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Country: Jordan

Sector: Air transport

Date of document: 18/3/2012

Topic: wages

Agreement type: Collective Agreement

Number of beneficiaries: 100 workers.



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Collective Agreement

This collective agreement (hereinafter referred to as the Convention) was signed on Tuesday 28 February 2012.

First Party: (Royal Jordanian)

Represented by the Director-General / CEO Mr. Hussein Al-Dabbas (referred to for the purposes of this Agreement by the First Party or the Company).

Second Party: The General Trade Union of air transport and tourism workers.

Represented By: Head of Union, Mr. Yusuf Qanab.

In the light of what accompanied the company from the effects because of the difficult conditions in the region and the world adversely affected the commercial aviation traffic, And the consequent decline in passenger transport, high cost and increased burdens and the belief of the management of the company to estimate the services provided by the great service. As the management of the company felt that one of the requirements of the continuation of the company in its work is to reduce the labor force in it, This should be done by means of demobilization to guarantee the employees' rights and give them compensation for the end of their work and the second party represents the employees of the first party. Therefore, on the basis of the above, the two parties agreed as follows:

First: Introduction

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

Second: Provisions

1. This Convention applies to employees who voluntarily apply for dismissal from the work and agree to the first party, In accordance with the provisions of this Agreement and during the period of its validity, shall, as it deems appropriate.
2. The provisions of this Agreement and any compensation, benefits or amounts contained therein shall be deemed to apply exclusively to the employees of the First Party covered by the provisions of paragraph (1) of this Article.
3. The worker covered by the provisions of this Convention shall have the following rights:
 - (A) A salary of half a month for each year of service, the worker shall work for the first party, And shall be calculated on the basis of the last gross salary paid by the employee at the company for the period from 1/11/1981, The period before this date applies to the privacy of the company's regulations and instructions.
 - (B) Month salary with all bonuses instead of notice in the event of non - notification of the worker.
 - (C) The fulfillment of any other rights due to the worker under the Company's regulations and instructions.
4. Upon receipt of the rights referred to in paragraph (3) of this Article, the worker shall sign his signature as specified in Annex 1 of the agreement.
5. Although The provisions of this Agreement, the years of service of the Employee in the Company shall not be counted as a daily factor within the years of service required to calculate the remuneration. Excludes any previous service periods that the worker has received for any kind of bonus or cause.
6. For the purposes of implementing this Agreement, the Group's first financial, accounting and administrative restrictions shall be considered, Are the limitations adopted to estimate the amounts paid and these restrictions are considered to be between the Second Party.
7. The First Party the right to deduct any amounts of money incurred by the worker covered by this Convention in favor of the first party, According to the constraints and data of the first party.

Third: Obligations of the second party:

1. The Second Party shall undertake not to claim by it and / or by the employees covered by the provisions of this Agreement any rights other than those referred to in this Agreement, And the First Party acquires thorough, conclusive and final evidence of any allegations and / or allegations relating to this Agreement including but not limited to Any claims relating to arbitrary dismissal awards, notification fees or otherwise.

2. The employees covered by this Convention shall not benefit from the rights contained therein if the worker has filed suit or claims against the Company prior to the signing of this Agreement, Except in the case of the dismissal of the case or the discharge of the company's acquittal in the case or cases filed by the party.

Fourth: General Provisions:

1. The provisions of this Convention shall be governed by the laws of the Hashemite Kingdom of Jordan.

2. The Central Amman Courts (Palace of Justice) shall only be competent to hear any disputes arising out of or relating to this Convention, There is no need to exchange warnings when resorting to courts on the implementation of this Convention.

3. The term of this agreement shall be a full year starting from 28/2/2012 and ending on 27/2/2013 and It can only be renewed by the written agreement of the two parties.

4. This agreement signed on three original copies, each Party retained its original copy of the work of what is stated therein, The two parties agreed to submit the third original version to be registered with the competent authorities in accordance with the provisions of the Labor Code.

First Party: (Royal Jordanian)

Represented by the Director-General / CEO Mr. Hussein Al-Dabba.

Second Party: The General Trade Union of air transport and tourism workers. Represented By: Head of Union, Mr. Yusuf Qanab.