



Country: Jordan

Sector: Construction Sector.

Date of document: 22/12/2014

Topic: Social protection and wages

Agreement type: Collective Agreement

Number of beneficiaries: 300 workers



The project is cofunded by the European Union and ITUC

A project implemented by



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ISCOS
International Centre for
Social Dialogue

annd
Association of
Non-Governmental
Organizations

ISTITUTO
PROGETTO SUD

AIP
Association of
Industrial
Professionals

solidar

NAR
National
Association of
Retailers

Logo of the Ministry of Labour and Social Security of Jordan in Arabic.

Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996

First party: Lafarge Baton Jordan, hereinafter referred to as 'the Company'

Represented by: Mr. Simon Semaan, General Manager of the Company.

Second Party: General Union of Construction Workers in Jordan,
hereinafter referred to as the Syndicate.

Represented by: Mr. Mahmoud Hayari, Chairman of General Union of
Construction Workers.

Where the second team has submitted to the first team workers demands contained in the book of the union No. NB / 15 / And in the interest of both parties to maintain an atmosphere and an appropriate working environment, which is characterized by friendliness, understanding and mutual appreciation between the two parties and a confirmation 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 company in order to develop and provide the national economy, and in the spirit And the relations between the parties and as a result of the flexibility shown by the parties and the understanding of each other's interest has been reached a settlement of the demands of workers and the agreement between the two parties as follows:

1. The annual rate of increase of the salaries of the Company's employees shall be according to the annual inflation rate officially announced by the

Central Bank of Jordan and not less than 10 JD, And according to the annual estimate and the financial position of the company that any objections shall be considered by a committee formed for this purpose in a timely manner so that the final decision of the general manager of the company The annual increase limit is applied only to annual increases in staff performance for 2014.

2. The company is committed to activate the social solidarity fund for employees agreed upon by the collective labor agreement signed on 20/11/2012. A special account for this fund will be opened in the company's books The company shall donate JD 5000 to start the work of this fund only once, provided that this account is fed by deducting JD 2.0 per month from each employee who wishes to join this fund. The company shall contribute JD 3.0 for every deduction from each employee associated with this fund. This account is managed by a committee of 5 members, including the president. The fund is headed by the financial manager of the company.

3. The company is committed to raising the transport fees for the drivers of the mixers on the basis that the fare of the single transfer will be 1.35 JD per transfer instead of 1.25 JD per transfer as of 1/1/2015 The management of the company also confirms that it will form a committee representing all groups working in the company to study the mechanism of calculating the exchange of allowances.

4. The company affirms its efforts to improve health insurance through the participation of representatives of the members of the union in the dialogue on health insurance, knowing that it was agreed to renew the subscription with the current company as its services have received the satisfaction of employees.

5. The company confirms its commitment to deduct the contributions of its employees in the general union of construction workers and supply them to the General Union of Construction Workers and supply them to the General Union of Building Workers in the event they receive a written request from the employees who wish to do so.

6. It has been agreed to change the payment mechanism for the thirteenth salary from an amount divided into 12 months for a lump sum payment at the end of June of each year starting June 2015 and the partial payment of the thirteenth salary shall cease as of January 2015.

7. In the belief of the management of the company sincerely and in appreciation of their efforts and on the recommendation of the Director General will be the payment of a reward for employees worth 100 dinars spent during the first quarter of 2015.

8. The company affirms its commitment to maintain security and job stability.

This agreement was signed on Sunday, December 21,2014

First party: First party: Lafarge Baton Jordan, hereinafter referred to as 'the Company' .

Second Party: General Union of Construction Workers in Jordan.