



Country: Jordan

Sector: Road Transport

Date of document: 10/12/2014

Topic: Social protection

Agreement type: Collective Agreement

Number of beneficiaries: 1400 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: The General Union of workers in land transport and
mechanics /Amman- Jordan - Phone 4765830.**

Represented by: The Head of the General Union/ Mahmoud Maayatah.

Second Party: Alba House, represented by Mr. Ricardo Khoury.

In the interest of the parties to maintain and strengthen cooperation and coordination between them for the sake of the public interest, In order to consolidate the working relations between the two parties to serve and reflect on the members of the first party working for the second party, And to maintain the wheel of production and continuity of the work of the second party, as the union is the legal and regulatory cover for workers in the transport sector, And responsible to all official bodies for its employees and keen to provide the appropriate conditions for their work, This agreement has been concluded to show the duties of each party to achieve its objectives as follows:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The second party is committed to signing a bonus for employees with a salary of one month paid from 1/1/2015, And shall be disbursed during the financial year. Such remuneration shall be subject to the achievement

of the second group of profits of not less than 10% of the value of sales in the previous year.

3. The second party is committed to the inclusion of the wife health insurance and the second party to bear 50% of the value of insurance.

4. The second party is committed to providing transportation to and from the company from a specific gathering point (the roundabout located below the bridge Al-Baqah camp).

5. The Second party agreed to inform the First Party of the measures taken against any of the workers and to explain their causes, while complying with the application of the Jordanian Labor Law and the Company's bylaws.

6. The second party is committed to continue to provide general safety requirements for workers and special work clothes to protect them from harm, Provided that the worker complies with general occupational safety regulations.

7. The second party is committed to developing the medical clinic and providing it with emergency staff.

8. The second party is committed to continuing to provide job security for workers and not to threaten the termination of staff services, And not to transfer any employee from his profession to a profession with a lesser degree of employment provided that the provisions of the Labor Law and workers are taken into account.

9. The second party approved the adoption of one reference for sick leave by the company's doctor in accordance with the Labor and Labor Law.

10. The Second party approved the adoption of the therapeutic models according to the agreement signed with the approved insurance company and the approval of all the doctors affiliated to the insurance.

11. The second party is committed to granting employees an annual increase, according to the rules of the company's rules of conduct, effective from the month following the date of approval of the budget.

12. The second party agreed to transfer the annual contributions for all workers to the first team. If the union does not wish to participate in the union, the worker applies for a withdrawal from the union.

13. Considering the role played by the Al-Hussein Labor Institute for Awareness and Traffic Culture in spreading traffic awareness among the drivers' sectors, Which comes with the directives of His Majesty King Abdullah II Bin Al Hussein and focus on the axis of traffic safety, the second party agreed to provide annual or monthly support For the purpose of supporting the programs of the activities of the Hussein Institute of Labor Awareness and Traffic Culture.

14. All items shall be applied to all employees, except those with limited duration contracts, whose rights and duties are determined by the contracts signed with them.

15. The First Party shall not make any claims of financial effectiveness during the validity of this Agreement.

16. This Convention shall be in force from the date of its signature by the two Parties, each party shall keep an identical copy and one to deposit with the Ministry of Labor.

17. The duration of this Convention is eighteen months.

18. This Convention consists of an Introduction and 18 articles.

***This contract was signed on 10/12/2014.**

First Party: The General Union of workers in land transport and mechanics.

The second Party: Alba house