



Country: Jordan

Sector: Food industries

Date: 9/1/2012

Subject: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 240 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**

DANISH JORDANIAN DAIRY CO.W.L.L.

First party: Danish Jordanian Dairy Company.

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

**Second Party: The General union of workers in food industries and the
General Trade Union Committee of the Danish Jordanian Dairy Company.**

Represented by:

- 1. Mr. Ahmad Abu Khadra/Head of the Union.**
- 2. Mr. Fadi Fayez Badran/ Head of the Union Committee in the Danish
Jordanian Dairy company.**
- 3. Mr. Jamal Hassan Al Masry/ Secretary of the union's Committee in
the Danish Jordanian Dairy company.**

Introduction:

A reference to the book of the General Union of Workers in Food Industries No: T / 3/2506 on 20/12/2011, several meetings were held at the headquarters of the company, where the environment of friendliness and understanding and keenness between the parties in the common interests, **where it was agreed on the following demands:**

1. Adjusting the salaries of workers who have been in the service of the company for two years until 31/12/2011 to become two hundred dinars on 1/1/2012 and excluded from the second and third items.

2. Increase the basic salary of employees in the company as follows:

- Those that are less than two hundred dinars and their service increases for two years - Amount: ten dinars.
 - Those who serve more than five years - Amount: Twenty dinars.
3. Payment of a cost of living allowance for all workers in the company amount of ten dinars.
 4. Payment of a reward of sixty dinars, for all employees in the company.
 5. Cancellation of all warnings to employees of the company before the date: 31/12/2012.
 6. A committee should be formed by both parties to follow up the implementation of this agreement or any dispute caused.
 7. The provisions of this Agreement shall apply from 1/1/2012 to 31/12/2012.
 8. The Convention edited on 5/1/2012, in three copies, one copy for each party and the third copy deposited with the Ministry of Labor.

*And it was signed in Amman – on 5/1/2012.

First party: Danish Jordanian Dairy Company.

Second Party: The General union of workers in food industries and the General Trade Union Committee of the Danish Jordanian Dairy Company.

Signatures are seen.