



**Country:** Jordan

**Sector:** Electricity Sector

**Date of document:** 23/12/2013

**Topic:** contracts

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 300 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:** Samra Power Generating Company

**Represented by:** Amjad Al Rawashdeh / General Manager of the  
company

**Second Party: General Trade Union of Workers in Electricity.**

**Represented by:**

1. Mr. Ali Falah Al-Hadid / Chairman of the General Union of Electrical Workers in Jordan
2. Mr. Omar Al Azzam, Chairman of the company's trade union committee

**As the second party has submitted to the first party workers demands concerning the conditions and conditions of work for the employees of the first team under the book of the union No.: KK / 2 / 865/2013 on 14/7/2013, In the interest of the two parties to maintain an atmosphere and an appropriate working environment of mutual friendliness and understanding and mutual appreciation between them, And to emphasize the consolidation of good working relations between them, and the availability of common concern for the continuity of development and promote work in this institution in order to develop and provide the national economy and in the spirit of positive, And the friendly relations that prevailed in the atmosphere of the negotiating meetings, and to maintain the continuation of these relations between The two parties and the result of the flexibility shown by each other and understand the**

**interest of the other party In the light of the meeting, the settlement of the workers' claims was reached by agreement between them on the following:**

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The first party will change the fixed-term contracts to indefinite contracts for all its employees on fixed-term contracts and who is appointed on the salary scale (cadres) for those who have been appointed to the first party for two successive years or more with a fixed term contract.
3. The first party adjusts the annual leave for each worker whose annual leave is less than 30 days per year to become 30 days per year for those who have 6 years of continuous service in the company.
4. The first party adjusts the percentage of fixed annual increase granted to its employees in accordance with the system of employees and the organization of work in force to become 5% instead of 4% to be applied to the annual increase for 2013.
5. The first party does not resolve the leave of all types of varicose allowance and site allowance and risk allowance only in the case of being leave without pay or increased the duration of sick leave related to a week.
6. The first party is committed to the development of an incentive system based on the efficiency of the performance of the employees and in order to raise productivity and achieve the objectives of the company to be implemented by the end of 2014 and is informed by the union.

7. The formation of a Joint Committee of the parties, both parties were representatives called to follow up the implementation of this agreement and any dispute arising therefrom.

8. The second group commits itself , not to make any demands during the duration of this agreement.

9. Duration of this agreement two years from the date of 1/1/2014.

**\* This agreement, signed on Monday, 23/12/2013.**

**First Party: Samra Power Generating Company  
Represented by: Amjad Al Rawashdeh / General Manager of the  
company**

**Second Party: General Trade Union of Workers in Electricity.  
Represented by:**