



Country: Jordan

Sector: Food industry

Date of document: 25-1-2015

Topic: incentives

Agreement type: Collective Agreement

Number of beneficiaries: 3200 workers

**Collective Employment Agreement under the provisions of
the Jordanian Labor law No.8 for the year 1996 AND all its
amendments**

First Party: DANISH JORDANIAN DAIRY CO.W.L.L.

Represented by: The Chairman of the Board of Directors /Mr. Omar Al-Hourani.

Second Party: General Union of workers in the food industry

Represented by the gentlemen:

1. Mr. Ahmed Abdel Hamid Abu Khadra / Head of the Union.
2. Mr. Fadi Fayez Badran - Chairman of the union committee in the Company.
- 3- Mr. Gamal Hassan Al Masri - Secretary of the trade union committee .

A reference to the Letter of the General Union of Workers in the Food Industries No: N / 3/2715 dated 4/1/2015. Several meetings were held at the company's headquarters, where the atmosphere of friendliness and understanding and keenness between the two parties on common interests, Agree on the following demands:

1. Providing of the amount of one dinar for each year of service for those who completed ten years of work and above.
2. Providing of the amount of half dinars for each year of service for those who completed the work period from one year to nine years.

- 3 - Payment of the amount of five dinars instead of the cost of living for all workers in the company.
4. Payment of The amount of ten dinars instead of an annual increase of employees in the company.
5. Paying a reward equivalent to 50 dinars for all employees in the company.
6. Develop the savings fund to pay the amount of seventeen dinars per month as of 1/1/2015.
7. The payment of items from (1) to (6) includes all those who completed the period of legal experience as of 31/12/2014
8. Form a committee to address any imbalance that occurs in the items of this Agreement.
9. The provisions of this Agreement shall apply from 1/1/2015 to 31/12/2015.
- 10 . Edited on 25/1/2015 in three copies, Each Party keeps a copy, and the third copy submitted to the Ministry of Labor.

*Edited and signed on 25/1/2015

Second Party:

General Union of workers in the food industry.

First Party:

***Signatures are seen**