



Country: Jordan

Sector: Food industries

Date of document: 15/2/2015

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 410 workers



The project is cofunded by the European Union and ITUC

A project implemented by



Memorandum of Understanding

First Party: Jordan General Silos & Catering Company

Represented by: General Manager / Eng. Hassouni Muhailan.

Second Party: The General Trade Union of workers in food industries.

Represented By: Mr. Ahmed Abu Khadra / Head of the General Union
And the secretary of the trade union committee/ Mr. Jumaa al-Raoud.

Introduction:

For further dialogue, a meeting was held on 26/6/2014 at the Ministry of Industry, Trade and Supply Under the chairmanship of the Minister and in the presence of the company's management and representatives of the staff of all complexes and a representative of the General Union of Food Industries, Later, meetings were held between the company's management and the representatives of the complexes in order to affirm the friendly dialogue and provide a suitable environment for work Where the management of the company expressed its emphasis on maintaining the rights of employees and improving working conditions whenever circumstances permit and according to the regulations in force.

First, As the existing agreement between the First and Second Groups is in force On 17/1/2013 Expires on 31/12/2014, The second party of the first party requested the signing of a new agreement that will contribute to the consolidation of labor relations And to provide conditions conducive to the maintenance

of mutual affection, understanding and appreciation between the parties, The new agreement guarantees workers' rights during the term of the agreement.

Second, The first party agreed to organize a memorandum of understanding that defines and clarifies the relationship between the two parties According to which the first party is committed to consider the implementation of any demands that it deems legal and based on the Jordanian Labor Law and its amendments Or any new rights, the General Company of Silos and Supply shall be concerned with the implementation of these demands and according to the possibilities of the company available.

Third, The first party explained that during the year 2014, the company implemented many of the demands made by employees directly to the company, And with the knowledge of the union and in light of that, the regulations were amended to be implemented as of 1/1/2015 In addition to other resolutions that were implemented directly.

1. Approval of the additional work on the basis of the gross salary plus the additional salary mechanism As of 1/7/2012 and was directly in the adoption of the resolution From 1/7/2014, provided that the difference of the previous years shall be paid as soon as the provisions are available.
2. Adjusting the annual increase in the salary scale by approximately 25% for all employees.
3. Amend the family allowance to become 25 dinars for all employees married without regard to the number of eligible individuals.

4. Amend the annual leave to 25 days instead of 21 days for the third and fourth classes and 30 days instead of 25 days for the second category.
5. Modify the leave without pay.
6. Making important adjustments to sick leave, So that the employee who enters the hospital or the license of the approved medical committees paid him for up to about 5 months.
7. The establishment of new rules and instructions for the disbursement of travel allowance to achieve justice and equality of staff.
8. A committee has been formed to lay down the instructions and rules for the disbursement of the additional allowance, which includes the difficulty of the work.
9. The introduction of administrative amendments to the system of working hours in the complexes has won the satisfaction and the satisfaction of all employees in the complexes.

*Noting that most of these amendments are additional privileges and not a legal requirement based on the Labor Code Most of the articles of the Personnel Regulations have been amended in their light and have been approved by the Ministry of Labor.

Fourth, The second party estimated the first party to complete these amendments Stressing that granting all workers these privileges will lead to greater stability and create an atmosphere and an appropriate working environment conducive to job stability.

Fifth, In light of this, the two sides stressed the following:

- a. The first party is committed to considering any new demands of employees based on the Jordanian Labor Law and its amendments

or any new rights that the company is interested in implementing
Provided that it has adequate provisions, and that the second party
is committed not to submit any new demands that violate the
company's regulations and outside the framework of the Jordanian
Labor Law.

Sixth, This note is edited from three copies each team keeps its
copy and third with the Ministry of Labor.

*** Signed on Sunday, February 15, 2015.**

First party

Second Party

Third party

***Signatures are seen**