

Itegeko rigenga umurimo



Amategeko agenga umurimo muri Leta ya Maine arengera abantu bakorera muri Maine. Ikigo cya Maine gishinzwe umurimo kigenzura amategeko abakoresha bose bagenderaho. Abahagarariye icyo kigo bagenzura aho akazi gakorerwa kugira ngo bemeze ko amategeko arimo kugukirikizwa. Abakoresha batubahiriza amategeko bashobora kwandikirwa/guhamagazwa no guhabwa ibihano.

Iri tangazo rirerekana ibice bya ngombwa by'amategeko. Ikopi y'amategeko nyayo cyangwa ubusobanuro bwemewe ishobora kuboneka mu kigo gishinzwe umurimo, ibiro bigenga ibisabwa ku murimo uhamagaye kuri 207-623-7900. (Amategeko ari no ku rubuga rw'ibiro.)



Itegeko rya Maine (Sitati ya Maine ivuguruye inafite ibisobanuro umutwe wa 26, ingingo 42-B) risaba umukoresha wese gushyira iri tangazo ku kazi aho abakozi baribona ku buryo bworoshye.

Iri tangazo ririmo kuboneka kubantu kuri interineti kandi wahabona kopi: <https://www.maine.gov/labor/posters/>

Igihe cyo kwishyura

Abakozi bagomba kwishyurwa byuzuye nibura mu minsi 16. Abakozi bagomba kumenyeshwa igabanuka ry'ibihembo ku isaha cyangwa umushahara nibura umunsi umwe mbere y'ihinduka.

Kwishyura imishahara

Abakozi barangije akazi bagomba guhembwa byuzuye ku munsi ukurikiraho cyangwa mu byumweru bibiri, ikibangutse muri ibyo. Ibyo birimo guhamba ingano y'amafaranga ahwanye n'ingano y'ikiruhuko kitakoreshejwe, igihe wagenewe guhemberwa n'yo utari mu kazi, bipfa kuba bigaragazwa mu mategeko cyangwa mu mikorere ya kompanyi.

Amasezerano adakwiye

Abakoresha ntibemerewe gusaba abakozi kwishyura ibihombwa nk'ibicuruzwa byangiritse, sheki mbi, cyangwa fagitire zitishyuye n'abakiriya, cyangwa se imyenda yihariye y'akazi n'ibikoresho runaka byo mu bucuruzi.

Umwanya wo kuruhuka

Abakozi hafi ya bese bagomba guhabwa iminota 30 buri masaha 6 bakaruhuka.

Iyo minota ishobora kuba iyishyurwa cyangwa ikaba itishyurwa. Abagore bonsa bakama amashereka bagomba guhabwa akanya-katishyurwa cyangwa bakemererwa gukoresha umwanya wabo wishyurwa. Umukoresha agomba gukora uko ashoboye agatanga ahantu hasukuye hatari mu bwihereho, aho umugore yikamira.

Ikiruhuko cy'umuryango cyangwa uburwayi

Umukozi wakoze ahantu nibura amezi 12, akorana n'abakozi 15 cyangwa barenga, ashobora kubona ikiruhuko kigera ku byumweru 10, yishyurwa cyangwa atishyurwa, buri myaka 2 kubera impamvu zikurikira:

- ◆ Kubyara cyangwa kwiyemeza kurera umwana byemewe n'amategeko cyangwa umwana w'uwo mwashakanye;
- ◆ Uburwayi bukomeye bw'umukozi cyangwa umuntu wa hafi mu muryango harimo n'uwo mwashakanye;
- ◆ Gutanga urugingo rw'umubiri;
- ◆ Urupfu cyangwa uburwayi bukomeye bw'umugabo/umugore, uwo mwashakanye, umubyeyi cyangwa umwana iyo bibaye mugishyngi ranye, umubyeyi cyangwa umwana w'umuntu uri mu ngabo;
- ◆ Uburwayi bukomeye cyangwa urupfu rw'umuvandimwe ubana kandi usangira imari n'umukozi.

(Ikiruhuko cy'umuryango cyangwa cy'uburwayi kiratandukanye ku rwego rwa federasiyo, hamagara 866-487-9243 ku bindi bisobanuro.)

Ikiruhuko ku bahotewe, abagiriwe nabi, abafashwe ku ngufu cyangwa bajubijwe

Kigomba kwemezwa igihe gisabwa niba umukozi (cyangwa umwana, umubyeyi, umugabo/umugore w'umukozi) yahohotewe, yagiriwe nabi, yafashwe ku ngufu cyangwa yajubijwe cyangwa ikindi gikorwa gishobora gusaba kurindwa nk'uko biteganywa muri Sitati ya Maine ivuguruye inafite ibisobanuro umutwe wa 19-A igika cya c. 101 kandi umukozi akeneye igihe kugira ngo:

- ◆ Yitegure kandi ajye mu rukiko; cyangwa
- ◆ Avurwe; cyangwa
- ◆ Ahabwe serivisi zikenewe kugirango ikibazo gikemuke.

Ikiruhuko cyo kwita ku muryango

Niba itegeko ry'umukoresha ritegenywe ikiruhuko cyishyurwa, umukozi agomba kwemererwa gukoresha kugera ku masaha 40 buri mezi 12 kugirango yite ku muvandimwe urwaye.

Ikiruhuko cyishyurwe (rizatangira gukurikizwa ku ya 1 Mutarama 2021)

Umukoresha ufite abakozi barenga 10 mu mirimo yabo isanzwe kandi ya buri munsi mu minsi irenga 120 mu mwaka azaha buri mukozi ikiruhuko cyishyurwa hashingiwe ku mushahara we w'ibanze. Umukozi yemerewe isaha 1 y'ikiruhuko cyishyurwa ku mukoresha umwe ku masaha 40 yakozwe, kugeza ku masaha 40 mu mwaka umwe w'akazi. Amasaha y'ikiruhuko cyishyurwe atangira kwibara/kubarwa ku ntangiriro y'amasezerano y'akazi, ariko umukoresha ntasabwa kwemera ikoreshwa ry'ikiruhuko mbere y'uko umukozi ashyirwa mu kazi n'uwo mukoresha nibura iminsi 120 mu mwaka umwe w'akazi.

Inyungu y'umusoro ku yinjijwe (ihabwa abahembwa umushahara wo hasi cyangwa uringaniye)

Abakozi bashobora kuba mu bemerewe na leta cyangwa federasiyo guhabwa inyungu y'umusoro ku yinjijwe. Abakozi bashobora gusaba inyungu ku misoro bacibwa ku mafaranga binjije.

Icyitonderwa: Abakoresha bo muri Maine bashobora no kurengerwa n'itegeko ry'igihugu rigenga ubuziranenge bw'umurimo (Federal Fair Labor Standards Act). Ku bindi bisobanuro, hamagara ikigo cy'igihugu cy'umurimo ku masaha y'akazi kuri 866-487-9243.

Ku bindi bisobanuro, hamagara:

Maine Department of Labor
Bureau of Labor Standards
45 State House Station
Augusta, Maine 04333-0045
Gihererreye: 45 Commerce Drive
Telefoni: 207-623-7900 | Abakoresha TTY bahamagara Maine Relay 711.
Interineti: www.maine.gov/labor/bls
Imeli: bls.mdol@maine.gov

Akazi ku bushake - Mu itegeko rya Maine, umukozi ukora ku bushake bwe ashobora kwirukanwa ku mpamvu iyo ariyo yose. Akenshi, uba uri umukozi ukora ku bushake keretse iyo urengerwa n'itegeko rusange cyangwa andi masezerano arinda kwirukanwa. Niba ufite ibibazo bijyanye n'akazi, baza ibiro bishinzwe abakozi cyangwa ibiro bishinzwe ubuziranenge bw'umurimo (Bureau of Labor Standards).

Ishami ry'umurimo rya Maine ritanga amahirwe angana mu itangwa ry'akazi na porogaramu. Abafasha na serivisi barahari ku bafite ubumuga iyo byasabwe.