

Urupapuro gw' Insiguro z' Ukuri Zerekeye Ugukora Amasaha y' Umurengeho kuri Abantu Batanga Infashanyo

Intumbero ya runo rupapuro rw' insiguro z' ukuri n' ugufasha abantu bafasha gutahura amategeko y' imbibe z' akazi ko mu ndwi hamwe no gukora umurengeho w' amasaha yategekanijwe. Niyaba ushaka ayandi makuru urasabga kuganira n' uwuyobora kesi y' uwufashwa canke temberera site y' urubuga rwa interineti kuri www.dshs.wa.gov/altsa/IPOT.

INKURU RUSANGI ZEREKEYE AKAZI K' UMURENGERO K' AMASAHA ATEGEKANIJWE

1. Mbe 'akazi ko mu ndwi' bisigura iki?

Akazi ko mu ndwi gatangura kuwa Mungu isaha 12:00 a.m. (hagati mwijoro) hama kagahera k' umusi wa Gatandatu ukurikira isaha 11:59 p.m.

2. Mbe imbibe z' Akazi ko mu Ndwi bisigura iki (WWL)?

WWL n' igitigiri c' amasaha yo gufasha ushobora gukora mu kazi ko mu ndwi. Itegeko ryo mu mwaka wa 2016 rya Leta yi Washington ryashizeho imbihe z' igitigiri z' amasaha umuntu afasha (IP) ashobora gukora mu kazi ko mu ndwi. Aba IP bose bafise imbibe za kazi ko mu ndwi (WWL). Ushobora gusa gukora gushikana imbibe zawe zakazi ko mu ndwi WWL mugihe ayo masaha yatanzwe kuri wewe n' umufashwa canke abafashwa barenga umwe kandi uyo mufashwa ukorera akaba yemerewe gukoregwa ayo masaha. Uyo mufashwa ntashobora gutanga amasaha arenga ayakorewe isuzumwa k' umugambi wabo w' ibungabungwa ry' amasaha ya buri kwezi. Imbibe z' akazi ko mu ndwi WWL z' ifasha mu kugenga ibiciro vy' amasaha y' akazi y' umurengeho kugira irindwa ry' umutungo w' infashanyo ugume uriho kuri abo bose bakeneye izo nfashanyo.

3. Ni gute DSHS igena WWL zanje ziramba kandi ni gute nshobora kumenya WWL zanje ziramba?

Itegeko rya leta ry' emejwe mu kwezi kwa Ndamukiza 2016. Rino tegeko ryashinze amasaha 40 yi WWL kuri aba IP bose kiretse abakoze umugereranyo w' amasaha y' infashanyo arenga 40 buri mu ndwi mu kwezi kwa Nzero 2016. WWL zamasaha arenga 40 zagenywe mukugabura amasaha yinfashanyo yarishwe kuba IP mu kwezi kwa Nzero 2016 kugiciro ca 4.33 hamwe no kwegereza ku cakane c' isaha yo hafi. Mu kwezi kwa Rusama 2016, DSHS yaratumye inyandiko kuba IP bakoze mu kwezi kwa Nzero 2016 hamwe n' amakuru ya WWL yabo. Nta WWL ziramba zishobora kurenza amasaha 65. Niyaba watanguye gukora nkumu IP mu kwezi kwa Nzero 2016, WWL zawe n' amasaha 40.

4. Niki nokora mugihe nibaza ko WWL zanje ziramba zagenywe mu makosa?

Niyaba wibaza ko igenwa rya WWL zawe harimwo amakosa, urashobora kubisaba uwuyobara kesi y' uwufashwa hama DSHS izokwihweza amasaha yawe m' Ungingo y' Ubuyobozi bwi Washington 388-114-0050.

5. Mbe hazogera ko WWL zanje zihinduka?

Niyaba WWL ziramba ziri hagati y' amasaha 60.25 hamwe na 65, ayo masaha azopunguka abe 60 kw' igenekerezo rya 1, Mukakaro 2017 kiretse hagize igihindutse mu mategeko. Ataruko naho, WWL ziramba zawe ntizizohinduka mugihe cose ugumye wemerewe kuba umu IP. WWL zawe zizoguma ukonyene ataguhinduka mugihe ufashe akaruhuko mu nfashanyo hama ukagaruka gukora nkumu IP muri kazoza.

6. Nizihe nfashanyo zirimo mu nfashanyo z' amasaha muri WWL zanje?

- Ibungabunga ryo k' Ubgumuntu
- Ibungabunga ryo Gufasha kuruhuka
- Imyimenyerezo yo Kuronka Ubumenyi
- Ibungabunga Nfatirakibanza

7. Mbe WWL zanje zirimo n' igihe co gufata urugendo, igihe c' imyimenyerezo isabga na DSHS, canke guhembga k' umusi wo kudakora (PTO)?

Oya. Gufata urugendo, imyimenyerezo isabga na DSHS, canke PTO ntibirimo muri WWL zawe. Aho bikaba bisigura ko ushobora gukora gushika kuri WWL zawe ukora ibikorwa k' umufashwa nkuko bikenewe, naho woba kandi ufise imyimenyerezo isabga mu ndwi, igihe c' urugendo rwahawe uruhusha, canke gufata PTO .

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KWISHURA AMASAHA Y' UMURENGERO WAKAZI (OT)

8. Ni gute iyishurwa rya OT yanje riharugwa?

Uhembga umushahara wawe usanzwe k' umwanya wose ukoze kugeza amasaha 40 ku kazi ko mu ndwi. Umwanya wose ukoze amasaha arenga 40, uhembga kuri 1.5 ugwiye n' umushahara wawe usanzwe. Umugambi wo kuriha uzwi nka IPOne uriha ibigero vyuzuye vy' umushahara wawe usanzwe w' amasaha ukoze mu kazi ko mu ndwi (bizwi nk' "Iqipimo cuzuye"). Werekana OT nk' inyongera y' igipimo c' icakabiri ½ c' amasaha ya OT. Ivyo biteranyo vyanyuma birongezwa hamwe mukuriha umushahara wanyuma.

Akarorero:

Wakoze amasaha 45 ku kazi ko mu ndwi hama ibipimo vyawe bisanzwe ni amadorari \$12/kw' isaha.

Umushahara wawe uzoba:

amasaha 45 x \$12 kw' isaha (igipimo cuzuye) = \$540

+ amasaha 5 y' umurengeho w' akazi x \$6 (icakabiri c' igipimo) = \$30

Igiteranyo ca nyuma ni \$540 + \$30 = \$570

OT irerekanwa mu Nchamake y' Insiguro zo Kuriha kandi yashizwe ahabona mu Gisata c' Umwinjizo. Muri kano karorero Igisata c' Umwinjizo gishobora kuzokwerekana amasaha 45 kw' ibungabunga ryo kubg' umuntu hamwe n' amasaha 5 ya OT.

9. Mbe nzohembga umwanya nzoba ndi m' urugendo, mu myimenyerezo isabga na DSHS, canke nzohembga umusi wo kudakora (PTO)?

Zohembga OT ku gihe c' urugendo hamwe n' imyimenyerezo isabga na DSHS mugihe igiteranyo ca nyuma c' amasaha wakoze mu kazi ko mu ndwi arenga 40. Amasaha ya PTO ntazirikiranywa nk' amasaha yakozwe, kurivyo ntazizokwigera biba guhabga umushahara wa OT kuriyo.

IBISOBANURO VYEREKEYE ABA IP BAFISE WWL ZIRAMBA Z' AMASAHA 40

10. Mbe nshobora gukora amasaha arenga 40 mu kazi ko mu ndwi?

Ntushobora gukora amasaha y' infashanyo arenga 40 ku kazi ko mu ndwi kiretse mugihe wahawe uburenganzira na DSHS k' umufashwa bgite bgo gukora akazi k' agateganyo ku masaha arenga 40.

11. Mbe nshobora gukora amasaha arenga WWL zanje ziramba mugihe nkorera abafashwa benshi?

Utegerezwa kuyobora amasaha yose y' infashanyo y' uwufashwa muri WWL zawe ziramba, ukwariko kose kw' abafashwa ukorera. Mugihe ukorera abafashwa barenga umwe, utegerezwa gutegura umwanya wawe kuri buri umufashwa mu kurinda ivyo, mugihe ushize hamwe amasaha yawe yose y' infashanyo z' akazi, ntushobora gukora amasaha arenga WWL zawe ziramba.

12. Niki nshobora gukora mugihe umufashwa nkorera ashaka kuntegurira amasaha arenga ayo nfise muri WWL zanje ziramba?

- Musigurire ko ataburenganzira ubifitiye bgo gukora amasaha arenga WWL zawe kandi mugihe ubikoze bitekerezwa ko ari isabga ry' umurengeho. Raba #19 kuyandi makuru yerekeye isabga ry' umurengeho
- Ntiwemere ibikorwa bishobora gutuma ukora amasaha arenga WWL zawe.
- Shishikaza umufashwa gukoresha uwundi muntu w' inyongera afasha.
- Shishikaza umufashwa kuganira n' umuyobozi w' ikesi yiwe mugihe umufashwa bimugora gutahura imbibe zawe z' akazi canke adashobora kuronka uwundi muntu w' inyongera afasha.
- Urasabga kuraba #18 k' urupapuro rwa 3 kuvyerekeye amakuru y' ihinguka canke ibikenewe vyihuta.

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IBISOBANURO KURI ABA IP BAFISE UBURENGANZIRA BG' AMASAHA 40.25 CANKE ARENGA MURI WWL ZIRAMBA

13. Mbe nshobora gukora amasaha arenga 40 mu kazi ko mu ndwi?

Mugihe wahawe inyandiko ivuye muri DSHS yemeza ko WWL zawe ziramba ari amasaha arenga 40 canke mugihe warafuse icemezo c' iyongezwa nfatakibanza muri WWL k' umufashwa bgite, ushobora gukora gushikana igitigiri c' amasaha ari mu nyandiko wahawe.

14. Niki ntegerezwa gukora mugihe nkorera abafashwa benshi?

Urasabga kuraba inyishu ku kibazo ca #11.

15. Bigenda gute mugihe umufashwa nkorera ashaka ko ntunganya amasaha yanje kugira nkore amasaha arenga WWL zanje ziramba mundwi imwe?

Urashobora gutunganya amasaha yawe mugihe ibi bikurikira vyose arivy' ukuri:

- Uyo mufashwa afise ibikenewe vyihuta; kandi
- Gukora amasaha y' inyongera ntibishobora kurenza amasaha y' umufashwa yasuzumwe ya buri kwezi; kandi
- Gukora amasaha arenga mu ndwi imwe ntibizozanira ingaruka k' umufashwa yo kutaronka ibungabunga nkenerwa muz'indi ndwi zo m' ukwezi; kandi
- Gukora amasaha arenga mu ndwi imwe ntibizokuzanira ingaruka yo gukora umurengera w' amasaha muri uko kwezi arenga ayo ushobora kuba warufise mugihe woba wakoze ukurikije gushikana kuri WWL zawe buri mu ndwi muri uko kwezi.

Mugihe WWL zawe zirenga amasaha 40, urashobora gutunganya amasaha yawe nkuko bikenewe mugihe bitakuzanira ingaruko yo gukora umurengera wayo wokoze nkuko bisanzwe mu kwezi. Igitigiri c' amasaha y' umurengera wa buri kwezi giharugwa mu gukuramwo amasaha 40 muri WWL zawe hamwe no kugwiza ayasigaye ku gitigiri c' imisi yo kuwa Gatandatu muri uko kwezi.

Akarorero:

WWL za Jose ni amasaha 46. Igitigiri c' amasaha y' umurengero ya buri kwezi Jose ashobora gukora bivana n' igitigiri c' imisi yo kuwa Gatandatu muri uko kwezi ariko arakora.

Ibiharuro vy' imisi ya Gatandatu i 5: $46 - 40 = 6 \times 5 = 30$

Ibiharuro vy' imisi ya Gatandatu i 4: $46 - 40 = 6 \times 4 = 24$

Umufashwa Jose akorera ashaka ko akora ibihe vyakazi vyoroshe bishobora guhinduka mugihe c' ukwezi, nkuko Jose ashobora kubikora mugihe bidashobora gutuma akora amasaha arenga 30 y' umurengero mu kwezi gufise imisi ya Gatandatu i 5, canke amasaha 24 y' umurengero mu kwezi gufise imisi ya Gatandatu i 4.

Kandi urashobora gutunganya amasaha yawe yo gukora umurengera wo muri WWL zawe mugihe umufashwa ukorera ariha amasaha y' umurengera mu Bgingenge bgabo Bushasha canke m' umutungo w' Infashanyo z' Ibungabunga z' Imuhira Watunganyijwe kuri Abaragi b' Igisirikare.

16. Niki nshobora gukora mugihe umufashwa nkorera ashaka kuntegurira gukora umurengero w' amasaha buri kwezi arenga ayo nfise muri WWL zanje ziramba?

Urasabga kuraba inyishu ku kibazo ca #12.

IMBIBE Z' AKAZI KO MU NDWI NFATAKIBAZA K' UMUFASHWA BGITE (CSWWL)

17. Bisigura iki infatakibanza ya CSWWL?

Umufashwa ukorera ashobora gusaba DSHS gushirako inyongeza y' infatakibanza y' amasaha kuri WWL zawe mugihe ariko ararondera abandi bafanya binyongera kugira akwize ivyakeneye vyawe. DSHS izoguha inyishu y' ubutumire burimwo inyandiko yo kwemera canke kwanka. Mugihe inyishu ariyo kwemera, iyo nyandiko kandi izokubgira igenekerezo uko kwemeregwa gutangura kandi kuzorangira hamwe n' amasaha y' akazi yemerewe. Nuyo mufashwa ukorera kandi azohobga ishusho yiyo nyandiko. Ico gisabga/innyandiko iteguza kandi izwi nko gusaba CSWWL. DSHS ntizotanga icemezo nfatakibanza ca WWL kirenza amasaha yasuzumwe y' umufashwa ya buri kwezi.

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IBIKENEWE VY' IHINGUKA

18. Niki nshobora gukora mugihe nakoze amasaha yose ari muri WWL zanje ariko umufashwa nkorera akaba afise ibikenewe vy' ihinguka hamwe n' ibikenewe vyihuta kandi nkaba ntegerezwa kubandanya nkora mugufasha amagara canke umutekano w' umufashwa?

- Gumana n' umufashwa mpaka igihe ico kibazo catekanye kandi kiri m' umutekano.
- Niyaba hari ingorane isaba infashanyo z' amagara z' ihutigwa, hamagara 9-1-1.
- Rangiza akazi kawe ko k' umusi umwanya uwariwo wose utunganye wo kurangiza.
- Ganira n' umuyobozi w' ikesi umusi ukurikira w' akazi kugira umusigurire iyo ngorane.

ISABGA RY' UMURENGERO

19. Niki isabga ry' umurengeho?

Isabga ry' umurengeho riba mugihe:

- Ukora amasaha yo gufasha arenga mu kwezi yayo wemerewe n' uburenganzira gukorare; canke
- Ukora amasaha arenga WWL zawe atashizweko icemezo na DSHS; canke
- Usaba igihe co gufata urugendo kirenga ico wemerewe mu gutanga mu ndwi y' akazi.

20. Igikorwa Kitari mu Masezerano isigura iki?

Igikorwa kitari mu masezerano n' itangazo ry' inyandiko DSHS igutumira. Inyo nyandiko ikumenyeshya ko wakoze umurengeho mwinshi w' amasaha y' akazi canke wafashe igihe c' urugendo kirenga ico wemerewe mu gukora.

21. Mbe haba ingaruka nyabaki mugihe nkoze amasaha arenga WWL zanje canke imbibe z' Igihe c' Urugendo zanje?

- Buri igihe urengeje ibisabga, uzohabga itangazo ry' inyandiko y' igikorwa kitari mu masezerano hamwe n' ibisobanuro bivuye muri DSHS bikwibutsa akamaro ko kutarenga umurengeho wamasaha y' akazi wemerewe. Iryo tangazo kandi rizotumwa k' umufashwa (abafashwa) abo ukorera hamwe n' ababaserukira.
- Kuri ubugira gatatu bg' ibisabga birenze, amasezerano yawe y' akazi ashobora guhagarikwa canke ushobora kutagira amahigwe yo guhabga umushahara wawe mu kiringo c' imisi 90. Mugihe amasezerano yawe y' akazi ahagaritswe utegerezwa kurindira imisi 90 imbere yo kugira amahigwe yo kwemerewa gukora ayandi masezerano mashasha.
- Mugihe wewe kenshi canke ubandaniye kurenga ku mbibe zawe z' akazi ko mu ndwi canke imbibe z' igihe c' urugendo, DSHS ishobora guhagarika amasezerano yawe k' uburyo busanzwe no kwanka gukora na wewe ayandi masezerano ya kazi.

22. N' igihe kinganiki igikorwa kitari mu masezerano kimara m' ubuzima bganje bg' amasezerano y' akazi?

Buri igikorwa kitari mu masezerano kizomara amezi 12 cuguruye kuva kw' igenekerezo ry' itangazo ry' igikorwa kitari mu masezerano, Inyuma y' amezi 12, igikorwa kitari mu masezerano gica c' ugagwa.

23. Ni gute nshobora kwirinda ibikorwa bitari mu masezerano?

- Buri misi yose panga ikigengabihe c' akazi kawe imbere kandi ucandike ahantu.
- Mugihe umufashwa ashatswe ihindugwa hama bigatuma ukora ikigengabihe gitandukanye kizanira izindi ngaruka kuri WWL zawe, ganira vyihuta n' umuyobozi w' ikesi y' umufashwa.
- Andika igihe c' akazi k' urupapuro rw' amasaha y' akazi buri umusi uhejeje akazi, birashobora kandi gufasha kuvyandika k' urupapuro rwa karendiriyiye. Raba kenshi kugira ugire umwizero ko uguma ku masezerano ya WWL zawe.
- DSHS ifise ibigenerwa ngirakamaro Bihari vyo kugufasha na databuja wawe/umufashwa mu kumunya ivyerekeye ubuyobozi bg' ingengabihe bituma uguma ugendera ku masezerano ya WWL zawe. Bino bigenerwa mubisanga k' urubuga rwa interineti kuri www.dshs.wa.gov/altsa/IPOT.