



Country: Jordan

Sector: Ports and Clearance

Date: 22/11/2015

Subject: Social protection

Agreement type: collective agreement

Number of beneficiaries: Unavailable



The project is cofunded by the European Union and ITUC

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A collective employment contract under the provisions of the Jordanian Labor law No.8 for the year 1996

First party: Aqaba Village for Logistics Services.

Represented by: Mr. Mr. Hakam Abu El-Villat / General Manager of the company.

Second Party: General Union of Workers in Ports and Clearance.

Represented by:

-Mr. Mohamed Mtaila Odeh

-Mr. Samir Habashneh

-Mr. Mamoun Al-Attiwy

-Mr. Mohammed Jayyousi

Whereas the second party has submitted to the first party workers' demands concerning the conditions and conditions of work for the staff of the first Party on 12/9/2015 , and the interest of the parties to maintain an atmosphere and an environment conducive to the work of friendship and mutual understanding and appreciation between the parties Emphasizing the consolidation of good working relations between the two parties and providing common concern for the continuity of development and promotion of work in this institution in order to develop and supplement the national economy and in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of negotiations In order to maintain these relations between the two parties and as a result of the flexibility shown by the parties and their understanding of each other's interests, a settlement was reached for the workers' demands. The two sides agreed on the following:

1. The preamble to this Convention shall be deemed to be an integral part of the provisions of this Agreement and shall be read with it.

2. The first party agreed to amend the fourth item in the collective labor contract No. 65 dated 6/9/2011 so that the first team committed to grant the second party an additional paid holiday In addition to the Friday even if the worker got during the week on sick leave to be done through the disclosure of agreed breaks and without disruption to work on this day.

3. The first party is committed to involve the second party in the discussion of the group health insurance contract before signing it with any health insurance company taking into account the existing costs, which does not impose any additional cost on the company.

4. The first party undertakes to pay 3% of net profits at the end of each financial year after the official financial statements, which are issued after April of each year And shall be distributed equally to employees from 2015. The first party under this item is not required to disclose its financial statements based on the principle of trust between the parties.

5. In principle, the two groups agree that the provisions of Article IV of this Agreement are not related to the subject of the annual increase and the financial incentives, Which is the company's right only to decide whether to spend or not according to the performance appraisal system applied to its employees.

6. The provisions of this Agreement shall be effective from 24-11-2015 and shall end on 24-11-2017.

7. This agreement is free of preamble and seven items to be read as a single unit and in three copies. Each party has a copy and the third copy is kept in the Ministry of Labor.

This agreement signed on Tuesday, 24-11-2015.

First party: Aqaba Village for Logistics Services.

Second Party: General Union of Workers in Ports and Clearance