



Country: Jordan

Sector: Petroleum and Chemicals

Date: 9/9/2014

Subject: Incentives

Agreement type: collective agreement

Number of beneficiaries: 120 workers



The project is cofunded by the European Union and ITUC

A project implemented by



A collective employment contract

First party: Jordan Japanese Fertilizer Company Limited Liability
Represented by: the Director General / Dr. Karim Halesa and referred to in
this agreement as (the company).

Second Party: The General Trade Union of Workers OF Chemicals and
Petroleum .

Represented by: His Excellency Mr. Khaled Al-Zayyud and referred to in
this Agreement as the 'Union'.

A meeting was held on 2-9-214 in the management of the company in the
presence of the two teams according to the above date, and it was agreed as
follows:

1. Production bonus of 75% of the production reward for the year 2014 for
those who have been on their payroll until 31/12-2014 and a minimum of
500 dinars and a maximum of 2000 dinars, which will be paid at the end of
2. Increase of 10 dinars on the cost of living.
3. Adjustment of housing allowances to 175 dinars for married and 85 dinars
for single.
4. To amend the system of university scholarships currently in place to
become a one-time mission for each employee, with the cancellation of

personal expenses of 600 dinars per year and within the foundations of the current system and is effective from the date of signing this agreement.

5. Consider the fixing of workers who have been in their contracts for over a year.

6. Supplying high quality electrical elevator in the factory.

7. Assist in providing functional housing for singles.

8. The Association undertakes not to cover any employee who performs any action contrary to the regulations and instructions.

9. The implementation of this Agreement shall be subject to the approval of the Board of Directors that the Association shall be bound to refrain from applying any labor demands for a period of two years from the date of the signing of this Agreement.

*** This Agreement is made up of 9 items including this item**

First party: Jordan Japanese Fertilizer Company, Limited Liability

Second Party: The General Trade Union of Workers OF Chemicals and Petroleum .