



Country: Jordan

Sector: Food industries

Date of document: 27/4/2014

Topic: Incentives /Social protection.

Agreement type: Collective Agreement

Number of beneficiaries: 600 workers



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Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996

Amman, 27/4/2014

First Party: Taiba Investment & Food Industries Company.

Represented by: Acting Chief Executive Officer Eng. Khalid Mansour
and Human Resources Manager Mr. Saed Shanti.

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

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union.
2. Miss Bushra Salman/ Member of the Administrative Board of the
General Union of Workers in Food Industries.

And to ensure the continuation of the constructive work and the keenness of the two parties towards improving living conditions. Based on the vision of 'Taiba' company, the leader in the field of dairy and juice production in the Kingdom and the region, In order to achieve our goal of making the company a great place to work by working hard to improve the benefits and wages of all employees in a systematic and comprehensive plan that improves the level of the company's features that suit its national human resources, Meetings have been held in a friendly and understanding and transparent, where the two parties showed their keenness to improve the conditions of workers in recognition of their outstanding efforts in 2013, Which was a difficult year in light of the global economic conditions, which increased the challenges faced by the

company, especially with the rise in the price of raw materials. In spite of all these challenges, the company has continued its huge investments to renew and increase production lines and provide them with the latest international technologies, And the modernization of the fleet of distribution vehicles in addition to investing in human resources, public safety and public services to improve the working environment and conditions and create a more comfortable working environment, Which has been positively reflected on improved operating conditions and product distribution. The friendly periodic meetings between the two groups over the past years have led to the signing of several agreements Based on all the previous achievements which contributed significantly to improving the living conditions of the workers in general, the two groups agreed again on the following:

First: annual increases as of 1/3/2015.

- a. For employees with grades 1 to 3: Each employee receives an increase in monthly salary commensurate with his basic salary and years of experience With the company at a minimum of six dinars and a maximum of twenty-eight dinars.
- b. In order to achieve the above increase, the employee concerned must have completed a full year of work with the company until the date of 31/12 /2013 and did not receive any other salary increases.

Second: Estimated reward for one time:

1. For staff with grades 1 to 3, each employee receives a one-time equivalent bonus And a minimum of one hundred dinars and a maximum of four hundred and eighty-six dinars.
2. Employees who have served less than one full year in 2013 The bonus will be calculated according to the percentage of their term of service (PRO-RATED)

3. A bonus of 40 dinars for all employees and employees of the company: Twenty Dinars will be paid to each employee and the staff during Eid al-Fitr and Eid al-Adha.

4. A fixed increase of 1 JD for each year of service in the company is decided for all employees of all levels of the employee, provided that the employee has completed a full year in Taiba company.

Fourth: Provident Fund

- The right to benefit from the savings fund shall be restricted to each employee or employee who has been registered or retained at the beginning of each calendar year Provided that the beneficial employee has completed a full year of service.
- The employee must pay 1% and provided that the employee's contribution does not exceed 15 dinars per month.
- The employee must complete 3 years at the head of the currency until the employee deserves the full savings paid by the company.
- If the employee leaves the job before he finishes the period of participation of 3 years he doesn't deserve any money.
- If the employee leaves the work before the end of the period of participation of 3 years will be entitled to all the amounts deducted from his salary and None of the amounts paid by the Company as a contribution to the Fund.

6. Expansion of the transport service to and from the work sites to include 100% of the company's employees who need transportation service from the company as follows:

- Transportation Service, Irbid Branch
- Transportation Service for the Industrial Employees of Amman Residents
- Transportation Service for the administrative staff of the residents of Amman

7. Improve and extend the insurance coverage of staff to include:

- a. Participate in a better insurance coverage with a new insurance company.
- b. Expanding the coverage of medical, insurance and preferential medical network for all employees.
- c. All L3-L1 staff are exempted from the monthly deduction amount.
- d. Opening the registration of the families of employees of the level of career L1-L3 and benefit from the prices granted to the company for the class 'A' and grade 'B'.

8. Improving the quality and variety of meals offered to all employees.

9. Adopt a more equitable and comprehensive 2014 job evaluation system for all staff and all levels.

10. Formation of a committee of the company's management to participate in social events for employees.

11. Formation of the Occupational Health and Safety Committee of the Company's staff holds monthly forest meetings that provide all public health and safety guarantees to employees at all locations.

12. Strengthening the principle of serving the local community by giving priority to employment for the people of the areas surrounding the

factories, farms, sales, warehouses and administrative offices of the company.

13. Giving employees the opportunity to donate blood for personal health purposes while supporting patients in need of blood through coordination with the Blood Bank to conduct blood donation campaigns in factories and management each year.

14. It is decided to honor the old employees and employees of the company through the establishment of a ceremony honoring the third of April of each year (the anniversary of the establishment of the company) Who have worked with the company for 5 years, and 10 years, and to give them valuable souvenirs and a certificate to honor distinguished employees in the same field.

15. Strengthening the policy of the open door between employees and management through the monthly breakfast in the factories and public administration meetings open between the administration and all employees, the initiative 'we heard your voice'.

16. Encouraging the principle of job creation through the internal promotion of all employees and the opening of the nomination for all qualified staff for these purposes.

17. Working with a distinguished group of service providers from hotels, restaurants, cafes, sports clubs, offering distinct discounts to employees of a medical company.

18. The adoption of an internal system of the company certified and approved by the Ministry of Labor was published at all work sites to familiarize employees with their rights and duties.

19. Preparing a system of integrated human resources and upgrading the ranks and career levels and adopt a modern salary ladder in line with the reality of the market and meet the needs of employees.

20. Approval of granting employees paid maternity leave from the company for a child at the rate of two days and granted once a year.

21. Approval of the granting of a paid marriage leave for employees only once on the date of employment with the company at a rate of three days.

22. Cooperation with the King Hussein Cancer Foundation and Center to facilitate the registration of the Cancer Care program against employees wishing to register themselves and their families.

23. Adopt a distinctive monthly motivational program for the sales staff through the awarding of prizes to those who achieve the highest selling goal for a particular month.

24. The administrative body of the union valued the continuous efforts of the company represented by the acting CEO kahalid mansour and the director of human resources and administrative affairs Mr. Said Shanti, And the directors of all departments for their efforts to provide security and job stability for the users of the company Which serves the public interest and is reflected positively on the development of production, both qualitatively and quantity, despite the global financial crisis and the local economic challenges.

25. The administrative body of the union called all employees of the company to ensure the interest of the company through perseverance and work to improve production and raise their productivity As well as reducing the difference and rationalization of expenditures, which will

reflect positively on the improvement of living conditions in future agreements, God willing.

26. The provisions of this Agreement shall apply exclusively to the items included from 27/4/2014 until 26/4/2015 and ending at the end of its date. Provided that such agreement shall not have any effect or amendment of the employment contracts in force between the Company and its employees, including the terms and conditions which shall be binding between the parties.

27. Three copies of this agreement have been edited. So, that each Party retains its copy and submits a third copy to the Ministry of Labor.

Eighth: Formation of a committee of the company's management to participate in social events for employees.

First Party: Taiba Investment & Food Industries Company.

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

***Signatures are seen**