



Country: Jordan

Sector: Printing and Photography

Date of document: 3/10/2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 3000 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:

- 1- Fine Paper Manufacturing Company
- 2- Al-Kena Paper Manufacturing Company
- 3- Al-Sanobar Company for the manufacture of sanitary paper
- 4- Ideal printing company
- 5- Excellent printing company
- 6- Specialized company for the manufacture of sanitary products.

Represented by:

1. Mr. Nicola Al-Balah - Director of Human Resources Department for a group of transport companies.
2. Mr. / Majed Hassan - Director of Human Resources for a group of transport companies.

Second Party: General Union of Printing, Photographic and Paper Workers.

Represented by:

1. Mr. Mohamed Zoubi- President of the Syndicate.
2. Mr. Amer Al-Deeb - Vice President of the Syndicate
3. Mr. / Nael Abu Rawaa - Secretary of the union

Referring to the meetings with representatives of the union to discuss the workers' demands, several meetings were held between the two Parties at the company headquarters, which was characterized by understanding and keenness on the interest of the company and its employees. The company stressed the importance of continuous improvement in the conditions of employees and their keenness to improve their conditions whenever financial conditions are available, As well as to ensure the provision of security and stability of the job. The Representatives of the General Union of workers in printing, photography and paper stressed the importance of taking into consideration The economic conditions experienced by the company and the keenness of all parties to continue and develop the production process, which was highly valued by the company and praised it, and accordingly the parties agreed on the following:

First, it was agreed to grant a salary increase of 4% as of 1/4/2014 (the rate of assessment of the company for employees whose assessment is less than the average is considered as a special case for the purposes of this agreement only), For employees in the companies of the categories of technicians, officers, supervisors, production technicians, technical assistants, operators, workers (grades 6-16 according to the classification of companies) who were appointed in the companies before 1/10/2013.

Second, It was agreed that the minimum increase of 15 JD for eligible employees in the companies shall be from the categories of technicians, officers, supervisors, production technicians, assistant technicians, operators, workers (Grades 6-16 according to the classification of companies), who were appointed in the companies before 1/10/2013 and that their service in the company on 31/12/2013 not less than 10 years.

Thirdly, it was agreed that the minimum increase of 10 dinars for qualified employees in the companies of the categories of technicians, supervising officers, production technicians, technical assistants, operators, workers and their subordinates (Grades 6-16 according to the classification of companies), who were appointed in companies before 1/10/2013.

Fourth, The company's regulations apply to the lowest performing employees in the companies (10% lowest performance) in terms of

maturity of the annual increase, provided that for the current year only grant the minimum amount of increase to the default (10 JD), Subject to the signing of a commitment to improve performance, which exposes the worker to dismissal from work in the absence of improvement performance according to the company's assessment for the year 2014.

Fifth, It was agreed that the first party will study the possibility of issuing an annual increase as of 1/4/2014 to the employees of companies from the categories of department managers and the like (Degrees 17 and above). The study will be conducted during the month of July and the company will make the decision according to the levels of achieving the plans and the annual goals of the companies as a condition for implementation.

Sixth, The two parties agreed on the importance of continuous follow-up to hold periodic meetings to study all developments in the workers and the company and to consider the continuous improvement of the conditions of the employees in the above mentioned companies.

Seventh, The provisions of this Agreement shall come into force as from 1/4/2014 and end on 31/12/2015. More than 1600 employees of these companies shall benefit from this Agreement. Where salaries and benefits are estimated to exceed 2 million JD.

Seventh, Both copies shall be kept identical to each other and copies thereof shall be deposited with the Ministry of Labor.

Amman on 13/5/2014

Representative of the First Party / Mr. Nicola Al-Balah.

Second party / Mr. Mohamed Zoubi.