



Country: Jordan

Sector: Construction Sector.

Date of document: 25/3/2014

Topic: Social protection.

Agreement type: Collective Agreement

Number of beneficiaries: 560 workers



The project is cofunded by the European Union and ITUC

A project implemented by



Collective Employment Agreement

First party: Jordan Cement Factories Company / Lafarge (hereinafter referred to as 'the Company')

Represented by:

1. Mr. Tawfiq Tabara/ Chief Executive Officer of Jordan.
2. Mrs. Lamia Al-Abdalat / Executive Vice President of la Faraj Jordan for Human Resources.
3. Mr. Samaan Semaan / Deputy Chief Executive Officer of Jordan La Farag.

Second Party: General Union of Workers in Construction sector / Jordan.

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

Mr. Hatem Al-Hawamala, Mr. Ahmed Zayed, Mr. Ahmed Nofal, Mr. Saqr Al-Na'anah, Mr. Jihad Al-Sheyab, Mr. Fayez Al-Rahamneh, Mr. Loay Al-Saket and Mr. Mahmoud Khasawneh.

A reference to the Letter of the General Union of workers in construction Sector in Jordan No. (N.A.B / 78/2013) on 12/11/2013 where the second Party submitted financial demands for the first Party, After several sessions of the dialogue, the spirit of affection, positive and understanding between the parties and the interest of the parties to continue this company as a sponsor of the tributaries of the homeland,

And to instill the spirit of hope for the employees with a bright future where our company remains the leader in the field of cement industry where the parties agreed on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The company boasts that its employees are the best and where security and job stability is necessary for the continuation of the production wheel, The company is committed to maintaining security and job stability in a holistic and realistic sense for all employees in the company.
3. The company stresses the need to activate the role of the Health Insurance Committee and the Health Insurance Department more to ensure better follow-up periodically and take the necessary action, To ensure the maintenance of the health insurance system and the rights acquired for employees, and stresses the company's permanent commitment and respect for the rights of workers and agreements signed and enforced with the union, In line with the principles of Lafarge Group.
4. The two Parties agreed to increase the basic salary 15 dinars and retroactive effect as of 1/1/2014.
5. The two Parties agreed to increase the cost of living allowance by 15 dinars and retroactive effect from 1/1/2014.
6. The two Parties agreed to increase the premium of the two shifts by 4 dinars and increase the four-shift bonus by 6 dinars from the date of signing the agreement.
7. The Company undertakes not to terminate the services of any employee or dispense with any employee has only through a contract concluded between the company and the union to the satisfaction of the

parties, The employee who commits any of the violations stipulated in Article 28 of the Jordanian Labor Law and its amendments shall be exempt from this.

8. With regard to the requirement related to auditing and standardization of the regulations in force in the company and improve the pension, The company does not object to considering any proposals provided that it does not entail any financial obligations or additional rights and that in all cases it suits the interest of the company and its employees. The company does not object to considering any proposals provided that it does not entail any financial obligations or additional rights and that in all cases it suits the interest of the company and its employees.

9. This Convention shall enter into force on 4 March 2014.

10. This Convention covers all employees of the Company.

11. The Syndicate shall not be entitled to make any claims that have a financial effect for the duration of the validity of this Agreement. However, the Syndicate shall be entitled to submit new claims as of 1/11/2014.

First party: Jordan Cement Factories Company / Lafarge

**Second Party: General Union of Workers in Construction sector /
Jordan .**