



Rainbow Staff Agreement

1. Holiday entitlement

This holiday entitlement relates to full time, permanent staff. Part time 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 10 working days (holidays) per year off.

Usually, staff will not be eligible to take any holidays (excluding religious holidays) until they have been accumulated. So for example, for every 24 days worked, one day of holiday is accumulated. Therefore, to take a one-week (5 day) holiday, staff will need to complete 120 work days.

No nursery staff are usually allowed to take days off at the same time, therefore we operate on a first request basis. The first member of staff to request the day off will usually be given the day.

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

2. Additional days off

Staff may request additional, unpaid days off, this is at the absolute discretion of the owner whether these days are granted. Additional days off are not a right and are not paid.

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 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 doctors 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 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 owner.

7. Compensation

Staff receive confirmation of their salary upon commencing employment. This will usually be sent directly to the staff member in an email. Any subsequent changes to the agreed salary will be confirmed in a subsequent email.

Full time and permanent staff receive a global salary, and are not hourly paid. The global salary is inclusive of a daily travel allowance.

Part time and temporary workers receive a global hourly rate, which is inclusive of a travel allowance. The hourly rate is specified on commencement of work.

9. Working hours

Staff are required to work 9.5 hours per day, for 5 days a week, unless otherwise stated at the commencement of their employment by email, or by amendment thereafter. Staff are required to work on a rota basis on a Friday morning, and are entitled to the equivalent time off during the week for any Friday sessions worked

10. Confidentiality

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