

The Yizraelite – No 2192 Date: 24.1.25

Kibbutz Yizrael

Reut's Editorial: They have returned! With bated breath and great excitement, we followed the return of the first three hostages who came back as a result of the current agreement. It was uplifting to see them getting out of the cars that brought them to the Red Cross, amidst the crowd that surrounded them. These were moments of extreme concern. With accelerated heartbeats, we watched them walk on their own two legs and finally safely crossing the border into the State of Israel.

And now, as the weekend approaches, the anticipation rises for the return of more hostages. We fervently hope that an agreement will be reached in the coming days for the second phase regarding the return of the young men, whose families are also waiting and hoping for their return.



Updates from the Demography/Young Generation/Housing Cluster – (“Tzemed”)

Future moves between temporary homes:

- **Hadar and Tamir Lavi** will move to a 54 sqm apartment in the Gilboa neighbourhood above the Orozco family.
- **Yonatan and Gal Vitelson** will move to a 76 sqm apartment in Lower Tzameret neighbourhood above Dina Weinbaum. The apartment will undergo renovations after the **Friedman family** moves into the house vacated by Dotan Savir in Upper Tzameret.

From The Library

N.B. Starting next week, the library's opening hours on Tuesdays will be from 17:00 to 18:30.

Library Opening Times – printed exclusively for “The Yizraelite” readers.

Sunday	16:00-18:00
Monday	17:00-18:30
Tuesday	17:00-18:30
Wednesday	17:00-18:30
Thursday	18:30-20:00
Friday and Erev Chag	9:30-11:00



Mazal Tov: Congratulations and best wishes to **Dr. Itamar Harpaz**, son of **Omer and Noga**, who has started his residency in the orthopedic department at "HaEmek" Hospital in Afula. Itamar studied medicine in Tzfat and did his internship in Afula. We are proud of you and wish you much success in your residency and in your future career.

Community Management Meeting Agenda

Sunday, January 26, 2025, 5:30 PM

- 1. Community budget for the year 2025**
- 2. Goals of the community management for the year 2025**

H.R. Call for Public Representatives on the Yizrael Holdings Board of Directors

The Holdings Board of Directors requires two public representatives following the completion of the terms of Ron Cohen and Nir Segal.

The board of directors is a legal entity with powers and responsibilities. Board members do not engage in the day-to-day management of the company but focus on strategic formulation and overseeing the CEO's activities.

A director must act in the best interest of the company and be loyal to it. Being a board member means taking personal responsibility for the board's decisions. A board member commits to dedicating time to read and review background materials (before meetings) and to participate in meetings.

Selection method: Formulating a recommendation by the selection team (Va'adat Itur) and voting by ballot. Members are invited to submit their candidacy (**... or submit their suggestions for candidates– Ed**) by February 6, 2025, to one of the search team members: Irit Shemesh, Amir Darom, Avner Alterlevi, Yaniv Shapira, Yifat Assaf, and Kinneret Govrin.



A Word from the Edi-tor

Of late, I am making use of the excellent AI app, ChatGPT, to help me translate the newsletter. Occasionally I ask my friend, Chat, to summarise a particularly long or complicated article in the knowledge that most readers will not read long complicated material unless they have a particular interest in the subject. So, dear readers, today you can choose between reading Chats' brief summary of the H.R. report or the full report that follows (or both or none). I admit that I don't always print both. Sometimes I choose to include only the summary ... to save the rain forests. This time I thought it was important.

ChatGPT's Summary of the H.R. Management Meeting from January 19, 2025

The meeting focused on four key work management issues:

1. Long Absences from Work for Medical Reasons

- There has been a rise in pregnancy-related leave and long-term illnesses without clear guidelines. Members are advised to contact the National Insurance (Bituach Leumi) for approval when applying for extended sick leave or reduced hours.

- Main concerns include the normalisation of physician-recommended leaves and the impact on sick and vacation days.

- Decision: Members must seek National Insurance approval for prolonged absences; if denied, it will be recorded as sick leave or vacation leave.

2. Review of Non-compliance with Work Obligations

- The management is re-evaluating non-compliance definitions due to members not working full-time regularly and compensating by using sick leave and /or vacation days.

- There is a need to reinforce work ethics and manage vacation days proportionately based on employment status.

- Decision: A team will propose updates to the non-compliance section for further review.

3. Job Search Days and Unemployment Benefits for those working outside

- Decision: No additional job search days provided; unemployment benefits capped at six months.

4. Family Accompaniment

- This leave code allows members to accompany family in special circumstances. Discussions highlighted the need for balance and adherence to state decisions.

- Decision: Family accompaniment will be deducted from sick days which, if used, members can apply for special leave.

Full Detailed Report of the HR Management Meeting - 19.1.25

(as it appears in the Hebrew Newsletter)

Participants: Irit Shemesh, Peter Pezaro, Shlomo Cohen, Eddie Solow, Erez Peleg, Limor Griman, Rochele Matalon, Navot Assaf, Kinneret Govrin. (100% attendance - Ed)

The HR management recently held four meetings addressing work management issues we deem necessary to change or clarify in the work procedure:

1. Long Absences from Work for Medical Reasons

In the past year, there have been a rise cases of doctors recommending pregnancy leave and/or reducing work hours due to pregnancy. This involves not working or reducing hours for a period of several months. The discussion also pertains to illnesses lasting beyond a few consecutive days that the family doctor can no longer approve. Currently, there is no explicit guideline in the kibbutz regarding contacting National Insurance, but H.R. refers members to apply for social security. Most applications to National Insurance are denied, raising the question of what to record in work registration when no substitute income is received. After several discussions, including one with representatives from the health cluster, it was decided that if a member applies for a continuous period of sick leave/pregnancy leave/reduced work hours exceeding their accrued sick days, they must contact National Insurance for approval for that period. If National Insurance approves the application and grants any allowance, these days will not be deducted from the member's sick days. H.R. is considering how to handle recent cases where members stopped working or reduced their hours for extended periods without National Insurance approval.

Discussion Points:

- There is concern that receiving recommendations from doctors and being released from work is becoming a norm.
- Members are protesting that this period will reduce their sick days and/or vacation days.
- There is a clear need for defined boundaries.
- Currently, members skip the clinic and immediately bring a letter of recommendation to H.R. from a specialist, expecting that their sick leave and vacation days will not be deducted.
- Doctors can recommend the leave, but only National Insurance can approve extended illness or pregnancy leave, or reduced work hours.

- Those who bring a recommendation for reduced work hours should be referred to an occupational health doctor.

Decision: In all cases of prolonged absence from work, members must contact National Insurance, and the kibbutz will act according to the National Insurance's decision. If no allowance is received from National Insurance, it will be recorded as sick leave and/or vacation.

2. Review of the Definition of Non-compliance with Work Obligations

The new work procedure of the kibbutz from 2023 also updated the section on non-compliance with work obligations. Two years after implementing the new procedure, the HR management is considering changing the definitions due to the understanding that the current situation allows members not to work full-time regularly and to compensate for the shortfall with various absences such as illness, vacation, etc. It is important to address this issue to increase members' income from work, and there is a challenge in mobilising all members to cooperate.

Discussion Points:

- The issue is about values like “work ethics” and reflects the importance of mutual responsibility alongside the diminishing value of work.

- There is a need to make the public aware of the issue of the lack of work ethics of many members.

- Members expect the HR management to address cases of non-compliance with work obligations.

- It should not be allowed for someone to work 80% of a position and compensate with vacation days without a "penalty."

- 24 vacation days a year, which all members receive, is considered a large number, (typically reserved in other places, for senior employees).

- The large number of vacation days are allotted not only to those working full-time, but changing this norm will be difficult as members have become accustomed to it.

- There should be a scale for granting vacation days based on age or seniority.

- The proportionate share of vacation (and sick) days should be allotted according to the scope of employment.

- This issue has been on our agenda and has been treated more intensively over the last two years. Members without full-time positions are aware of this, yet the situation remains unresolved.

Decision: A small team will formulate a proposal to update the section on non-compliance with work obligations. (And bring it back to the committee – Ed)

3. Job Search Days and Duration of Unemployment Benefits

A member working off the kibbutz who is between jobs and receiving unemployment benefits, is allowed to search for work during this period and the kibbutz receives work compensation). He is assigned a special code during this time. Therefore, there is no need to also receive days off for job searching.

Decision 1: A member receiving unemployment benefits from Bituach Leumi will not be eligible for additional days for job searching.

Decision 2: Unemployment benefits can be received for up to six months, after which the member must find other temporary or permanent employment.

4. Family Accompaniment

“Family accompaniment” is a leave code in work registration, unique to the members of Yizrael. It is intended for cases where a member needs to accompany a family member in special circumstances. A discussion was held in the management regarding whether to limit the number of days that can be taken for family accompaniment.

Discussion Points:

- There are situations where accompaniment is necessary, and therefore it should be allowed.
- In the kibbutz, it is easier to get out of work and so to release other family members outside the kibbutz of their duty.
- It is important to adhere as closely as possible to state decisions - recording accompaniment as part of sick days.
- Granting days for family accompaniment reflects mutual responsibility within the kibbutz.
- It requires the discretion of the managers.

Decision: The registration of family accompaniment will be deducted from the member's sick days, and if their sick days are all used, they can apply to H.R. for special leave. Kinneret Govrin

From the Demography/Young Generation/Housing Cluster

Eligibility List for Permanent Housing for the Year 2025

1. Cohen Momi
2. Perling Sigal
3. Sassi Tzach and Shachaf
4. Halevi Idit
5. Granot Ron
6. Hayun Ziv and Tomer
7. Matalon Sa'ar and Yasmin
8. Keret Lior and Limor
9. Freiman Noam
10. Havshush Tal and Rakir Moran
11. Luetjens Liron
12. Kagan Doron and Keren
13. Cohen Lotem
14. Adler Tom
15. Cohen Ron
16. Pezaro Inbal
17. Emerik Matthew
18. Dashevsky Sivan and Guy
19. Edelstein Shelli and Niv

The Future Northern Neighbourhood Occupants

1-10 are under construction

1 - Amir and Tal Darom

2 - Axel and Nachem Levin

3 - Eviatar and Daniel Assaf

4 - Barry and Jo Feldman

5 - Oren and Mor Broadhurst

6 - Adi Goldstein and Elad Ilan

7 - Tali and Yoni Brauman

8 - Sarit and Adi Laviv

9- Ishai and Michal Levi

10 - Omri Zelas

11 - Sharon Langberg

12 - Itai and Einav Nagar

13- Nitzan and Rotem Kamilian

14 - Ben and Danit Kirshberg

15 - Shachar and Bar Levi

16 - Oded and Jid Fink

17 - Itzik and Naomi Shechter

18 - Anat and Eli Friedman

19 - Moran Kooperman

21 - Reut Shalev and Achi Levin

22 - Tzafnat Mor

23 - Ofri and Ohad Ziv



Notes from the Music School



In the past week, four "Premiere" concerts took place at the Music School, where all students who have joined, our extended musical family were invited to participate. This also includes students who have taken on an additional instrument or switched instruments and have not yet performed with them.

Among others, we had the pleasure of hearing Alma Epstein-Cohen on piano, Ella Kagan on flute, Moran Ziv on trumpet, Kerem Cohen Schwartz on oboe, and Sofi Zinenko on classical guitar.

The excitement of the family members was great, and we are all proud of the performers, wishing them continued and enjoyable learning.

We invite you to join our musical family; it's never too late to enter the enriching and enjoyable world of music.

Ilana Peleg





Philo-Sophia



Thumbs Up

Contrary to popular opinion I didn't open up my thumb with a “sakin yapani” to see what was inside. I was as usual working modestly for the good of the collective when in a moment of madness, I carved myself instead of the plastic I was working on.

After a brief visit to the clinic where I was injected and bandaged, I was sent on my way to Afula for further treatment. I called a close friend to take me into the Big Felafel but surprisingly he suggested I take the bus. It was only after a few tears, five minutes of pleading and the promise of a shwarma lunch that he reluctantly agreed to take me.

Things didn't start well for me – for ten minutes I unsuccessfully tried to get the machine to spit out a number for me so I could progress to see the secretary. As time passed and I swiped the card repeatedly the line behind me lengthened. Lucky for me we Israelis are a very patient bunch and I was showered with helpful advice. I was told to turn the card around, then to turn it upside down, to clean it, to swipe quickly and finally to swipe it slowly. It was only when a kind lady with a white cane and seeing eye dog noticed that I was swiping my visa card not my medical card that I was able to move on – I was now 603t.

Having negotiated the secretary after hearing the obligatory "how do you spell Phil?" joke I was sent to wait outside room 569. Eventually I was ordered in over the speaker. I shuffled in with my injured hand held high in an effort to stem the flow of blood. It quickly became obvious that I was in the company of a highly educated and experienced medical practitioner.

Having explained to him that I had slashed my hand open about a half an hour ago he asked me which hand – I waved the damaged hand and he nodded wisely – I had the distinct feeling I was in the right place. No wonder it takes seven years to qualify as a doctor I thought to myself – I wondered if the student intake was a touch more intelligent, they could probably qualify in five years. I was then sent to room 561.

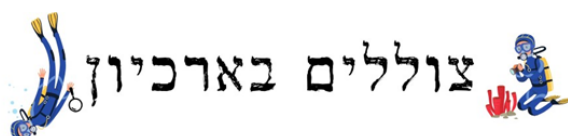
From there I was sent to have my hand x-rayed. For the sheer hell of it I placed the uninjured hand on the table which was then scanned from three different angles – no one seemed to notice – not even the doctor who had sent me there.

I was sent back to room 561 where the x-ray results were pored over. I was then sent back to room 569 for stitches where I was joined by the doctor who only moments ago

had been with me in room 561. He pretended he had never seen me before. I told him my name (how do you spell Phil) and gave him my identity number yet again. He asked me if I was allergic to any drugs – I told him no except for a bad experience I'd had with LSD back in the sixties.

He sympathised with me and told me he he'd had something similar that morning, but I shouldn't be alarmed because the shaking in his hands had almost subsided and he could see pretty well out of his right eye. He proceeded to sew up my left hand until I gently reminded him it was my right hand that needed attention.

If you are wondering if my friend had forgotten my promise of a shwarma – no he hadn't.



Delving in the Archives

Another two pictures from the show 'Someone'. The archives would be pleased to receive clearer pictures from the performance.



Yossi Ba'avur



Manny Rosenberg (of blessed memory)

From the Audit Committee - Submitted by: Reut Shalev

Audit Plan for 2025. The Committee has decided on the subjects that the Interior Auditor will deal with in 2025:

1. Automotive Branch
2. Kolbo
3. Reserve Fund/Pension/Life Fund
4. Follow-up on the HR Report



Programme for 26/01/25– 30/01/25

Daily 08:30 – 12:00 – coffee, cake, chats, board games

Sunday 26 January

09:10 Zoom from Dorot B'Gilboa – Affaires and Events

17:00 Mandela drawing with Shlomit Fink. Arrange participation directly with Shlomit

Monday 27 January

08:00 Pedicure – Limor Mualem – by appointment only

09:00 Sweet from the oven with Monica and Noa

09:30 The Art of Drawing with Chas Broadhurst

16:00 Or B'Givah is open for coffee and conversation

Tuesday 28 January

09:00 Round table discussion with Inbal Adler

09:00 Holistic treatments with Shlomit Fink – appointments by arrangement with Shlomit

10:00 Movie screening – with Galia

Wednesday 29 January

09:30 Blooming Nature with Hammutal

Thursday 30 January

09:30 "Flora"

09:30 Woodworking with Noga Harpaz – "HaNogariah"

10:00 A visit from the children of Ganon Rimon

11:00 A sweet weekend in honour of "International Croissant Day"

17:15 Exercises on chairs with Michal Sha'anani

English is Fun - with Rahel

More than 50 years ago, editor E.P. Mitchell lamented. "There is no livelier perception in newspaper offices than of the incalculable havoc being wreaked upon the language by the absurd circumstances that only so many millimeters of type can go into so many millimeters of width of column."

RESEARCHERS CALL MURDER A THREAT TO PUBLIC SAFETY

FEDERAL AGENTS RAID GUN SHOP, FIND WEAPONS

BOY HURT IN ACCIDENT IN INTENSIVE CARE

ELIGIBLE PET OWNERS CAN GET FREE NEUTURING

SCIENTISTS GROW FROG EYES, EARS

MORNING SICKNESS LINKED TO GENDER

MINERS REFUSE TO WORK AFTER DEATH

AUTO KILLING 110 A DAY; LET'S RESOLVE TO DO BETTER

VERMONER SAYS MORE SKIING GOES ON IN WINTER

SATTA ROSA MAN DENIES HE COMMITTED SUICIDE IN SAN
FRANSISCO

MOTORMAN WELL AUTOPSY REVEALS

BOYS AND GIRLS SAME ALL OVER

NEVADA HAS WATER BUT IT CAN'T BE USED UNTIL FOUND

NONBELIEVERS GATHER TO SHARE THEIR BELIEFS
WIFE'S FAMILY: MAN WHO KILLED FAMILY NOT ALL GOOD

HEADLESS BODY FOUND IN TOPLESS BAR

SEVERED HEAD OFFERS FEW ANSWERS

MAN EXECUTED AFTER LONG SPEECH

PLEA FOR CUT IN PRICE OF FREE MILK

BATH OFFICER SHOOTS MAN WITH KNIFE

MILLION WOMAN MARCH ATTRACTS THOUSANDS

FIREPROOF CLOTHING FACTORY BURNS TO GROUND

THE HEADLINE HOWLERS' HALL OF FAME:
GRANDMOTHER OF EIGHT MAKES HOLE IN ONE

FLAMING TOILET SEAT CAUSES EVACUATION AT HIGH SCHOOL

BRITISH UNION FINDS DWARFS IN SHORT SUPPLY

MAN STRUCK BY LIGHTNING FACES BATTERY CHARGE

FRIED CHICKEN IN MICROWAVE WINS FREE TIP TO HAWAII

.....more next week

Credits:

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Disclaimer 1: The Edi-tor and translator does his best to provide an accurate reflection of the Hebrew Alon. Please be warned that it is not a direct translation. The original Hebrew text is the official version. This is of particular importance when it comes to decisions and procedures! Not all the material published in the Hebrew newsletter appears in “The Yizraelite”. Considerations of length, readers’ interest and the Edi-tor’s ability to grapple with the subject matter, determine what is included.

Disclaimer 2: “English is Fun”: At the request of the author, this column is not proofread or edited in any way. Content and format are at the discretion of the author.

Note: The readers are encouraged to submit for inclusion “letters to the editor”, photos and material that does not appear in the Hebrew Alon.

