



Country: Jordan

Sector: Food industries

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Topic: Wages /Health insurance.

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Number of beneficiaries: Unavailable



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Logo of the Ministry of Labour and Social Security of Jordan, featuring a green and white design with Arabic text.

Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

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

Amman

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola).

Represented by:

1. The General Manager/ Eng. Nidal Hamam.
2. Mr. Hor Hijazi, Director General of Human Resources for Jordan.
3. Mr. Ahmed Naim, Director of Personnel and Salaries.

(Hereinafter referred to as 'the First party' or 'PepsiCo Jordan')

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. (Hereinafter referred to as 'the Second Party')

In continuation of the constructive cooperation between the two parties, which resulted in the signing of several agreements between the two parties during the past years, In order to improve the work environment and living conditions of the employees of the first party and based on the objective of the company to maintain the continuity of the work environment, And to maintain a leading position in the Jordanian market,

the first party always seeks to improve the benefits and wages of all employees within the systematic and comprehensive methodological plan

On the other hand, the company has continued its investments to renew and increase production lines, in addition to efforts in the development of human resources, public safety and public services, In order to improve working conditions and create a more peaceful and safe environment, which reflected positively on the improvement of operating conditions and distribution of products.

Since several meetings have been held between the two Parties during the current year in order to continue to improve the conditions of the staff of the first party. In recognition of their outstanding efforts in 2014, 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. The two parties agreed that the first party will grant the following benefits to its employees, as set out below. Annual increases from the date of 1-1-2015:
 - Increase the salaries of all employees in the functional class (L3) by (30) thirty dinars.
 - Increase the salaries of all employees in the functional class (L2) by (25) twenty-five dinars.
 - Increase the salaries of all employees in the functional grade (L1) by (20) dinars.
 - Increase the salaries of all users to levels below the level (L1) for fifteen dinars.

3. Due to the great effort exerted by our employees and the true belonging of the company and the preservation of its assets and properties during 2014, It was decided to pay an extra and an extraordinary bonus for one time only by 100 dinars for all employees of the grade (L3) and below who will remain on their job until 31-12-2014, With regard to the calculation of the bonus according to the ratio of the duration of their service by months (PRO-RATED) for those whose service is less than a year.

4. It was decided to reduce the rate of health insurance deduction for all employees and for all grades to become the rate of monthly deduction (1.5%) instead of the cut rate (3.5%), a reduction rate (2%) As of 1/1/2015 in addition to the following improvements in the health insurance contract, as shown below:

- The degree of medical services for all employees has been modified to be the first grade (A) instead of the second and third grade (B / C).
- Increasing the coverage of the employee's family from (80%) to (85%) in the case of treatment outside hospitals.
- Raise the operations rate for the employee and his family to reach JD 6,500 instead of JD 5,000.
- Raising the number of employee forms from 12 to 14 per year.
- Increase the number of forms for the employee's family from 10 to 14 models per person per year.
- Raise the natural birth of the employee's wife from 350 dinars to 1200 dinars within the approved medical network and preferred.

- Raise the caesarean section for the wife's wife from 500 dinars to 1200 within the approved medical network and preferred.

- 100% childbirth per employee in all accredited medical network hospitals.

* Despite all improvements have resulted in an increase in annual fees to cover the contract and will be borne by the company in full with respect to employees.

5. The Company's management decided for the third year in a row to pay the bonuses based on the results of the work and individuals a 'performance program' for all employees of the L1-L3 level in recognition of the efforts of the employees of these categories under the following conditions:

a - The amount of the bonus is linked to the results of the performance management process and will be paid to employees who will remain in their job until 1/1/2015.

b- Employees who served less than one full year in 2014 will be calculated according to the proportion of the duration of service in the months (PRO - RATED).

c- Any employee who obtains a result of (i) in any of the results of the business or individuals shall be excluded from the remuneration below.

d- The criteria on which the remuneration is calculated are as follows:

Total (business results + personnel results)	Value of the bonus in dinars
10	200
9	175
8	150
7	125
6	100
5	75
4	50
3 and below	ZERO

6. All the previous violations in respect of violations of the delay of work and identification card for all employees will be canceled.

7. The company responded to the request of the union to continue to pay my thirteenth and fourteenth salary to all workers who are fixed and daily (work). The thirteenth salary is paid at the end of June and the 14th salary at the end of December.

8. The administrative body of the union demanded all employees of the company to ensure the interest of the company through perseverance and work to improve production and raise productivity ,In addition to reducing waste and rationalization of expenditures, which will reflect positively on the improvement of living conditions in future agreements, God willing.

9. This agreement covers all employees of the level of (L3) and below. All the above increases apply to all fixed and current employees and do

not include workers subject to the performance appraisal system (PDR) of the degree of L4 and above, So that the employee is entitled to increase and additional bonus in full if the general completion in the company on 1/1/2013, The increase and the additional remuneration for employees who have not completed the year shall be calculated according to the percentage of their period of service in the Company.

10. The provisions of this Convention shall apply exclusively to the items included from 1/1/2015 until 31/12/2015 and ending at the end of its date. However, this Agreement shall not affect or modify the employment contracts in force between the Company and its employees, including the terms and conditions which are binding between the parties.

***This Agreement shall be governed by and construed in accordance with the laws, regulations and regulations in force in the Hashemite Kingdom of Jordan. Only the courts of Amman shall have the jurisdiction and authority to consider all disputes that may arise from the interpretation or implementation of the provisions of this Convention.**

11. This agreement has been edited in three copies. Each party shall keep its copy, and a third copy deposited with the Ministry of Labor.

First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

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

***Signatures are seen**