



Country: Jordan

Sector: Food industries

Date of document: 27/5/2013

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



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**

Modern International Company for Vegetable Oil Industry

Amman, 4/5/2013

**First Party: Modern International Company for Vegetable Oil
Industry/ Ltd public shareholding**

Represented by: General Manager/ Nader Sindaha

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

Represented By:

Mr. Ahmed Abu Khadra / Head of the General Union and The members of
the trade union committee:

1. Ayman Ahmed
2. Haitham Mohamed
3. Moayad Jamal
4. Amjad Turki
5. Basil Sharif.

In 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. And thus the second party emphasized joint cooperation. Accordingly, the two parties agreed on the following:

First, the company appreciated the efforts made by all its employees paying a financial reward of 75-94% of the basic salary paid in February 2013.

Second: A) The increase shall be set at 4-6% of the basic salary and at a minimum of JD 15, provided that the annual increase does not exceed 6.3% of the total salaries of the company. Taking into account the annual staff report and management considerations found by the Personnel Committee with an impact on the evaluation.

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

- If the grade of assessment is 80 or above, the increase rate is 6% of the basic salary.
- If the grade of assessment is 75-79.5, the increase rate is 5% of the basic salary.
- If the grade of assessment is 74.5 and below, the increase rate is 4% of the basic salary.

C) Contract employees are excluded from the increase, and their period of service less than six months.

Third: A committee of the parties shall be formed; Each Party is called a representative, to deal with any defect resulting from the application of this agreement.

Fourth: The provisions of this Agreement shall come into effect from 1 April 2013 and ends on 31/3/2014 with the coverage of the prepayment paid in February within this Agreement.

Fifth: The first party and the second party keep copies of this agreement and the third copy with the conciliation representative of the Ministry of Labor.

First party

Second Party

Third party

***Signatures are seen**