# Workers’ Rights Computer – Upgrade Summer 2023

#### Just before marketing the WRC SW to Kav Laoved’s Tel Aviv team

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## Holidays and paid/unpaid vacation – 24/9/23

In case a worker goes on vacation –

And there is a holiday in the “paid” part of the vacation –

The paid vacation may be extended, as the holiday is a different kind of paid vacation.

This might be relevant when there are not enough worked holidays for the year…

We will ignore this issue as of now.

## More/repeated spec from Iris – 17/9/2023

1. In appendix for pension and severance –
   1. Add column for company hours
   2. Add text:

בבקשה תוסיף בטבלאות של תגמולים וקרן פיצויים את השורה

<CompanyHoursPerWeek> 18.000000 </CompanyHoursPerWeek

ותוריד את העמודה "סה"כ" שלפני % הפרשה

בטקסט של נספח "חישוב תגמולים וקרן פיצויים" צריך להופיע המשפט:-

חישוב חלקה של המשפחה בהעסקה נעשה לפי מס' שעות למשרה מלאה (43 עד סוף מרץ 2018 ו-42 מאז ואילך) פחות מספר השעות של החברה

## What should be done – 29/7/2023

1. Make sure word letter in Hebrew is in the right direction – Bug corrected (it was saved by word)
2. Notice value should not be according to average over whole period – it should be according to the average of employment percentage over the last 3 month - Done
3. Allow subtraction of used vacation days (partial for each year) – Add new GUI – button in main dialog. – Pending more accurate spec.
4. Maternity leave computations – new line in “Report Vacations” Gui.
   1. Accumulate seniority for severance and recuperation for up to 15 weeks. It may be more weeks in special cases or less in some cases. Should allow update in GUI, 15 by default.
   2. Do not deserve vacation. Accumulate seniority for vacation.
   3. Does not deserve holidays.
   4. Maternity leave is up to 26 weeks, out of them 15 are paid and are seniority for severance and recuperation.
   5. If the worker has real pension fund – it should accumulate also during 15 weeks of maternity paid leave. (The employer may take the workers part from the salary).)
   6. If there is no pension fund – the employer may not give pension for maternity leave. Should add special checkbox – “Paid maternity leave deserve pension”.
5. Vacation is computed according to calendar years (1.1 – 31.12). If the worker worked at least 200 days in calendar year – she is entitled to the full vacation according to seniority. This count of 200 days includes paid vacation, paid sickness. It does not include maternity leave. It does not include payment for vacation after the end of employment. Wait for clarification on seniority for vacation.
6. Add checkbox for “Caregivers” – with this checkbox, all the issue of hourly work will not be displayed. True by default.
7. Add monthly constant bonus per period. The bonus is part of the wage for: Severance, Pension & Vacation. The bonus is all family part. (Name should be decided)
8. Next version will not include new feature for hourly work.

# Hourly issues for some next version

1. When the worker is hourly per month
   1. The percentage of total employment is number of hours per month divided by 182 (external parameter)
2. Allow definition of number of hours per week
   1. Then percentage of total employment is number of hours per week divided by 42 (external parameter)
3. For all hourly workers, recuperation is computed according to the employment percent.
4. Set notice for hourly worker – according to average wage in last 3 months