the positive spirit and friendly relations that prevailed in the atmosphere of the negotiations of the meeting, and In order to maintain these relations between the parties and as a result of the flexibility was shown by the parties and understand each other's interests, a settlement was reached for the workers' demands. The two 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. Eliminating distortions in salaries through a salary analysis and vice versa on the salary scale and based on the new salary adjustment system, And after the transfer of staff from the Water Authority staff to the staff of the Yarmouk Water Company, and that the human resources in the company to make the transfer of workers within two months from the date.
3. Adjusting the basic salary by adding the company's premium to it at 30% instead of 20% as of 1/4/2013 and paying the salary of May 2013.
4. The transfer of workers from the Water Authority staff to the staff of the Yarmouk Water Company shall commence on the basis of a plan prepared for this purpose. This plan shall be implemented within a period of time up to two months from the date of signing the collective labor contract. And to consult with the union about it.
5. Establishing a Solidarity Fund for the employees of the Yarmouk Water Company after the completion of the transfer of workers from the Water Authority staff to the staff of the Yarmouk Water Company and through a joint committee of employees and management of the company to prepare the Fund's Articles of Association.
6. The establishment of the savings fund is to be considered in 2014 according to the laws and regulations issued by the ministries and institutions of the state and in effect and based on achieving the required results and the available financial resources.
7. Achieving job security and applying the terms of this contract to all employees of the Yarmouk Water Company only, who will be accommodated in the company's staff and human resource management.
8. Approve the payment of a thirteenth salary at the end of 2013 based on the achievement and completion of more than (80%) of performance indicators required to be achieved by the company and according to the management contract signed between the Water Authority and the Yarmouk Water Company.
9. Approve the disbursement of a salary of fourteen at the end of 2014 after completing the achievement of the objectives required by the company and according to the agreement of the management contract.

10. The first party confirmed the achievement of job security and the implementation of the terms of the collective labor contract on all employees of the Yarmouk Water Company only, who will be housed in the company's staff and signing permanent employment contracts with them.

11. The increase will bring about a change in the current salaries from 9% to 11%. After the new salary scale is adopted, the elimination of distortions will be done to achieve internal and external justice.

12. The notification of the strike by the union and the intention to implement it on Sunday 17/3/2013 shall be nullified.

13. The formation of a joint committee of the two parties called each of the parties in which to follow up the implementation of this contract and any dispute arising therefrom.

14. The Second Party shall not make any claims of the financial effect during the term of this contract.

15. The duration of this contract is in compliance with the provisions of the Jordanian Labor Law No. 8 of 1996 and its amendments.

This contract was signed on Thursday 14/3/2013.15.

First party

Second party

Third party

***Signatures are seen**