



Country: Jordan

Sector: Construction Sector.

Date of document: 1/5/2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 346 workers



The project is cofunded by the European Union and ITUC

A project implemented by



Draft Work Agreement

First party: Al Rajhi Cement Company.

Represented by:The Executive Director of Human Resources/
Mohammed Abdul Rahman.

Second Party: Trade union committee/ Al Rajhi Cement Company.

Represented by: Committee Chairman/ Ahmed Al Amoush.

Where the second party submitted a set of 13 demands, On 25/3/2012 and in the interests of the two parties to maintain an atmosphere of the work environment and mutual understanding between the parties and the emphasis on the consolidation of working relations between the parties, In the spirit of the positive atmosphere prevailing in the negotiations of the meetings, it was agreed on the following demands:

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

2. Approving the third salary for the year 2012, to be Paid at the end of June.

3. Payment of the Shift allowance as follows:

A. A lump sum of JD 30 shall be disbursed for each person working in the three-shift system as of 1/6/2012.

B. The amount of 20 dinars divided for each working in the system of two-shift as of 1/6/2012.

4 . It is agreed to pay the annual increase as of 1/1/2013 and by a rate of 4.6% above the basic salary and according to the assessment.

5 . The company emphasizes on security and job stability is a common interest of the two production parties and the company is committed to applying the Jordanian labor law on various issues common to both parties.

6. The company confirms that the priority of the appointment will be for the sons of the region who have the required qualifications and experience, according to advertised jobs, knowing that the company has more than 40% of the workers from the region.

7. The company is committed to reconsider the cost of living after the end of the current year 2012.

8. Forming a committee consisting of three persons for each party to follow up the demands of the workers.

9. The party is committed to the second party not to raise the demands of the workers until 1/1/2014, where this Convention will apply as of 1/6/2012 and will end on 1/1/2014.

The two parties also expressed their sincere thanks to the representative of Al-Mafraq, the director of the Mafraq, Mr. Mohammed Zboun, To cooperate in successfully resolving the dispute between the parties.

First party: Al Rajhi Cement Company.

Second Party: Trade union committee/ Al Rajhi Cement Company.

Signature is seen