



Legal Update

July 2018

Labor and Employment Department

Workplace Accident Reform

As part of the Economic Efficiency Law (Legislative Amendments for Obtaining the Budget Targets for 2019), 5778-2018, it was decided to carry out a reform in the National Insurance workplace accident victim department.

The legislative reform is meant to reduce accidents in the workplace by increasing the employer's obligation to pay a supplement to the National Insurance workplace accident victim department.

The amount of the supplement will be established in accordance with the risk of occurrence of work accidents at the employer's workplace.

Under the reform, each employer will pay an amount ranging between 0% - 0.35% of the employee's salary in accordance with the above mentioned risk level and the regulations which will be enacted on the matter.

Until the time when the regulations are enacted, commencing on January 1, 2019, all employers will pay a supplement of 0.1% of their employee's salary to the National Insurance for the purpose of insuring workplace accidents.

Extension of parental leave for fathers in multiple birth pregnancies

On May 31, 2018 the following amendment came in to force: the Women's Employment Law (Amendment No. 60) (Maternity leave and paternity leave for the spouse of an employee who had a multiple birth pregnancy), 5778-2018 (the "**Amendment**").

A female worker who has a multiple child birth is entitled to extend her maternity leave by three weeks per every additional child that is born starting from the second child (the "**Extended Period**").

Under the Amendment, the father in a multiple birth pregnancy can receive up two weeks from the three week Extended Period (for each additional child starting from the second child) and to use these weeks as part of his parental leave. The father's leave is on account of his spouse's Extended Period.

From these aforementioned two weeks, the father is required to use at least seven days consecutively, and this during his spouse's maternity leave.

This amendment is another indication of the tendency to extend paternity leave. In 2016, an amendment was passed requiring employers to allow fathers to take two sick days and three vacation days near the time of childbirth. In 2017 another amendment was enacted to allow all fathers whose spouses gave birth to take one week of paternity leave on account of their spouses' maternity leave periods.

Amendment No. 60, described above, extends the paternity leave period, for a father who had twins for example, to a total period of three weeks.

We would be happy to answer any questions that you might have.

Sincerely,

Labor and Employment Department

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