



Country: Jordan

Sector: Food industry

Date of document: 4-5-2015

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 320 workers

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

Date: 28/4/2015

First Party: Mills and modern pasta factories.

Represented by: Mr. Elias Chakhlax Chairman of the Board of Directors and General Manager.

The second group: General Union of workers in the food industry

Represented by:

- 1 - Mr. Ahmed Abu Khadra: Head of the General Union of workers in the food industry.
- 2- Mr. Ayed Shehadeh / Vice President of the General Union
- 3- Mr. Mohamed Hesham / Member of the trade union committee.
4. Mr. Justin Albert / Member of the Trade Union Committee.
- 5 - Mr. Ahmed Khalil / member of the trade union committee

In light of labor demands of the company's management, where Several meetings were held overwhelmed by an environment of understanding, where the company's management expressed a sincere understanding of the demands of the workers and at the same time keep the development of

production and improve work quality and quantity, it has been agreed as follows:

1. The annual increase of staff on the basic salary by 5% and a minimum of 10 JDs for all the company 's employees Who were hired before the date of 31.12.2014 and completed a full year.

2. An annual increase in the cost of living by ten dinars for the staff who were appointed before 31/12/2014 and completed one year

3. The annual increase and the cost of living shall be retroactive from 1/1/2015 for one time.

4- It was agreed that the increase for the coming years will be based on the evaluation.

5. The provisions of this Convention shall apply from 1/4/2012 and end on 31/3/2013.

* Each Party keeps a copy of this Agreement, and the third copy submitted to Conciliation / Ministry of Labor representative.

First party

Second Party

Third party

***Signatures are seen**