



Country: Jordan

Sector: Textile and Clothing

Document Date: 9-9-2012

Subject: Social Protection

Document Type: Collective Agreement

Number of beneficiaries: 3000 workers

**COLLECTIVE AGREEMENT FOR MEDICAL SERVICES  
IN ACCORDANCE WITH JORDAN LABOR LAW NO. 8, YEAR 1996**

**Date: 1<sup>st</sup> August 2012**

**First party: Classic Fashion Apparel Industry Ltd Co.**

**Represented by: Mr. Sanal Kumar.**

**Second party: The General Trade Union of Workers in Textile,  
Garment and Clothing Industries**

**Represented by: Mr. Fathallah Al Omrani.**

Whereas the first party is a manufacturing company that employs workers in the field of garments manufacturing industry; and whereas the second party provides medical service for the workers in the sector of clothing industry, and considering the concern of both parties to provide the first party's workers with a suitable working environment, maintain their safety and health, and insure the medical care and prevention for them- as per the Jordanian Labor Law regulations and the systems, instructions and resolutions issued to put the law into effect; both parties agreed on the following:

- 1- This agreement reads its preamble as a part of it.
- 2- The second party has to run the medical check-ups for the working staff of the first party – in Classic Fashion Apparel Industry Ltd Co, unite 3 and 4 at al Hassan state and provide them with the medical services, as follows:
  - a. Carrying out the periodical check-up for the workers as per the regulations of the medical care system **no. 42** for the year 1998, and the instructions issued according to it, and any amendments and/or changes may take place on this law excluding the specialized test, lab tests and the x-ray photography.
  - b. Notifying the first party in writing with any vocational or suspected diseases.
  - c. The second party shall provide doctor's daily visit to the clinic of the company and medical examination for the workers and the staff in classic fashion Apparel Industry Ltd Co, unit 3&4 at the factory clinic site according to forms accredited for this purpose.
  - d. The second party shall issue of the medical reports related to giving the worker a sick leave; as per article **no. 65** of the Jordan Labor Law.
  - e. The second party will appoint qualified Doctor, approved by the Ministry of Labor, who will work in the first party's clinic unit 3&4 , from 8:00 A. M to 4:00 P.M. the payment shall be paid to the Doctor

by the second party and it is the responsibility of the second party to settle dues, if any payable to the Doctor during the period worked with first party.

- f. Second party is responsible for making Doctors available at Clinic during the work hours 8:00 A.M to 4:00 P.M and in case Doctor is absent for duty, second party is responsible to arrange another doctor in place, who should also be approved by Ministry of labor on first party, due to the absenteeism of Doctor , the second party is responsible and will pay the such penalty/fine amount to the first party
- 3- The first party shall provide the second party with a sufficient space, and all the medicines and equipment required for its delegated physician to enable him to perform his duties at the first party's plant site.
- 4- The first party shall pay to the second party an amount of JDs 9500 say (Jordan Dinars) at the beginning of each month during the validity of this agreement.
- 5- The duration of this agreement is one year commences as from 1<sup>st</sup> August 2012 and ends on 31<sup>st</sup> July 2013.
- 6- Both party has the right to terminate this contract by giving one month notice in writing to the other party in case the contract needs to be terminated prior to the expiry if it's contract date.
- 7- A committee of the two parties was formed to follow up the implementation of this agreement. The company represented by Mr. MADIN NAIR, and the workers represented by Mr SATUKIMAR.
- 8- This agreement is signed in three replications, one with each of the two parties and the third to be submitted to the Ministry of Labor.

The First Part



The Second Party



Handwritten notes and signatures at the bottom of the page, including the number '250/99' and a signature that appears to be 'C.F.A.I.'.