



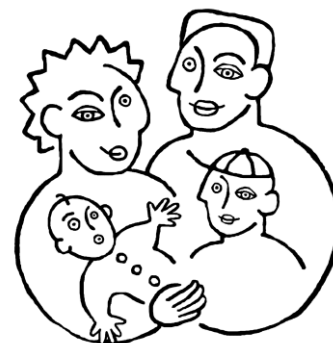
Rho Tawm Sijhawm So Tom Haujlwm: Tsev Neeg ua Thab Ham

Time Off from Work: Family in the Military

Kuv thov sijhawm so tom haujlwm puas tau yog tias kuv muaj ib tug hauv tsev neeg ua thab ham?

Tej zaum koj yuav rho tawm sijhawm so tsis them tom haujlwm los lis teeb meem hauv tsev txog ib tug neeg ua thab ham. Koj yuav tsum muaj feem tau qhov **Family and Medical Leave Act Txoj Kevcai rau Sijhawm So Rau Tsev neeg thiab Muaj Mob (FMLA)**. Yog koj muaj feem tau, koj muaj cai rho tawm sijhawm so ncig txog tsev neeg ua tham ham.

Sijhawm so yog tsis them nyiaj, tabsis tej zaum, tej zaum cov neeg ua haujlwm thiab cov chaw ua haujlwm txiav txim siab los muab sijhawm mob lossis ua si los “hloov” tej co sijhawm so. Thaum lub sijhawm so, koj qhov chaw ua haujlwm yuav tsum muab qhov isalas kho mob li thaum koj tseem ua haujlwm. Tabsis koj yuav tau them koj npaug twj ywm.



- **Sijhawm So Tu Thab Ham Military Caregiver Leave (MCL)**

Yog koj muaj tus pojniam/txiv, menyuam, niam/txiv, lossis txheeb ze ua thab ham uas mob lossis raug mob ua thab ham, koj rho tawm tau mus txog 26 lub lim tiam in zaum ntawm 12 lub hlis twg los tu lawv. Qhov no suav cov ua thab ham, National Guard thiab Reserves, thiab cov thab ham tawm 5 xyos los lawm.

- **Sijhawm So rau Raug Xa Mus Ua Thab Ham (Qualifying Exigency Leave) (QEL)**

Yog koj muaj tus pojniam/txiv, menyuam, lossis niam/txiv raug xa mus ua thab ham, koj muaj cai rho tawm sijhawm so los lis tej yam no. Raug xa mus ua thab ham txais tias:

- Rau cov neeg ua thab ham hauv cov Armed Forces- xa tus thab ham nrog Armes Forces mus rau lwm lub tebchaws lossis
- Rau cov ua thab ham Npaj Tos ntawm cov Armed Forces (xws li National Guard thiab cov reserves)—xa tus thab ham hauv Armed Forces mus rau lwm lub tebchaws mus ua haujlwm lossis xa tawm mus txhawb lossis sib ntau sib tua.

Siv tau QEL rau ntau yam hais txog koj tsev neeg txoj luaj haujlwm ua thab ham. Tej yam xws li:

- Tej yam ib ncig txog kev xa mus sib tua sai (luv tshaj ib lim tiam)
- Thab ham cov koom txoos
- Zos menyuam tsis raws sijhawm
- Tu cov neeg ua tub rog niam txiv, uas lawv tu tsis tau lawv tu kheej
- Ua ntaub ntawv lij choj/nyiaj txiag
- Cov sijhawm sib tham/kev ntuas
- Siv tau txog 15 hnuv nrog tus txheeb ze thaum nws los so thiab kho mob kom zoo
- Cov koom txoos rau tom qab mus ua thab ham los, xws li lub koom txoos tos txais
- Tej yam tshwm sim vim tus txheeb ze ua thab ham tau tas sim neej

Xav paub ntxiv mus rau lub U.S. Department of Labor qhov vas sab ntawm:

www.dol.gov/agencies/whd/fmla.

Ua ntej tshaj plaws, kuv puas tau FMLA?

Yuav kom muaj feem tau rho tawm sijhawm so raws li qhov 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
- 3) ua haujlwm rau qhov chaw muaj tshaj 50 tus neeg ua haujlwm lossis tsis tshaj 75 mais ntawm qhov chaw ntawd, thiab
- 4) tau ua haujlwm rau qhov chaw tau 12 hlis.

Nco Cia: Tej zaum cov lus no yuav nyuab. Yog xav paub ntxiv, cov ntawv qhia thiab cov ntawv tham txog hauv daim ntawv qhia no, mus rau: www.dol.gov/agencies/whd/fmla. Lossis hu rau lub U.S. Department of Labor ntawm 1-(866) 4-US-WAGE lossis 1-(866) 487-9243.

Kuv yuav ua li cas thiaj tau qhov sijhawm so?

Koj yuav tsum qhia rau koj qhov chaw ua haujlwm ntej deb li deb tau. Tom qab koj qhia lawv lawm, lawv muaj 5 hnuv ua haujlwm los muab daim ntawv hu uas “Notice of Eligibility and Rights and Responsibilities” (form WH-381) rau koj. Qhov chaw ua haujlwm kuj yuav tsum xa daim ntawv “Designation Notice” (WH-382) rau koj thiab. Daim ntawv no qhia rau koj paub tias lawv kam qhov rho tawm sijhawm so los tsis kam.



→ Yog koj thov sijhawm so rau MCL

Koj yuav tsum qhia 30 hnuv ua ntej yog koj toobkas rho tawm sijhawm so rau qhov theem kho mob rau qhov raug mob lossis tus mob nyhav rau tus thab ham. Yog koj paub tias koj yuav tau rho tawm sijhawm so tabsis koj qhia tsis tau 30 hnuv ua ntej, koj yuav tsum qhia sai li sai tau.

Tej zaum koj qhov chaw ua haujlwm yuav hais kom koj yuav tsum tau ua daim ntawv kho mob. Daim ntawv koj toobkas yog hu uas "Certification for Serious Injury or Illness of Covered Service

Member - for Military Family Leave (Family and Medical Leave Act)" (Form WH-385). Daim ntawv yuav tsum muab sau kom tiav los ntawm ib tug kho mob tham ham uas muaj cai los sau cov ntawv. Koj qhov chaw ua haujlwm yuav tsum muab daim ntawv rau koj yog lawv hais tias koj yuav tsum ua kom tiav.

Kuv puas yuav tsum rho tawm tagrho cov sijhawm so tib zaug?

Tsis tau. Koj rho tawm tau mentsis ib zaug yog tsim nyog los tu koj tus txheeb ze raug mob lossis muaj mob nyhav. Yog koj toobkas rho tawm sijhawm so rau tej qhov teem kho mob, qhia rau koj qhov chaw ua haujlwm paub sai li sai tau thiab **sim** teem kom tsis txhob cuab tshuam haujlwm.

→ Yog koj thov sijhawm so rau QEL

Thaum koj paub tias koj yuav toobkas sijhawm so, qhia rau koj qhov chaw ua haujlwm sai li sai tau.

Yog koj thov rau qhov QEL, tej zaum koj qhov chaw ua haujlwm yuav kom koj ua daim ntawv hu uas "Certification of Qualifying Exigency for Military Family Leave" (Form WH-384). Koj qhov chaw ua haujlwm yuav tsum muab daim ntawv rau koj yog lawv hais koj yuav ua kom tiav.

Tej zaum koj yuav tau luam daim ntawv raug xa tawm mus ua thab ham thawj zaug koj thov rau qhov QEL rau koj qhov chaw ua haujlwm. Koj tsuas tau muab daim ntawv no ib zaug rau txhua zaug raug xa tawm mus ua thab ham xwb. Tej zaum koj qhov chaw ua haujlwm yuav nug lwm yam ntxiv.

Kuv puas yuav tsum rho tawm tagrho cov sijhawm so tib zaug?

Tsis tau. Koj rho tawm tau mentsis ib zaug nyob ntawm koj toobkas.

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

Ua daim ntawv tsis txaus siab nrog lub U.S. Department of Labor. Hu lawv ntawm 1-(866) 4-US-WAGE lossis 1-(866) 487-9243. Lossis mus rau lawv qhov vas sab: www.dol.gov/agencies/whd/.

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



Minnesota Them Nyiaj So Haujlwm

Them nyiaj so haujlwm yog Minnesota ib txoj cai. Yog koj tsim nyog (saib kem tom ntej), koj muaj txoj cai so tau 12 lub lim tiam rau kev muaj mob thiab mus txog 12 lim tiam rau kev so rau tsev neeg ib xyoo twg. Tabsis yog koj so vim ob qho tibsi, koj tsuas muaj feem so tau mus txog 20 lub lim tiam them nyiaj ntawm ib xyoo twg xwb.

Them nyiaj so haujlwm yog ib qho haujlwm raug tiv thaiv. Qhov no txhais tau hais tias koj qhov chaw ua haujlwm yuav tsum muab koj txoj haujlwm qub rov qab lossis ib txoj zoo li txoj haujlwm qub thaum koj qhov Sijhawm So Them Nyiaj xaus. Thaum koj so lawm, koj tuaj yeej tau qhov isalas kho mob thiab cov kev pab li “retirement” lossis xiam oob qhab li thaum koj ua haujlwm. Koj yuav tsum tau them koj feem ntawm cov nqi li qub.

Kuv puas tsim nyog tau Minnesota Them Nyiaj So Haujlwm?

Yuav kom tsim nyog tau qhov Nyiaj Them So Haujlwm, koj yuav tsum:

- 1) tsawg kawg los ua haujlwm ib nrab sijhawm hauv Minnesota
- 2) ua haujlwm ntawm ib qhov chaw tsawg kawg los 90 hnuv
- 3) khwv tau tsawg kawg los \$3,700 xyoo tas los (qhov no los ntawm ntau tshaj ib txoj haujlwm los tau), thiab
- 4) yuav tau so vim muaj mob lossis dabtsi rau tsev neeg (saib kem tom ntej) uas yuav ntev li 7 hnuv rov saud

Kuv siv tau qhov Minnesota Them Nyiaj So Haujlwm thaum twg?

Koj yuav tsum muaj qho tseem ceeb tsim nyog raws li txoj cai. Yuav tau muaj ib qho li nram no:

So vim Muaj Mob

- koj muaj ib qho mob loj

So vim Tsev Neeg

- koj yuav tau tu ib tus neeg mob loj hauv tsev
- koj yuav tau tu thiab ntaus kev sib raug zoo nrog koj tus menyuam koj yug, yuav los, lossis tus menyuam muaj cai tu ib ntus
- koj yuav tau txhawb ib tus neeg hauv tsev neeg ua mus ua tub rog tamsim no
- koj yuav tau saib xyuas ib qho teebmeem ruaj ntseg xws li sib ntaus ua phem hauv tsev neeg, raug ntaus, lossis raug soj.

Ib qho “teebmeem muaj mob loj” txhais hais tias “lub cev ntaj ntsug lossis puas siab puas ntsws, raug mob muaj kev xiam oob qhab, ib qho mob, lossis siv dej cawv thiab tshuaj yeeb.” Qhov no yog suav yug menyuam, tsos mob thaum xeeb tub, lossis phais mob.

Xav paub ntxiv thiab mus ua ntawv thov ntawm: <https://paidleave.mn.gov/>

Kuv yuav tau nyiaj npaum li cas?

Yuav them koj ib qho nyiaj khwv tau los thaum koj los So Them Nyiaj. Ib co neeg tau nyiaj nruab nrab li ntawm 55% thiab 90% ntawm lawv cov nyiaj lawv ib txwm khwv tau los. Yuav tau nyiaj them ntau npaum li cas yog nyob ntawm seb koj ib txwm khwv tau los tau pestsawg.



Yog hais tias koj ib txwm khwv tau:

- Mus txog li \$686 ib lim tiam, koj tau li 90% ntawm koj cov nyiaj ib txwm khwv tau los

- Nruab nrab ntawm \$686 thiab \$1,372 ib lim tiam, koj tau 66% ntawm cov nyiaj koj ib txwm khwv tau los
- ntau tshaj \$1,372 ib lim tiam, koj tau 55% cov nyiaj koj ib txwm khwv tau los

Yog koj muaj sijhawm mob lossis sijhawm so “vacation” tom koj txoj haujlwm, koj muaj feem siv tau qhov sijhawm no thaum koj lub sijhawm So Them Nyiaj. Tejzaum koj qhov chaw ua haujlwm yuav hais tias koj yuav tau siv cov sijhawm mob thiab so. Koj muaj feem siv cov sijhawm mob thiab so los mus them qhov sijhawm So Them Nyiaj thiab cov nyiaj koj khwv tau los.

Yog kuv yug ib tug menyuam xyoo 2025, kuv siv sijhawm Them Nyiaj So xyoo 2026 puas tau?

Tau. Yog tus menyuam yug xyoo 2025, koj muaj feem siv qhov “Bonding Leave” kev sib raug zoo nrog tus menyuam pib lub Ib Hlis tim 1, 2026.

- 1 Hnub ua ntej koj tus menyuam muaj 1 xyoo.
- Hnub ua ntej txwm 1-xyoo thaum koj yuav tau tus menyuam los lossis tau cai saib xyuas.

Yog koj tus menyuam nyob hauv tsev kho mob ntev tshaj tus niam yug menyuam, yuav tsum tau siv qhov “Bonding Leave” kev sib raug zoo nrog tus menyuam ua ntej hnub txwm 1 xyoo tus menyuam los tom tsev kho mob los tsev.

Yog hais tias qhov chaw kuv ua haujlwm rau ua txhaum cai rau kuv txoj cai Them Nyiaj So ne?

Tiv tauj lub Minnesota Department of Labor and Industry, Labor Standards Division.

dli.laborstandards@state.mn.us.

651-284-5075

Lus nug?

Tiv tauj lub Paid Leave Contact Center.

651-556-7777 or 844-556-0444

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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