

## **GENERAL COLLECTIVE AGREEMENT**

Entered into and signed in Tel Aviv on the 5<sup>th</sup> day of June 2023

**Between:**        **The General Federation of Labor (Histadrut),**  
                      **The Hospitality and Hotel Workers' Union**  
(Hereinafter: "**Party A**")

**Of the First Part;**

**And:**             **Israel Hotel Association**  
(hereinafter: "**Party B**")

**Of the Second Part;**

**Whereas:**        The parties signed a general collective employment agreement in the hotel industry, in a consolidated and updated version dated 23.12.2010, which was registered as required by law under number 7003/2011 (hereinafter: the "**2010 Agreement**"), which was extended in an extension order dated 17.7.2011 (published in Official Gazette 6291);

**And Whereas:**    The parties signed a general collective agreement in the hotel industry that was signed on 3.12.2014 and which was registered as required by law under number 7028/2018 (hereinafter: the "**2014 Agreement**");

**And Whereas:**    The parties signed a general collective agreement in the hotel industry that was signed on 14.11.2017 and which was registered as required by law under number 7040/2017 (hereinafter: the "**2017 Agreement**"), as extended between the parties until 30.6.2022 in accordance with the extension letter;

**And Whereas:**    The parties are interested in continuing to have a normal employment relationship in the hotel industry, in a fair arrangement of the terms of employment, the wage and the other considerations, in the stability of the industry and in regular work without interruptions, all while taking into account the needs of the employers as well as the employees, settling the problems pertaining to employment relationships through collective bargaining negotiations, and establishing procedures for resolving disputes between them and their individuals;

**And Whereas:** The parties are interested in signing a general collective agreement, including addendums, amendments, updates and adjustments.

**NOW THEREFORE IT IS STIPULATED AND AGREED  
BY AND BETWEEN THE PARTIES AS FOLLOWS:**

1. The preamble to this agreement constitutes an integral part hereof.
2. This Agreement constitutes an addendum to the previous agreements dated 14.11.2017, 3.12.2014 and 23.12.2010 (hereinafter: the “**Previous Agreements**”).
3. The term of this Agreement begins on 1.4.2023 and ends 30.4.2026.
4. This Agreement does not detract from any rights of the employees in terms of any law.
5. In any case of a contradiction between the provisions of this Agreement and the provisions of the Previous Agreements, the provisions of this Agreement shall prevail.

**Chapter 1 – Bonus and Wage Increases**

1. An existing employee who on 1.4.2023 had seniority of 30 months or more of work at a hotel will – on the date of payment of the first salary after signature of this Agreement and no later than the salary for the month of June 2023 – receive a one-time grant in an amount equal to 1.75% of the amount of the whole basic salary that was paid to him for his actual work in respect of the period beginning in the month of October 2022 until the month of March 2023 (inclusive) and in total for 6 months at the most (hereinafter: the “**Bonus**”). The Bonus will not form part of the salary with regard to the value of an hour or for the payment of overtime, contribution fees, social benefits or severance pay.
2. An existing employee who on 1.4.2023 had seniority of 30 months or more of work at a hotel will receive an increase of 1.75% to his basic salary, as of the salary for the month of March 2023, and this starting from the salary for April 2023. The payment will be made retroactively, not later than the salary for the month of June 2023.
3. An employee who in 1.4.2024 has seniority of 30 months or more of work at a hotel will receive an increase of 2.25% of his basic salary as of the salary for the month March 2024, and this starting from the salary for the month of April 2024.
4. An employee who on 1.4.2025 has seniority of 30 months or more of work at a hotel will receive an increase of 2.5% to his basic salary as of the salary for the month of March 2025 and this starting from the salary for the month of April 2025.

5. An employee who on 1.8.2025 has seniority of 30 months or more of work at a hotel will receive an increase of 0.5% to his basic salary as of the salary for the month of July 2025 and this starting from the salary for the month of August 2025.
6. The Bonus and salary increases as specified in Sections 1-5 above will be calculated up to ceiling of a monthly basic salary in the amount of NIS 11,000.
7. Increases for Eilat and the Dead Sea, and the cost of the meals for the existing employees on the date of signature of this Agreement, will be updated according to the percentage increases in the salary in this Agreement.
8. An employee who received a salary advance during a period of 12 months prior to 1.4.2023, which was not part of a job promotion, will be able to set it off against the Bonus and/or the first salary increase pursuant to this Agreement, if this is given to the employee in writing.
9. As of the next collective agreement that is signed between the parties after this Agreement, it will be possible to set off a salary advance (based on the principles of Section 8 above), that is given up to 12 months prior to the commencement of the term of the next agreement.
10. It is hereby agreed that if during the term of this Agreement the minimum salary is updated, any such salary update that the employees are entitled to will be at the expense of the salary increase and/or the Bonus that is to be given after the said update, so that in practice, the increase will be at the rate of the difference between the increase, as specified above in this Agreement, and the update of the employees' salaries, if any. This section will not apply to employees who at the time of signature of this Agreement have seniority of 10 years or more at the hotel.

## **Chapter 2 – New Employees**

1. Notwithstanding what is stated above in Previous Agreements, an employee who is hired for work at a hotel after signature of this Agreement (hereinafter: a “**New Employee**”) will be entitled to the rights specified below after 36 months of work at the hotel, i.e., as of the 37<sup>th</sup> month of his employment at the hotel, in accordance with what is stated in the Previous Agreements:
  - A. An advanced study fund.
  - B. A full-time position of 182 monthly hours will be reduced to a full-time position of 176 hours.

- C. An Eilat increase, according to the terms and conditions stipulated in Appendix 5A to the 2010 Agreement.

With respect to New Employees, this section cancels the dates of coming into effect of the entitlement to the aforementioned rights as stipulated in the Previous Agreements between the parties.

2. It is hereby clarified that a New Employee will have the status of a permanent employee after he completes a temporary period of 24 month of work at the hotel. Apart from the rights, as mentioned in Section 1 above, where the date of entitlement to them is deferred as stated above, a New Employee who has completed 24 months of work at the hotel will be entitled to all the rights and terms of employment to which a permanent employee is entitled.

### **Chapter 3 – Sick Days**

As of the date of signature of this Agreement, a New Employee will be entitled to accumulate sick days according to the table below:

<b>Period of Employment</b>	<b>Accumulation of Entitlement Days</b>
From 1 month to 36 months	Accumulation of sick days according to the law
From 37 months to 72 months	3 entitlement days per month (up to 180 days)
From 73 months and more	3.33 entitlement days per month (up to 220 days)

A team of representatives of the parties will be appointed to bring a proposal with respect to the matter of regulating and adjusting the sick days in relation to the problems that currently exist in this regard. The team will bring its recommendations by no later than one year after the date of signature of this Agreement.

### **Chapter 4 – Participation in a Seminar of the Elected Union**

The Chairman of the workers union at the hotel, and two additional union members who have been officially elected (according to the regulations of the New General Histadrut), will be entitled to participate in a training fund seminar and, for this purpose, to receive payment of up to three working days for each of them per year at the expense of the employer.

### **Chapter 5 – Change in the Ceiling of the Seniority Increase**

Section 2 of Chapter II of the Collective Agreement dated 14.11.2027, will be amended so that as of the date of signature of this Agreement the ceiling of the seniority increase will be updated so that it stands at NIS 100 for each year of seniority.

### **Chapter 6 – Cancellation of an Employee’s Shift**

1. Notice concerning a change in the work arrangement or cancellation of a shift will be given to an employee by the hotel as early as possible.
2. In the event that the hotel cancels a shift that was determined for an employee less than 16 hours before the time that the shift begins – unless the cancellation is due to circumstances that are beyond the control of the hotel (*force majeure*) – the employee will be paid the basic salary that would have been paid to him in respect of the said shift. In the event of a dispute in connection with the circumstances, the parties may bring the matter before a parity committee.

### **Chapter 7 – Exhaustion of Claims and Industrial Quiet**

1. Upon signature of this agreement, the parties agree that during the term of this Agreement all their claims and/or demands have been exhausted and that the industrial quiet will be maintained in accordance with what appears in Section 57 of the 2010 Agreement during the period of validity of this Agreement. At the end of the term of this Agreement, the parties will conduct negotiations to renew it.
2. Immediately upon signature of this Agreement, the parties will prepare a new Collective Employment Agreement Booklet in the hotel industry that will include and update the Previous Agreements as well as this Agreement, and the parties will take action to register this Agreement as required by law and for the extension of the updated and consolidated agreement as an extension order by the Minister of Labor.

**In witness whereof the parties hereto have set their hands:**

### **CERTIFIED COPY**

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The Hospitality and Hotel  
Workers’ Union

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Israel Hotel Association