



Country: Jordan

Sector: Construction Sector.

Date of document: 22/5/2014

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 350 workers



The project is cofunded by the European Union and ITUC

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NAR
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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: Al Rajhi Cement Company.

Represented by : the General Manager Mr. Osama Saleh .

Second Party: The second group: the trade union committee, Al Rajhi Cement Company.

Represented by : the Chairman of the Committee Mr. Ahmed Al-Amoush.

Where the second team submitted a number of demands and the desire of the parties to maintain a working atmosphere of friendship and mutual understanding and appreciation between the parties Emphasizing the consolidation of good working relations between the two parties and the positive spirit that prevailed in the atmosphere of the meetings of the negotiations, it was agreed to meet the following demands:

First: The preamble to the Convention is an integral part of the Convention and is read with it.

Second: Exchange of the annual increase of all employees, where the performance evaluation was adopted as a basis for determining the minimum annual increase will be twenty dinars and retroactively As of 1-2-2014 with some exceptions that do not exceed 5% of the number of

employees in accordance with the results of the performance and evaluation according to the mechanism of calculating the annual increase.

Third: To pay an annual bonus to all employees, according to the performance appraisal policy applied in the company.

Fourth: Approved the amendment of the health insurance system by improving the treatment ceilings and solving the bulk of the demands of the company's employees in this regard.

Fifth: Cement will be given free of charge to employees who wish to build their own housing through a specific policy to be implemented during the year.

Sixth: Financial advances for employees below the head of the department will be granted up to a maximum of 500 dinars, to be paid in seven installments and 10% of the basic salary for each installment. These advances will be financed from the employees' Takaful Fund.

Seventh: An annual Umrah tour covered by the company will be conducted, including a ticket for accommodation, food and drink according to the company's policy.

Eighth: The ideal employee policy and the employee's creative policy will be implemented so that a monthly bonus will be offered to the ideal employee each month and other monthly bonus of 6 months for the creative employee.

Ninth: The management of the company approved the request of the majority of employees and according to the results of the questionnaire distribution of the thirteenth salary starting from the beginning of 2015 with equal monthly rates on the monthly salary, knowing that the thirteenth salary for 2014 will be disbursed by the end of June 2014.

Tenth: Application of the policy of suggestions and complaints to give the employee the opportunity and the right to submit his complaint or proposals where these complaints will be studied or suggestions by an ad hoc committee for this purpose.

Eleventh: The privileges in the above items are related to the achievement of the Company's financial objectives and shall be applied for the duration of the Agreement.

Twelfth: The Convention is valid for one year from the date of signature.

First party: Al Rajhi Cement Company

Second Party: General Union of Construction Workers in Jordan.