

Kav LaOved – Worker's Hotline 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	5,300 NIS for a full-time job (182 hours per month) 212 NIS per day (6 days per week) 29.12 NIS per hour
Payment Time	Wages must be paid no later than the 9th of the month (for the previous month).
Overtime (OT)	Overtime (OT) must be paid for every hour after 8 hours of work per day. OT is calculated by hours worked on the <u>same day</u> and not according to any other days. Payment for OT in the first two hours is 125% (36.4 NIS per hour); payment for any hour after the first two hours is 150% (43.68 NIS per hour). Legally, workers are not allowed to be employed over 12 OT hours per week. For rates of overtime worked on rest days, see 'Weekly Rest Days' below.
Residence	The employer must provide suitable residence for workers. The residence building must be reasonably accessible; each worker must be provided with a separate bed, mattress, pillow, sheets, woolen blankets, and a separate compartment for storing clothes; the residence must include a kitchen with a refrigerator, stove, lunch room or a designated area for eating; toilets and showers with hot water in the building or not too far away, one toilet and shower for every eight people in the same building; there must be sufficient electric lighting, and a washing machine for every six workers. The employer must also provide residence for a week after the end of the contract between worker and employer. The employer is permitted to deduct from the worker's salary a maximum sum as described below.
Transfer Procedure	The transfer procedure permits the employer to transfer workers to another employer for a period of no more than 6 months in one year. According to the procedure, the employer responsible for the transfer must provide each worker with a document stating that the move follows official procedure. There is no need to provide this document if the worker is transferred to an employer at the same moshav.
Salary Slip	The employer must provide the worker with a salary slip with details of the salary and deductions. It is very important to save all salary slips. We strongly advise each worker to keep a personal record of daily work hours, making note of sick days and also noting work hours for Saturday when payment is higher.
Salary Deductions	A. Income Tax and National Insurance: a percentage of the salary according to amount earned B. Health insurance: 136.24 NIS per month C. Related expenses (electricity, water, property tax): up to 304.6 NIS per month D. Residence (assuming residence is owned by employer): up to 235.5 NIS per month.
Weekly Rest Day	Workers are entitled to 36 consecutive hours of rest per week, which includes a rest day according to the worker's religion. If you worked on your rest day,

	you should get 175% pay for the first 10 hours and 200% for every hour after. In addition, you should get a different rest day.
Annual Vacation	During the first 5 years of employment the worker is entitled to 16 paid vacation days each year (in addition to the weekly rest days). Starting the 6 th year, the worker is entitled to 18 vacation days. The worker taking vacation will receive the normal monthly salary. The worker must notify the employer at least one week before taking vacation. The worker who does not take vacation will receive payment for the days not taken. Calculation of the payment per day: divide the gross salary into 25 days per month.
Paid Holidays	After 3 months of employment, the worker has the right to 10 paid holiday days per year according to the worker's religion, as long as they do not fall on the workers' weekly day of rest. The worker who took the holiday off has the right to be paid a full month's salary. If the worker worked on his/her holidays, payment will be 175% of the normal payment per day and the worker has the right to take a different day off.
Recuperation Pay	After completing one full year of work, the worker is entitled to recuperation pay every year, at the rate of 378 NIS per day. In the first year, the worker gets payment for 5 recuperation days; in the second and third years, the worker is entitled to 6 days; in the fourth to the tenth year, the worker is entitled to 7 days.
Sick Pay	An employer must pay the worker's salary when the worker is sick and when the worker gives the employer a note from the doctor. The rate of payment is the following: There is no payment for the first sick day; for the second and third sick day the pay is 50% of the daily salary; from the fourth sick day and onwards the pay is 100% of the daily salary. A worker can only get paid up to 90 sick days.
Severance Pay	At the completion of a full year of employment, the worker is entitled to severance pay in cases of dismissal by employer, non-renewal of visa, worsening of working conditions (for example - withholding wages), health condition of the worker, finishing of 5 years and 3 months, etc. Payment is due within a maximum of 42 days after the payment of the last salary. Severance is calculated according to the monthly salary multiplied by the number of years of work completed. Delayed payment incurs a fine for withholding severance pay. The employer must provide the worker with one week of residence after the firing, even if the worker was informed ahead of time.
Resignation Notice	A worker who was employed for 7 days or more and who decides to resign must give prior notice to the employer and to the private agency through which the worker was hired. The worker must give notice in writing prior to resigning, relative to the time the worker was employed: 7 days to 3 months employment – 7 days prior notice 3 months to 6 months employment – 14 days prior notice 6 months to a year employment – 21 days prior notice 1 year employment and more – one month prior notice
Dismissal Notice	The employer must provide written notice prior to dismissing a worker within a time frame proportional to the length of employment. During the first year, notice must be given one day in advance for every month employed. During the second year of employment notice must be given 14 days plus one day for every additional two months employed. During the third year, notice must be given three weeks plus one day for every additional month employed, and after three years, notice must be served one month in advance.
Pension	All agricultural workers in Israel are entitled to provisions for a pension from their employer to assure income during retirement. The employer must

	deposit the provision each month in a bank account in the name of the worker and must give the worker the sum that has accumulated at the end of the worker's employment. The employer must provide 12.5% of the worker's salary (6.5% for benefits and 6% as part of severance pay). The worker must provide 5.5% of his monthly salary for his retirement funds.
Rights for Partial Year Employment	Workers who are employed for part of the year are entitled to paid holidays and vacation in proportion to the length of time employed. Entitlement to recuperation and severance pay require completion of one whole year of work with the same employer.
Subsistence Allowance	In accordance with Article 37 of the Extension Order in the agriculture sector, the worker will receive 100 NIS a month subsistence allowance.
Annual Bonus	In accordance with Article 36 of the Extension Order in the agriculture sector, the worker will receive an annual bonus at the rate of half of the salary that will be paid in two equal payments during the year.
Health Insurance	The employer must pay health insurance for the worker during the entire employment. If the worker stops working for one employer and begins working for another it is best to stay with the same health insurance company in order not to lose accrued benefits.
National Insurance	The employer must insure the worker by deducting 0.04% of the monthly salary and paying it to National Insurance. It is important that the worker receives a copy of the receipt of payment for National Insurance in which the employer's registration number is listed. It will be needed in the case of hospitalization.
Sexual Assault	Sexual assault and sexual harassment is illegal under Israeli law. This includes a threat to fire a worker if she or he refuses to have sex, indecent assault and offers of a sexual nature. Any worker who has been harassed can contact Kav LaOved or Sexual Assault Crisis Center (see below).
Recruitment Fees	In Thailand, workers pay around \$750 for the plane ticket to Israel and \$134 in various additional costs. Once arriving in Israel, workers pay the Israeli private agency \$850 and the IOM (International Organization of Migration) \$450. The maximum a worker can pay in total to come to Israel is \$2,200. Private agencies are not allowed to charge a fee for finding an employer for workers who are already in Israel.
Passport	It is against Israeli law for an employer or private agency to hold a worker's passport. This is a criminal offense.
Organization Time	Workers who are at the end of their stay in Israel are allowed to remain in the country 60 days after the expiration of the visa.
Arrest	In case of arrest, request to continue working in Israel and to be released to the employer. Immediately contact Hotline for Migrants and Refugees at 03-560-2530 or one of the phone numbers listed below for help with being released. Workers who cannot be released are those who do not have a valid passport, are employed in a different sector than the one written in their visa, have been arrested previously, do not have a valid visa, and/or have been in Israel over five years and three months.
A Worker Cannot be Forced to Return to Country of Origin	Only the police have the authority to expel anyone by force. If you have been taken to the airport, you have a right to object to check-in to the flight and you have a right to ask for help from the police. It is advised to contact Kav LaOved at one of the phone numbers listed here below. You can leave the airport and contact Kav LaOved later to request assistance. It is important to note that the airport is a public place and if you refuse to check-in to the flight the employer cannot force you to leave.
Kav LaOved agriculture Office Hours	Wednesdays 14:30-19:30, 75 Nachalat Binyamin Street, Tel Aviv

Important Phone Numbers:

Kav LaOved

75 Nachalat Binyamin Street, Tel Aviv (Floor 4)

03-6883766

Agriculture Office Hours: Wednesdays 14:30-19:30

Translation to Thai: 052-5349873

E-mail: Miriam.a@kavlaoved.org.il

Heath Center for Migrant Workers and Non-Status (Physicians for Human Rights)

Monday and Wednesday 8:00-16:00, Thursday 11:00-17:00

9 Dror St., Jaffa-Tel Aviv

03-6873027

The Hotline for Refugees and Migrants (HRM)

75 Nachalat Binyamin Street, Tel Aviv (Floor 2)

03-5602530

The Center for International Migration and Integration (CIMI)

Shlomzion HaMalka 10/3, Jerusalem 941460

TIC Hotline in Thai: 1-700-707889

Fax: +972-2-589-9660

Sexual Assault Crisis Center

For Women: 1202

For Men: 1203