

Country: Jordan

Sector: Mining and mines

Date of document: 5/1/2015

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 210 workers



The project is cofunded by the European Union and ITUC

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**مجلس
التجارة
والتصدير
والترويج
والترويج
والترويج**

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

First party: The Jordanian Iron and Steel Industries Company.

Represented by: Chief Executive Officer of Jordan Iron Group Mr. Imad Mudhar Badran.

Second Party: General Union of Jordanian Mining and Mines Workers

Represented by: Khalid fanatseh/the head of the union. Chairman of the Trade Union Committee: Mr. Musa Mohammed Al Qatifan.

Introduction:

The parties agreed to terminate the services of (210) workers from 15/1/2015 according to the following bases:

1. Employees who have served for less than three years shall be paid a reward of two months for each year of service, not less than two .
2. Employees who have a period of more than three years of service shall be paid a bonus of one month's salary for each year .
3. For workers who have been transferred to Jordan Iron Company, they shall not be subject to the provisions referred to above, provided that they do not retain their current rights and labor benefits as a minimum. Those who are retained in the coalition company shall be bound by the provisions of this agreement in the event of termination of their services at a later time.

4. If the factory is operated from any entity that was the priority of the appointment in the Jordanian Iron and Steel Company for those whose services have been terminated under this agreement.
5. All employees shall receive their full salaries until 15/1/2015 at the end of the month (1) in addition to the leave balance and all the legal benefits stipulated by the law for the period preceding the termination of the services except for the dismissal of the arbitrary dismissal and the month of notification.
6. The above-mentioned rights shall be paid to all employees no later than 28/2/2015 except for item No. (5).
7. All of the rights referred to above shall be calculated on the basis of the last wage paid by the worker subject to social security.
- 8 . Excludes from the provisions of the increase of his salary subject to social security on a thousand dinars per month, where applies the right to work for the rights, including end of service rights.
9. This Convention consists of nine items.

First party: The Jordanian Iron and Steel Industries Compan.

Party: General Union of Jordanian Mining and Mines Workers .