

Tel-Aviv: 8 Negev St., Tel-Aviv, POB 2319, Website: www.kavlaoved.org.il

WhatsApp: 052-3714753 | Email: construction@kavlaoved.org.il

Worker's Hotline - Construction workers' right – April 2025 update

The employer – Your registered employer is the manpower company, and not the contractor. You may only work for a licensed manpower company. Make sure you are in contact with your manpower company for work and not with someone else, it is advisable to keep record of correspondence with them.

You are allowed to switch companies, and your registration with a new company will be made on one of the following dates: on January 1st, April 1st, July 1st, October 1st. Registration on other dates can be made with the consent of your previous company, or if you were fired, in cases of rights violation in your previous company (for such cases contact the Commissioner of Foreign Workers' Rights at the Ministry of Labor, tel. +972-050-629-0758).

In order to get help finding a new employer, you need to contact companies yourself. The list of the companies as of 2024 is in this link:

https://www.gov.il/BlobFolder/policy/authorized_corp_constructions/he/auth_corps_2024.pdf

Contract: At the beginning of employment you should obtain a contract in your language, which details your terms of employment, the identity of your company, your wages etc. It is important that you keep it.

Pay slips: Every month your company should provide you with a pay slip that shows you your salary, the money that was deposited in the trust account at the airport, deductions from you wages, and your vacation and sick days. It is important to keep the pay slips and request them from your company, even if they are in a language that you do not understand; if you are able to read the pay slip, it is advisable to verify that what is written there is consistent with what you know.

Work hours report: The employer should have you sign an attendance sheet, so that there will be documentation of the days and hours you have worked. Just in case, it is advisable to document this yourself as well, so that you will be able to compare the two later.

Work breaks: The company is permitted to deduct break time from the worker's wages, provided the worker is allowed to leave the work place, and the break is at least 30 consecutive minutes. Short breaks are not at the worker's expense, and his wages cannot be deducted due to them.

Accommodation: the company should provide you with appropriate housing with running water, electricity, and reasonable area per person. You may leave the premises and are free to get around as you wish.

Medical insurance: The company must purchase medical insurance for you, from a private insurance company, from which you will be able to obtain medical services in the HMOs. It should give you your HMO card.

Bank account: You should open a bank account in Israel, to which your salary will be transferred. The company is prohibited from paying you via cash or check.

Minimum wages: The minimum hourly rate is 34.32 ILS as of April 2025. The company should pay you no later than the 9th of the month (for the past month's work). At the moment, the minimum hours the company has to pay for is 236 hours a month (182 basic hours, at least 54 extra hours – see below), including in cases you were available for month and the company didn't provide you such.

Extra hours (OT): A worker that works 5 days a week is entitled to additional compensation for every working hour beyond 9 hours, net, without breaks; as well as for every hour beyond 42 regular weekly working hours.

A worker that works 6 days a week is entitled to additional compensation for every hour beyond 8 hours on a regular work day; and for every hour beyond 42 regular weekly working hours.

First two extra hours are rated 125%, every extra hour is rated 150%.

Night work: If you work at nights (for at least two hours between 22:00 and 6:00), you will receive payment for every extra hour beyond 7 hours that day. A worker can not be employed on a night shift for more than one week in two weeks.

Weekly rest: You are entitled to a weekly rest day, 36 hours long. If you worked on your rest day, additional 50% should be added to the wages for every working hour.

Holidays: Every worker that completed 3 months with the company is entitled to 10 holiday days a year – It is advisable to let the employer know the list of holidays for which you would like to get a paid leave.

You deserve to rest on those days and to get paid for them as a regular days, provided that you worked on the day before the holiday or after it, or if the employer permitted you not to work. If you had to work on the holiday itself, you will be entitled to a payment of 250% for the work.

Deductions from salary: The employer must deduct taxes and national insurance contribution from your salary. In addition, it is permissible to deduct a permanent payment for health insurance fee and for housing and living expenses, and if you are provided with food, also up to 10% of your wages for food. The total optional deductions cannot exceed 25% of your wages.

Annual vacation: Workers are entitled to vacation days in accordance with their seniority at that company, and length of the working week, as followed:

| | 5 days week | 6 days week |
|----------------------|-------------|-------------|
| 1-3 years | 12 | 14 |
| 4 th year | 14 | 16 |
| 5 th year | 15 | 18 |

In order to use a vacation day, you should obtain your employer's permission. If you make use of a vacation day, you deserve payment for it like a regular work day.

Your company doesn't have to let you accumulate unused vacation days from one year to the next, but unused vacation days which were valid at the end of your work should be redeemed in payment.

Sick days: In the first two years, you are entitled to 18 sick days a year. As of the third year of work, you are entitled to up to 25 sick days a year. You may accumulate up to 161 days a year. In order to ask for a sick day, you need to present your employer with a medical document. The first day of illness will be unpaid; for the second and third day of illness you will be paid 50% of your daily wages; and from the fourth day of illness onwards you will be paid your regular daily wages. a worker on a sick leave cannot be fired.

Work accident: If you have been injured at work, you are entitled to get paid on days you cannot work from the Israeli National Insurance (75% for each day) as well as to medical coverage for the accident. In some cases the National Insurance may also pay you an annual pension. Your company can submit the claim for you or assist you.

If you need to remain in Israel to complete medical treatment or procedures versus the National Insurance and the company has terminated your employment, you may request a B2 visa from the Immigration Authority for this purpose (which is not a work visa).

Convalescence pay: Workers are entitled to convalescence pay, 418 ILS per day. During the first and second year, workers are entitled to 6 days, during the third and fourth year – 8 days, and during the fifth year – 9 days.

Trust account deposits: The company must make a monthly deposit to a trust account managed by the Immigration Authority, of a sum worth 15.43% of your wage (7.1% for pension, 6% for severance); after 3 years of employment with the employer, you will be entitled to an additional monthly allowance worth another 2.5% of your wages, for a further training fund (*keren hishtalmut*). You may track the sums in the Ministry of Interior's website. The money will be available only when or after you exit Israel permanently, at which stage, taxes and commissions will be deducted from it; a belated exit may lead to a further deduction of significant percentages from the sum, depending on the extent of delay in your exit.

If you get fired, the company must pay you additional 2.33% for every month.

Termination of employment: If you are dismissed from your workplace, you must receive a letter of termination of employment. Your company must hold a hearing before deciding in regard to the termination of your employment.

In case you resign, it is important that you give a letter to the company and state the reason for your termination of employment and the last day on which you will be working (see the following regarding early notice for termination of employment).

Early notice on the termination of employment: If you resign or are dismissed, it cannot be with immediate effect, and a prior notice should be provided to the other side. In the course of the **first year** of work – one day early for each month you have worked. In the course of the **second year** of work – prior notice should be given two weeks ahead, plus another day for every two months of work during this year. In the course of the **third year** of employment – prior notice should be given three weeks ahead, plus another day for every two months of employment during this year. **After three years** of employment – prior notice should be given a month ahead.

In case the worker did not uphold the early notice obligation, the employer is entitled to deduct a sum worth the regular wages the worker would have earned for the early notice period during which he did not work, from any sum payable to him.