



**Country: Jordan**

**Sector: Food industry**

**Date of document: 21-5-2012**

**Topic: wages**

**Agreement type: Collective Agreement**

**Number of beneficiaries: 85 workers**

**Collective Employment Agreement under the provisions of  
the Jordanian Labor law No.8 for the year 1996 AND all its  
amendments**

**First Party: Modern factories Company for feed.**

Represented by: Dr. Osama Mohammed Yassin Khalil Talhouni /  
Chairman of the Board of Directors.

**Second Party: General Union of workers in the food industry**

Represented by the gentlemen:

1. Mr. Ahmed Abdel Hamid Abu Khadra / Head of the Union.
2. Mr. Nile Fayez Al-Rousan, Secretary of the trade union committee of the company.

**Several meetings were held between the two parties, which were friendly and understanding with regard to the interest of the work and employees of the company, Although there is a living inflation for 2015, the management of the company has agreed to improve the conditions of the company's employees as follows:**

1. The preamble of this agreement is considered as an integral part and read with it as one party.
2. Providing an increase in the basic salary for all employees ranging between (10 dinars - 30 dinars) of salary.

3. This increase shall be affected retrospectively as of 1/1/2016 and for those who have completed the period.

4. Provide a comprehensive health insurance policy for the worker and his family that the management of the company is provided 66% and the worker 34% of the policy value and whoever wishes.

5. The provisions of this contract shall apply from 1/1/2016 and ends on 31/12/2017.

6. Form a committee to address any imbalance that occurs in the items of this Memorandum.

7. This agreement is made up of three copies Each Party keeps a copy, and the third copy submitted to the Ministry of Labor.

\*Edited and signed on 25-5-2012.

**Second Party:**

**General Union of workers in the food industry.**

**First Party:**

**\*Signatures are seen**