



Country: Jordan

Sector: Food industries

Date of document: 24/3/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 120 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**

25/3/2014

First Party: Modern Factories Co. For Feed

Represented by: HE Dr. Osama Mohammed Yassin Khalil Al Talhouni,
Chairman of the Board of Directors.

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

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Mr. Nile Fayez Al-Rousan, Secretary of the trade union committee of the company.

In the light of the demands submitted to the management of the company, the two parties held several meetings which were characterized by an atmosphere of mutual understanding and appreciation between the parties, And affirmation of the consolidation of good working relations between the two parties and the availability of common concern for the continuity of development and promotion of work in this institution in order to develop and provide the national economy. As a result of the flexibility was shown by both sides and understanding each other's interests, a settlement has been reached for the workers' demands. The parties agreed on the following:

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

Second: To increase the total salary between (15 dinars - 35 dinars).

Third: It was agreed to raise the percentage of the savings fund to 1% and from the parties to 7.5% of each Party for a total of 15% and to be on the salary subject to social security.

Third: Increase the cost of living for the employee five dinars to become fifteen dinars instead of ten dinars.

Fourth: It was agreed to discuss the salary of the fourteenth at the end of this agreement.

Fifth: It was agreed to pay leave allowance in the event that the employee did not use the annual leave or part of it in cash.

Sixth: A health insurance policy has been provided for the worker and optionally for those who wish, The management of the company shall bear 66% of the insurance value and 34% borne by the subscriber.

Seventh: The increase shall be effective from 1/1/2014 and for those who have completed the period of legal experience.

Eighth: Formation of a joint committee of the parties, each of which shall be called by its representatives to follow up the implementation of this Agreement and any dispute arising therein.

Ninth: The provisions of this contract shall apply from 1/1/2014 and end on 31/12/2014.

*** This agreement is made up of three copies for each party and the third is deposited with the Ministry of Labor.**

- 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.

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***Signatures are seen**