



# FIRON

M. FIRON & CO. ADVOCATES

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BUILT ON TRADITION. DRIVEN BY INNOVATION.

# FIRON LAW FIRM

**+40**

Practice Areas

**+300**

Legal Team

**+70**

Years of Excellence

*"They are absolutely the  
only legal partner  
we are willing to consider"*

**The Legal 500**

**9**

Branches  
Around The World

**5**

One of Israel's  
Top 5 Law Firms

**1**

Leading in Corporate  
Citizenship (Pro Bono) and  
Diversity



**WWL**



**CHAMBERS**  
AND PARTNERS

**dun's**  
100



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# OUR BRANCHES



ISRAEL

BULGARIA

GREECE

SERBIA

RUMANIA

TEL AVIV

HAIFA

NAZARETH

BEER SHEVA

NETANYA



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BLOCKCHAIN AND  
SMART CONTRACTS

INSURANCE

INTERNATIONAL  
ARBITRATION

ENERGY,  
TRANSPORTATION,  
AVIATION

INTERNET, GAMING AND  
E-COMMERCE

CLASS ACTION  
LITIGATION

BLOCKCHAIN AND  
SMART CONTRACTS

INSURANCE

INTERNATIONAL  
ARBITRATION

ENERGY,  
TRANSPORTATION,  
AVIATION

INTERNET, GAMING AND  
E-COMMERCE

CLASS ACTION  
LITIGATION

DATA PROTECTION  
AND PRIVACY

ANTITRUST AND  
COMPETITION

FAMILY LAW,  
INHERITANCE AND  
ESTATE LAW

PURCHASING GROUPS,  
INCOME GENERATING  
REAL ESTATE

IMMIGRATION LAW

BANKING AND  
FINANCE

RESTRUCTURING &  
INSOLVENCY

URBAN RENEWAL

## ONE STOP SHOP

COMMERCE,  
DISTRIBUTION AND  
FRANCHISING

HI-TECH AND  
STARTUPS

MUNICIPAL TAXATION

REAL ESTATE FINANCE

MERGERS AND  
ACQUISITIONS

PRIVATE EQUITY AND  
VENTURE CAPITAL

COMMERCIAL LITIGATION,  
CONSTRUCTION  
LITIGATION

INTELLECTUAL  
PROPERTY

PUBLIC LAW,  
REGULATION AND CRISIS  
MANAGEMENT

COMMERCIAL LAW

ADMINISTRATIVE LAW,  
TENDERS AND  
REGULATION

INTERNATIONAL  
CORPORATE &  
COMMERCIAL

CAPITAL MARKETS

HOSPITALITY

PHARMACEUTICALS,  
BIOTECH AND  
HEALTHCARE

CHINA DESK

PERSONAL WEALTH  
MANAGEMENT

REAL ESTATE,  
INFRASTRUCTURE AND  
PROJECT FINANCE

PLANNING AND ZONING

MULTIPLE PROPERTY  
OWNERS



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# Labor Law Department

Firon & Co.'s labor law department is among the leading departments in the field and is consistently ranked and highly recommended by local and foreign ranking guides. This preeminence was strengthened by the merger of our firm with the leading boutique law firm Tamar Golan & Co..

The firm has considerable experience in all aspects of labor law and over the years took part in various precedent-setting rulings in the field. The department's primary focus is on the representation of some of Israel's largest employers, from the public as well as the private sector, among which are, statutory bodies; Government-owned companies; Government Ministries; healthcare organizations and hospitals; insurance companies; hotel chains; transportation companies, hi-tech, real-estate, industrial factories; retailers; academic institutions, and more.

The diversity of the department's clients mandates a deep understanding of, and an extensive reference to various and diversified bodies of knowledge, in order to provide the best possible legal representation and advice to our clients. We are dedicated to helping employers manage their business affairs while on the one hand ensuring their compliance with applicable laws and on the other hand safeguarding their businesses, all while paying close attention to the employers' economic and organizational aspects and thoroughly understanding their needs along with the importance of the human capital and the manner in which it is managed.

*"The Labor Law Dept. handles the full range of labor, employment, pensions and immigration matters but is arguably best known for its broad experience in collective employment matters"*

**The Legal 500**



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# 2022 Summary

The data does not include dozens of hearing proceedings, disciplinary proceedings, and sexual harassment inquiries

**160**

**Labor claims**  
Held in 2022

**135**

**11 of those claims**  
Are over a million dollars  
Totaling 25 million dollars

**12**

**Actions under collective bargaining agreements**  
Including 7 injunctions, 4 against strikes and 3 against dismissal of senior employees

**6**

**Class actions**  
For amounts ranging  
from 14.5 million NIS  
to 70 million NIS  
each

**7**

**Criminal proceedings**  
(indictments against the  
company and its  
management)

**100 Million NIS**

Overall scope of claims in 2022



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# Comprehensive Legal Advice

## Disciplinary Proceedings

Ahead of terminating an employment relationship or transfer to another position within the organization, including data collection, drafting the notice of the hearing, participation in the hearing, drafting the decision, assistance in implementing the decision

## Whistleblowers

Assistance and consultation in investigations by the State Comptroller following complaints, and motions for protective orders for employees

## Defamation claims

Against employers

## Services Agreements

For example, with labor contractors, maintenance and security firms, independent contractors, etc.

## Commencement / termination of employment relationship

Drafting employment agreements and separation agreements

## Pension Insurance

Ongoing consultation to employers

## Collective bargaining proceedings

Collective bargaining processes, collective bargaining agreements, involvement in the full scope of relationship between employers and employees, including removal, termination, change in employment terms, strikes, etc.

## Labor protection laws

Consultation regarding the mandatory employment-related laws

## Sexual harassment and workplace bullying

Consultation of and assistance to employers in handling complaints, including data collection and examination, studying the complaint and drafting the final report, assistance in any proceedings mandated by the report, and more.

## Class actions

Against employers

## Due diligence reviews

Assistance and consultation in due diligence reviews ahead of the sale or purchase of companies

## Criminal proceedings

Indictments against companies and management

# Key Success Cases

## Teaching assistant v. Academic Track:

Motion by a teaching assistant to certify a **NIS 70 million class action** for employment terms and wages. The motion was denied.

## 21 physicians v. Clalit Health Services:

A NIS 6 million claim by physicians pursuant to a collective bargaining agreement, for additional pay for being on call. The claim was denied.

## Superbus drivers:

Injunctions against bus drivers in public transport routes

## Director of Medical Center and the Israel Medical Association v. Clalit Health Services:

A collective dispute, and injunctions against removal of a director from his office

## Physician in senior management v. S.L.H:

Termination proceeding of a physician in a senior management position – as part of his objection to his termination, the physician filed for injunctive relief and for setting aside an arbitral award. All of his motions were denied.



# Key Contacts



**Adv. Tamar Golan**  
Partner and head of the  
department



**Adv. Guy Golan**  
Partner



**Adv. Galit Golan  
Rottem**  
Partner



**Adv. Or Levy**  
Partner



**Adv. Dana Cohen**  
Partner

*"The Employment department "handles the full range of labor, employment, pensions and immigration matters but is arguably best known for its broad experience in collective employment matters. The group is also distinguished by its strong record in the public sector, particularly within the healthcare space where it represents Israel's second-largest employer. The team also consistently advises private and public corporations on regulatory, transactional support and contentious matters."*

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# Adv. Tamar Golan

Partner and Head of Labor Law Dept.

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The law firm of Adv. Tamar Golan & Co. – which was recognized as one of Israel's leading labor law "boutique" law firms – was founded by Tamar Golan in 1984.

Over the years, Adv. Golan has provided legal services to a variety of clients, in complex situation, negotiations and cases.

Adv. Golan has been at the forefront of complex and precedent-setting proceedings and has been involved in some of the most significant and important collective-bargaining negotiations in the Israeli economy.

Adv. Golan has wide experience in the field of pensions, with regard to both veteran and new funds, and with the changes that have been introduced by virtue of expansion orders and by new guidelines by the Capital Market, Insurance and Savings Department of the Ministry of Finance.

*"Tamar Golan has strong expertise in collective negotiations"*

**- The Legal 500 -**



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# Adv. Galit Golan-Rottem

Partner, Labor Law Dept.

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- ❖ Galit has extensive experience in handling collective disputes, where she continues to represent employers in motions for injunctions against worker strikes and legal proceedings relating to interpretation of collective bargaining agreements. She also conducts collective negotiations for collective bargaining agreements on behalf of employers. Furthermore, Galit has been involved in all manner of collective bargaining disputes, injunctions against worker strikes, and negotiations over collective agreements at one of the largest health funds in Israel, since 2004.
- ❖ Galit has distinctive expertise in pension law and has provides representation in collective disputes relating to pension rights, class action cases relating to pension rights, as well as private individual lawsuits. She also represents employers in employee lawsuits relating to transferring employees between different pension funds, the implications of such transfers, and the question of who is liable for the results of such transfers.
- ❖ Galit has rich experience in handling workplace crises, including employment termination proceedings for executives and senior permanent/or tenured employees in both the public as well as private sectors. She has represented and continues to represent employers in litigation arising from termination proceedings in all levels of judicial tribunals – the Labor Courts, disciplinary committees, and the Public Complaints Commission of the State Comptroller's Office.
- ❖ In addition, Galit coordinates the firm's legal counsel on matters relating to sexual harassment in the workplace, including guiding sexual harassment investigation proceedings, conducting disciplinary proceedings, as well as representing employers in court in related litigation. Galit has an in-depth familiarity with the Ministry of Finance's Office of the Wage Commissioner as well as the interactions required of public and budgeted entities with the Office of the Wage Commissioner. Galit services also include ongoing consultation to private entities, including high-tech companies.



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# Adv. Guy Golan

Partner, Labor Law Dept.

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- ❖ Guy has wide and comprehensive experience and expertise in the field of employment law and provides day-to-day advice to a variety of clients including governmental entities and commercial corporations on all aspects of his field – individual and collective. Additionally, he is accomplished in representing his clients- before the labor courts, in arbitration, and before other tribunals.
- ❖ Guy has vast experience in complex litigation on a range of issues and at all the various legal instances. He has experience in collective bargaining and collective disputes and has been involved in some of the most substantial collective disputes in the Israeli economy. Guy possesses unique expertise regarding the collective agreements and practices in Israel's medical/health sector and has participated in significant, precedent-setting, legal proceedings in that field.
- ❖ Guy is very well acquainted with the office of the Commissioner of Wages at the Ministry of Finance, and how governmentally finances entities should interact with the Commissioner's office. In addition, Guy is well versed in the procedures involved in complex termination proceedings, including the termination of senior managers and employees in both the public and private sectors, and in this context, he provides support and representation to some of Israel's largest employers in legal proceedings relating to dismissals held at a variety of instances – employment courts, disciplinary committees, arbitration, etc.
- ❖ Guy interned and, from 2001, practiced first as a lawyer and then as a partner in the law firm of Tamar Golan & Co., which merged with our firm in January 2017.



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# Adv. Or Levy

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- ❖ Over the years Or has gained extensive knowhow and experience in all aspects of labor law. She has major experience in conducting collective negotiations for drawing up collective agreements. In her activities in this field, she has represented the Association of Israeli Transportation Companies in their protracted talks to sign a collective agreement with the transportation companies and subsequently she assisted the Association in extending the agreement through an expansion order.
- ❖ Or's major experience in comprehensive legal support encompasses all legal aspects of labor law such as supporting employers in initial procedures for unionization in the work place including proceedings regarding injunctions against strikes; support and consultancy on pension plans in which she represents employers in claims from employees regarding the transfer of pensions between funds and the various results of these transfers; supporting employers in reorganizations and cutbacks; as well as supporting employers in resolving abuse and sexual harassment in the work place, and conducting disciplinary proceedings on the matter.
- ❖ Or also has experience in criminal and administrative proceedings brought against employers by the Ministry of Labor's enforcement authorities.
- ❖ In addition, Or provides routine consultancy to private entities including high-tech companies, enterprises, transportation companies and non-profit organizations.



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# Adv. Dana Cohen

Partner, Labor Law Dept.



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- ❖ Dana routinely provides ongoing consultation to private, as well as public, entities and oversees various litigation cases in labor courts.
- ❖ Dana has considerable experience in complex, high-profile cases, including procedures regarding the termination of employment of senior managers and employees, both in the public and private sectors.
- ❖ Dana also has special expertise in sexual harassment procedures, both in the early stages of investigating the complaint as well as in labor courts.
- ❖ Dana is familiar with the Department of Salary and Employment Agreements at the Ministry of Finance, as well as with procedures in-front of the State Comptroller regarding complaints by “whistleblowers”.
- ❖ From 2013, Dana practiced as a lawyer in the firm of Tamar Golan & Co. which merged with our firm in January 2017.
- ❖ Dana interned at the legal department of the Prime Minister’s office (2012-2013).



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חומניה • יוון • בולגריה • סרביה

**תודה  
רבה!**