



**Country:** Jordan

**Sector:** Public services and liberal professions sector.

**Date of Documents:** 21/3/2012

**Topic:** Incentives

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 2400 workers.



The project is cofunded by the European Union and ITUC

A project implemented by



**Supplement to the collective work agreement concluded between  
Jordan Telecom Group (Orange) And the General Union of workers  
in public services and free professions on 4/5/2011**

**First Party: Jordan Telecom Group (Orange), which includes the following companies:**

1. Jordan Telecom Company
2. Petra Jordanian Mobile Telecommunications Company
3. Jordan Data Transport Services Company
4. Dimensions Company to build and develop data digitally

**Represented by:** Mr. Raslan Diraniyeh / Executive Director of the Financial Group.

Mr. Sami Samirat / Vice President of Corporate Sector.

**Second Party:** General Union of workers in Public services and liberal professions.

**Represented BY:**

1. Mr. Khalid Marjoub / Head of the General Union.
2. Rana Abu Luha / Vice President of the Union
3. Moayad Al-Wahidi / Secretary of the Association
4. Zaid Al-Mugariz / External Relations Officer of the union.

This appendix was signed on Tuesday, 20/3/2012 and it was agreed that:

1. This appendix is an integral part of the Collective Work Agreement concluded between the Jordan Telecom Group (Orange) and the General Union of workers in the General Services and the Free professions on 4/5/2011.

2. It is agreed between the two parties that the two additional salaries mentioned in item (1) and compensation and / or reward for the end of the service mentioned in item No. (6) The second option of the collective labor agreement on 4/5/2011 does not fall within the concept of remuneration For the purpose of calculating the contribution to the Provident Fund or the incentive, compensation and / or end of service benefits or any other benefits, But are subject to the deduction of social security and annual increases and any deductions according to the laws in force.

3. It is agreed between the two parties regarding the first option:

a. The selection of employees for the first option mentioned in item (6) of the collective labor agreement in terms of the payment of compensation and / or the end of service indemnity for the period of employment up to 31/12/2011. And calculated according to the salary of the employee on 4/5/2011 is a provision and an agreement preventing the staff at the end of their service for any reason to claim compensation and / or end of service bonus or calculating the period of work prior to the date 31/12/2011 for the purpose of compensation and / or end of service indemnity due to differences or increases that may result in the amount of compensation and / or end of service bonus due to the first team granting the additional salaries described in item (2) above and

item (1) of the agreement Teamwork, And the salary increments set out in paragraphs (1) and (5) of the collective labor agreement shall equal and replace any differences or increases in the amount of compensation and / or end of service It can be assumed that this bonus and / or compensation is calculated on the basis of the employee's last salary For the actual period of work on the occurrence of the occurrence of any right to the employee to claim compensation and / or end of service indemnity for the period of work prior to 31/12/2011 or to claim any differences or increases in value.

B. With the assurance that the employee must comply with the provisions of paragraph (a) above, any employee upon termination of his service for any reason to claim compensation and / or end of service indemnity, Or any difference or increase in the amount of compensation and / or end of service indemnity for the period of employment prior to 31/12/2011 may result in the calculation of compensation and / or compensation based on the last salary the employee receives for the actual work period Or to appeal against the legality of the payment of the amount of compensation and / or end of service indemnity for the period of employment prior to 31/12/2011, or the right to appeal or appeal against a bond for the benefit of the Jordanian Telecom Group, Or any of the companies affiliated to it from the indemnity and / or end of service benefits for the period preceding 31/12/2011, all amounts received and arrested (representing the additional and to be distributed and paid for twelve months in each year after the service date, 31/12/2011 and the consequent costs or benefits, according to his choice and on the basis of students is a term debt from the date of that

approval prepared by the Jordanian Telecom Group, or any of the companies affiliated to it, , Based on the collective labor agreement and this supplement, and the employee is entitled to performance from the date of the fist up to full payment and subject to legal interest at the rate of 9% from the date of maturity until the full payment and the statute of limitations of twenty-five years.

4. It is agreed between the two groups regarding the second option:

A) The selection of employees for the second option mentioned in item (6) of the collective labor agreement in terms of the payment of compensation and / or the end of service indemnity for the period of employment up to 31/12/2011 and calculated according to the salary of the employee on 4/5/2011 is a provision and an agreement prohibiting the employees at the end of their service for any reason to claim compensation and / or end of service indemnity or to calculate the period of work preceding 31/12/2011 for purposes of compensation and / or end of service indemnity for the period of work preceding 31 / 12 /2011, And the period following that date or claim any differences or increases may result in an amount of compensation and / or end of service indemnity because the first team grants the additional salaries described in (1), (6) and (5) of the Collective Work Agreement Equivalent to any difference or increase in the amount of the indemnity and / or end of service may be calculated on the assumption that such remuneration and / or compensation is calculated on the basis of the last salary paid by the employee for the actual work period With the assumption that there is any right

of the employee to claim compensation and / or end of service indemnity for the period of work preceding the date 31/12/2011 and the period following this date or to claim any differences or increases in value.

(B) With the assurance that the employee must comply with the provisions of paragraph (a) above, any employee upon termination of his service for any reason shall claim compensation and / or end of service indemnity Or any difference or increase in the amount of compensation and / or end of service indemnity may result in the calculation of compensation and / or compensation on the basis of the last salary paid by the employee for the actual working period or to appeal against the legality of the payment of the amount of compensation and / or end of service indemnity for the period of work preceding the date of 31/12/2011 or the subsequent period or Or appeal against a pledge to indemnify the Jordanian Telecommunications Group or any of its subsidiaries from compensation and / or end of service benefits for the period prior to 31/12/2011 And the period after that date, all amounts received and arrested (which represent compensation and / or end of service indemnity for the end of 31/12/2011 in addition to the two additional salaries and compensation and / or end of service bonus for the period following 31/12/2011, who will be distributed and paid for twelve months in each year of service subsequent to 31/12/2011 and the consequent cost or benefits , By virtue of its selection and on the basis of students who serve as a term debt from the date of such approval prepared by the Jordanian Telecom Group, or any of the companies affiliated thereto, On the basis of the collective labor agreement and this

annex, and the employee is entitled to performance from the date of the fist up to full payment and subject to legal interest at the rate of 9% from the date of maturity until the full payment and the statute of limitations of twenty-five years.

5. The continuation of the benefits mentioned in sections (1) and (5) of the collective labor agreement dated 4/5/2011 is subject to the employee signing the agreement stating that all his entitlements related to compensation and / or end of service benefits And any other documents (including, but not limited to: receipt, receipt, financial, etc.) and otherwise will be suspended and / or refund of any previously disbursed benefits.

6. The indemnity and / or end of service benefits due up to the end of 31/12/2011 shall be paid in the presence of a delegate / delegates of the second group, who shall be named according to an official letter issued by the second Party.

7. This appendix consists of seven items including this item and a three-copy, a copy for each party and a third copy is deposited with the Ministry of Labor.

**First party**

**Second Party**

**\*Signatures are seen**