



**Country:** Jordan

**Sector:** Air transport

**Date of document:** 19/3/2015

**Topic:** Incentives

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 814 workers



The project is cofunded by the European Union and ITUC

A project implemented by



**First Party:** Jordanian aircraft maintenance company LLC/free zones (Joramco), Queen Alia Airport, Jordan.

**Represented by:** CEO /MR. Osama Fatallah.

**Second Party:** The General Trade Union of air transport and tourism workers.

**Represented By:** Head of Union, Mr. Yusuf Qanab.

Since the Jordanian company for the maintenance of aircraft seeks to improve the working conditions of the workers, and the union of the general staff of air transport and tourism, Which represents all the employees of the company has submitted the demands of workers under its letter dated 24/1/2014 and in the interest of both parties to achieve the interest of employees in the company, As well as the interest of the company and maintain the proper functioning of the work and broadcast the positive spirit of the staff to carry out the tasks entrusted to them at a high level From Professionalism and Fidelity Based on the principle of positive dialogue between the company and the union, 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. Working contracts shall be issued in Arabic for the employees of the company after the signing of this agreement and before the end of March 2015.
3. The company agrees to cancel the twenty hours extra work that the employees were obliged to provide monthly and at the same time retain the salary they were paid for. So, that no deduction of any amounts from their monthly salary for the cancellation of those hours and as of March 1, 2015.
4. The Company and the Syndicate discussed the issue of savings premium and found that the value of the Royal Jordanian Provident Fund allowance, which constitutes 10%, is still paid as a value to the employees who earned it, By adding it to the basic salary of some

employees, regardless of whether he is entitled to the allowance or not, while others are still paying as a separate premium in addition to the basic salary, This has been proven from the Company's records relating to the salaries of the employees entitled to them, as well as through the previous collective labor agreement, which was deposited with the Ministry of Labor under No. (27/2008 on 18/6/2008).

5. The Administration decided that the minimum annual increase for the year 2015 is 15 dinars, and this increase will be applied for the current year only, And as an exceptional case in addition to giving 20% of the workers increase the multiplier and that starting from the year (2016) calculation of the increase according to the performance appraisal program used by the company.

6. The Administration has introduced a senior group leader and it has been agreed to upgrade the number of heads of groups who qualify for this function.

7. In recognition of the efforts and performance of some experienced and non-qualified staff, they have been granted annual increases in excess of the planned annual increase rate for this year.

8. The duration of this agreement shall be two years from the date of signature of the two parties and the contents thereof shall be binding on the employer and all employees of the company.

9. In the event of any dispute between the parties to the Convention, the courts of the Palace of Justice shall be competent to consider this dispute.

10. This Agreement shall consist of ten items, including this item and the introduction, and shall be two years effective from 1/3/2015.

\*This Convention was released on Tuesday, 17/3/2015 in the city of Amman – Jordan.

**First party: Jordan aircraft maintenance LLC. (joramco).**

**Second Party: The General Trade Union of air transport and tourism workers.**