



Country: Jordan

Sector: Electricity

Date of agreement: 24-4-2012

Subject: Wages Agreement type: collective agreement

Number of beneficiaries: 167 workers

A collective employment contract under the provisions of the Jordanian Labor law No.8 for the year 1996

First party: United Cable Industries Company

Represented by:

- 1. Eng. Ikrima AfanI / Chairman of the Board of Directors**
- 2. Eng. Mohamed Saqfelhait / Assistant General Manager**
- 3. Mr. Yousef Hijazi / Internal Auditor**

Second Party: The General Trade Union of Workers in the electricity

Represented by:

1. Mr. Ali Alhadeed /Head of the General Trade Union
2. Mr. Abbas Krishan / Secretary OF General Union.
3. Mr. Raed Sabawi / Chairman of the trade union committee in the company .
4. Mr. Mamoun Kamel / Secretary of the trade union committee in the company.

As the second Party has submitted to the first Party the demands of the workers concerning the terms and conditions of work for the staff of the First Party under the letter of the union No. D.H / 9/610/2012 on 28/3/2012, The two parties are keen to establish continuous and balanced working relations and maintain an atmosphere and an appropriate working environment in which mutual respect and understanding prevail between the two parties, stressing the consolidation of good working relations between the two parties. Of the positive spirit and friendly relations that prevailed in the atmosphere of the meetings of the negotiations and in order to maintain the continuation of these relations between the parties and the result of the flexibility demonstrated by the parties and understand each other's

interest has been reached a settlement of the demands of the work of the subject of the union's letter referred to above, have been agreed on the following:

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

1. The first party agreed to grant the increase to the employees in 2013 to be implemented during the first quarter of 2013 and retroactively from 1/1/2013 based on the percentages in the career scale and performance evaluation of the employee and the estimation of the grant in subsequent years to manage the company.
2. The first party agreed to give bonuses to all employees of the company, based on net profit before minus the benefits of credit deposits tax, and by evaluating the performance of the staff during the year in which profits have been achieved so that the proportion of this bonus of 10% of profits above in the case reached this profits 500 thousand dinars.
3. Approved the granting of bonuses to all employees in the company based on net profit before tax minus the interest on deposits, and according to the performance evaluation of employees during that year in which the profits were achieved so that the proportion of this bonus 10% of the profits above in the event that the profits amounted to 500 thousand dinars Or less, and a decreasing rate of 10% of the 500 thousand dinars in case of increase profits above the 500 thousand dinars.
4. The first team agreed to grant all employees quarterly incentives to be paid retroactively from the beginning of 2012 and divided into 60 dinars for workers whose salaries are less than 500 dinars and 50 dinars for workers whose salaries are limited between 500 and 1000 dinars and 40 dinars for

workers whose salary exceeds 1000 Dinars for every three months with the association with the following:

- If the worker receives a written warning, this incentive is not worthy of that period.
- If the employee receives a written warning or a written notice, he shall deduct 50% from the incentive.
- If the worker exceeds a four-day sick leave or sick leave unless sick leave is due to work injury during the three months due to which the incentive is deducted from this incentive 50 %.

-Only the first quarter of the above discounts are excluded so that the worker who received a warning during the first quarter is subject to operational irregularities of productivity of the incentive for that quarter

5. The formation of a committee of the parties, each of which shall designate its representatives to ensure the follow-up of the implementation of this contract or settle the differences arising from its implementation.
6. Payment of the contributions of employees through the accountant of the company and the amount of one dinar per month (based on the rules of procedure of the trade unions) for each worker who wish to workers.
7. This document is signed of three copies, copy to each team and the third copy is deposited with the Ministry of Labor.

First party

Second party