



Country: Jordan

Sector: Public services and liberal profession .

Date of Documents: 16/12/2015

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 378 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

First Party: Umniah Mobile Phones Company.

Represented by:

1. Mr. Sami Jarrar/ Human Resources Manager.
2. Mr. Abdullah Tahboub, Chief Financial Officer.

**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 Louha: vice president of the Union.

In the interests of both parties to maintain an atmosphere and an environment of work of friendly and mutual understanding and appreciation between the parties, Emphasizing the consolidation of good working relations between the two parties, and the availability of common concern for the continuity of development and promotion of work in this institution in order to develop and improve the national economy, And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of the negotiations and conciliation procedures and to maintain the continuation of these relations between the parties and the result of the flexibility was shown by the parties and understand each other's interest, has been reached a settlement of the

workers' demands contained in the union's letter No. N / k / a / 2015 / H / 873 dated 19/11/2015. The two parties agreed on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The first party agreed to pay the increase of the cost of living allowance by (25) dinars per month for employees who earn a salary of 1,000 dinars or less.
3. The first party agreed to increase its participation in the savings fund in accordance with the improved performance and increase profits as decided by the management of the company.
4. The company shall confirm the annual increase in accordance with the decision of the company's management in proportion to the increase in profits according to inflation rates.
5. The First Party shall pay the overtime allowance in accordance with the provisions of the Jordanian Labor Law.
6. The two parties agreed to form a committee of the parties to follow up the implementation of the provisions of this Agreement.
7. Activate the role of the Special Committee to study the structure of posts related to job names.
8. The provisions of this Convention shall enter into force on 1 January 2016.

***This contract was signed on Wednesday, 16/12/2015**

First party Second Party

***Signatures are seen**