



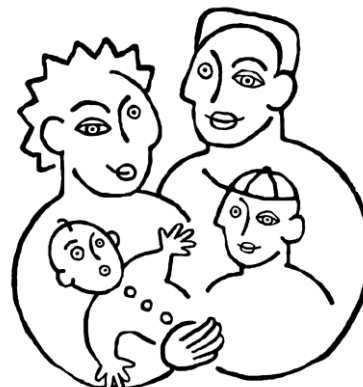
Rho Tawm Sijhawm So Tom Haujlwm: Yug Menyuum, Yuav Menyuum Los Tu, Tsev Kawm Ntawm Cov Koom Txoos

Time Off from Work: Birth, Adoption, School Events

Txoj kevcai rau Sijhawm So rau Tsev neeg thiab Muaj mob (FMLA) (Family and Medical Leave Act)

Yog koj muaj feem, txoj kevcai tsoom fwm 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 rau qhov sijhawm so FMLA ne?

Yuav kom muaj feem rho tawm tau sijhawm so FMLA, koj yuav tsum:

- 1) ua haujlwm rau qhov chaw ua haujlwm 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?

Txhua tus neeg ua haujlwm siv tau lawv qhov 12 hlis sijhawm so FMLA rau hauv qab no ua ke:

- qhov mob nyhav rau lub cev lossis puas hlwb uas toobkas kho
- mus tus yus niam/txiv, tus txiv/pojniam, lossis tus menyuum muaj mob nyhav
- phais, lossis los nyob kom zoo tom qab phais tag

Tus neeg ua haujlwm pojniam siv tau nws qhov 12 hlis sijhawm so FMLA rau cov hauv qab no ua ke:

- tu lub cev ua ntej yug menyuam
- ua tsis taus haujlwm vim cev xeeb tub (piv txwv, qaug qav)
- xiam oob qhab tom qab yug tus menyuam qhov no yog lub sijhawm tom qab yug menyuam. Nws poob rau cov lus sau rau xiam oob qhab sijhawm luv.
- kev sib ncawg nrog tus mos liab tom qab lub sijhawm yug menyuam xiam oob qhab
- tej yam txog yuav menyuam lossis muab menyuam rau lwm tus tu



Tus txiv neej lossis tus niam txiv tsis yug menyuam muaj feem siv tau 12 lim tiam FLMA sijhawm so uake li nram no:

- tu nws tus pojniam uas muaj mob nyhav, qhov no suav teebmeem thaum cev xeeb tub tibi
- kev sib ncawg nrog tus mos liab tom qab yug tus menyuam
- kev hais txog yuav menyuam lossis muaj menyuam rau lwm tus tu

Muab kuv qhov sijhawm so FMLA sib faib puas tau?

Tau. FMLA kam koj rho tawm sijhawm ua haujlwm txua ntxiv lossis sib faib. Rho tawm qho sijhawm so mentsis ib zaug los tau. Piv txwv, yog koj muaj sijhawm mus ntsib kws kho mob ib zaug ib lim tiam thaum 3 teev tsaus ntuj, thiab feem ntau koj ua haujlwm txog 5 teev tsaus ntuj, koj rho tau sijhawm so sib faib ib zaug ib lim tiam twg rau ob peb teev los lis qhov mob.

Nco Cia: Yuav tsum rho tawm sijhawm so rau mob liab/menyuam kev sib ncawg txua ntxiv tib zaug, lossis koj qhov chaw ua haujlwm kam lwm yam.

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.

Minnesota Txoj Kevcai Sijhawm So Thaum Cev Xeeb Tub thiab Thaum Ua Niam Ua Txiv

Txoj kevcai no muab txog 12 lub lim tiam sijhawm so tsis them rau:

- leej niam/txiv yug lossis niam/txiv yuav menyuam hais txog kev sib ncawg nrog tus menyuam yug lossis yuav, lossis
- tus neeg ua haujlwm pojniam los tu cev ua ntej yug, ua tsis tau haujlwm vim cev xeeb tub, yug menyuam lossis txog kev mob nkeeg

Feem ntau, yuav tsum pib rho tawm sijhawm so rau yug menyuam lossis yuav menyuam tsis pub dhau 12 hlis thaum yug lossis yuav menyuam.

Koj muaj cai txais qhov isalas kho mob koj muaj los ntawm koj qhov chaw ua haujlwm thaum koj so, tabsis koj yuav tsum them tus nqi.



Yog koj qhov Sijhawm So Thaum Cev Xeeb Tub thiab Ua Niam Txiv ua rau koj muaj feem tau sijhawm so FMLA thiab, tej zaum koj qhov chaw ua haujlwm yuav suav nws ua ke rau ob txoj kevcai tib lub sijhawm kom tsis txhob rho tawm sijhawm so ob zaug. Tiamsis cov neeg ua haujlwm uas cev xeeb tub muaj feem xyuam siv qhov sijhawm so hu uas **prenatal** thiab nws tsis suav nyob hauv qhov 12 lim tiam niam txiv mus so. Prenatal yog lub sijhawm ua ntej los yug menyuam. Tej zaum koj qhov chaw ua haujlwm yuav suav sijhawm so yog koj tau txais nyiaj xiam oob qhab lossis siv sijhawm ua si lossis mob rau Sijhawm So Thaum Cev Xeeb Tub thiab Ua Niam Txiv.

Koj qhov chaw ua haujlwm yuav tsum muab koj txoj haujlwm rov qab rau koj lossis ib txog zoo nkaus li ntawd.

Kuv puas muaj feem tau Minnesota Txoj Kevcai Sijhawm So Thaum Cev Xeeb Tub thiab Thaum Ua Niam Ua Txiv?

Koj txais tau qhov sijhawm so yog koj:

- 1) Ua haujlwm rau lub tuam txhab uas muaj tsawg kawg 21 tug neeg ua haujlwm,
- 2) Koj ua haujlwm ntawd tsawg kawg yog 12 hlis ua ntej qhov sijhawm so, thiab
- 3) Koj ua haujlwm feem ntau yog tsawg kawg yog ib-nrab sijhawm (raws li sau tseg hauv chaw ua haujlwm cov kevcai) tau 12 hlis ua ntej qhov sijhawm so.

Niam Txiv Yuav Menyuam Los Tu Sijhawm So

Yog koj yuav ib tug menyuam tabsis koj tsis muaj feem tau qhov sijhawm no FMLA lossis Minnesota Niam Txiv Sijhawm So, tej zaum koj yuav muaj feem tau sijhawm so rau yuav menyuam los tu. Yog koj qhov chaw ua haujlwm sijhawm so rau niam/txiv tom qab yug menyuam, lawv yuav tsum kam sijhawm so rau niam txiv yuav menyuam thiab.

Qhov chaw ua haujlwm uas kam tus txiv lossis niam yug menyuam rho tawm sijhawm so rau niam lossis txiv sijhawm tom qab yug menyuam yuav tsum muab tib lub sijhawm so rau tus txiv lossis niam yuav menyuam thiab. Tiam sis yuav tsum yog tsawg kawg los 4 li tiam. Lub sijhawm so yuav tsum pib ua ntej, lossis thaum lub sijhawm tau tus menyuam los hauv koj lub tsev. Lub sijhawm so yuav tsum yog los lis ntaub ntawv txog tus menyuam lossis tu tus menyuam tom qab tau nws.



Kev Hloov Thaum Cev Xeeb Tub

Feem ntau, cov chaw ua haujlwm yuav tsum tau ua tej cov kev hloov pab koj li pab tau rau cov neeg ua haujlwm ua cev xeeb tub es nug txog. Tiamsis cov chaw ua haujlwm tsis tas yuav ua ib qho kev haum pab koj yog hais tias yuav ua ib qhov kev nyuaj rau qhov chaw ua haujlwm tshwj tsuas yog muaj ib nram no:

- Mus siv chav dej tuab dua thiab so ntau dua noj mov thiab haus dej
- Zaum tau thaum ua haujlwm
- Txwv tsis pub nqa tshaj 20 phaus

Yog koj tsis muaj feem so raws li ntawm FMLA lossis Minnesota Pregnancy thiab Parenting Law, tej zaum koj mus so tau vim txoj kev ua haum pab thaum koj muaj menyuam.

Cov Niam Pub Mis Rau Menyuam

Yog koj yog leej niam pub mis rau menyuam, chaw ua haujlwm yuav tsum kam koj so mentsis sijhawm txhua hnuv los nqus mis rau koj tus menyuam. Koj qhov chaw ua haujlwm txo koj qhov nyiaj them tsawg tsis tau vim hais tias koj so mus tso kua mis. Yog tau, lub sijhawm so yuav tsum yog tib li sijhawm koj twb txhia zaus so lawm.

Koj qhov chaw ua haujlwm yuav tau sim muab ib qho chaw rau koj mus tso kua mis uas:

- tsis yog lub tsev dej lossis chav qhov viv
- thaiv kom lwm tus tsis txhob pom
- tsis txhob muaj lwm cov neeg ua haujlwm thiab neeg pejxeem los tshuam, thiab
- nyob ze koj qhov chav ua haujlwm, thiab muaj qhov fais fab



Txoj Kevcai Sijhawm So rau Tsev Kawm Ntawv Cov Kev Sablaj thiab Koom Txoos

Koj rho tawm mus txog tau 16 teev hauv 12 lub hlis twg mus rau koj tus menyuam lossis menyuam qhuav lub tsev kawm ntawv cov kev sablaj lossis koom txoos. Koj qhov chaw ua haujlwm tsis tas them koj rau lub sijhawm ntawd, tabsis koj muaj txoj cai los siv lwm yam sijhawm so them nyiaj xws lis sijhawm ua si rau tsev kawm ntawv cov kev sablaj thiab koom txoos.

Kuv puas muaj feem tau Sijhawm So rau Tsev Kawm Ntawv Cov Kev Sablaj thiab Koom Txoos?

Koj siv tau qhov rho tawm no yog tias:

- 1) Koj ua haujlwm tsawg kawg yog ib-nrab sijhawm
- 2) Koj tus menyuam lossis menyuam qhuav yau tshaj 18 xyoo, lossis yau tshaj 20 xyoo tabsis tseem nyob high school.
- 3) Teem tsis tau cov kev sablaj lossis kev koom txoos sab nraud lub sijhawm ua haujlwm, thiab
- 4) Koj qhia sijhawm txaus ua ntej rau koj qhov chaw ua haujlwm tias thaum twg koj yuav rho tawm qhov sijhawm.

Minnesota cov Sijhawm Khwv thaum Mob thiab rau Kev Ruaj Ntseg

Cov sijhawm khwv thaum Mob thiab kev Ruaj Ntseg yog cov sijhawm koj qhov chaw ua haujlwm yuav tsum them rau koj tshwj tsis yog tias koj yog:

- ib tug neeg ua haujlwm rau tsoomfwv “federal”
- ua haujlwm rau koj tus kheej,
- ib tus neeg ua haujlwm pab dawb lossis tus tub tua hluav taws uas tsuas them thaum hu mus ua haujlwm xwb,
- ib tug neeg ua haujlwm pab dawb lossis ua haujlwm rau tsheb kho mob uas tsuas them thaum hu mus ua haujlwm xwb
- ib tus nom tswv xaiv hauv lub xeev, lossis
- ib tus neeg ua haujlwm ua liaj ua teb ib ntus xwb

Koj yuav tsum tau koj qhov nyiaj them li qub thaum koj mus so mob. Tiamsis qhov no tsis muaj tseeb yog hais tias them koj txawv ntawm qhov nyiaj hli lossis raws ib teev. Xws li nyiaj them muag khoom lossis ib yam haujlwm koj ua.

Cov nyiaj ib txawm them tsis yog cov no:

- cov nyiaj muag khoom
- cov sijhawm txawv ntawv rau koj qhov nyiaj them raws ib teev
- nyiaj them ua haujlwm tshaj sijhawm
- nyiaj them rau cov hnuv so “holidays” lossis ib co hnuv ntawm ib lim tiam
- nyiaj txiaj ntsim, lossis
- nyiaj pub dawb

Nco cia: Yog lawv them koj nyiaj raws li muag khoom lossis rau ib yam haujlwm koj ua, lawv yuav tsum tau them koj tsawg kawg los qhov nyiaj raws cai them rau sawdawv.

Qhov them nyiaj so no tshwm sim tau yog koj tus menyuam lub tsev kawm ntawv lossis chaw zov menyuam kaw vim hais tias huab cua phem lossis muaj lwm yam kev kub ntxov rau pejxeem.

Koj muaj feem xyuam khwv tau ib teev sijhawm mob thiab kev ruaj ntseg rau txhua 30 teev koj ua haujlwm. Koj muaj feem xyuam khwv txog li ntawm 48 teev txhua xyoo lossis tshaj yog koj qhov chaw ua haujlwm kam. Yog lub zos koj ua haujlwm rau muaj ib txoj kev cai tiv thaiv ntau dua, qhov chaw ua haujlwm yuav tsum tau ua raws li ntawd.

Kuv puas muaj feem xyuam rau Minnesota cov sijhawm Khwv So Mob thiab Kev Ruaj Ntseg?

Koj muaj feem xyuam rau cov sijhawm so mob thiab kev ruaj ntseg yog koj:

- ua haujlwm tsawg kawg los 80 teev ntawm ib xyoo twg rau ib qhov chaw ua haujlwm hauv Minnesota thiab
- tsis yog tus neeg ua haujlwm rau koj tus kheej.

Koj muaj feem xyuam tau yog koj ua haujlwm ib ntus lossis ib nrab “part-time.” Tej cov neeg ua haujlwm tu neeg rau tsev neeg uas ua haujlwm los ntawm ib co chaw txais nyiaj pab dawb muaj feem xyuam txiav txim siab tsis yuav qhov kev so no. Cov neeg ua haujlwm rau ib qho chaw uas muaj kev hais sib haum pom zoo txua tsev thiab kho tsev muaj feem xyuam tsis yuav los tau thiab.

Lus Nug?

Minnesota Department of Labor and Industry (DLI)

www.dli.mn.gov

(651) 284-5005 or

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

U.S. Department of Labor

www.dol.gov/whd

1-(866) 4-USWAGE (1-(866) 487-9243)

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 xyoo lawm. Nug peb txog cov hloov tshiab, daim ntawv qhia txog cov ntawv qhia tseeb, lossis lwm hom ntawv.

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