



Country: Jordan

Sector: Food industries

Date of document: 7/12/2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 135 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: Modern International Company for Vegetable Oil Industries
LLC.

Represented by: Mr. General Manager Nader Sandaha.

Second Party: the general union of workers in the food industry in
Jordan.

Represented by : Mr. Ahmed Abu Khadra, the head of the union,

The members of the trade union committee are:

Ayman Ahmed

Haitham Mohamed

Moayad Jamal

Amjad Turki

Basil Sharif

In light of the demands of the workers submitted to the management of the company, and as the economic situation is going through a difficult situation for workers due to the high prices of basic materials, has held several joint meetings between the two parties had an atmosphere of friendliness and understanding, Where the company showed a sincere and honest understanding to improve the conditions of employees in the company and thus confirmed the second group on the joint cooperation and accordingly the parties agreed on the following:

First: Raise the minimum wage to 190 hundred and ninety dinars including the thirteenth salary of new employees and according to the law.

Second: It is decided to grant the employees of the company an annual increase of a minimum of eight dinars and as follows:

A. The rate of increase on salaries shall be 6.5% at the maximum limit and 8 JD at the minimum rate calculated on the basic salary, taking into account the evaluation of the performance of the employee after correcting the evaluation of the different departments, provided that the annual rate of increase does not exceed 5% of the total salaries of the company.

B. The employees of contracts, rioters and abusers who have less than one year of service in the Company shall be excluded from the increase.

Third: A committee of the parties shall form a representative party to deal with any defect resulting from the application of this agreement.

Fourth: The provisions of this agreement shall be exceptional as a kind of remuneration as of 1/1/2012 and ending on 31/3/2013.

Fifth: The First and Second Parties shall keep a copy of this Agreement and the third copy with the Conciliation Representative in the Ministry of Labor.

First Party: Modern International Company for Vegetable Oil Industries
LLC.

Second Party: the general union of workers in the food industry in Jordan.