

Rainbow Staff Agreement



1. Holiday entitlement

This holiday entitlement relates to full time, permanent staff. Part time and temporary staff are entitled to pro-rata entitlement of the following:

In addition to the festival days (religious holidays) listed below, all staff are entitled to 12 working days (holidays) per year off; one day for every month worked; in accordance with Israeli law.

Staff can take holiday after it has been accrued, and approved via the holiday request protocol, in line with company policy.

Jews are entitled to - 9 festival days off

***Holiday Eve (Erev Chag)** - Work finishes ONE hour before the official start of the holiday OR the normal time at which the shift ends, whichever is earlier*

Christians are entitled to - 9 festival days off

Muslims are entitled to - 12 festival days off

Druz are entitled to - 10 festival days off

A minimum of 12 holiday days Must be taken every year. Staff who earn extra holiday days (in line with the remuneration policy) may take these additional holiday days if they wish but may not carry them forward into the following year, except for in exceptional circumstance where agreed in writing by the manager.

Temporary staff (cover) who do not book holiday days, will be paid their holiday equivalents once in every three months automatically.

2. Additional days off

Staff may request additional, unpaid days off, and this is at the absolute discretion of the manager.

3. Sick days

Where staff are sick, staff must not come to work. Staff must remain off work for 48 hours from the last episode of vomiting or diarrhoea. Staff should inform the nursery team according to the organisational policies

Staff are not paid for the first day taken off sick. Staff are paid at 50% of their pro-rated salary for the second and third day off sick. If staff are sick for a 4th day onwards, they must present a formal doctor's letter at their own expense to qualify for pay on the 4th day onwards.

Pay from 4th day onwards can only be made for sick days that have been accumulated according to the number of days worked. This includes no more than 1.5 sick days for every month worked, and no more than 90 paid sick days in any one-year.

Excessive days off sick may result in the termination of employment

4. Working restrictions

Whilst working at Rainbow staff may not carry out any work for any families who are currently enrolled at the nursery, who are either attending or enrolled for the future. This includes babysitting, domestic work or any other work whatsoever directly for parents, or companies that are owned or managed in whole or part by parents or their partners.

For four months following termination of employment with Rainbow, staff may not work for any Rainbow families, or any competitors. Competitors include, but are not limited to, all English speaking and bilingual childcare provisions in Tel Aviv, whether commercial or small groups run from family homes. Exception to this may be made at the absolute discretion of the owner, and in writing.

5. Termination of employment

Staff are required to give SIX weeks notice to terminate employment. Shorter notice periods may be agreed upon at the point of resignation, at the absolute discretion of the manager. On leaving, staff will be paid in lieu of any holiday days which have not been taken, up to the 12 statutory days, additional holiday days not taken may not be paid. For staff who have worked more than one year, any payments in relation to the Convalescence allowance will also be made in the last payment.

7. Compensation

All staff receive an hourly salary in line with global equivalents and are paid only for the hours that they work. The hourly rates and global equivalents are set out in the Staff Salary policy, which is updated from time to time. Staff receive a 'Starter Email' which includes confirmation of their starter salary. Staff are required to formally request pay rises, in line with nursery policy. No pay rises will be automatically processed after staff begin employment.

Travel allowance is paid in addition to the hourly salary. Pension payments are made in line with Israeli law. Convalescence allowance are paid according to Israeli law; payments are payable after one year of service and are paid in December each year.

9. Working hours

Full time staff work 42 hours per week (excluding breaks). Staff must clock in and out at the beginning and end of their shift. Any hours worked above the first 42 hours per week, are paid at a higher rate, according to Israeli law (125% or 150%). Part time or temporary staff work hours in accordance with the agreements they have made with the management team.

10. Confidentiality

Staff are required keep this agreement confidential and are not permitted to discuss its contents with anyone apart from legal representation.