



**Country:** Jordan

**Sector:** Electricity Sector

**Date of document:** 19/11/2015

**Topic:** intensive

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 380 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: National Cable & Wire Manufacturing Co.**

Represented by : General manager of the company/ Eng. Khalid Mahmoud Saeed.

### **Second Party: General Union of Workers in Electricity.**

Represented by : the Head of the union / Mr. Ali Falah Al-Hadid / and the chairman of the trade union committee in the company Mr. Bahaa aldein zayed.

Where the second Party has submitted to the first party with the demands of the workers concerning the terms and conditions of work for the staff of the first party Included in the letter of the union No. CC / M / 2/1329 dated 30/6/2015. And for the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, Stressing the consolidation of good working relations between the two parties and the availability of common concern for the continuity of development and promotion of work in this institution in order to develop and improve the national economy And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of the negotiations, In order to preserve the continuity of these relations between the two parties and as a result of the flexibility was shown by both parties and understand each other's interests, a settlement has been reached for the workers' demands. The 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 parties agreed to grant all workers an increase in the basic salary of employees by (20) dinars per month.
3. The parties agreed to increase the cost of living allowance by JD (15) per month.
4. The parties agreed to raise the service allowance from one dinar to four dinars for each year of service for workers to whom this allowance applies to them and a maximum of ninety dinars.
  
- 5 . The parties agreed to grant the accepted employee his resignation by the management of the company and went to his service in the company for a period of not less than 12 years on the date of resignation, A financial incentive estimated salary of only four months and a maximum of 4000 dinars, The resigning employee shall sign an undertaking that the company shall not return any claims or any future judicial disputes.
  
- 6 . The second party has been committed not to submit claims with the financial impact of two years from the date of signing the contract.
  
7. A joint committee shall be formed by the parties called each of the parties' representatives to follow up the implementation of this contract and any dispute arising from it.
  
8. The provisions of this Agreement shall come into force as of 1/11/2015.

\*Signed on Thursday, 19/11/2015.

**First Party: National Cable & Wire Manufacturing Co**

**Second Party: General Union of Workers in Electricity**