



Country: Jordan

Sector: Food industry

Date of document: 2-9-2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 518 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 AND all its
amendments**

First Party: Tobacco and Cigarette Industries Company (LLC) .

Represented by: Mr. Samer Shawawra / Member of the Board of

1. Administration Director and Vice Chairman of the Board of Directors.
2. Mr. Khalid Al-Muqabaleh / Executive Director.

Second Party: The General Trade Union of workers in food industry.

Represented By:

1. Mr. Ahmed Abu Khadra / President of the General Union
2. Mr. Ayed Shehadeh, Vice-President.
3. Mr. Mahmoud Al-Maqousi / Secretary of the trade union committee.

A Reference to the union's letter of workers in the food industry No. (N / A 2/2539) dated 2/5/2012, and in light of the workers' demands submitted to the management of the company, where several friendly meetings were held between the two Parties, Which were characterized by an atmosphere of understanding. The company expressed a sincere understanding of the demands of the workers and at the same time maintained the development of production and improvement of the work in quantity and quality, and it was agreed on the following:

1. The salaries of the company's employees were adjusted on 30/6/2012 within the salaries of the month of June 2012 on the basis of the following mechanism:

a. An increase of 12% of the basic salary and grant one JD for each year of work at the company for those whose salaries are less than (350) JD and have more than 3 years of experience within the company.

b. An increase of 5% of employees in the basic salary for those who have exceeded their salaries (600) dinars.

c. An Increase of 5% of employees in the basic salary for those whose salaries more than (350) dinars, and their years of experience within the company less than 3 years.

d. Increase the employees on the basic salary by 10 %% for those who have salaries less than (350) dinars and years of experience within the company less than 3 years.

e. An increase of 10% of the basic salary and grant one JD for each year of work at the company for those whose salaries are more than (350) JD and have more than 3 years of experience within the company.

2. Based on the positive dialogue between the parties and for the interest of the company management, to maintain an atmosphere of friendliness, understanding and appreciation and confirmation of the consolidation of good relations, it was decided to spend bonus as "Eiddiah" for all employees of the company, (100) dinars in the month of August before Eid al-Fitr.

3. The parties agreed to discuss any labor demands in the same way as the previous and form committees representing all employees of the company from all departments to discuss any developments in the future.

4. The Committee undertakes not to repeat strikes that affect the company's interest and to make the periodic meetings between the formed

committee and the representatives of the administration is the method adopted for the workers' claims.

5. The representative of the Managing Director and Member of the Board of Directors promised not to impose any malicious or illegal sanctions against any one of the striking employees of the Company.

6. The members of the committee, which formed by the employees promised that the natural and friendly atmosphere will prevail among the working colleagues in the coming stages.

7. The provisions of this Convention shall apply from 9/6/2012 and ends on 9/6/2013.

*Each party keeps a copy of this agreement and the third copy to the representative of the Ministry of Labor.

First Party: Union Tobacco and Cigarette Industries Company (LLC).

Second Party: The General Trade Union of workers in food industry.

Third Party: Ministry of labor

***Signatures are seen**