



Country: Jordan

Sector: Food industries

Date of document: 2/2/2014

Topic: Wages

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 Yarmouk Water Company

Represented by:

1. Engineer. Tawfiq Habashneh / Chairman of the Board of Directors of the Yarmouk Water Company.
2. Engineer Mohammed Al-Rababah / General Manager of Yarmouk Water Company.

Second Party: the General Trade Union of Workers in the food industry.

Represented by:

1. HE Mr. Ahmed Abu Khadra / Head of the Union
2. Ayed Salim Shehadeh
3. Walid Al Kurdi
4. Bassil Basbous
5. Hussein Hamza.

Referring to the letter of the General Union of workers in the food industry No. (N / 4/3/2641) on 13/1/2014, A joint session was held between the two parties, which was characterized by an atmosphere of concern for the interests of the employees of the company and, thus the

public interest and the maintenance of the company and its continuation and success and in light of it was agreed on the following:

1. Extend the Secondment of employees to the Yarmouk Water Company for three months from 1/1/2014.
2. Preparing the internal system and organizational structure of the Yarmouk Water Company through hiring an expert or company specialized in this field and submitting it within a period not exceeding eight months from its date.
3. Add 30% increase of Yarmouk water company to social security as of 1/1/2014.
4. Increase the salaries of employees by 10% starting from 1/4/2014.
5. The quarterly incentives shall be disposed of and according to the assessment for the first quarter of 2014.
6. The contracts are to be signed on 1/4/2014 after completion of the rules of procedure and organizational structure of the company or until completion.
7. Prepare a salary scale reflecting at least 10% of the salaries of the employees referred to previously.
8. Not to dispense any employee working in the water company Yarmouk for five years from 1/1/2014, due to any restructuring, 'arbitrary dismissal' or reduction of staff as part of the reduction of operating expenses except as provided in Article 28 of the Jordanian Labor Act.

9. 10. The provisions of this contract shall come into force as from 1/1/2014 and end on 31/3/2015.

This contract, signed on

First Party Yarmouk Water Company

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