

# **Special Collective Bargaining Agreement**

which was prepared and signed in Tel Aviv on: May 25, 2020

**Between: Maccabi Avshalom Petah Tikva – Football Department (RA) 580204386**  
**Hereinafter: The Club**  
**First Party**

**And: The Organization of Football Players in Israel / UCAPSE (Histadrut HaMaof) on behalf of the club players whose names appear on the list attached hereto**  
**(Hereinafter: The "Players")**

**Annex "A" constitutes an integral part of this agreement**  
**Hereinafter: Representation of the Players**  
**Second Party**

Whereas on March 13, 2020 the Club players were put on unpaid leave due to the outbreak of the coronavirus pandemic;

And whereas the Administration of the Premier League announced the Premier League's return to operations in the 2019-20 season on the basis of the agreements reached vis-à-vis the Ministry of Health;

And whereas on the basis of the decision of the League Administration, the team management and the players had agreed to end the unpaid leave on May 10, 2020 (hereinafter: "the Unpaid Leave Period");

And whereas the players are signed on contracts for the 2019/20 game season, which were deposited with the Budget Control Authority near the Israel Football Association (hereinafter: "the Players' Contracts");

And whereas it might be necessary to extend the players' contracts in light of the extension of the 2019/20 game season;

And whereas both parties are interested in expressing in writing the agreements formulated regarding the players' contracts.

It is therefore stipulated and agreed between the parties as follows:

1. The preface to this agreement and its annexes constitutes an integral part thereof.
2. The players' contracts shall continue to remain in effect until the end of the 2019-20 game season as shall be determined by the Leagues' Administration, excluding explicit modifications set out in this agreement.

3. The team players resumed their training immediately upon the signing of this agreement. The Club shall make an announcement on the end of the unpaid leave, which shall be directed to the National Insurance Institute.
4. Players who did not receive unemployment benefits from the National Insurance Institute and/or whose eligibility has yet to be approved, shall present the necessary documents for their eligibility to be examined.
5. The end date for the unpaid leave shall be set as May 10, 2020.
6. The players shall receive, from their date of return to activity and the end of the unpaid leave period and until the end of the game season (as shall be determined by the Leagues' Administration), a salary according to the following outline: The May 2020 salary shall be paid in full according to the players contracts from May 10, 2020 (a pro rata share shall be paid until the end of the month).
  - A. June 2020 salary –
    - i. Players who are paid a salary of up to NIS 8,000 net shall be without change and/or deduction.
    - ii. Players who are paid a salary beginning at NIS 8,000 net and up to NIS 13,000 net shall see a 15% offset from the gross salary.
    - iii. Players who make over NIS 13,000 net shall see a 30% offset from the gross salary and if the team qualifies to the Super League at the end of the 2019/20 game season, the total offset shall only be 15% from the gross salary.
7. A prize for winning the National Cup in the amount of NIS 200,000 gross shall be divided equally among all the team's players.
8. The provisions to the provident funds and other social rights of the players shall be as stipulated in the players' contracts.
9. It is clarified that the team's players shall not be required to accept any offset with regards to receipts they are entitled to from the National Insurance Institute, from the start date of the unpaid leave and until the end of the 2019/20 game season.
10. The end of the 2019/20 game season, in accordance with the dates determined by the Leagues' Administrations shall be considered the end of the players' contracts, and all that that entails. Nothing in the aforesaid shall infringe upon a player who holds a contract for the following season or seasons – the player and the Club shall be bound to these contracts.
11. It is clarified that this agreement relates only to the 2019/20 game season and the offset shall be made only for June 2020. A Qualification Grant or any other grant, which was agreed to by the player and the team, shall be paid no later than August 31, 2020. Grants, other directives and dates shall remain valid as per the aforesaid in the player's original employment contract and without any change.

12. This agreement shall be sent for registration as a collective bargaining agreement by law.

**IN WITNESS WHEREOF the parties have signed,**

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**The Organization of Football  
Players / New Histadrut**

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**Maccabi Avshalom Petah Tikva**

### Annex A – Names of Players

ת.ז.	שם	מס'	(1.א)
206114027	דנינו עומר	1	
315037325	אהדנני עידן	2	
305648099	גינבורג יוסי	3	
318423514	בוסי דניאל	4	
315573774	בריבו תאי	5	
203445200	כהן לידור	6	
315141036	סרסור מוחמד	7	
211490131	בנבנישתי תומר	8	
317869121	מבשוב יהונתן	9	
312208093	טויטו דוד	10	
313352940	חוגי דור	11	
205534621	דוידוב עידו	12	
204519896	לוי תומר	13	
302513304	זגורי ישראל	14	
309059467	בבייב אלי	15	
209326966	פלשר דניאל	16	
313547291	קלדרון סער	17	
308283480	אבו אושר ישראל	18	
208207225	אינברום ליאור	19	

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דרכון	שם	מס'	(2.א)
C905814 פורטוגל	DE CARVALHO BRANDAO EVANDRO ELMER	1	