



Country: Jordan

Sector: Electricity Sector

Date of document: 21/4/2014

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 1117 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: Irbid Electricity Company is the public shareholding company.

Represents for the purposes of this agreement: Eng. Ahmed Ali Saad Thinat, Director General of the Company.

Second Party: General Trade Union of Workers in Electricity.

Represented For the purposes of this agreement by:

- Mr. Ali Falah Al-Hadid / Chairman of the General Union of Electricity Workers in Jordan.
- Mr. Emad Bani Hani / Chairman of the Trade Union Committee in Irbid Electricity Company.
- Mr. Ahmed Manoor Al-Kufahi / Member of the General Union.

As the second party has been for the first party workers' demands concerning the terms and conditions of work for the staff of the first party under the book of the union No. KK / 2/889 on 10/11/2013, And in the interests of both parties to maintain an atmosphere and an appropriate working environment prevail in the friendliness and understanding and appreciation between the two parties, and the emphasis on the consolidation of good working relations between the parties, And the common interest in the continuity of development and promotion of work in this company in order to develop and provide the national economy, and based on the positive spirit and relations between the parties and the result of the flexibility shown by both parties and understand each other's interest A settlement of the

workers' demands was reached and the two sides agreed on the following:

1. To consider the introduction to this contract as an integral part of the terms of this Agreement and to read with it as a single unit.
2. Granting fixed-term employees and employees employed on continuous contracts (contracts that have been in effect for more than one year from the date of entry into force of this Agreement) The amount of (30) thirty dinars per month outside the salary items As of 1/2/2014 (on the basis of fifteen salaries), so that no additional amounts will be incurred.
3. Increase the percentage paid by the company as a contribution to the Provident Fund by 3% of the total salaries of employees to become 15% instead of 12% as of 1/2/2014 and amend the provisions of the work system for the employees of the company to include this item.
4. The amount specified in item (2) of this agreement shall be included in the salaries / personal allowances of employees as of 1/1/2015, so that Article (11 / A) of the Labor Law shall be amended to become the personal allowance of the confirmed employee.
5. Amend the provisions of Article IV of the Social Solidarity Fund Regulations for the employees of the company paragraph (b / 1,2) as of 1/5/2014 to read as follows:
 - a. 'One hundred and fifty dinars for each year of service in the company from the date of its installation until 31/12/1992 .
 - b. Two hundred and fifty dinars for each year of service in the company from 1/1/1993 until the end of service'
6. The Second Party, as the Commissioner of the General Union of Electricity Workers in Jordan, shall not apply for any labor demands resulting in financial effects or consequences for two years from the date of entry into force of this Agreement.

7. All the demands contained in the letter of the second group / general union referred to in the introduction of this agreement shall be considered a decision under this agreement and the decision of the board of directors of the union to stop working according to book no. 2/978 dated 19/3/2014 shall be considered as terminated for him.

First Party: Irbid Electricity Company is the public shareholding company.

Second Party: General Trade Union of Workers in Electricity.