

Ifishi y'amakuru yerekeye amasaha y'ikirenga Igenewe Abita ku barwayi, abafite ubumuga n'abashesha akanguhe

Iyi fishi y'amakuru igamije gufasha Abita ku barwayi, abafite ubumuga n'abashesha akanguhe gusobanukirwa amategako agenga amasaha y'akazi yagenwe mu cyumweru ndetse n'amasaha y'ikirenga. Hamagara ushinzwe dosiye y'umukiriya cyangwa usure www.dshs.wa.gov/altsa/IPOT kugira ngo ubone ibindi bisobanuro.

AMAKURU YEREKEYE AMASAHA Y'IKIRENGA MURI RUSANGE

1. 'Iminsi y'akazi igize icyumweru' ni ukuvuga iki?

Iminsi y'akazi igize icyumweru itangira ku cyumweru saa 12h00 z'ijoro (mu gicuku) ikazarangira ku wa gatandatu utaha saa 11h59 z'ijoro.

2. Amasaha y'akazi yagenwe mu cyumweru (WWL) ni ukuvuga iki?

Amasaha y'akazi yagenwe mu cyumweru ni umubare w'amasaha yose hamwe ushobora gukora mu minsi y'akazi igize icyumweru. Itegeko rya Leta ya Washington ryo mu 2016 rigena umubare ntarengwa w'amasaha Uwita ku barwayi, abafite ubumuga n'abashesha akanguhe (IP) ashobora gukora mu minsi y'akazi igize icyumweru. Abita ku barwayi, abafite ubumuga n'abashesha akanguhe bafite amasaha y'akazi yagenwe mu cyumweru (WWL). Ugomba gukora kugeza ku masaha y'akazi wagenewe mu cyumweru igihe wayahawe n'umukiriya umwe cyangwa benshi kandi uwo mukiriya ukorera akaba yujuje ibisabwa kugira ngo umukorere ayo masaha. Uwo mukiriya ntagomba gutanga amasaha arenze ayagenwe mu kwezi agaragara ku ifishi ya Gahunda yo kwitabwaho. Amasaha y'akazi yagenwe mu cyumweru afasha kumenya neza amafaranga azishyurwa ku masaha y'ikirenga kugira ngo hakorwe ibishoboka byose maze amafaranga ya serivisi aboneke bityo zikomeze guhabwa abazikeneye.

3. Minisiteri y'ubuzima (DSHS) ibigenza ite kugira ngo ingenere Amasaha y'akazi ahoraho mu cyumweru ndetse ni gute namenya amasaha y'akazi ahoraho nagenewe mu cyumweru?

Itegeko rya Leta ryatowe muri Mata 2016. Iri tegeko rigenera Abita ku barwayi, abafite ubumuga n'abashesha akanguhe bese amasaha 40 y'akazi mu cyumweru keretse abakoze bakageza ku mpuzandengo irenze amasaha 40 mu cyumweru muri Mutarama 2016. Amasaha y'akazi yagenwe mu cyumweru arenze 40 yabonetse hafashwe amasaha y'akazi Uwita ku barwayi, abafite ubumuga n'abashesha akanguhe yishyuriwe muri Mutarama 2016 akagabanywa 4,33 maze igisubizo kikabarwa ku mubare uburungushuye kigashyirwa ku munota wa cumi na gatanu cyangwa wa murongo ine na gatanu w'isaha bitewe n'uri hafi yacyo. Muri Gicurasi 2016, Minisiteri y'ubuzima yohereje Abita ku barwayi, abafite ubumuga n'abashesha akanguhe bari bafite akazi muri Mutarama 2016 inyandiko zimenyeshya zikubiyemo amakuru ajyanye n'Amasaha y'akazi yagenwe mu cyumweru. Nta masaha y'akazi ahoraho yagenwe mu cyumweru agomba kurenga 65. Niba waratangiye gukora nk'Uwita ku barwayi, abafite ubumuga n'abashesha akanguhe nyuma y'ukwezi kwa Mutarama 2016, Amasaha y'akazi wagenewe mu cyumweru ni 40.

4. Ese bigenda bite iyo numva ko Amasaha y'akazi ahoraho nagenewe mu cyumweru yabazwe nabi?

Iyo wumva Amasaha y'akazi wagenewe mu cyumweru yabazwe nabi, ushyikiriza ikirego ushinzwe dosiye y'umukiriya maze Minisiteri y'ubuzima ikagisuzuma ishingiye ku itegeko numero 388-114-0050 ryerekeye ubutegetsi ryo muri Washington.

5. Ese Amasaha y'akazi ahoraho nagenewe mu cyumweru yaba azigera ahinduka na rimwe?

Niba Amasaha y'akazi ahoraho wagenewe mu cyumweru abarirwa hagati y'amasaha 60,25 n'amasaha 65, azagabanywa ashirwe ku masaha 60 kuri tariki ya 1 Nyakanga 2017, keretse igihe itegeko ryaba ryahinduwe. Naho ubundi Amasaha y'akazi ahoraho wagenewe mu cyumweru ntahinduka igihe ucyujuje ibisabwa Uwita ku barwayi, abafite ubumuga n'abashesha akanguhe. Amasaha y'akazi wagenewe mu cyumweru azaguma uko ameze nuramuka ufashe ikiruhuko maze ukazagaruka nyuma n'ubundi ugikora akazi ko kwita ku barwayi, abafite ubumuga n'abashesha akanguhe.

6. Ni izihe serivisi zitangwa mu masaha y'akazi nagenewe mu cyumweru?

- Kwita ku muntu
- Gutanga ubufasha
- Amahugurwa agamije kongera ubumenyi
- Kwakira abagize umuryango cyangwa abandi bita ku bantu

7. Ese Amasaha y'akazi nagenewe mu cyumweru arabarwa no mu gihe cy'urugendo, mu gihe cy'amahugurwa asabwa na Minisiteri y'ubuzima cyangwa mu kiruhuko gihemberwa (PTO)?

Oya. Amasaha y'urugendo, igihe cy'amahugurwa asabwa na Minisiteri y'ubuzima n'igihe cy'ikiruhuko gihemberwa ntibibarwa mu Masaha y'akazi wagenewe mu cyumweru. Bivuze ko ugomba kumara Amasaha y'akazi wagenewe mu cyumweru uri guha umukiriya serivisi akeneye kandi bikaba uko no mu byumweru ugomba kwitabiramo amahugurwa asabwa, gukoramo ingendo zemejwe cyangwa ufitemo ikiruhuko gihemberwa.

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KWISHYURWA AMASAHA Y'IKIRENGA (OT)

8. Amafaranga y'amasaha y'ikirenga abarwa ate?

Wishyurwa umushahara usanzwe igihe cyose wakoze kugeza ku masaha 40 asabwa mu minsi y'akazi igize icyumweru. Igihe cyose wakoze kirenga ku masaha 40, cyishyurwa hafashwe amafaranga wari usanzwe wishyurwa muri icyo gihe agakubwa inshuro 1,5.

Sisitemu ya IPOne yo kwishyura Uwita ku barwayi, abafite ubumuga n'abashesha akanguhe yishyura amafaranga yose ahwanye n'amasaha wakoze mu minsi y'akazi igize icyumweru hafatiwe ku mushahara wawe usanzwe (ari byo byitwa "umushahara wuzuye") Igaragaza umushahara w'amasaha y'ikirenga yongera ½ kuri buri saha y'ikirenga. Byose birateranywa maze hakaboneka umushahara wose hamwe.

Urugero:

Wakoze amasaha 45 mu minsi y'akazi igize icyumweru kandi umushahara wawe usanzwe ni amadolari 12 ku isaha.

Uzishyurwa:

Amasaha 45 x amadolari 12 ku isaha (umushahara wuzuye) = amadolari 540

+ Amasaha 5 y'ikirenga x amadolari 6 (icya kabiri cy'umushahara) = amadolari 30

Yose hamwe ni amadolari 540 + amadolari 30 = amadolari 570

Amasaha y'ikirenga agaragazwa mu Ncamake y'umushahara ndetse ibisobanuro birambuye bijyanye nayo bikagaragazwa mu Gice cy'ayakorewe. Muri uru rugero, igice cy'ayakorewe kizagaragaza amasaha 45 yo kwita ku muntu n'amasaha 5 y'ikirenga.

9. Ese nzishyurwa Amasaha y'ikirenga mu gihe cy'urugendo, mu gihe cy'amahugurwa asabwa na Minisiteri y'ubuzima cyangwa mu kiruhuko gihemberwa (PTO)?

Uzishyurwa Amasaha y'ikirenga mu gihe cy'urugendo n'amahugurwa asabwa na Minisiteri y'ubuzima niba amasaha wakoze mu minsi y'akazi igize icyumweru arenze 40. Amasaha y'ikiruhuko gihemberwa ntabwo abarwa nk'amasaha y'akazi, bityo rero nta na rimwe yigera abarwa nk'amasaha y'ikirenga yishyurwa.

AMAKURU AGENEWE ABITA KU BARWAYI, ABAFITE UBUMUGA N'ABASHESHA AKANGUHE BAFITE AMASAHA 40 Y'AKAZI AHORAHU BAGENEWE MU CYUMWERU

10. Ese nshobora gukora amasaha arenze 40 mu minsi y'akazi igize icyumweru?

Ntushobora gukora amasaha arenze 40 mu minsi y'akazi igize icyumweru keretse igihe wabihereye uruhushya na Minisiteri y'ubuzima bisabwe n'umukiriya runaka rukwemerera gukora amasaha arenze 40 by'agateganyo.

11. Ese nshobora gukora amasaha arenze ay'akazi ahoraho nagenewe mu cyumweru igihe nkorera abakiriya benshi?

Ugomba gukora ku buryo ukorera abakiriya bose mu Masaha y'akazi ahoraho wagenewe mu cyumweru hatitawe ku mubare w'abakiriya ukorera. Igihe ukorera abakiriya barenze umwe, ugomba gukora gahunda y'uko ukoresha igihe cyawe kuri buri mukiriya ku buryo igihe uteranyije amasaha y'akazi yawe yose usanga utakoze amasaha arenze ay'akazi ahoraho wagenewe mu cyumweru.

12. Ese nakora iki igihe umukiriya nkorera yifuza ko mukorera amasaha arenze ayateganyijwe mu rwego rw'Amasaha y'akazi ahoraho nagenewe mu cyumweru?

- Musobanurire ko utemerewe gukora amasaha arenze ay'akazi wagenewe mu cyumweru kandi ko uramutse ubikoze byafatwa nko kurenga ku masaha yagenwe. Reba ikibazo cya 19 ku bijyanye n'amakuru ajyanye no kurenga ku masaha yagenwe
- Ntuzigere wemera akazi gashobora gutuma ukora amasaha arenze ay'akazi wagenewe mu cyumweru.
- Shishikariza umukiriya guha akazi undi wita ku barwayi, abafite ubumuga n'abashesha akanguhe.
- Shishikariza umukiriya guhamagara ushinze dosiye ye igihe yumva atabasha kumva impamvu hari ibyo utakora cyangwa adashobora kubona undi wita ku barwayi, abafite ubumuga n'abashesha akanguhe.
- Reba ikibazo cya 18 kuri paji ya 3 kijyanye n'andi makuru yerekereye ibibazo bitunguranye kandi byihutirwa.

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AMAKURU AGENEWE ABITA KU BARWAYI, ABAFITE UBUMUGA N'ABASHESHA AKANGUHE BAFITE AMASAHA 40,25 CYANGWA ARENGA Y'AKAZI AHORAHU BAGENEWE MU CYUMWERU

13. Ese nshobora gukora amasaha arenze 40 mu minsi y'akazi igize icyumweru?

Igihe wakiriye inyangiriki imenyeshya ivuye muri Minisitiri y'ubuzima ivuga ko Amasaha y'akazi ahoraho wagenewe mu cyumweru arenze 40 cyangwa igihe hemejwe ko Amasaha y'akazi yagenwe mu cyumweru yongerewe by'igihe gito bisabwe n'umukiriya runaka, ushobora gukora kugeza ku mubare w'amasaha agaragara ku nyandiko imenyeshya wakiriye.

14. Ese nakora iki igihe ndamutse nkorera abakiriya barenze umwe?

Reba igisubizo cy'ikibazo cya 11

15. Ese byagenda bite igihe umukiriya nkorera yifuzako nahindura amasaha mu cyumweru kimwe maze ngakora amasaha arenze ay'akazi nagenewe mu cyumweru?

Ushobora guhindura amasaha yawe igihe ibi bikurikira byose byujujwe:

- Umukiriya abikeneye; kandi
- Gukora amasaha y'ikirenga bikaba bitatuma amasaha umukiriya yagenewe mu kwezi ataranga; ndetse
- Gukora amasaha menshi mu cyumweru kimwe bikaba bitabuza umukiriya guhabwa serivisi z'ingenzi mu bindi byumweru bisigaye bigize ukwezi; kandi
- Gukora amasaha menshi mu cyumweru kimwe bikaba bitatuma ukora amasaha y'ikirenga muri uko kwezi aruta ayo warigukora iyo uba warakoze Amasaha y'akazi wagenewe muri buri cyumweru cy'uko kwezi.

Iyo Amasaha y'akazi wagenewe mu cyumweru arenze 40, ushobora guhindura amasaha yawe uko ubyifuzako upfa kuba gusa udakora amasaha y'ikirenga mu kwezi arenze ayo wari usanzwe uzakoramo. Amasaha y'ikirenga wakoze mu kwezi aboneka iyo hafashwe amasaha 40 agakurwa mu Masaha y'akazi wagenewe mu cyumweru maze igisubizo kigakubwira n'iminsi yo ku wa gatandatu iri muri uko kwezi.

Urugero:

Amasaha y'akazi Jose yagenewe mu cyumweru ni 46. Umubare w'amasaha y'ikirenga Jose ashobora gukora mu kwezi uraterwa n'umubare w'iminsi yo ku wa gatandatu iri mu kwezi yakozemo.

Amasaha aboneka igihe ari iminsi 5 yo ku wa gatandatu: $46 - 40 = 6 \times 5 = 30$

Amasaha aboneka igihe ari iminsi 4 yo ku wa gatandatu: $46 - 40 = 6 \times 4 = 24$

Umukiriya Jose akorera akeneye ko ahindura amasaha amukoreraho mu kwezi, ibyo Jose ashobora kubikora upfa kuba gusa adakora amasaha y'ikirenga arenze 30 mu mezi afite iminsi 5 yo ku wa gatandatu cyangwa arenze 24 mu mezi afite iminsi 4 yo ku wa gatandatu.

Ushobora kandi guhindura amasaha yawe maze ugakora ayarenze ay'akazi wagenewe mu cyumweru igihe umukiriya ukorera yishyuye andi masaha y'ikirenga akoresheje amafaranga yagenewe mu rwego rwa Gahunda yo gufasha abashesha akanguhe n'abantu bakuru bafite ubumuga cyangwa Gahunda yo gufasha abavuye ku rugerero.

16. Ese nakora iki igihe umukiriya nkorera yifuzako mukorera amasaha y'ikirenga mu kwezi arenze ayateganyijwe mu rwego rw'Amasaha y'akazi ahoraho nagenewe mu cyumweru?

Reba igisubizo cy'ikibazo cya 12

UBUSABE BW'UMUKIRIYA BWO KONGERA BY'IGIHE GITO AMASAHA Y'AKAZI YAGENWE MU CYUMWERU (CSWWL)

17. Ubusabwe bw'umukiriya bwo kongera by'igihe gito Amasaha y'akazi yagenwe mu cyumweru ni ukuvuza iki?

Umukiriya ukorera ashobora gusaba Minisitiri y'ubuzima ko Amasaha y'akazi yagenwe mu cyumweru yongerwa by'igihe gito mu gihe akiri gushyamba undi muntu wita ku barwayi, abafite ubumuga n'abashesha akanguhe wamufasha uko abyifuzako. Minisitiri y'ubuzima ihita ikohereza ubutumwa bwanditse yemera cyangwa yanga ubwo busabe. Iyo bwemewe, iyo nyandiko ikumenyeshya itariki urwo ruhushyaho rutangiriyeho n'igihe ruzarangirira ndetse n'umubare w'amasaha yemejwe. Umukiriya ukorera na we ahabwa kopi. Ubu busabe cyangwa inyangiriki bizwi kandi ku izina ry'ubusabe bw'umukiriya bwo kongera by'igihe gito Amasaha y'akazi yagenwe mu cyumweru. Minisitiri y'ubuzima ntiyemera ubusabe bwo kongera by'igihe gito Amasaha y'akazi yagenwe mu cyumweru igihe arenze ayagenwe mu kwezi.

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IBIBAZO BITUNGURANYE

18. Nakora iki igihe ndamutse nakoze Amasaha yose y'akazi nagenewe mu cyumweru ariko umukiriya akaba agize ikibazo gitunguranye kandi cyihutirwa bityo nkaba ngomba gukomeza gukora kugira ngo mufashe kuri icyo kibazo kijyanye n'ubuzima cyangwa umutekano bye?

- Gumana n'umukiriya kugeza igihe ikibazo gikemukiye kandi nta zindi mpungenge zihari.
- Igihe haramutse hari ikibazo cyihutirwa gisaba ko hitabazwa serivisi z'ubuvuzi zihutirwa, hamagara 9-1-1.
- Taha igihe ubona ko koko nta kindi kibazo gihari ushobora kugenda.
- Hamagara ushinze dosiye y'umukiriya ku muni ukurikiyeho kugira ngo umuhe raporo y'uko ibintu bimeze.

KURENGA KU MASAHA YAGENWE

19. Kurenga ku masaha yagenwe bivuze iki?

Bavuga ko habayeho kurenga ku masaha yagenwe igihe:

- Ukora amasaha menshi mu kwezi arenze ayo wemerewe gukora cyangwa
- Ukora amasaha arenze ay'akazi yagenwe mu cyumweru kandi akaba ataremejwe na Minisiteri y'ubuzima cyangwa
- Ukoresha amasaha y'urugendo arenze ayo wemerewe gukora mu minsi y'akazi igize icyumweru.

20. Inyandiko yihanangiriza ni iki?

Inyandiko yihanangiriza ni inyandiko imenyeshya wohererezwa na Minisiteri y'ubuzima. Iyo nyandiko iba ikumenyeshya ko wakoze amasaha y'ikirenga cyangwa wakoze amasaha y'urugendo arenze ayo wemerewe gukora.

21. Bigenda bite iyo wakoze amasaha arenze ay'akazi wagenewe mu cyumweru cyangwa warengeje ay'urugendo wagenewe?

- Igihe cyose uramutse urengeje amasaha yagenwe, Minisiteri y'ubuzima ikohereza inyandiko yihanangiriza kandi ikubiyemo amakuru akwibutsa akamaro ko kudakora amasaha y'ikirenga utabyemerewe. Umukiriya ukorera ndetse n'abamuhagarariye na bo bohererezwa iyo nyandiko imenyeshya.
- Iyo urengeje amasaha yagenwe ku nshuro ya gatatu, amasezerano yawe ashobora guseswa cyangwa ukaba ushobora kumara iminsi 90 utishyurwa. Igihe amasezerano y'akazi yawe yaseswe, biba ngombwa ko utegereza iminsi 90 mbere y'uko wongera guhabwa andi masezerano mashya.
- Igihe warengeje cyane amasaha y'akazi wagenewe mu cyumweru cyangwa amasaha y'urugendo wagenewe cyangwa bikagaragara ko wabigize akamenyero, Minisiteri y'ubuzima isesa amasezerano yawe kandi ikanga kuguha andi masezerano.

22. Inyandiko zihanangiriza ziguma muri dosiye yanjye y'akazi mu gihe kingana iki?

Buri nyandiko yihanangiriza iguma muri dosiye yawe mu igihe cy'amezi 12 uhereye ku itariki itangiriweho. Nyuma y'amezi 12, iyo nyandiko yihanangiriza ivanwamo.

23. Ni gute nakwirinda guhabwa inyandiko zihanangiriza?

- Kora gahunda buri gihe y'akazi kawo mbere y'igihe kandi uyandike ahantu.
- Igihe ibyo umukiriya akeneye bihindutse kandi ukaba ugomba guhindura gahunda y'akazi kawo bityo bikagira ingaruka ku Masaha y'akazi wagenewe mu cyumweru, ihutire kubimenyeshya ushinze dosiye y'umukiriya.
- Andika amasaha wakoze ku ngengabihe yawe buri muni uko urangije akazi, kandi byiza cyane uramutse unabyanditse kuri karendari. Genzura buri gihe kugira ngo urebe ko utarengeje Amasaha y'akazi wagenewe mu cyumweru.
- Wowe n'umukoresha cyangwa umukiriya wawe Minisiteri y'ubuzima ibafitiye inyandiko zabafasha gukora gahunda ihamye kugira ngo utarenze Amasaha y'akazi wagenewe mu cyumweru. Izi nyandiko ziboneka kuri www.dshs.wa.gov/altsa/IPOT.