

NEW PROCEDURE OF PRIOR NOTICE FOR CAREGIVERS

Starting September 24, 2012, the new law for notice for caregivers will take effect.

Violation of this new procedure may result in DEPORTATION of the caregiver from Israel.

Explanation of the Prior Notice new Procedure:

1. Caregiver who work for his employer for more than 7 DAYS **MUST** give prior notice **IN WRITING** to the agency (where he/she is registered) and to the employer. Note: if the employer can not understand the notice letter, give the notice to the agency and to a family member who is in charge.
2. You are not allowed to leave the employer before the notice period is over.
3. In the notice letter you must write that you plan to leave your employer, the date you give your employer the letter, and the last day of work (according to the period this procedure states). **An example to a notice letter is at the end of this note.**

NOTICE MINIMUM PERIODS:

1. For work period between **7 days to 3 months** - **7-days notice**
2. For work period of **3-6 months** - **14-days notice**
3. For work period of **6-12 months** - **21-days notice**
4. For work period **over one year** - **one month notice**

Note: Always keep a copy of the notice letter to yourself. If you can, ask the employer and the agency to sign your copy to confirm they received the letter.

If you don't follow this procedure and don't give the notice letter in time, you may loose your working visa and be deported!!!

* This new procedure is for the caregiver only. If the employer want to end the employment, he does not need to follow the rules of this procedure, but the original notice law.

Note: In case your employer fired you, in order to protect yourself (so the employer can not claim you left without notice), try to follow the actions below:

1. Ask your employer for a letter of dismissal. If he refuses to give it to you, ask a family member for such a letter. It is very important to get this letter so you can prove you were fired and did not quit.
2. If you can't get a letter, try to have any kind of proof that you were fired. a good proof can be a recording or a video on your cell phone.
3. After you are fired, immediately call your agency or go there. Explain what happened, and try to get from the agency a letter or a recording, that you were fired by the employer and did not quit.



Example for a notice letter:

Resignation letter

Date: _____

To: _____

I, the undersigned, hereby hand my letter of resignation and wish to terminate my employment.

My last day of work will be _____, according to the notice period determined by law.

Sincerely,

_____ (your full name and passport number)

_____ (your signature)

Received by: _____ (signatures of the family and the agency) Date: _____