



Country: Jordan

Sector: Food industries

Date of document: 6/1/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 1300 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.6 for the year 1996**

Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

January 1st , 2014

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

Represented by:

1. Mr. Nidal Hamam /General Manager
2. Mrs. Hor Hijazi/ Director of Human Resources for Jordan.
3. Ahmed Naim/ Director of Personnel and Salaries.

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

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Mrs. Bushra Salman.

In continuation of the constructive cooperation between the two parties, which resulted in the signing of several agreements between the two parties during the past years, in order to improve the working environment and living conditions of the staff of the first party, In line with the company's goal of maintaining the continuity of the business

environment and maintaining a leading position in the Jordanian market, The first Party always seeks to improve the benefits and wages of all employees within a systematic and comprehensive systematic plan, On the other hand, the company has continued its investments to renew and increase production lines, in addition to efforts in the development of human resources, public safety and public services, In order to improve working conditions and create a more peaceful and safe environment, which reflected positively on the improvement of operating conditions and distribution of products.

-As several meetings were held between the two parties during the current year in order to continue to improve the conditions of the staff of the first party and in recognition of their outstanding efforts in 2013, **the two parties agreed on the followings:**

First: The above is an integral part of the Convention and is read with it for all purposes.

Second: The two parties agreed that the first party will grant the following benefits to its employees, as set out below.

Annual increases from 1/1/2014

1. Increase the salaries of all employees in the functional class (L3) in the amount of thirty dinars.
2. Increase the salaries of all employees in the functional class (L2) in the amount of twenty five dinars.
3. Increase the salaries of all employees in the functional class (L1) in the amount of twenty dinars.
4. Increase the salaries of all users in grades below the level (L1) in the amount of fifteen dinars.

Third: It shall be decided to pay an additional and extraordinary bonus for one time only of JD 150 (one hundred and fifty Dinars) for all employees of the L3 level and below who will remain in office until 31/12/2013. Taking into consideration the amount of the bonus according to the ratio of the period of their service in the months (PRO-RATED) for those whose service is less than a full year, in view of the great effort made by them and the true affiliation with the company and the preservation of assets and assets during 2013.

Fourth: The management of the company decided for the third year in a row to pay bonuses based on the results of the work and individuals 'program performance' (L3-L1) in recognition of the efforts of staff from these categories and under the following conditions:

- The amount of the bonus is linked to the results of the performance management process and will be paid to employees who will remain on duty until 1/1/2014.
- Employees who have served less than one full year in 2013 will be rewarded by PRO-RATED.
- Any employee who obtains a result of (1) in any of the results of the business or individuals shall be excluded from the bonus below.
- The criteria on which the bonus is calculated are as follows:

Total (Results of Business and Results of Individuals)	Value of the bonus in dinars
10	200
9	175
8	150

7	125
6	100
5	75
4	50
3 and below	ZERO

Fifth: All previous violations in respect of violations of the delay of work and identification card for all employees will be canceled.

Sixth: The company responded to the union's request to continue to pay the thirteenth and fourteenth salaries to all the fixed and daily workers, so that the thirteenth salary is paid at the end of June and the salary of the 14th at the end of December.

Seventh: The administrative body of the union called on all employees in the company to ensure the interest of the company through perseverance and work on improving production and raising their productivity in addition to reducing waste and rationalizing expenses, which will positively affect the improvement of living conditions in future agreements, God willing.

Eight: This agreement includes all employees of the degree, (L3) and below. All the above increases apply to all fixed and current staff and do not include those subject to the performance appraisal system (pro) of L4 and above, So that the employee will be entitled to an additional bonus and full bonus in the case of a general completion in the company on 1/1/2014. The increment and bonus shall be calculated for employees who did not complete the year, according to the percentage of their service period in the company.

Ninth: The provisions of this Agreement shall apply exclusively to the items included from 1/1/2014 to 31/12/2014 and end with the end of its date. However, this agreement does not have any effect or amendment of the employment contracts that are in force between the company and its employees in the terms and conditions included therein, which remain binding between the parties. This Agreement shall be governed by and construed in accordance with the laws, regulations and instructions in force in the Hashemite Kingdom of Jordan and any amendments thereof shall be made by the Courts of Amman.

Tenth: This Convention is edited in three copies so that each party keeps its copy, and a third copy submitted to the Ministry of Labor. The Court shall have the jurisdiction and power to consider all disputes arising out of the interpretation or implementation of the provisions of this Convention.

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

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

***Signatures are seen**