



Country: Jordan

Sector: Food industries

Date of document: 24/3/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 130 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 AND all its
amendments**

25/3/2014

First Party: Modern Sesame Mills Company.

Represented by: HE Dr. Osama Mohammed Yassin Talhouni, Chairman
of the Board of Directors.

**Second Party: The General Trade Union of workers in food
industries.**

Represented By:

1. Mr. Ahmed Abu Khadra / President of the General Union
2. Mr. Zayed Mohammed Ibrahim Abdullah / Secretary of the trade union
committee in the company.

In light of labor demands of the company's management, where Several meetings were held overwhelmed by an environment of understanding and appreciation, In order to ensure joint development and promotion of work in this institution in order to develop and improve the national economy. As a result of the flexibility was shown by both sides and understanding each other's interests, a settlement has been reached for the workers' demands. The two 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. An increase in the gross salary is between (15-35) dinars.

3. Increase the cost of living for the employee five dinars to become fifteen dinars instead of ten dinars
4. It was agreed to discuss the salary of the fourteenth at the end of this agreement.
5. It was agreed to pay, the leave allowance in the event that the employee did not use the annual leave or part of it thereof in cash.
6. A health insurance policy has been provided for the worker and optionally for those who wish. The company will pay 66% of the insurance value and 34% will be paid by the participant.
7. The increase shall be granted on 1/1/2014, for those who completed the period of legal experience.
8. A committee of the two parties was formed to follow up the implementation of this agreement. And any dispute arising therein.
9. The provisions of this Agreement shall apply from 1/1/2014 and end on 31/12/2014

* This agreement is signed in three copies, one with each party and the third copy shall be deposited with the Ministry of Labor.

***Edited and signed on Thursday, 25/3/2014.**

First Party: Modern Sesame Mills Company.

Second Party: The General Trade Union of workers in food industry.

***Signatures are seen**