



**Country:** Jordan

**Sector:** Air transport

**Date of document:** 24/3/2015

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 530 workers



The project is cofunded by the European Union and ITUC

A project implemented by



# **Collective labor agreement**

## **1. Parties of the agreement:-**

**First Party:** Jordan Aircraft Catering Company" ALPHA FLIGHT SERVICES".

Queen Alia International Airport - Giza - PO Box 39289 Postal Code 11104 Tel: 4453050-4451317 Fax: 4453367 Represented for the purpose of this agreement by its Executive Director /Dana Adwan.

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

Represented by: The President of the Union/Mr. Yousef Qanab.

## **2. The preamble of this agreement is considered as an integral part and read with it as one part.**

## **3. Objectives of the Agreement:**

Based on the company's policies to improve the conditions of its employees and develop the conditions of their work, which are in line with the objectives of the union, which represent all employees of the company, Despite the negative impact of the current global crisis on the company both in terms of volume of work or income, the two parties agreed to provide the following:

## **4. Articles of the main agreement:**

4 / A - The employees of the company were increased by up to 5% of their basic salaries, according to the performance evaluation prepared by the company as follows:

- 5% of the basic salary of employees whose performance exceeds the standards.

- 3% of the basic salary of employees whose performance corresponds to the standards.

- 2% of the basic salary of employees whose performance is less than the standards.

And the company's belief in its employees, the company will re-evaluate its performance on 1/4/2015. In the event of noticeable improvement, the employees will be given the amount that will be supplemented to the minimum planned increase to comply with the standards as of 1/5/2015.

**\*This increase was considered effective from 1/11/2014 and two months more than any previous year.**

4 / B: A hardship allowance of 30 dinars was awarded to all employees of the company as of 1/1/2015.

4 / C: A work bonus was awarded to the berths of 20 dinars for all workers on the berths as of 1/1/2015.

4 / D: Salaries of employees whose salaries are less than the local market rates have been adjusted and based on the company's recommendations for its employees and the rates of entry in the local market.

**5.This policy consists of 3 copies and is composed of (5) items including this item.**

**First Party: Jordan Aircraft Catering Company" ALPHA FLIGHT SERVICES".**

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

**Date : 19/3/2015**