



Country: Jordan

Sector: Food industries

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Topic: Wages /Social protection.

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

Amman, 1/6/2014

First Party: Taiba Investment & Food Industries Company.

Represented by: Acting General Manager Mr. Ghassan Shehab and
Director of Human Resources and Services Mr. Ahmed Shalabi.

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 2014, 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:

1. Annual increases as of 1/3/2015.
 - a. For employees with grades 1 to 7: 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 /2014 and did not receive any other salary increases.
 - c. 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.

d. 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.

4. 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 2% and provided that the employee's contribution does not exceed 15 dinars per month.
- The company must pay 4% and provided that the company's contribution does not exceed 15 dinars per month.
- The employee must complete 5 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 5 years and more than 3 years, all the amounts deducted from his salary And only 50% of the amounts paid by the Company's contribution to the Fund.
- 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 L5-L1 staff are exempted from the monthly deduction amount.

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 Ghassan Shahab and the director of human resources and administrative affairs Mr. Ahmad Alshalabi, 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 1/6/2015 until 31/5/2016 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.

* 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**