

Country: Jordan

Sector: Mining and mines

Date of document: 16/3/2015

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 55 workers



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

First party: Al-Nemira Company for Mixed Salts and Clay. LLC

Represented by: the General Manager / Ismail Al-Dakour

Second Party: General Union of Jordanian Mining and Mines Workers .

Represented by: Khalid fanatseh/the head of the union.

An introduction

A previous collective labor contract was concluded between the two parties for a period of two years from the date of 1/1/2013 until the end of the contract period included The members of the board of directors, the general manager of the first party, the members of the trade union committee of the first party and representatives of the second party were consulted and agreed to organize a new collective labor contract according to the following contractual terms With a view to consolidating cooperation between the two groups, inspired by the legal texts and the requirements of the present situation of living:

1. The introduction to this contract shall be regarded as an integral part of its articles and shall be read with it.

2. The two parties agreed to establish a compensation and death fund for the first party members classified under the following conditions:

1.2. The amount of compensation shall be one and a half month's salary for each year of service of the first group or 30 times the gross salary whichever is higher.

2.2. The maximum limit for participation in the Fund is 25 years.

3.2. The deduction from the salaries of the beneficiary employees in favor of the Fund shall be in the amount of JD10 per month and shall include

the deduction of the salaries of the thirteenth, fourteenth, fifteenth and sixteenth installments.

4.2. The contribution of the first party in the Fund shall be 20% of its annual net profit, up to the maximum amount of JD 100,000 annually, provided that the contribution of the First Group shall be paid annually, depending on the financial results of the Company. Payments are made to eligible persons in cases where sufficient funds are available in the Fund.

2.5. The deceased heirs of the classified employees shall be paid JD 1,500 once of the Fund's funds.

3. The two groups agreed to establish a housing fund for the first group's staff classified under the following conditions:

1.3. The amount of what is granted to the employee who is a co-worker in the Fund shall be a housing loan of JD 25,000 payable over a maximum period of 20 years.

2.3. The loan should be granted to 3 employees each year with a higher limit.

3.3. The period of utilization of the Fund shall commence after 5 years of participation.

4.3. The employee who wishes to participate in the Fund shall receive a non-refundable subscription fee of JD 25.

5.3. To deduct from the salary of the employee participating in the Fund monthly savings contributions at the rate of 5% of the total monthly salary.

6.3. The contribution of the first team to the Fund annually shall be in the amount of JD 50 thousand of its annual net profit and a maximum limit of

JD 75 thousand per year, depending on the financial results of the company and disbursed to the beneficiaries in cases where sufficient funds are available in the Fund.

4. The first party shall grant each employee who has an increase in the monthly cost of living allowance cut by 50 dinars to become 130 as of 2015/1/1.

5. The first party gives each employee a contract that has an increase of his monthly salary by 50 dinars as of 1/1/2015.

6. The Second Party undertakes not to apply to the First Party any claims with financial implications within three years from the date of entry into force of the provisions of this contract.

7. This contract had done in Amman of 7 items including this item and 3 original copies in Arabic. Both sides received a copy and handed over.

The third copy deposited with the Ministry of Labor.

Based on the above, this contract was signed between the two parties in Amman on this day.

First party: Al-Nemira Company for Mixed Salts and Clay. LLC

Second Party: General Union of Jordanian Mining and Mines Workers .