



**Country:** Jordan

**Sector:** Food industries

**Date of document:** 15/3/2012

**Topic:** Fixing daily workers

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 1600 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 Board of Directors of Yarmouk Water Company.

**Represented by:**

Eng. Fayez Bataina

Dr. Eng. Saleh Al-Kharabsheh

Dr. Eng. Hashim Al - Faraj

Eng. Ahmed Althnebat

Mr. Faisal Khatatbeh

Mrs. Fatima Yassin Engineer Bassem Telfah

**Second Party:** the general union of workers in the food industry in Jordan.

**Represented by :** Mr. Ahmed Abu Khadra, the head of the union,

Members of the Trade Union Authority:

Mr. Ayed Shehadeh /Mr. Jumaa Al-Raoud/ Mr. Adawi Ibrahim

**A Reference to the Letter of the General Union of Workers in the Food Industries No. 45-3-2515 Date 13-2-2012 Held several meetings with an atmosphere of friendliness and understanding and concern for national interests** All the above mentioned items were discussed in addition to the other demands submitted by the employees of the Yarmouk Water Company. It was agreed that:

1. 10% of the total basic salary (defined under the civil service system) as a share premium for all employees and employees of the Yarmouk Water Company for its employees as of the same date 20%
2. Work on fixing day laborers according to the directives of the Government under any decision issued by the competent authorities. If no decision is made by the Government, they shall be transferred to employees of the Yarmouk Water Company upon the transfer of the seconded employees to the permanent employees of the Yarmouk Water Company.
3. Where the file of the management contract of the Yarmouk Water Company signed with French company Veolia was transferred to the Anti-Corruption Department, the two parties agreed to respect any decision that may be issued by the Department in this regard.
4. Is the salary of the thirteenth and the savings fund to be considered when converting seconded employees to permanent employees of the Yarmouk Water Company?
5. Cancellation of the restructuring decisions issued by the Board of Directors and the management contractor of French company Veolia.
6. Form a committee to develop a system of incentives.
7. The two parties shall participate in addition to a delegate from the Ministry of Labor to prepare the company's internal regulations.
8. Arrange with the company to provide job security for all users of the company.

9. Formation of a committee of the parties. Each party shall designate its representatives to deal with any defect that occurs in the application of this Agreement.

10. The provisions of this Agreement shall apply as of the date 1-3-2012 and end on 28-2-2013.

11. Each party shall keep a copy of this agreement and the third copy of the Ministry of Labor.

Therefore, was signed

First party/ Board of Directors of Yarmouk Water Company

	Eng. Fayez Bataina
	Dr. Eng. Saleh Al-Kharabsheh
	Bassem Telfah
	Dr. Eng. Hashim Al - Faraj
	Eng. Ahmed Althnebat
	Mr. Faisal Khatatbeh
	Mrs. Fatima YassinEngineer

Second party:..The general union of workers in the food industry in Jordan

	Mr:Ahmad abu kadra
	Mr.Ayed shehadeh
	Mt.Jumaa Ruod
	Mr.Adawe Ibrahim