



Country: Jordan

Sector: Electricity Sector

Date of document: 3/6/2014

Topic: Wages and incentives

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

First Party: Jordan Electricity Company General Shareholding Company

Represented by: Eng. Marwan Bashnaq, 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. Abbas Krishan / Secretary of the General Union of Electricity Workers
3. Mr. Fakhri Al Ajarmeh / member of the administrative body of the union

As the second Party has submitted to the first party with labor demands concerning workers' demands related to improving the terms and conditions of work for all employees of the first party under the union's book No. H.K.(1/871 of 9/10/2013), 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. All employees of the Company shall be granted an increase in their basic salaries of thirty (30) Dinars each month.
3. Increasing the personal cost of living allowance for employees classified as (25) twenty five dinars per month.
4. Increase the risk premium of the profession to all who currently collect by (15) fifteen Dinars per month.
5. To develop a risk premium for the treasurers of (15) fifteen Dinars each month.
6. Establishing a special allowance for the employees of the Department of Transport (20) twenty Dinars per month.
7. Establishing a fund for Takaful according to the following principles:

• Income of the Fund

The Fund's income consists of the following:

- A. A contribution of the employee classified as (15) fifteen dinars per month and on the basis of (15) months of the year deducted from his monthly salary.
- B. The company's contribution is equivalent to (15) fifteen JD per month for each employee classified and on basis (15) months in the year.

C. The contribution of the employee shall be increased by JD (5) per month (5) years, corresponding to the increase of the Company's contribution by a similar amount.

• Value and terms of compensation:

A lump sum of (25000) twenty five thousand Dinars payable to the employee classified as a Takaful Fund to the following conditions:

A) The employee has been classified as an employee who has completed continuous service with the company for a minimum of (15) years.

B) He has completed continuous service with the company for a minimum of (15) years..

C) He has already been a participant in the fund for 5 years or has paid his contribution for the period of five years.

D) He has reached the retirement age of the oldest (60 years for males and 55 for females).

E) The Company shall not bear any contributions or expenses resulting from any deficit in the Fund.

8. Referring to the letter of the Minister of Labor and Minister of Tourism and Antiquities No. (207/5262) dated 18/5/2014, the company adheres to the illegality of the strike carried out by the union and its violation of the labor law, For the sake of good faith, the Company undertakes not to impose any penalty against the workers who carried out this strike and

undertakes the union not to carry out any strike from the General Union during the period of validity of this agreement under the penalty of cancellation of its content.

9. The Second Party shall, as a Commissioner for signature, undertake not to submit any labor claims with financial effects and consequences for a period of two years from the date of entry into force of this Convention.

This Agreement shall enter into force from 1/5/2014 until 30/4/2016.

This agreement was signed in the Chamber of Deputies on Tuesday, 3/6/2014 in the presence of the Excellencies: Chairman of the Committee of Labor, Social Development and Parliamentary Population: Engineer Mr. Jamal Qamwa Secretary General of the Ministry of Labor / Mr. Hamada Abu Najma