



**Country:** Jordan

**Sector:** Construction Sector.

**Date of document:** 15/4/2015

**Topic:** Social protection

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 560 workers



The project is cofunded by the European Union and ITUC

A project implemented by



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

**First party: Jordan Cement Factories Company (hereinafter referred to as 'the Company').**

**Represented by:**

1. Mr. Tawfiq Tabara, Chief Executive Officer of lafarj Jordan.
2. Mrs. Lama Al Abdalat / Deputy Director General of Human Resources for lafarj Jordan.

**Second Party: General Union of Workers in Construction sector /  
Jordan (hereinafter referred to as the Union).**

**Represented by:** Mr. Mahmoud Hayari, Chairman of the General Union, Mr. Hatem Al-Hawamla, Mr. Ahmed Zayed, Mr. Jihad Al-Sheyab, Mr. Muammar Al Akroush, Mr. Imad Al-Qanhara and Mr. Mahmoud Al-Khasawneh.

A Reference to the book of the General Union of workers in construction in Jordan No. (N /A/ B / 113/2014) dated 18/11/2014, Where It submitted the demands of the workers of the first party and after a dialogue with the spirit of affection, positive and understanding between the parties, The parties agreed to continue this company as a sponsor of the country. So, that our company remains the leader in the cement industry. 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 company is committed to maintaining security and job stability in a holistic and realistic sense for all employees in the company.

3. A committee will be formed by members of the union and management to take the necessary measures to ensure the maintenance of the health insurance system, And the acquired rights of the employees. The Company affirms its permanent commitment and respect for the rights of the employees and the agreements signed and enforced by them with the union.

4 . The two parties agreed to increase the basic salary 15 dinars and retroactive effect as of 1/1/2015

5. The two parties agreed to increase the cost of living allowance by 20 dinars and retroactive effect from 1/1/2015.

6. The two parties agreed to include the sons of staff members who are studying abroad in the company's scholarship system, In respect of the excess grants after the competition to be certified all official papers required by the relevant official authorities before submission.

7. Postponement of negotiations in item (1) referred to the demands of the union to begin on 31/7/2015.

8. The Company undertakes not to terminate the services of any employee or to relieve any employee thereof, except through an agreement between the Company and the Union, And to the satisfaction of the parties, and excludes the employee who commits any of the violations mentioned in Article 28 of the Jordanian Labor Code and its amendments.

9. A. The negotiation of the third item of the claim was postponed to 1/9/2015.

B- The two parties agreed to increase the premium for transportation of health insurance for Al-Rashadia employees by JD 10.

10. This Convention shall enter into force on 14/4/2015.

11. This Convention covers all employees of the Company.

12. The Syndicate shall not be entitled to make any claims that have a financial effect for the duration of the validity of this Agreement.

However, the Syndicate has the right to submit new claims as of 1/11/2015.

God protected Jordan under the banner of Hashemite and God protected our company to remain at the top of the cement market in Jordan and ask God to help us all for The best.

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