



Country: Jordan

Sector: Food industries

Date of document: 19/3/2014

Topic: Wages /incentives

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



The project is cofunded by the European Union and ITUC

A project implemented by



**Annex to the Collective Labor Convention deposited with
the Ministry of Labor under No. 73/2012**

First Party: Jordan Bromine Company Ltd.

Represented by :

General Manager/ Mr. Ahmed Khalifa.

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

Represented By:

1. Mr. Khalid Al-Ziyud/Head of the Union.
2. Mr. Mohamed Madadah/Chairman of the trade union committee of the company.

Later to the collective labor agreement signed between the parties on 4/9/2012 and deposited with the Ministry of Labor under the number 73/2012 as appropriate. Referring to item II, paragraph 3, of the above-mentioned collective labor contract, the two parties agreed as follows:

Granting end of service benefits to classified employees whose term of service exceeds 15 years provided that he / she will spend a five year subscription at the end of service bonus fund from 1/1/2013.

1. Pay the equivalent of the end of service for employees classified from the date of appointment and until 1/1/2013, salary of one month for each year of his previous service and Salary is calculated on the basis of salary at the end of 2012 (31/12/2012). , (Basic salary + all allowances except transportation allowance, accommodation and meals).

2. As of 1/1/2013, the Company shall pay the end of service indemnity for employees classified by a monthly wage for each year of service, Salary is calculated on the basis of (basic salary + all allowances except transportation, lodging and meal allowance) for that year. However, this bonus shall be credited in item 1 + 2 above as of 1/1/2013 until the termination of the service of the employee by retirement or resignation from his work or death while at the head of his work at the company Bromine.

3. Employees whose services are terminated by the Company under Article 28 of the Labor Law in force shall be excluded from the provisions of this Annex, And employees who caused damage to the company and its interests and reputation, either directly or indirectly.

4. The second party is committed not to demand the first party any other demands related to the end of service reward until the end of 2018.

5. This supplement complements the collective labor agreement deposited with the Ministry of Labor under No. 73/2012.

**This Annex was prepared in three copies and signed on Monday 17/3/2014*

First Party: Jordan Bromine Company Ltd.

Second Party: The General Trade Union of workers in petrochemical.

First, The preamble of this agreement is considered as an integral part and read with it as one part.

Second, an increase of 5.6% is the amount of inflation for 2013 announced.

Third, Increase the cost of living from (10) JDs to (110) JDs.

Fourth, a one dinar shall be paid for each year of service and at the highest limit of JD (15).

Fifth, The union is committed not to submit the special request to amend the cost of living until 31/12/2015.

Sixth, Subjecting employees to contracts who have completed a service of (5) years in the company's savings fund.

Seventh, Discuss The development of end of service benefits shall be considered after the termination of this Agreement.

Eighth, The provisions of this Agreement shall apply exclusively to the items included from 1/1/2014 to 31/12/2014.

- A committee shall be formed from both parties to deal with any defect that occurs when applying this Agreement.

- This agreement was edited in three copies, so that each party keeps its copy and the third copy is deposited with the Ministry of Labor.

The Board of Directors of the General Union appreciates the efforts of His Excellency the Director General and And expresses its thanks and appreciation to His Excellency and through him to the members of the Board of Directors for their sincere understanding of international labor standards.

***Signed on Tuesday, 17/3/2014**

First Party: Yeast Industries Co. Ltd.

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

Third party: Ministry of labor

***Signatures are seen**