



Country: Jordan

Sector: Food industry

Date of document: 3/4/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 80 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**

Amman on 27 / 4 / 2014

**First party: Modern International Company for Vegetable Oil
Industry.**

Represented by: Nader Sindaha/ General manager.

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

Represented By:

1. Mr. Ahmed Abu Khadra / President of the General Union
2. Ayman Ahmed /Member of the trade union committee.

In the light of the workers' demands submitted to the company's management, several joint meetings were held between the two parties, which were characterized by an atmosphere of friendliness and understanding. The company expressed sincere and honest understanding to improve the conditions of the company's employees.

First, in recognition of the efforts made by all its employees, the company paid a financial reward equivalent to the basic monthly salary, which was disbursed in February 2014.

Second: a) It was agreed to spend the increase of 3-7% of the basic salary and at a minimum of JD10, taking into account the annual report about the employees and some administrative considerations, considered by the Personnel Committee to have an impact on the evaluation.

B) The rate of increase is determined by the degree of evaluation as follows:

- If the rating is greater than 89.5, the increase rate is 7% of the basic salary.
- If the rating is greater than 87 to 89.5, the rate of increase will be 6% of the basic salary.
- If the rating is greater than 82.5 to 87 the increase rate is 5% of the basic salary.
- If the rating is greater than 79.5 to 82.5, the increase rate is 4% of the basic salary.
- If the rating is greater than 79.5 and below, the increase rate is 3% of the base salary.

C) Exempt from the increase are contract employees and employees who started their service with the company after 30/1/2013.

Third: A committee of the two parties was formed to follow up the implementation of this agreement. And any dispute arising therein.

Fourth: The provisions of this Agreement shall come into effect from 1 April 2014 and ends on 31 March 2015 with the coverage of the prepayment paid in February within this Agreement.

Fifth: This agreement is signed in three copies, one copy TO each party and the third copy shall be deposited with the Ministry of Labor.

First party

Second Party

Third party

***Signatures are seen**