



# Rho Tawm Sijhawm So Tom Haujlwm: Mob Nkeeg lossis Ploj Tuag

Time Off from Work: Illness or Death

**Covid-19:** Nws muaj kevcai txog sijhawm so thaum muaj mob vim muaj kev kub ntxhov thoob tebchaws. Mus rau <https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/1422-HMN.pdf>.

## Txoj Kevcai Sijhawm So rau Tsev Neeg thiab Muaj Mob (FMLA) *(Family and Medical Leave Act)*

FMLA yog tsoomfwv txoj cai. Yog koj muaj feem tau (saib kem tom ntej), koj muaj cai so mus txog 12 lim tiam uas tsis them nyiaj rau tsev neeg lossis muaj mob ntawm ib lub sijhawm 12-hli twg. Sijhawm so FMLA yog haujlwm tiv thaiv. Qhov no txhais tias koj qhov chaw ua haujlwm yuav tsum muab koj txoj haujlwm qub lossis yuav luag sib xws nkaus rov qab rau koj thaum xaus koj qhov sijhawm so FMLA.

Yog koj muaj sijhawm mob lossis mus ua si hauv koj txoj haujlwm, koj siv tau qhov no rau koj qhov sijhawm so FMLA. Tej zaum koj qhov chaw ua haujlwm yuav hais kom koj yuav tsum muab nws siv. Lub sijhawm koj so, koj tseem tau koj qhov isaslas kho mob li thaum koj tseem ua haujlwm. Koj yuav tsum tau them koj npaug ntawm tus nqi.



## Kuv puas muaj feem tau qhov sijhawm so FMLA ne?

Yuav kom tsim nyog tau sijhawm so ntaw FMLA, koj yuav tsum:

- 1) ua haujlwm rau qhov chaw muaj (50 tus neeg ua haujlwm rov saud thiab ua haujlwm tau 20 lub lim tiam).
- 2) ua haujlwm tau 1,250 teev rau ntawm lub sijhawm 12 hlis ua ntej koj pib qhov sijhawm so
- 3) ua haujlwm rau qhov chaw muaj tshaj 50 tus neeg ua haujlwm lossis tsis tshaj 75 mais ntawm qhov chawv ntawd, thiab
- 4) tau ua haujlwm ntawm qhov chawv ntawd tau luv kawg yog 12 hlis.

## **Kuv siv tau sijhawm so FMLS rau dabtsi xwb?**

Koj qhov kev siv yuav tsum yog raws li FMLA cov kevcai sau cia. Qhov no suav cov hauv qab no qhov twg los tau:

- koj ua tsis taus haujlwm vim koj muaj ib qho mob nyhav
- koj toobkas mus kho mob rau ib qho mob nyhav
- koj toobkas mus tu koj niam/txiv, tus menyuam, lossis tus pojniam/txiv uas muaj mob nyhav

## **Kuv yuav ua li cas los rho tawm sijhawm so FMLA?**

Yog koj ua tau, koj yuav tsum qhia koj qhov chaw ua haujlwm 30 hnuv ua ntej. Yog ua tsis tau, qhia sai li sai tau. Koj yuav tsum qhia koj qhov chaw ua haujlwm tias vim li cas koj thiaj muaj feem tau qhov FMLA. Ua li no koj qhov chaw ua haujlwm thiaj paub tias koj thov sijhawm so FMLA. Cia li hu xov tooj tias mob xwb tsis zoo txaus.

Koj qhov chaw ua haujlwm nug tau kom muab povthawj txog koj qhov teebmeem, li sau ntawv los ntawm koj tus kws kho mob. Tej zaum qhov chaw ua haujlwm yuav tiv tauj koj tus kws kho mob seb cov ntawv/lus koj muab rau lawv puas muaj tseeb. Tsis tas lawv tau koj lus tso cai los ua qhov no.

**Nco Cia:** qhov mob yuav tsum nyhav heev. Qhov mob yog nyhav thaum nws yog ib qho “mob, raug mob, puas lossis mob lub cev lossis xuab moom uas yuav tau kho ntev mus los ntawm tus kws kho mob.”



### **Yog kuv qhov chaw ua haujlwm tsis kam muab sijhawm so rau kuv ne?**

Ua ntawv mus rau lub U.S. Department of Labor, Wage and Hour Division. Hu lawv ntawm 1-866-4USWAGE (1-866-487-9243).

Koj kuj nrhiav tus kws lij choj thiab ua ntawv foob tau thiab.

## **Ploj Tuag**

FMLA xaus sai li sai tau yog koj tus txheeb ze tas sim neej. Tsis tas koj qhov chaw ua haujlwm cia koj rho tawm sijhawm so rau koj tus txheeb ze qhov ploj tuag, tabsis tej zaum koj qhov chaw ua haujlwm cia koj rho tawm sijhawm so rau “kev nyuaj siab tom qab ploj tuag.” Saib koj qhov chaw ua haujlwm cov kevcai lossis nrog koj tus nais tham.

Yog koj lossis ib tug txheeb ze raug mob nyhav rau lub cev lossis puas hlwb vim ib tug txheeb ze tau tas sim neej, tej zaum koj rho tawm tau sijhawm so los ntawm FMLA. Tabsis los lis tus neeg tas sim neej tej khoom/ntaub ntawv tsis yog nyob hauv FMLA.

## Minnesota Cov Sijhawm So Khwv Tau rau Mob thiab Sijhawm Nyabxeeb

Cov Sijhawm So Khwv Tau rau Mob thiab Sijhawm Nyabxeeb yog cov sijhawm them so uas koj qhov chaw ua haujlwm yuav tsum muab rau koj:

- koj muaj mob
- koj yuav tau tu ib tug neeg mob hauv koj tsev neeg

Koj khwv tau 1 teev sijhawm mob thiab nyabxeeb rau txhua 30 teev koj ua haujlwm. Koj muaj feem khwv tau mus txog 48 teev txhua xyoo lossis tshaj yog koj qhov ua haujlwm kam. Yog lub zos koj ua haujlwm muaj txoj cai tiv thaiv zoo dua, koj qhov chaw ua haujlwm yuav tsum tau ua raws li ntawd.

## Kuv muaj feem tau Minnesota txoj kev Cov Sijhawm So Khwv Tau rau Mob thiab Sijhawm Nyabxeeb?

Koj muaj feem tau sijhawm so rau mob thiab nyabxeeb yog koj:

- Ua haujlwm tsawg kawg los yog 80 teev ntawm ib xyoo twg rau ib qhov chaw ua haujlwm hauv Minnesota thiab
- Tsis yog ib tug neeg tuaj ua haujlwm tshwj xeeb “independent contractor.”

Koj yeej tseem muaj feem tau txawm yog hais tias koj ua haujlwm ib ntus lossis sijhawm luv “part-time” xwb. Tej zaum yuav zam tau qhov kev so no rau cov neeg ua haujlwm thaum sib hais pom zoo rau cov neeg ua haujlwm ua tsev loj thiab ua vajtse.

## Lus Nug?

Minnesota Department of Labor and Industry

[www.dli.mn.gov](http://www.dli.mn.gov)

(651) 284-5005 lossis

1-800-DIAL-DLI (1-800-342-5354)

U.S. Department of Labor

[www.dol.gov](http://www.dol.gov)

1-866-4-USA-DOL (1-866-487-2365)



*Cov ntawv Qhia Tseeb yog qhia kom paub txoj kevcai xwb TSIS yog muab txwv yim txog txoj kevcai. Mus ntsib ib tug kws lij choj rau tswv yim. Tsis txhob siv daim ntawv qhia tseeb yog tias nws qub tshaj ib xyoo lawm. Nug peb txog cov hloov tshiab, daim ntawv qhia txog cov ntawv qhia tseeb, lossis lwm hom ntawv.*

© 2024 Minnesota Legal Services Coalition. Luam tau daim ntawv no los siv rau tus kheej tsis ua lag luam thiab qhia kom paub xwb. Tagnrho lwm cov cai ceev tseg. Qhov lus sau no yuav tsum nyob rau txhua daim ntawv. Txwv tsis pub muab luam, faib, thiab siv ua lag luam.