



**Country: Jordan**

**Sector: Food industry**

**Date of document: 15-1-2015**

**Topic: Wages**

**Agreement type: Collective Agreement**

**Number of beneficiaries: 1600 workers**

**Collective Employment Agreement under the provisions of  
the Jordanian Labor law No.8 for the year 1996 AND all its  
amendments**

**First Party: Water Company(Miyahuna)**

**Represented by:**

1. The Chief Executive Officer Eng. Munir Awais
2. The Director of Human Resources Department/ Nasser Al Nabulsi
3. Director of Personnel /Mr. Khalid Al Zu'bi.

**Second Party : the General Trade Union of Workers in the food  
industry.**

**Represented by:**

1. Mr. Ahmed Abu Khadra /Head of the union
2. Ms. Bushra Salman/Member of the union committee.
3. The chairman and members of the trade union (Ahmad Riyati / Ahmad Khleifat / Kholud Alskab).

Whereas the two parties have signed a collective labor agreement deposited with the Ministry of Labor under No. (54/2012) on 25/6/2012 and the collective labor agreement deposited with the Ministry of Labor under No. (17/2013) on 5/3/2013 And the collective labor agreement

deposited with the Ministry of Labor under No. (13/2014) dated 18/2/2014 and the desire of the two parties to emphasize the continued dialogue between the management of the company and its employees to provide the best level of water service within transparent and clear working conditions.

And the desire of the management of the company in activating the role of employees and its emphasis on granting them better labor privileges within the limits of available financial and administrative ,And pride of its human cadres to achieve a better working environment to strive together to promote all components of its effective water service in order to obtain the highest satisfaction rate of the citizen and increase production and confirm of belonging to human cadre , as a complement to the collective labor contracts referred to above, the two parties agreed as follows:

First: The preamble of this agreement is considered as an integral part and read with it as one part.

Second: The two parties agreed under this agreement to grant the employees of the company compensation and benefits detailed below:

1-An Annual increase for the year 2015 (5%) linked to the evaluation of the annual performance at an annual cost of an estimated total of (700,000) thousand dinars, including the share of the company's contribution to social security and the Provident Fund and additional salaries.

2- Increasing the cost of living allowance by (15) fifteen Dinars to 40 Dinars at an annual cost, estimated at (370,000) three hundred

and seventy thousand dinars, including the share of the company with social security and additional salaries.

3- Increase the percentage of the contribution of the company and the employees of the Provident Fund of (1%) to become (6%) and at an annual cost, an estimated amount of (100,000) one hundred thousand dinars.

4- Adopting the social fund system for employees of the company as approved and at an annual cost (total) of the company is estimated at (16,000) sixteen thousand dinars.

5- The establishment of a scientific qualification allowance of (25) twenty five dinars for the holders of a scientific qualification that exceeds the functional requirements and according to the bases approved by the management of the company at an annual cost estimated at (22,000) two and twenty thousand dinars.

6 - Modification of the status of workers who have achieved the conditions of the amendment based on the basis in the Committee on functional distortions.

7 - Adoption of the basic salary and additional salaries (third and fourth) instead of the basic salary or the purpose of taking the additional work allowance..

Third: The two parties have agreed under this Convention to the following appointments for the year 2015 and thereafter:

1- Extension of fixed-term (annual) employment contracts for Three years instead of two years.

2 - Graduation of benefits gradually, so that the employee deserves all the compensation and benefits when the transfer of the contract of the fixed term to an indefinite period (fourth year) According to the approved rules of the company's management.

Fourth: A committee of the two parties is formed to address any defect occurs while applying this Agreement , And shall enter into force from the date of signing and shall expire after sixty days.

Fifth: The Second Party shall not claim any benefits, compensation and / or other functional privileges during the period of the validity of this Agreement.

Sixth: The provisions of this Agreement shall come into force as from 1/1/2015 and end on 31/12/2016.

Seventh: This Convention has been edited in Arabic on three authentic copies and is on two pages and consists of seven items including this item on Monday, 29/12/2014.

**First Party: Water Company**

**Second Party: the General Trade Union of Workers in the food industry.**

**\*Signatures are seen**