



Country: Jordan

Sector: Food industry

Date of document: 18/3/2015

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 110 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: Arab Food Industries Company 'Noon'.

Represented by:

- 1. Dr. Essam Tabouni / Assistant General Manager**
- 2. Mr. Hussein Darwish / Chief Financial Officer**

Second Party: The General Trade Union of workers in the food industries.

Represented By:

- 1. Mr. Ahmed Abu Khadra / Head of the Union**
- 2. Ms. Bushra Al-Samman / Chairman of Working Women Committee.**
- 3. Mr. Mahmoud Abdel Raouf / Chairman of the trade union committee.**

A Reference to the letter of the General Union of Workers in Food Industries, N.A / 3/2727, dated 1/3/2015, Several meetings were held overwhelmed by an environment of friendliness, understanding, And keenness on the public interest of the company, and the management showed a high understanding of high prices of the cost of living and its concern to improve the conditions of workers and reduce the burden on them, in light of the high price increase, The general union of workers in the food industry has valued the company for its positive attitude and

understanding which indicates of its appreciation and its sense of the conditions of its employees, It has been agreed that:

1. Continuing to spend the annual increase (5%) of all employees in the company.
2. Payment of the allowance of the night shift of fifteen dinars for those who served more than five years and ten dinars for those who served less.
3. It was agreed to pay a bonus and according to the annual, monthly assessment for one of the privileged workers and upon the recommendation of the General Union.
4. The sixteenth salary in addition to the third, fourth and fifteenth was granted according to a certain period of time and indicated by a schedule.
5. A committee of the two parties was formed to follow up the implementation of this agreement. And any dispute arising therein.
6. The provisions of this Agreement shall be effective from 1 January 2015 until 28/2/2016.

* This agreement is signed in three copies, one copy TO each party and the third copy shall be deposited with the Ministry of Labor.

First Party: Arab Food Industries Company 'Noon'.

- 1. Dr. Essam Tabouni / Assistant General Manager**
- 2. Mr. Hussein Darwish / Chief Financial Officer**

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

1. Mr. Ahmed Abu Khadra / Head of the Union

2. Ms. Bushra Al-Samman / Chairman of Working Women Committee.

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Third party: Ministry of labors

***Signatures are seen**