# Working on SW changes in WRC – Summer 2023

#### Work Notes

## Maternity and Unpaid Vacations for Pension 0 24/9/23

Check how pension is computed.

First there is computation for when pension should start.

Usually pension start is 6 months after start of work –

This 6 month period is inflated by all unpaid vacations and by paid maternity leave(?).

Pension computation bug: “part” is not true if first month is February

* Should correct it

All relevant information of partiality should be in “monthly info”

“CMonthInfo \*CWorkPeriod::GetMonthInfoFor(int year, int month)”

#### Usage of monthly fraction

It is used for different purposes – do they all need the same fraction?

1. Accumulating pension by month – should check special flag for maternity pension
2. Vacation Table – compute due vacation
3. Compute family part over last period – should not include paid maternity
4. Compute family part – should not include paid maternity

#### Looking at the SW that compute monthly fraction

The main function is “void CUsedVacations::Compute()”

For each vacation it calls “gVacationTable.ComputeNextVacation(\*pVac);”

#### This function is oriented to used vacations

Its focus is to decide how many due vacation days there are and set partial unpaid vacation by

“vacation.SetPartiallyPaid((int)mDueVacationLeft)”

The vacation computes unpaid period and for every month calls

“pMonthInfo->SetUnpaid(nToAssign);”

#### What to do for Maternity Leave?

No use of paid vacation days –

## Maternity Leave (ML) computations for Holidays – 24/9/23

Do not pay for holidays that fall in ML!

## Back to Maternity Leave (ML) computations for Vacation – 23/9/23

Check computation of vacation – what factors are involved?

Conclusion:

As last change in seniority was in 2017,

Now, effectively, vacation for seniority is constant (per 5 and 6 days).

This is because vacation can be requested only 3 years back.

This allows us to compute vacation by year (instead of by month).

Paid maternity leave is subtracted from due vacation.

## Feedback after first runs – 22/9/23

1)

הטקסט מעל מס' שעות המשפחה צריך להיות "שעות המשפחה" ולא "משפחה" בלבד

2)

תשלום דמי הבראה.

אם העובדת פוטרה ללא הודעה מוקדמת לפני סוף שנת עבודה,

אך לו הייתה ניתנת לה הודעה מוקדמת החוק הייתה עוברת את השנה

- היא זכאית לדמי הבראה.

3)

שדה demand vacation for previous year:

אם מגדירים את מספר השנים אחורה אחרי שמסנים את הצ'ק בוקס, הנתון לא משפיע.

יש להכניס ערך ורק אח"כ לסמן את הצ'ק בוקס.

All Done – 23/9/23

## Rethink vacation computation – 17/9/23

Spec: “ML does not deserve vacation. Accumulate seniority for vacation”.

#### Proposed solution:

* Hold number of paid ML days in yearly span
  + ML can be divided over 2 years
* Reduce due vacation proportionally to ML days from total

#### Paradigm Change?

Currently vacation is computed back “per month”. WHY?

May it be computed per year?

## Start working on Maternity Leave (ML) computations – 17/9/23

Firs compute unpaid span to ML – and add it to work span.

Unpaid maternity leave span was added to years –

* Years are extended

Unpaid spans are logged in “WorkYears.log”

## Check renovated code for unpaid vacation – 17/9/23

Create example case “Yoav WRC …”

Check logs for work years + used vacations – it seems OK.

## NOTICE: An unpaid vacation can only affect a single work-year!

As work years represent seniority (“vetek”), they are frozen at unpaid vacations.

Unpaid vacations can never expand to next year!

#### Resume Single-Work-Year unpaid vacations

1. Vacation is full added to the year where it first unpaid day falls
2. Year is extended b number of calendar day
3. Next year starts accordingly

## Start Date for Pension – from Iris

If there is an active pension fund

AND the worker worked more than 3 months

Start for pension is start of employment

Otherwise

Pension starts from the beginning of the 7th month

## OLD BUG in pension computations – condition never true!

bool CPension::UpdateStartDateForPension()

{

if (mStartDateForPension <= gWorkPeriod.mFirst)

return false;

CWorkSpan workBeforePension(gWorkPeriod.mFirst, mStartDateForPension);

if (workBeforePension.mDayAfter > mStartDateForPension)

{

mStartDateForPension = workBeforePension.mDayAfter;

LogLine(L"Start day for pension updated due to vacations", mStartDateForPension);

return true;

}

return false;

}

#### Understanding the bug

The correction was intended to accommodate for unpaid vacations at the beginning of the employment period.

It is not working.

## First test Unpaid Vacation – 16/9/23

See how a vacation is split between different years.

Check influence of vacation on all computations.

## Reorganization of the work-spans definition – 16/9/23

#### Unpaid or Partially Paid Vacations and Maternity Leaves Database

Class CUsedVacations contains a list of pointers to objects of class “CVacationUsed”.

Class “CMaternityLeave” inherits “CVacationUsed”.

A vacation is characterized by “first day” and “last day”, and many more details about paid.

#### Work Spans Database

The class “CWorkSpan” is a general-purpose class. Where is it used:

1. The class “CWorkYear” inherits “CWorkSpan” – years from the start of employment.
2. “CWorkSpan” is used in “CPension::UpdateStartDateForPension()” – is it BUGGED?

It is used only twice…

Apparently, it can be “almost” united with “CWorkYear”.

#### Adding Unpaid Vacations and Maternity Leaves to Work Spans (i.e., work years)

From “used vacations” we only must count the relevant unpaid calendar days.

From “maternity leave” –

1. The unpaid part is just like any other unpaid vacation
2. The paid part should be accumulated separately – with pension flag(s?)

## New definition of recuperation payment – start in mid-year – 15/9/23

From iris:

From July 2023 – the value of recuperation day is 418

Current recuperation data is in:

D:\SW\WorkersRightsComputer\WorkersRights\_v\Input\RatesRecuperation.txt

Convert it to

“D:\SW\WorkersRightsComputer\WorkersRights\_v\Input\RecuperationRates.xml”

## Considering maternity leave where applicable – 7/8/23

Need re-organization of work-span!

## More GUI improving – 6/8/23

1. In main menu – clear number of paid vacation days when relevant radio is changed.
2. In work period dialog – Show only relevant times by order: start, end, notice
   1. Init notice to last day
3. In vacations/maternity – adjust description to type
4. In vacations/maternity – initialize last time to first

## New GUI for Maternity Leave (ML) – 4/8/23

1. New line in vacations dialog
   1. Maternity leave checkbox
   2. Other options appear only when ML is checked
      1. Number of paid weeks
         1. Default is 15
         2. Out of total number of weeks
         3. Not allowed to exceed number of real weeks
      2. Checkbox for “Paid maternity leave deserves pension”.
2. Display ML data in description box
3. Save and Restore ML

## Work on all new GUI – 2/8/23

1. Add Caregiver Checkbox - Done
2. Save/Restore Caregiver status - Done
3. Hide irrelevant “hourly” fields for caregivers – Done
4. Add button for “paid vacation in previous years” - Done
5. Add new Dialog to defining paid vacation in previous years – up to 3 previous + last - Pending

## Bug Corrected – 2/8/23

The live in checkbox was not restored correctly on load case!

## Version functionality changes – 1/8/23

Going with Iris over all the requirements – updates are in the doc.

Major decisions:

The next version will only include changes that are required for caregivers.

There will be “caregiver” checkbox in the main Dialog.

For caregivers – all the fields that relate to hourly workers will not be displayed.

## Open saved files by Drag and Drop – 30/7/23

It seems to be working…

## Computing Notice by Family Part in last 3 months - 29/7/23

Should take into account that in some months there was only partial employment!

Done in the function:

double CWorkPeriod::ComputeFamilyPartLastMonths(int nMonthsWanted)

Seems to be working.