



Country: Jordan

Sector: Food industries

Date of document: 12/6/2014

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 320 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

First Party: Ghadeer Mineral Water Company.

Represented by: Mr. Dr. Rasem Al Dabbas General Manager
(hereinafter referred to as 'First party')

**Second Party: The General Trade Union of workers in the food
industries. (Hereinafter referred to as 'Second party')**

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Bushra Salman /President of Working Women Committee.
3. Ms. Randa Al-Babali, Secretary of the Trade Union Committee,
(hereinafter referred to as 'the Second party').

To ensure the continuation of the constructive work between the two parties and from the constant concern to improve working conditions and based on the principle of excellence in maintaining the company's employees Through the upgrading of the benefits and wages granted to all employees in the company through a systematic and comprehensive work to reflect positively on the improvement of work and increase productivity. As several meetings were held between the two parties during the current year in order to continue improving the conditions of the staff of the first party and in recognition of their outstanding efforts in 2013, the two parties agreed on the following:

The preamble of this agreement is considered as an integral part and read with it as one part.

* The two parties agreed that the first party would grant the following benefits to its staff as described below.

1. Annual increases shall be effective from 1/4/2014.
2. Increase the salaries of all employees in the company who have completed a full year in the job only 10 dinars, not only for the category of workers only.
3. The annual increase of employees is linked to the results of the performance of each job, according to the degree of functional and according to the annual assessment in force in the company.
4. Continuity in the payment of the salary of the thirteenth of all workers in the company at the end of the month of December 2014, and be proportionate to those who did not complete the year at the end of 2014.
5. Continuity in the payment of the allowance of the night shift allowance of 10 JDs for the employees of the factory only.
6. Disbursement of 'forklift driver allowance' of 15 dinars per month only.
7. Prepare an integrated system and set ranks and functional levels and adopt a functional ladder in line with the standards of Nestlé International and in line with the local market.
8. Approval of the granting of a paid marriage leave to employees, For only one day from the date of his employment in the company for three days.

9. Authorization to grant employees a paid father's leave for each child And shall be granted once a year provided that the employee has completed a full year of employment.

10. Add the benefit of cancer coverage through a care program for all employees of the company who completed the trial period, With an annual coverage of 10,000 JDs only through the King Hussein Cancer Center.

11. Adoption of a monthly incentive program for sales staff through the award of prizes for those who achieve the highest selling goal for a particular month.

12. Adoption of a monthly incentive program,for employees of the factory is linked to the production of the factory.

13. Work to honor employees who have been appointed for 5 years and more and provide incentives for them, Through the establishment of a ceremony On the anniversary of the founding of the company, which is in August each year.

14. Form a social committee aimed at preparing recreational and social activities and programs for staff.

15. A committee shall be formed from both parties to deal with any defect that occurs when applying this Agreement.

14. The provisions of this contract shall apply from 1-4-2014 to 13/5/2015.

***This Agreement shall be governed by and construed in accordance with the laws, regulations and instructions in force in the Hashemite Kingdom of Jordan, And any amendments thereto, the Amman Courts shall have sole jurisdiction to consider all disputes that may arise from the interpretation or implementation of the provisions of this Agreement.**

***Three copies of this agreement have been edited, so that each party will keep its copy and submit a third copy to the Ministry of Labor.**

First Party: Ghadeer Mineral Water Company.

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

Third party: Ministry of Labor.

Signatures are seen