



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

Time Off from Work: Illness or Death

Covid-19: Nws muaj kevcai txog sijhawm so thaum muaj mob vim muaj kev kub ntxhov thoob tebchaws. Mus rau <https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/1422-HMN.pdf>.

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

FMLA yog tsoomfwv txoj cai. Yog koj muaj feem tau (saib kem tom ntej), koj muaj cai so mus txog 12 lim tiam uas tsis them nyiaj rau tsev neeg lossis muaj mob ntawm ib lub sijhawm 12-hli 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 FMLS 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 menyuam, 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.

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 ntxiv 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 nyiaj them so no muaj feem xyuam tshwm sim tau yog:

- Koj muaj mob
- Koj yuav tau tu ib tus neeg mob hauv koj tsev neeg
- Koj yuav tau npaj lub ntees rau ib tus neeg hauv koj tsev neeg uas tas sim neej lawm, mus koom lawv lub ntees lossis tso plig, lossis lis txog tej nyiaj txiaj lossis teebmeem ntawm kev cai lijchoj vim txoj kev tas sim neej.



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

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U.S. Department of Labor

www.dol.gov

1-866-4-USA-DOL (1-866-487-2365)



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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