

Workers' Rights - for Hourly Workers (7/2011)

Kav LaOved is a **non-profit** organization that provides consultation, guidance and legal aid to workers. The following rights are guaranteed by Israeli law to all workers in Israel whether Israeli or foreign (**with or without a visa**):

Minimum Wage	4,100 NIS for a full-time job (186 hours per month); 164 NIS per day; 22.04 NIS per hour.
Payment Time	Wages must be paid no later than the 9th of the month (for the previous month).
Overtime	Every hour after 8 hours of work per day. Overtime is calculated for hour worked on <u>each day</u> (not deducted from the work hours for other days). Payment: first two hours - 125% (27.55 NIS per hour); any hour after the first two hours - 150% (33.06 NIS per hour).
Keeping Track of Work Hours	It is important to write down the hours you work each day (the start and end times) in case of disagreement with your employer.
Travel Expenses	Your employer has to give you a refund on your travel expenses, to and from work up to a maximum of 24.40 NIS per day.
Weekly rest day	You should get 36 continuous hours off work per week, which includes a rest day according to your religion. If you worked on your rest day you should get 150% of your daily wages <u>and in addition</u> a different rest day.
Annual Vacation	During the first four years of employment you are entitled to two weeks annual leave (including the weekly rest day). Therefore, a worker who is employed, for example, once a week and earns 150 NIS every time, is entitled to 2 days of paid annual vacation (150 x 2 days vacation = 300 NIS). After four years, the number of annual vacation days increases.
Holidays	After three months of work, you are entitled to receive payment for nine holiday days per year according to your religion (provided these days do not fall on your weekly rest day). If a holiday falls on your regular working day, you are entitled to holiday payment at the rate of the normal salary for this day. If you are employed on your holiday, you should receive payment at the rate of 150% of your daily wage and this is in addition to the holiday payment (250% in total).
Recuperation fees	A worker who completed one full year of work is entitled to a recuperation fee at a fixed daily rate of 365 NIS. For the first year - 5 recuperation days, for the second and third year – 6 days, and for the fourth to tenth year – 7 days. For part time workers, the calculation is carried out according to the extent of the job.
Calculation of job extent	The number of weekly work hours is multiplied by 4.3 (number of weeks per month) and divided by 186 (monthly hours for a full time job).
Breaks	A worker in physical labor is eligible to a 45 minute break after 6 hours of work (at least 30 minutes of the 6 hours being continuous). For non-physical labor - 45 minutes after 8 hours. Deduction from salary due to breaks : An employer may deduce the duration of the break from the worker's salary only if the worker may leave the workplace during that time.
Sick pay	Your employer must pay your salary if you don't work because you are ill <u>when you give him a doctor's note</u> . You don't get paid for the first sick day; for the second and third sick day - 50% of your daily salary; from the fourth sick day and onwards - 100% of your daily salary.
Severance/ Separation pay	After one year of work you should be paid severance pay if you are fired or your work ends due to deterioration of work conditions, due to medical reason, due to giving birth or if you do not receive your salary and your social rights. <u>Time of Payment:</u> when you are finishing working.

Calculation: One month's salary multiplied by the number of years of employment (including work for part of a year)

Giving Prior Notice to Firing/ Quitting

Your employer and you have to give written notice to each other before firing/ quitting work. The amount of notice depends on the period you worked: during 1st year – 1 day for each month; during 2nd year– 14 days + an additional half a day for every month; during 3rd year– 21 days + an additional half a day for every month; after 3 years- a month. Payment: the person who doesn't give prior notice must pay the other person compensation amounting to the regular salary for the notice period.

Pension

Every worker in Israel is entitled to receive a pension from his employer. Terms of eligibility: a. a male worker must be older than 21; a female worker must be older than 20. b. the worker must be employed for over 6 months. A worker who started at a new place of work while already having a pension fund is entitled to pension starting on his first day and will not need to wait 6 months. The overall share for 2009 is 5% of the salary (not less than the minimum wage). A third will be deducted from the worker's salary, and two thirds will be paid by the employer, In 2010, the share is 7.5% and in 2011 10%, which are divided in the same proportions.

Rights for Part of a Year

You are entitled to receive your Annual Vacation and Holidays rights even if you have not worked for a full year (you will be entitled to a proportional number of days). For Severance Pay and Recuperation Pay, you are entitled to receive your rights also for part of a year's work, as long as you have worked for over one year.

Pregnancy and Maternity

It is illegal to fire a pregnant worker. When you give birth you should get coverage for your hospital stay as well as a one-time birth payment and three months of paid maternity leave from the National Insurance. It is important to come to the hospital with your passport and all the pregnancy follow-up documents.

Health Insurance

Your employer must organize health insurance for you and is entitled to deduct from your salary not more than 110.80 NIS a month. If you want to organize health insurance by yourself you can do so (at the moment only with Harel insurance company: 03-7547020)

National Insurance

The employer must insure you with National Insurance. It is important that you get a copy of the payment receipt with the National Insurance file number of your employer, which you will need if you stay in hospital (a work accident or giving birth).

Medical Care

All the medical treatments you have are covered by your private health insurance, except for work accidents and birth giving hospitalization, which are covered by the National Insurance. **In case of emergency** even if you don't have health insurance or a valid visa you can get medical care at any hospital (but will be charged later).

Tax exemption points

A worker that is legally employed in Israel is entitled to 2.25 tax exemption points in his income tax calculation, similar to an Israeli citizen.

Sexual Assault

Sexual assault and sexual harassment is illegal under Israeli law. This includes a threat to fire a worker if she refuses to have sex, indecent assault or offers of a sexual nature. Any worker who was harassed can contact Kav LaOved.

Kav LaOved (Worker's Rights, visa problems)

Hotline for migrant workers (for arrested workers):

Mesila (Social problems, family and children)

Physicians for Human Rights (medical insurance, health problems)

03-6883766, 75 Nachalat Binyamin St, **Tel Aviv**

04-8643350, 18 Hertzl St, **Haifa**

02-6242801, 6 Yanay St. **Jerusalem**

03-5602530

75, Nachlat Binyamin St, Tel Aviv

03-6879727

3, Rishon LeTzion St, Tel Aviv

03-6873027/ 03-6873718. 9, **Hadorr St., Jafa**