



Country: Jordan

Sector: Printing and Photography

Date of document: 31/1/2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 350 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: The Jordanian Press and Publishing Company (Al-Dustour newspaper)

Represented by the gentlemen:

1. Professor. Mohamed Amin Jarrah
2. Professor. Riad Daoud Abassi

**Second Party: The General Union of workers in Printing,
Photographic and Paper.**

Represented by :

1. Mr. Mohamed Abdel Rahman Al Zoubi / Head of the Union
2. Samir Al-Ramhi / Member of the Trade Union Committee

As the second Party has submitted to the first Party with the demands of workers according to their letter No. / AD / 118/2011 dated on 18/12/2011 related to the terms and conditions of work for the staff of the first party, And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect, understanding and appreciation between the two parties and affirmation of the consolidation of good working relations between the parties, And the common interest in the continuation of development and promotion of work in this institution in order to develop and provide the national economy and the spirit of positive and friendly relations that prevailed in

the atmosphere of the meetings of the negotiations and to maintain the continuation of these relations between the parties, As a result of the flexibility was shown by the parties and their understanding of each other's interests, a settlement was reached for the workers' demands. **The two Parties agreed on the following:**

1. The preamble to this Convention shall be considered an integral part of its articles and shall be read with it.
2. With regard to the first item of the demands, the first group agreed to re-pay the amounts that have been suspended from some employees in the company, Which continued to be disbursed for more than two years after the cessation of work For which they paid these rewards because of that.
3. With regards to the second item of the demands has been agreed with the parents of the work advances system until 30/4/2012 in accordance with the circular issued by the company's management, The system will be suspended as of May 1, 2012 and work as stipulated by the Labor Law regarding the system of advances.
4. With respect to the third item of the Claimant, the first party promised to study the work site in relation to safety and occupational health in cooperation with the trade union committee.
5. The first party agreed to raise the professional allowance to 50 dinars for all employees of the first party, except journalists affiliated with the Journalists Union and disbursed as follows:

A) Ten dinars as of 1/2/2012

B) Twenty dinars as of 1/12/2012

(Not to affect any increases may be given to employees during 2012)

6. The provisions of this Convention shall not affect any vested rights enjoyed by the workers prior to the signing of this Convention.

7. The provisions of this Agreement shall apply from the date of its signature.

8. Each Party keeps a copy of this Agreement, and the third copy submitted to The Ministry of Labor.

Signed on Tuesday, 31/1/2012

First Party: The Jordanian Press and Publishing Company (Al-Dustour newspaper) Second party

Second Party: The General Union of workers in Printing, Photographic and Paper.

***Signatures are seen**