



# Collective Agreement



# Wage Tables for Employees – **Current** Agreement

## In NIS

The wage is in a monthly wage.

Regular hourly rate = the monthly wage divided into 182 monthly hours

The work week in the construction sector shall consist of 42 hours.

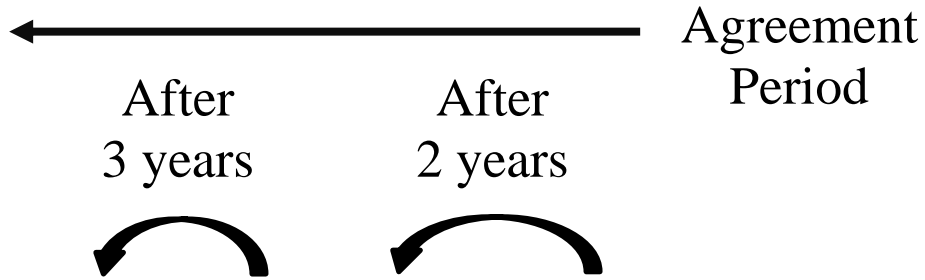
The work week shall be five or six days per week

Grade	Construction Worker
1	5,600
2	5,700
3	5,800
4	6,100
5	6,500
6	6,800
7	7,100
8	7,500



# Wage Tables – **New** Collective Agreement

In NIS



The wage is in a monthly wage.

Regular hourly rate = the monthly wage divided into 182 monthly hours.

The work week in the construction sector shall consist of 42 hours.

The work week shall be five or six days per week

Third Phase	Second Phase	First Phase	Grade	Worker Tenure
6,300	5,900	5,800	I	0 - 3 years
6,650	6,350	6,200	II	4 -7 years
7,300	7,100	6,900	III	8 – 11 year
8,000	7,800	7,600	IV	Form year 12

# Pension, Severance and Continuing Education Funds

	Total	Severance Pay	Employer's Benefits	Employee's Benefits
New comprehensive pension fund	13.10%	6.0%	7.1%	-
I Employees' cont. education fund on completing 3 years of tenure	2.50%		2.5%	-

**Equivalent of 734 NIS**

## Annual Vacation

Tenure in Sector in Israel	Number of Vacation Days According to Work Days in the Week (Net)	
	5-Days a Week	6-Days a Week
First and second years	12	14
Third year	12	14
Fourth year	14	16
Fifth year	15	18
Sixth and seventh years	17	19
Eighth year	17	19
Ninth year and onward	23	26
<u>Employee above age 55</u>		
Eleventh year and onward	24	28

## Convalescence Pay

Tenure in the Sector	Payments Days
1 to 2 years	6
3 to 4 years	8
5 to 10 years	9
11 to 15 years	10
16 to 19 years	11
20 years and up	12

The value of a convalescence day is according to the value of a convalescence day in the private sector – 418 NIS today

## Sick Pay

**Employees shall be entitled to sick pay as specified below:**

- In the first two years of employment in the sector in Israel – in accordance with the provisions of the Sick Pay Law, 5737-1976 (accumulation of up to 18 sick days per year).
- Starting from the third year of employment in the sector in Israel, the employee shall be entitled to 25 sick days per year and to a maximum accumulation of 161 days.

## Holiday Vacation Days

An employee is entitled to be absent from work during a holiday observed by his religion, on the employer's account, on a scope of up to 9 holiday days per year, plus an additional elective day, and 10 paid days in the aggregate.

An employee with tenure of at least 3 work months in the sector in Israel, who was not absent from work without permission on the day before or the day after the holiday, shall be entitled to paid vacation on the holiday day, on a scope of up to 9 holiday days per year as stated, plus an elective day.

## Holiday Gift

Twice a year, on Rosh Hashana and Pesach. - 300 NIS each.



# Salary Payments and Social Benefits

## Current Collective Agreement

Payments	Monthly		Yearly		
	Shekel	Euro	Shekel	Euro	
<b>Total</b>	<b>7,419</b>	<b>1,779</b>	<b>91,796</b>	<b>22,013</b>	
Total Gross Salary	6,685	1,603	80,220	19,237	
182 basics hours	5,600	1,343	67,200	16,115	
29 extra hours	1,085	260	13,020	3,122	
Pension Fund and Severance Payment	734	176	8,808	2,112	Monthly Deposit
Convalescence			2,268	544	Value of 6 days a year
Holiday Gifts			500	120	
<b>Others Payments / Benefits</b>					
<b>Total</b>	<b>1,800</b>	<b>424</b>	<b>24,593</b>	<b>5,787</b>	
Travel/ Transportation	500	118	6,000	1,412	
Housing and related Expenses	1,200	282	14,400	3,388	
Medical Insurance	100	24	1,200	282	
Vacation		0	2,743	645	Based on 12 days per year
Clothing		0	250	59	Per year
<b><u>Deductions From Worker Salary</u></b>					
Income Tax	Trade Organizational Handling Fees				
Social Security	Health Insurance				
House Expenses Participation					



# Salary Payments and Social Benefits -3 first years

## New Collective Agreement

Payments	Monthly		Yearly		
	Shekel	Euro	Shekel	Euro	
<b>Total</b>	<b>8,717</b>	<b>2,090</b>	<b>107,712</b>	<b>25,830</b>	
Total Gross Salary	7,983	1,914	95,796	22,973	
182 basics hours	5,800	1,391	69,600	16,691	
54 extra hours	2,183	523	26,196	6,282	
Pension Fund and Severance Payment	734	176	8,808	2,112	Monthly Deposit
Convalence			2,508	601	Value of 6 days a year
Holiday Gifts			600	144	
<b>Others Payments / Benefits</b>					
<b>Total</b>	<b>1,800</b>	<b>424</b>	<b>25,009</b>	<b>5,900</b>	
Travel/ Transportation	500	118	6,000	1,412	
Housing and related Expenses	1,200	282	14,400	3,388	
Medical Insurance	100	24	1,200	282	
Vacation		0	3,059	734	Based on 12 days per year
Clothing		0	350	84	Per year
<b><u>Deductions From Worker Salary</u></b>					
Income Tax	Trade Organizational Handling Fees				
Social Security	Health Insurance				
House Expenses Participation					



# Salary Payments and Social Benefits –Year 4,5

## New Collective Agreement

Payments	Monthly		Yearly		
	Shekel	Euro	Shekel	Euro	
<b>Total</b>	<b>9,540</b>	<b>2,288</b>	<b>117,588</b>	<b>28,198</b>	
Total Gross Salary	8,740	2,096	104,880	25,151	
182 basics hours	6,350	1,523	76,200	18,273	
54 extra hours	2,390	573	28,680	6,878	
Pension Fund and Severance Payment	800	192	9,600	2,302	Monthly Deposit
Convalescence			2,508	601	Value of 6 days a year
Holiday Gifts			600	144	
<b>Others Payments / Benefits</b>					
<b>Total</b>	<b>1,800</b>	<b>424</b>	<b>25,299</b>	<b>5,969</b>	
Travel/ Transportation	500	118	6,000	1,412	
Housing and related Expenses	1,200	282	14,400	3,388	
Medical Insurance	100	24	1,200	282	
Vacation		0	3,349	803	Based on 12 days per year
Clothing		0	350	84	Per year
<b><u>Deductions From Worker Salary</u></b>					
Income Tax	Trade Organizational Handling Fees				
Social Security	Health Insurance				
House Expenses Participation					