MAINE DEPARTMENT OF LABOR

Amategeko agenga umurimo ajyanye na COVID-19

Ikiruhuko gitangwa muri Leta ya Maine kigenerwa abita ku bana n'abageze mu zabukuru ndetse n'abandi bantu bagizweho ingaruka n'ingamba rusange zidasanzwe zigamije kurwanya icyorezo gihabwa abakozi bagizweho ingaruka ubwabo cyangwa bita ku muntu wa hafi mu muryango wagizweho ingaruka n'ingamba rusange zidasanzwe zigamije kurwanya icyorezo.

Kugirwaho ingaruka n'ingamba rusange zidasanzwe zigamije kurwanya icyorezo bivuga kuvurwa cyangwa gushyirwa mu kato utagaragaza ibimenyetso cyangwa gushyirwa mu kato kubera urwaye n'izindi ngamba zitandukanye. Igihe umukozi akeneye ikiruhuko agomba kubimenyesha umukoresha mu gihe gikwiye.

Ikiruhuko gishobora kwishyurwa cyangwa ntikicyurwe. Mu batarebwa n'iki kiruhuko harimo abakozi ba leta bashinzwe ubuzima n'umutekano by'abaturage n'abakozi bashobora kujya mu kiruhuko bigatuma umukoresha ahura n'ibibazo bikomeye byatuma agabanya ibikorwa bye.

Itegeko rya **Maine rigena ikiruhuko cy'uburwayi bw'abagize umuryango no kwivuza** rireba umukozi umaze amezi 12 akurikirana akorera umukoresha umwe. Umukozi aba yemerewe ikiruhuko kitishyurwa cy'uburwayi bw'abagize umuryango no kwivuza kigera ku byumweru 10 mu gihe k'imyaka ibiri kandi akagumana akazi ke. Ariko nanone abakoresha bafite abakozi bari munsi ya 15 bagomba kuba bari ku kazi igihe cyose ntabwo barebwa n'aya mategeko. Abakoresha bashobora guha abakozi babo ikiruhuko kishyurwa bashingiye ku bushishozi bwabo.

Itegeko rya **Maine rigena ikiruhuko gitangwa igihe umuntu wo mu muryango arwaye** rivuga ko igihe umukoresha atanga ikiruhuko kishyurwa, agomba kwemerera umukozi gufata ikiruhuko kishyurwa kugira ngo yite ku muntu wa hafi mu muryango urwaye. Iri tegeko riha umukozi uburenganzira bwo guhitamo ubwoko bw'ikiruhuko yifuza gufata igihe umukoresha atanga ubwoko bw'ibiruhuko butandukanye (ikiruhuko cy'uburwayi, ikiruhuko gisanzwe cyangwa ikiruhuko kijyanye n'ibibazo bwite) kandi nta mbogamizi zibayeho. Iyi ngingo y'itegeko ntaho ihuriye n'ikiruhuko cy'uburwayi bw'umukozi, aho umukoresha asaba umukozi we gufata ikiruhuko cy'uburwayi.

Amasosiyete manini, harimo nk'akoresha abakozi 50 cyangwa barenga, na yo agomba kubahiriza amategeko y'igihugu agena ikiruhuko cy'uburwayi bw'abagize umuryango no kwivuza (FMLA). Icyo gihe bisaba ko hatangwa ikiruhuko kitishyurwa k'ibyumweru 12 hashingiwe ku mpamvu yagenwe n'itegeko. Abakoresha bashobora guha abakozi babo ikiruhuko kishyurwa bashingiye ku bushishozi bwabo.

Ku bijyanye n'ibibazo bikunda kubazwa Ishami Rishinzwe Umurimo muri Leta Zunze Ubumwe z'Amerika ku bijyanye n'amategeko y'igihugu agena ikiruhuko cy'uburwayi bw'abagize umuryango no kwivuza (FMLA) wasura: https://www.dol.gov/agencies/whd/fmla/pandemic

Itegeko rya **Maine rigena ikiruhuko kishyurwa hashingiwe ku masaha umukozi akora** rizatangira kubahirizwa tariki ya 1 Mutarama 2021. Iri tegeko niritangira kubahirizwa, rizatuma umukozi ashobora gufata ikiruhuko kishyurwa kigera ku masaha 40, hashingiwe ku mubare w'amasaha asanzwe akorera umukoresha we.

Uburwayi buturutse ku kazi: Igihe uburwayi bwatewe n'akazi, umukozi n'umukoresha bagomba kwegera Ikigo Gishinzwe Indishyi Zigenerwa Abakozi muri Maine.

Ku bijyanye n'andi makuru yerekeye Ikigo Gishinzwe Indishyi Zigenerwa Abakozi, wasura: https://www.maine.gov/wcb/

Itegeko rya **Maine ribuza umukoresha kwishyuza umukozi amafaranga** ribuza abakozi n'abandi basabye akazi bakagahabwa kwiyishyurira amafaranga y'ibizamini by'ubuvuzi umukoresha abasaba gukora. Umukoresha agomba gutanga aya mafaranga kandi akishyura amafaranga y'ubuvuzi avugwa muri iyi ngingo binyuze mu bwishingizi bw'indwara buhabwa itsinda cyangwa akoresheje ubundi buryo. Upfa kuba umukozi adasabwa kugira amafaranga runaka yishyura ajyanye n'ibizamini, harimo gusabwa kwishyura igice cyangwa kwishyura amafaranga atazasubizwa.

Ibibazo bikunze kubazwa

Ikibazo: ***Ndi umukozi uhembwa umushahara. Ese umukoresha wange ashobora kunyishyura umushahara wose igihe ibikorwa by'ubucuruzi bye byafunze kubera COVID-19?***

Igisubizo: Igihe umukozi uhembwa umushahara afite iminsi yakoze mu cyumweru, agomba guhembwa umushahara we wose. Umukoresha ashobora gusaba umukozi gufata ikiruhuko kishyurwa, harimo ikiruhuko gisanzwe, ikiruhuko cy'uburwayi, ikiruhuko kijyanye n'ibibazo bwite n'ibindi. Igihe umukozi uhembwa umushahara atabonetse, umukoresha aba agomba n'ubundi kumwishyura umushahara we wose yagombaga guhembwa habariwemo n'iminsi y'icyumweru yari isigaye. Igihe ibikorwa by'ubucuruzi bifunzwe mu byumweru bikurikira kandi umukozi uhembwa umushahara akaba atarakoze n'umunsi n'umwe muri ibyo byumweru, umukoresha ntabwo asabwa kumwishyura umushahara na muke.

Ikibazo: ***Ndi umukozi uhembwa ku isaha (simpembwa umushahara). Ese umukoresha wange ashobora kunyishyura igihe ibikorwa by'ubucuruzi bye byafunze kubera COVID-19?***

Igisubizo: Oya. Abakoresha basabwa gusa kwishyura abakozi bahembwa ku isaha bashingiye ku gihe bakoze. Mu bushishozi bw'umukoresha, ni we uhitamo niba umukozi yafata ikiruhuko kishyurwa, harimo ikiruhuko gisanzwe, ikiruhuko cy'uburwayi, ikiruhuko kijyanye n'ibibazo bwite n'ibindi cyangwa niba ntacyo yafata.

Ikibazo: ***Ese umwana utarageza ku myaka y'ubukure ashobora gukora mu masaha y'ikirenga mu gihe ishuri yigaho rigifunze kubera COVID-19?***

Igisubizo: Oya. Akenshi usanga ibigo by'amashuri byarafunze inyubako zabyo, ariko abanyeshuri bagakomeza gukora imikoro ya buri munsi hifashishijwe uburyo bw'iyakure. Bityo rero, bifatwa nk'aho amasomo "agikomeza."

Ikibazo: ***Ese Ibiro Bishinzwe Kugenzura Amahame Agenga Umurimo mu Ishami Rishinzwe Umurimo muri Maine bishobora gusaba amakuru yerekeye dosiye y'ubwimukira yange?***

Igisubizo: Ibiro Bishinzwe Kugenzura Amahame Agenga Umurimo bifata umukozi wese nk'umukozi. Ntabwo tubaza ibijyanye na dosiye y'ubwimukira ye cyangwa nomero y'ubwiteganyirize ye iyo dukurikirana ibibazo cyangwa ibirego byatanzwe n'uwo mukozi. Dushinzwe kugenzura iyubahirizwa ry'amategeko agenga umurimo muri Maine tutitaye ku kuba umukozi afite icyangombwa kimwemerera gukora cyangwa nta byangombwa afite.

Ikibazo: ***Nemerewe gufata ikiruhuko kingana iki mu rwego rw'Ikiruhuko gitangwa muri Leta ya Maine kigenerwa abita ku bana n'abageze mu zabukuru ndetse n'abandi bantu bagizweho ingaruka n'ingamba rusange zidasanzwe zigamije kurwanya icyorezo?***

Igisubizo: Iki kiruhuko cyubahirizwa mu gihe cy'ibihe bidasanzwe byatangajwe na Guverineri. Kirakomeza mu gihe gikwiye kandi gikenewe nyuma y'ibihe bidasanzwe byashyiriweho abantu banduye COVID-19 cyangwa bafite aho bahuriye na COVID-19 mu rwego rw'ingamba zijyanye n'ibihe bidasanzwe.

Ikibazo: ***Ese umukoresha ashobora kwanga ko nsubira mu kazi igihe nafashe ikiruhuko mu rwego rw'Ikiruhuko gitangwa muri Leta ya Maine kigenerwa abita ku bana n'abageze mu zabukuru ndetse n'abandi bantu bagizweho ingaruka n'ingamba rusange zidasanzwe zigamije kurwanya icyorezona cyangwa igihe nafashe icyo kiruhuko hakurikijwe andi mategeko agena ibiruhuko?***

Igisubizo: Byaba binyuranyije n'amategeko umukoresha aramutse akwirukanye ku kazi kubera ko wafashe kimwe mu biruhuko bigenwa n'amategeko. Ariko nanone, Maine ni leta yemera imikoranire ishingiye ku bushake. Imikoranire ishingiye ku bushake ni ukuvuga ko kuba nta masezerano umukoresha agirana n'urugaga rw'abakozi cyangwa nta masezerano abaho hagati y'umukoresha n'umukozi, umukoresha afite uburenganzira bwo kwirukana umukozi igihe cyose abishakiye kandi biturutse ku mpamvu iyo ari yo yose. Upfa kuba gusa iyo mpamvu idashingiye ku ivangura kandi ikaba itanyuranyije n'ibivugwa mu mategeko.

Ikibazo: ***Umukoresha wange ari kunsaba kubanza kwisuzumisha COVID-19 mbere yo kwinjira ahakorerwa akazi. Ese nsabwa kwishyura amafaranga y'iryo suzuma?***

Igisubizo: Oya. Iyo umukoresha asaba umukozi kwisuzumisha COVID-19, umukoresha ni we ugomba kwishyura iryo suzuma. Byongeye kandi, uyu mukoresha agomba kwishyura umukozi igihe yakoresheje ajya kwa muganga kubera ko bifatwa nk'aho yakoresheje icyo gihe mu rwego rw'akazi.

Ku bijyanye n'andi makuru, wasura https://www.maine.gov/labor/bls/index.shtml