



Country: Jordan

Sector: Food industries

Date of document: 17/1/2012

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 120 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: Yeast Factories Co. Ltd.

Represented by:

1. Eng Raymond Hilteh / General Manager of the company.

**Second Party: The General Trade Union of workers in the food
industries.**

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Mr. Adawi Al-Jamal / Secretary of the Union

And the members of the trade union committee

1. Kamal Khalil Al-Tirawi
2. Ibrahim Abu Al-Wafa
3. Khaled Hosni
4. Salman Mahmoud Rashid
5. Saleh Al-Ajalin

Where the second party has submitted to the first party workers demands contained in the union's letter No. 3/2503 on 28/11/2011, 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 and understanding between the two both of them, And to emphasize the consolidation of good working relations between the two parties, And for the common interest in the continuity of development and promotion of work in this institution in order to develop and improve the national economy And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of the negotiations, In order to maintain these relations between the two parties and as a result of the flexibility was shown by both parties and understand each other's interests, **The settlement of the workers' demands were reached and the parties agreed on the following:**

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. To grant an annual increase of 5% to not less than 20 JDs on the basic salary of all employees.
3. Increase the cost of living 40 JDs to become 100 dinars instead of 60 JDs for all employees.
4. Increase of 2 JDs for each year of service with a maximum limit of 40 JDs for all employees.
5. Approving a schedule of contracts, so that the additional four salaries are calculated after 3-6-8 years.
6. The provisions of this Agreement shall apply from 1/1/2012 and end on 31/12/2012.
7. A committee of each party shall be formed, each of them shall call its representatives to follow up the implementation of this Agreement and any dispute arising therein.

*This agreement was signed on three copies each party keeps a copy and the third one is deposited with the Ministry of Labor.

*Edited and signed on Monday, 16/1/2012.

First party: the company yeast factories

En. Raymond Halata.

*** Second Party: General Union of workers in Food Industries**

Mr. Ahmed Abu Khadra / Mr. Adawi Ibrahim El-Gamal / Mr. Kamal Khalil El-Tirawi / Mr. Ibrahim Mohamed Abou El Wafa / Mr. Khaled Hosni / Mr. Salman Mahmoud / Mr. Saleh Al-Ajalin.

***Signatures are seen**