



Country: Jordan

Sector: Electricity Sector

Date of document: 3/4/2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 1070 Workers



The project is cofunded by the European Union and ITUC

A project implemented by



Collective Employment Agreement

First Party: : Central Electricity Generating Company.

Represented by: - Mr. Malik Kabariti / Board Member

- Mr. Abdul Fattah Nsour / CEO of the company.

Second Party: General Trade Union of Workers in Electricity.

Represented For the purposes of this agreement by:

-Mr. Falah Al-Hadid / President of the Association.

- Mr. Abbas Karishan / Secretary General of the General Union .

- Mr. Bassam Abu Zaltah / Chairman of the Trade Union Committee in the Company .

- Mr. Khalid Al-Azzam / Member of the Trade Union Committee of the Company.

As the second party has submitted to the first party demands of workers relating to the conditions and conditions of work for the staff of the first party under the book Union No. KK / 2/515 / 2012 on 22/1/2012. And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties. Emphasizing 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 and to maintain the continuation of these relations between the parties As a result of what was discussed at the meeting, it was agreed to sign this collective agreement which includes the following:

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

2 - The first party shall undertake the following increases for each worker whose total salary is 800 dinars or less, which includes the basic salary and the following allowances and allowances (Family, cost of living, experience, rosy, location, field, transport allowance, car allowance) as in the salary of 3/2012 to be disposed of from 1/3/2012:

- The first party is obliged to increase the amount of JD (30) to be added to the basic salary.

- The first party is committed to increase the allowance of the cost of living allowance (50) dinars.

- The first party is committed to increase the shift allowance.

3- The first party shall undertake the following increments for each worker whose total salary is more than 800 JD and includes the basic salary and the following allowances and allowances (family, cost of living, experience, rosy, location, field, transportation allowance and car allowance) , And to be disposed of from 1/3/2012:

- The first party is committed to increase the basic salary of 15 JD.

- The first party is committed to the allowance of the cost of living allowance (25) dinars.

- The first party is committed to pay the shift Allowance of JD (15) for each person .

4. The first party is committed to standardize the accommodation in hospitals for all employees in the company

5. The first group is obliged to pay interest-free housing loans.
6. Amend the annual vacations, according to the years of service of the first part so that it becomes 30 days for each of the 12 years or more in service as of 1/7/2012.
7. Considering the issue of accommodation of employees living in the housing limited in Aqaba and the formation of a committee of the parties to follow up the termination of this subject during the validity of this agreement to a maximum extent.
8. The first party is committed after the signing of this Convention not to take any disciplinary or legal action or to separate any of them as a result of the strike and the first party is committed not to refer to the General Union of Electrical Workers Or any of the employees who participated in the strike any demands or compensation arising or linked to the strike that began on 3/4/2012.
9. The duration of this Agreement shall be two years from the date of signature of this contract.
10. The Association shall not commit to any claims of financial effect on the First Party during the period of validity of this contract.
11. A committee of the Parties shall designate a delegation to follow up the implementation of the provisions of this Agreement or any dispute arising therefrom.
12. This agreement is free of an introduction and twelve items that are read together as one unit and in three copies. Each party has a copy and the third copy is kept in the Ministry of Labor.

First Party: : Central Electricity Generating Company.

Second Party: General Trade Union of Workers in Electricity.