



Country: Jordan

Sector: Electricity Sector

Date of document: 19/8/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 116 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 Central Electricity Generating Company, referred
to as: The Company's Chief Executive Officer.**

Represented by: the company's CEO, Mr. Omar Ahmed Al-Daour

**Second Party: The General Union of Workers in the Electricity
Sector in Jordan.**

Represented by :

1. Mr. Ali Falah Al-Hadid, Head of the General Union.
2. Mr. Bassam Abu Zaltah, Chairman of the Committee of the Workers in
the Central Electricity Generating Company
3. The members of the Committee.

-Khaled Al-Sarayrah / Member

-Khaled Al-Azzam / Member

-Raafat Al-Qaisi / Member

-Ahmed Al-Khatib / Member

As the second Party has submitted to the first party the demands of the workers under the union's letter No. H.t.k . 33/2014/2014 dated, 3 June 2014 concerning the conditions of work for the staff of the first party, And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties. And for the common interest in the continuity of development and promotion of work. And where the second party showed understanding of the company's current conditions and in a

positive atmosphere and friendly dialogue prevailed at all stages, And in the interest of both parties on the need to build strong relationships for the service of the company. A settlement was reached for the workers' demands and the two parties agreed on the following:

1. All employees were granted an increase of 25 JD on the basic salary as of 1/1/2014.
2. Standardization of the cost of living allowance to become (95) dinars for all employees as of 1/1/2014.
3. Approving 10 scholarships annually for the children of the employees.
4. The First Party is committed to provide 160 thousand dinars maximum limit to borrow in the Housing Fund on 1st January of each year. Including the installments of loans owed to employees, provided that the Housing Fund Committee reviews the established rules and placement of the Board of Directors.
5. All classified employees are granted a personal cost-of-living allowance Of (35) thirty five dinars per month
6. Forming a committee of the parties to prepare a special system for social solidarity fund called (Social Solidarity Fund) to be presented to the Board of Directors of the company to approve the suitability regarding of it.
7. The first party will bear the university fees for ten of the outstanding students from the sons of employees who have the highest rates in the certificate of high school (Tawjihi) and accepted to the list of admission to the unified universities in accordance with a special system prepared by the company for these purposes.

First Party: The Central Electricity Generating Company

Second Party: General Union of Workers in Electricity