

Wagtiga la kasbaday ee jiradda iyo tan la keydsado (Earned sick and safe time [ESST])

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Waa maxay ESST?

ESST waa waqti fasax ah oo ay loo-shaqeeyayaashu mushaar siinayaan shaqaalahooda Minnesota oo loo isticmaali karo sababo gaar ah, oo ay ka mid yihiin marka shaqaaluhu jiran yahay, marka uu daryeelayo xubin goyska ka mid ah oo xanuunsan ama si ay kaalmo u raadsadaan haddii qofka shaqaalaha ah ama xubin goyskooda ah ay la kulmeen gaboodfalka xaaska, faraxumaynta galmada ama dabagal/faduul (stalking).

Mushaarka ESST waa in uu la mid noqdaa lacagta uu shaqaaluhu ku shaqeeyo saacadii marka ay shaqeynayaan.

Yaa xaq u leh ESST?

Shaqaaluhu waxay xaq u leeyahay ESST haddii:

- uu u shaqeeyo ugu yaraan 80 saacadood sanadkii loo-shaqeeyaha Minnesota; iyo
- uusan ahayn qandaraasle madax-banaan.

Shaqaalaha ku meel gaarka ah iyo kuwa shaqeeya waqtiga dhiman waxay xaq u leeyihiin ESST.

Aargoosigu waa sharciga darro.

Loo-shaqeeyaha kama aargoosan karo, ama ma qaadi karo tillaabo taban (xun), marka uu shaqaaluhu isticmaalo xaq sharci ah ee hoos taga sharciga ESST.

Sidee bey saacadaha ESST shaqaalaha ugu ururaan?

- Shaqaalaha waxaa u ururaysa ugu yaraan hal saac oo ESST ah 30kii saacadood ee kasta ee ay shaqeeyaan, marka laga reebo haddii loo-shaqeeyuhu horay ugu sii shubo saacadaha ESST sida sharcigu ogol yahay.
- Saacado ururinta ESST waxay bilaabataa maalinta ugu horeysa ee shaqada la bilaabay waxaana loo ogol yahay shaqaalaha in ay isticmaalaan ESST da ay haystaan.
- Loo-shaqeeyayaashu waa in ay u oggolaadaan shaqaalaha in ay u ururto ugu yaraan 48 saacadood oo ESST ah sannad kasta iyo in uu u wareejiyo sanadka xiga haraaga ESST ee aan la isticmaalin ugu badnaan saacadaha ururaya oo ah ugu yaraan 80 saacadood oo ESST ah.
- Loo-shaqeeyayaashu waxay uga baahan karaan shaqaalaha dukumeenti marka ay qaadanayaan fasax ESST ah oo ka badan saddex maalmood oo isku xigta.

Maxaad u isticmaali kartaa fasaxa ESST?

ESST waxaa loo isticmaali karaa sababo ay ka mid yihiin:

- jirrooyinka maskaxda ama jirka, daawayntooda ama daryeelka caafimaadka ka hortagga ah ee shaqaalaha ama xubin goyska shaqaalaha ka mid ah;
- maqnaansho ay sababtiisu tahay gaboodfalka xaaska, faraxumaynta galmada ama dabagal/faduul (stalking) qof shaqaale ah lagu sameynayo ama xubin goyskooda ah; iyo
- xiritaanka goobta shaqada ee shaqaalaha sababtuna ay tahay cimilada ama xaaladaha degdegga ah ee bulshada ama xiritaanka iskuulka xubnaha goyskooda ama xarunta daryeelka, cimilada ama xaaladda degdegga ah ee bulshada awgeed.



Wagtiga Fasaxa Jirada (Sick time)

Jirooyinka caafimaadka dhimirka ama caafimaadka jirka, daaweynta ama daryeelka caafimaadka ka hortagga ah



Wagtiga la keydsaday (Safe time)

Si wax looga qabto gaboodfalka xaaska, faraxumaynta galmada ama dabagal/faduul (stalking)

mn DEPARTMENT OF
LABOR AND INDUSTRY

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651-284-5075 • 800-342-5354 • esst.dli@state.mn.us • dli.mn.gov/sick-leave

Ogaysiis: Tani waa qoraal kooban oo soo koobaya sharci Minnesota ah. Waxaa loogu talagalay hage ahaan mana aha in loo tixgeliyo/isticmaalo Xeerarka Minnesota ee la xiriira arintaan bedelkeeda.