



Country: Jordan

Sector: Electricity Sector

Date of document: 2/4/2012

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 1046 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
amendments to 2010 under the amended law and
Temporary No. (26) for the year 2010**

First Party: Irbid Electricity Company is a public shareholding company
Represented by : Eng. Ahmed Dinat, General Manager of the Company,
based on the Board of Directors' decision No. 396 dated 19/3/2012.

Second Party: General Trade Union of Workers in Electricity.

Represented by:

1. Mr. Ali Falah Al-Hadid, Head of the General Union.
2. Mr. Ahmed Manoor Al-Kufahi, member of the General Union of Electricity Workers in Jordan
3. Mr. Emad Bani Hani, Chairman of the Trade Union Committee of Irbid Electricity Company.

Based on the letter of the President of the General Union of Electricity Workers in Jordan No. 2/603/2012 dated 24/3/2012. A reference to the book of the General Union of Electricity Workers in Jordan No. 2/425/2011 dated 18/10/2011, Including the request to grant the staff of the first party increases, according to the details indicated in the text of the letter of the above mentioned union, And out of the atmosphere of friendliness and understanding and keenness on the public interest, and the close relations between the management of the company and the union and to continue for the best, The two groups agreed that:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. To raise the technical bonus specified in Article (9) of the Labor Code for the Company's employees as follows:
 - 10% for jobs that receive a technical bonus (50%) and less.
 - 5% for jobs that do not receive a technical bonus exceeding 50%.
3. Raise the work risk premium (specified in paragraph (c) of Article (10) of the Labor Code for the employees of the company from (12.5) JD to (20) JD.
4. Increase the use of a mobile reading device (specified in Article (13) of the system of work) (from (5) dinars to (20) dinars.
5. To grant a living allowance to the working wife of the male employee by amending the provisions of Article 11 (b) Of the system of work to write off the terms provided that she is not working and receives a salary from her work.
6. Apply the system of health insurance for employees 'after retirement' according to the rules and provisions set out in the draft system approved by the commissioners of the General Union of Electricity Workers With the right to employees who have terminated or terminated their services in the company during the period from 1/1/2012 to 30/6/2012 to participate in the Fund according to its provisions.
7. Grant permanent employees with permanent service an exceptional increase outside the salary of JD (30) per month On the basis of fifteen salaries) so that it does not entail any additional amounts (social security / savings / health insurance / compensation of the end of the servants and

any other amounts) And to consider the possibility of including this increase within the salary later as allowed by the financial capabilities of the company.

8. The increases mentioned in items (2-7) shall be granted according to the following rules:

A. The application of the provisions (2/3/4/7) as of 1/3/2012.

B. Apply the two items (5/6) as of 1/7/2012.

C. To drop the items (1/2/5/8/10/11) of the demands contained in the letter of the second party / general syndicate referred to in the preamble to this Agreement , As verified and finished and deferred search of the rest of the items contained in the same book beyond 31/12/2013.

First Party: Irbid Electricity Company is a public shareholding company Second Party: General Trade Union of Workers in Electricity.