



Country: Jordan

Sector: Electricity Sector

Date of document: 21/8/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 1012 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: KIPCO for factory and engineering services

Represented by: Mr. kim .rayon.

Second Party: General Trade Union of Workers in Electricity.

Mr. Ali Falah Al-Hadid / Chairman of the Syndicate

Mr. Bakr Al-Kahnara

Mr. Fakhri Al-Ajrama

Al-Mohannadi Mohammad Al-Marayat

As the second party has been for the first party workers' demands concerning the terms and conditions of work for the staff of the first party under the book of the union No. H.K.M/ 2/141 on 19/7/2014, And in the interests of both parties to maintain an atmosphere and an appropriate working environment prevail in the friendliness and understanding and appreciation between the two parties, and the emphasis on the consolidation of good working relations between the parties, And the common interest in the continuity of development and promotion of work in this company in order to develop and provide the national economy, and based on the positive spirit and relations between the parties and the result of the flexibility shown by both parties and understand each other's interest A settlement of the workers' demands was reached and the two sides agreed on the following:

1. To consider the introduction to this contract as an integral part of the terms of this Agreement and to read with it as a single unit.

2. The first group agreed to grant an increase in the salaries of all employees of the company at a value of ten percent of the basic salary starting from 1-8-2015.
3. The first party agreed to pay a one-time bonus of 50 dinars to pay them before the Eid al-Adha holiday of this year.
4. The first part emphasizes the activation of joint cooperation with the union and the two parties is committed to form a joint cooperation committee to discuss ways of cooperation and implementation of this contract and any dispute arising therefrom.
5. Regarding the third item of the union's demands, the second group confirms that the dismissal of Engineer Mohamed Al-Marayat was based on his violation of the provisions of Article 28 of the Labor Law and not for his trade union work with the First Group's emphasis on respect for trade union work And their willingness to cooperate with the union and the first party is committed to grant the engineer Mohamed Al-Marayat an amount of thirteen thousand six hundred and fifty dinars as compensation for his dismissal from work, which represents all his labor rights provided for by the Labor Law and Labor Contract Eng. Mohamed Al-Marayat is committed to signing a final clearance to the first team after receipt of the said amount, noting that this compensation is not paid to the rest of the workers if they are dismissed.
6. The first party is committed to applying the provisions of the labor law and the internal regulations and providing a working environment based on mutual respect.
7. The first party is committed to pay a month's salary to each worker who spent a year in the company as a one-time company.

8. The second party is committed not to make any demands during the period of validity of this contract, the duration of this contract is two years from the date of signing.

* This contract was signed on Monday 19/8-2014

First Party: KIPCO for factory and engineering services

Second Party: General Trade Union of Workers in Electricity.