



# Hom Haujlwm thiab Cov Cai Koj Muaj

Job Status and Your Rights

## Vim li cas kuv hom haujlwm thiaj tseem ceeb?

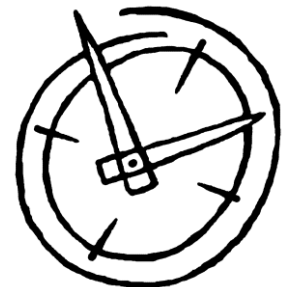
Koj hom haujlwm yog seb koj yog tus neeg ua hom haujlwm zoo licas. Tseem ceeb koj paub qhov no vim koj cov cai tom haujlwm yog nyob ntawm koj hom haujlwm. Koj hom haujlwm kuj cuam tshuam txog tias koj yuav tau kev pab dabtsi thiab raug txiav se li cas.

## Kuv yog tus neeg ua haujlwm rau lwm tus los yog rau kuv tus kheej?

Koj yog hom twg yog li qhov txoj cai txhais tawm lawm. Feem ntau, chaw haujlwm muaj kev tswj ntau npaum li cas txoj koj txoj haujlwm qhia tias koj yog hom ua haujlwm rau lwm tus los yog rau koj tus kheej.

- **Neeg Ua Haujlwm Rau Lwm Tus:** Tej zaum koj yog tus neeg ua haujlwm rau lwm tus yog koj lub chaw haujlwm tswj cov dejnum koj ua. Feem ntau, yog koj yog tus neeg ua haujlwm rau lwm tus, koj raug them raws sijhawm thiab tsis yog thaum dejnum tiav. Muab se rho tawm ntawm koj cov tshev thiab tej zaum koj yuav tau cov kev pab cuam.
- **Neeg ua Haujlwm Rau Tus Kheej:** Tus neeg ua haujlwm rau tus kheej yog hom khiav lagluam rau nws tus kheej. Yog koj yog hom ua haujlwm rau tus kheej, feem ntau koj pom zoo ua kom tiav dejnum kom raws sijhawm thiab raws tus nqi pom zoo lawm. Lub chaw haujlwm uas koj khiav dejnum rau tsis teem tias ib hnuv koj yuav tsum ua haujlwm pestsawg teev, hnuv twg koj ua haujlwm lossis koj yuav tsum ua haujlwm li cas. Tej zaum koj tsis tau kev pab cuam lossis tsis txiav se tawm ntawm koj daim tshev. Tsis suav lub sijhawm ua haujlwm rau tus kheej los rau cov nyiaj poob haujlwm lossis cov nyiaj laus so haujlwm tsuas yog tshe **koj** them se rau tej yam no tawm ntawm koj kev ua haujlwm rau tus kheej.

Te jzaum lub chaw haujlwm yuav suav tias koj yog neeg ua haujlwm rau tus kheej kom lawv txhob tau ua raws tej txoj cai tswj txog neeg ua haujlwm. Tej zaum lawv yuav xav ua kom txhob tau them se haujlwm, them nyiaj ua haujlwm dhau sijhawm, them kom raws tus nqi qis tshaj, them nyiaj rau neeg ua haujlwm raug mob, nyiaj poob haujlwm, thiab ntxiv ntawd. Yog koj yeej yog ib tug neeg ua haujlwm rau lwm tus raws li txoj cai txhais tawm, tiamsis koj lub chaw haujlwm suav tias koj yog tus neeg ua haujlwm rau tus kheej, lawv ua txhaum cai lawm.



Yog koj xav tias koj yuav tsum raug suav ua tus neeg ua haujlwm rau lwm tus, koj ua tau ntaub ntawv tsis txaus siab mus rau lub Minnesota Department of Labor and Industry, lub U.S. Department of Labor, lossis kom kws lij choj uas saib txog fab haujlwm pab koj ua.

## Kuv yog hom neeg ua haujlwm ib ntus los yog hom ua haujlwm txwm sijhawm mus?

Txoj cai tsis tau txhais tawm tias leejtwg yog hom ua haujlwm ib ntus lossis hom ua haujlwm txwm sijhawm mus. Koj lub chaw haujlwm txiav txim seb lawv xav ntiav koj los ua ib ntus los yog ua kom ntev mus. Yog koj tsis paub tseeb tias koj txog haujlwm yog hom ib ntus, mus nrog koj lub chaw haujlwm tham.

## Kuv yog hom ua haujlwm txwm sijhawm los yog nrab hnuv xwb?

- **Haujlwm Txwm Sijhawm**

Feem ntau, tus neeg ua haujlwm txwm sijhawm ua haujlwm 31-40 teev tauj ib lub lispam haujlwm. Cov chaw haujlwm teev tias ua txwm sijhawm thiab ua nrab hnuv yog li cas. Txoj cai tsis teev qhov no.

Ntau lub chaw haujlwm uas muaj cov kev pabcuam xws li muab sijhawm tso tawm haujlwm mus uasi thiab kev pab them kho mob, tsuas yog muab rau cov neeg ua haujlwm txwm sijhawm xwb.



**Cim cia:** Qhov Affordable Care Act lossis “Obamacare” feem ntau toobkas kom cov chaw ua haujlwm muaj isalas kho mob rau txhua tus neeg ua haujlwm 30 teev lossis tshaj ib lim tiam lossis 130 teev los tshaj ib hli yog qhov chaw ua haujlwm muaj 50 lossis ntau tshaj cov neeg ua haujlwm “full-time.” Yog koj ua haujlwm npaim li no lossis tau qhov kev pab no koj yog ib tug neeg ua haujlwm full-time.

**Cim Cia:** Rau cov nyiaj poob haujlwm 32 teev lossis ntau dua tauj ib lispam ces raug suav tias yog ua haujlwm txwm sijhawm lawm. Mus saib peb daim ntawv ntawm [Tau Nyiaj Poob Haujlwm](#).

- **Ua Haujlwm Nrab Hnuv**

Feem ntau tus neeg ua haujlwm nrab hnuv ua haujlwm txog 1-30 teev tauj ib lispam. Cov chaw haujlwm teev cia tias ua nrab hnuv yog dabtsi lawv tus kheej. Txoj cai tsis teev qhov no.

Ntau lub chaw haujlwm muab kev pabcuam yeej tsis muab rau cov neeg ua haujlwm nrab hnuv.

Lub chaw haujlwm yuav tsum tsis txhob hla txoj kev them nyiaj pabcuam uas hais tias koj tsuas ua haujlwm nrab hnuv xwb, yog tias koj yeej ua txwm sijhawm.

## Muaj Lus Nug?

**Minnesota Department of Labor and Industry (DLI)**

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

1-(866) 4-USWAGE (1-(866) 487-9243)

*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.*

© 2025 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.