



Rho Tawm Sijhawm So Tom Haujlwm: Mob Nkeeg lossis Ploj Tuag

Time Off from Work: Illness or Death

Txoj Kevcai Sijhawm So rau Tsev Neeg thiab Muaj Mob (FMLA) *(Family and Medical Leave Act)*

Yog koj muaj feem (saib hauv qab), txoj kevcai tsoom fww hu uas FMLA muab txoj cai rau koj rho tawm mus txog 12 lim tiam tsis tau them rau tsev neeg lossis kev mob nkeeg ntawm 12 lub hlis twg. Sijhawm so FMLA yog haujlwm tiv thaiv. Qhov no txhais tias koj qhov chaw ua haujlwm yuav tsum muab koj txoj haujlwm qub lossis yuav luag sib xws nkaus rov qab rau koj thaum xaus koj qhov sijhawm so FMLA.

Yog koj muaj sijhawm mob lossis mus ua si hauv koj txoj haujlwm, koj siv tau qhov no rau koj qhov sijhawm so FMLA. Tej zaum koj qhov chaw ua haujlwm yuav hais kom koj yuav tsum muab nws siv. Lub sijhawm koj so, koj tseem tau koj qhov isaslas kho mob li thaum koj tseem ua haujlwm. Koj yuav tsum tau them koj npaug ntawm tus nqi.



Kuv puas muaj feem tau qhov sijhawm so FMLA ne?

Yuav kom tsim nyog tau sijhawm so ntaw FMLA, koj yuav tsum:

- 1) ua haujlwm rau qhov chaw muaj (50 tus neeg ua haujlwm rov saud thiab ua haujlwm tau 20 lub lim tiam).
- 2) ua haujlwm tau 1,250 teev rau ntawm lub sijhawm 12 hlis ua ntej koj pib qhov sijhawm so
- 3) ua haujlwm rau qhov chaw muaj tshaj 50 tus neeg ua haujlwm lossis tsis tshaj 75 mais ntawm qhov chawv ntawd, thiab
- 4) tau ua haujlwm ntawm qhov chawv ntawd tau luv kawg yog 12 hlis.

Kuv siv tau sijhawm so FMLA rau dabtsi xwb?

Koj qhov kev siv yuav tsum yog raws li FMLA cov kevcai sau cia. Qhov no suav cov hauv qab no qhov twg los tau:

- koj ua tsis taus haujlwm vim koj muaj ib qho mob nyhav
- koj toobkas mus kho mob rau ib qho mob nyhav

- koj toobkas mus tu koj niam/txiv, tus menyuum, lossis tus pojniam/txiv uas muaj mob nyhav

Kuv yuav ua li cas los rho tawm sijhawm so FMLA?

Yog koj ua tau, koj yuav tsum qhia koj qhov chaw ua haujlwm 30 hnuv ua ntej. Yog ua tsis tau, qhia sai li sai tau. Koj yuav tsum qhia koj qhov chaw ua haujlwm tias vim li cas koj thiaj muaj feem tau qhov FMLA. Ua li no koj qhov chaw ua haujlwm thiaj paub tias koj thov sijhawm so FMLA. Cia li hu xov tooj tias mob xwb tsis zoo txaus.

Koj qhov chaw ua haujlwm nug tau kom muab povthawj txog koj qhov teebmeem, li sau ntawv los ntawm koj tus kws kho mob. Tej zaum qhov chaw ua haujlwm yuav tiv tauj koj tus kws kho mob seb cov ntawv/lus koj muab rau lawv puas muaj tseeb. Tsis tas lawv tau koj lus tso cai los ua qhov no.

Nco Cia: qhov mob yuav tsum nyhav heev. Qhov mob yog nyhav thaum nws yog ib qho “mob, raug mob, puas lossis mob lub cev lossis xuab moom uas yuav tau kho ntev mus los ntawm tus kws kho mob.”



Yog kuv qhov chaw ua haujlwm tsis kam muab sijhawm so rau kuv ne?

Ua ntawv mus rau lub U.S. Department of Labor, Wage and Hour Division.

Hu lawv ntawm 1-866-4USWAGE (1-866-487-9243).

Koj kuj nrhiav tus kws lij choj thiab ua ntawv foob tau thiab.

Ploj Tuag

FMLA xaus sai li sai tau yog koj tus txheeb ze tas sim neej. Tsis tas koj qhov chaw ua haujlwm cia koj rho tawm sijhawm so rau koj tus txheeb ze qhov ploj tuag, tabsis tej zaum koj qhov chaw ua haujlwm cia koj rho tawm sijhawm so rau “kev nyuaj siab tom qab ploj tuag.” Saib koj qhov chaw ua haujlwm cov kevcai lossis nrog koj tus nais tham.

Yog koj lossis ib tug txheeb ze raug mob nyhav rau lub cev lossis puas hlwb vim ib tug txheeb ze tau tas sim neej, tej zaum koj rho tawm tau sijhawm so los ntawm FMLA. Tabsis los lis tus neeg tas sim neej tej khoom/ntaub ntawv tsis yog nyob hauv FMLA.

Minneapolis thiab St. Paul Sijhawm So rau Mob thiab Nyab Xeeb

Yog koj qhov chaw ua haujlwm nyob hauv Minneapolis lossis St. Paul, koj rho tawm sijhawm so tau raws li cov kevcai rau Mob thiab Nyab Xeeb. Tej zaum koj tsim nyog tau Minneapolis qhov sijhawm so mob yog hais tias koj ua haujlwm nyob hauv qhov ciam Minneapolis.

- Hauv ob lub nroog tibli, koj tau 1 teev sijhawm so rau txhua 30 teev koj ua haujlwm.
- Koj ua tau 48 teev sijhawm so tauj ib xyoo.
- Hauv Minneapolis, yog qhov chaw ua haujlwm muaj 6 lossis tshaj tus neeg ua haujlwm, yuav tsum them qhov sijhawm so.

Sijhawm So Tu Menyuum Mob lossis Raug Mob

Minnesota kevcai hais tias ntau qhov chaw ua haujlwm yuav tsum kam lawv cov neeg ua haujlwm siv lawv cov sijhawm so mob them nyiaj (yog lawv muaj) los tub ib tug hauv tsev neeg.



Ntau qhov chaw ua haujlwm kuj yuav tsum kam lawv coj neeg ua haujlwm siv lawv cov sijhawm so mob them nyiaj (yog lawv muaj) los pab txog yuam deev, sib ceg/ntaus hauv tsev, lossis sob qab txog tus neeg ua haujlwm lossis ib tug hauv tsev neeg.

Neeg hauv tsev neeg raw li qhov kevcai yog koj tus menyuum (yug lossis yuav los), pojniam/txiv, niam pog/tais, txiv yawg/yuam txiv, xeeb ntxwv, pog/yawg/niam tais /yuam txiv, thiab niam/txiv tshiab.

Lus Nug?

Minnesota Department of Labor and Industry

www.doli.state.mn.us

(651) 284-5005 lossis

1-800-DIAL-DLI (1-800-342-5354)

U.S. Department of Labor

www.dol.gov

1-866-4-USA-DOL 1-866-487-236

Cov ntawv Qhia Tseeb yog qhia kom paub txoj kevcai xwb TSIS yog muab txwv yim txog txoj kevcai. Mus ntsib ib tug kws lij choj rau tswv yim. Tsis txhob siv daim ntawv qhia tseeb yog tias nws qub tshaj ib xyoos lawm. Nug peb txog cov hloov tshiab, daim ntawv qhia txog cov ntawv qhia tseeb, lossis lwm hom ntawv.

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