



Country: Jordan

Sector: Mining and mines

Date of document: 12/5/2014

Topic: Restructuring and Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 120 workers



The project is cofunded by the European Union and ITUC

A project implemented by



**A collective employment contract under the provisions of the
Jordanian Labor law No.8 for the year 1996**

**This contract was organized in the House of Representatives on
Sunday, 4th May 2014 between:**

First party: Jordan Phosphate Mines Company .

Represented by: the Chairman of the Board of Directors Eng. Amer Al
Majali and referred to in this agreement as (the company).

Second Party: General Union of Jordanian Mining and Mines Workers

Represented by: Khalid fanatseh/the head of the union. **Referred to in
this agreement as (the Union).**

Introduction:

**Where the union made a series of demands of the workers to manage
the company and after negotiation and constructive dialogue and
constructive, which is in the public interest In recognition of the
company's employees working on the occasion of Labor Day, the two
parties agreed on the following:**

1. The present Convention is an integral part thereof and shall be read with it for all purposes
2. The company confirms its commitment to the collective labor contract signed on 14-2-2012 except as stated in item No. 3 regarding the subject of the structure.
3. The company's approval to cancel the restructuring and the financial and administrative procedures issued, excluding the decisions taken before the date 1-5-2014, and the worker will develop a new personnel system for the company With the participation of the General Union of Workers in Mining and Mines, without prejudice to the acquired rights of workers.

4. It was agreed to spend 25 dinars over the allowance for the cost of living as of 1-5-2015.
5. Assign 2% of the annual net profit to employees as a production reward as of 2014 results.
6. The Company is committed to transfer 200 beneficiaries according to the system of early termination incentive for 2011 by a maximum of 31-12-2014 in each payment of 50 employees The remaining beneficiaries will declare the names of the 2015's 265 employees to a maximum of 12.31.2015 that the company is agreeing to dispense with services from interested employees who meet the terms of reference before the actual date of taking advantage And the discharge of what is achieved in accordance with the Labor Law and the regulations of the company and the postponement of the payment of dues in accordance with the incentive system to the date of actual entitlement and the date of approval to terminate the services is the date of actual disconnection and the date of approval to terminate the services is the date of actual disconnection, the date on which it benefited from the 2011 Early Separation Service Scheme.
7. Amend the scholarship system for university study for the sons of the employees of Jordan Phosphate Mines Company so that the company allocates one scholarship to one of the sons of each employee of the company to complete their studies in one of the Jordanian universities to obtain the first university bachelor degree And the inclusion of those who were not lucky as of the academic year 2013-2014 and 40 employees.
8. It was agreed that the company will cover the treatment of injuries resulting from judicial incidents, in which there is no cause or other party on the account of the health insurance fund It was also agreed that the company will treat the injuries resulting from the judicial incidents in which there is a cause or another party up to a maximum of 5000 dinars, provided that these amounts are paid to the employee.
9. The union shall abide by the end of the strike and undertake not to carry out any future strikes and return all workers to their work immediately and abide by the relevant laws and regulations. In the event of any collective strike through the union or any of the employees of a company during the validity of this contract, the contract shall be canceled.

10. The Association shall not commit to any labor demands of the Company within two years from the date of signature of this Contract.

11. The company is committed to dealing with the General Union of Jordanian Mining and Mines Workers as the sole legal representative of the company's employees.

12. This Convention shall enter into force on 1/5/2014.

13. The management of the company shall not infringe upon any of the acquired rights of its employees and protect them from any decisions related to the disruption of their work during the period of the strike.

14. This agreement has been amended from 14 items, including this item, to 3 copies, each with a copy to act accordingly, and pursuant thereto, provided that the third copy is deposited with the Ministry of Labor for its approval duly.

First party: Jordan Phosphate Mines Company .

Party: General Union of Jordanian Mining and Mines Workers .