



Gukura mafaranga ku mishahara y'umukozi bizatangira iya 1 mutarama, 2023

- Umugabane w'umukozi w'imisanzu ya FAMLI washyizwe kuri 0.45% by'umushahara w'umukozi kugeza 2024. Muri 2025 kuzamura, Abayobozi b'Ishami rya FAMLI bagena ibiciro by'imisanzu hashingiye ku nzira ishingira ku gaciro k'ifaranga k'umuntungo buri mwaka. Abakoresha bafite igiteranyo cy'abakozi icumi cyangwa barenga mu gihugu hose bagomba nabo gutanga andi mafaranga anagana na 0.45% by'umushahara ku giteranyo cya 0.9%, ariko abakoresha bafite abakozi icyenda cyangwa bakeya barebwa gusa no koherereza Ishami rya FAMLI umugabane wa 0.45% w'umushahara.
- Guhera muri 2023, abakoresha bashobora gutangira gukuraho kugeza kuri 0.45% ku mishahara y'abakozi ku misanzu ya FAMLI. Ibi bashobora gukorwa biciye mu gukuramo amafaranga yoroheje ku yo bahembwa, kandi abakozi bazajya babona amafaranga yabakuweho kuri sheki bahemberwaho. Abakoresha bafite inshingano zo gukusanya ayo mafaranga akurwaho no kuyohereza mu Ishami rya FAMLI mu izina ry'abakozi babo rimwe mu gihembwe.

Inyungu itangira iya 1 Mutarama, 2024

- Guhera 2024, umuryango wishyurwa n'ibyo uwahawe uruhushya rwo kujya kwivuzwa agenerwa biboneka ku bakoze hafi ya bose bo muri Colorado bafite ibigenderwaho bituma bemerewe kandi bakoreye \$2,500 mu mweka ushize mu kazi bakoreye muri Colorado.
- Ibigenderwaho kugira ngo umuryango wishyurwe umuryango uruhushya rwo kwivuzwa ni:
 - Kwita ku mwana mushya mu mwaka wa mbere wo kuvuka kwe, kurera umwana utabyaye, cyanwaga gushyira uwo mwana mu kigo kirera abana.
 - Kwita k'umwe mu bagize umuryango ufite uburwayi bukomeye.
 - Kwita ku burwayi bwawe bw'ubuzima bukomeye.
 - Gufasha ugize umuryango keitegura kuya mu butumwa bwa gisirikare.
 - Kubona ahantu ho gutura hatekanye, ubuvuzi, na/cyangwa ubufasha mu by'amategako ku ihohotera rikorerwa mu ngo, gucungacunga umuntu, ihohotera rishingiye ku gitsina rikorerwa abantu bakuru cyangwa ihohotera rishingiye ku gitsina rikorerwa bantu bato.
- Abakozi bafite ubwishingizi bemerewe kugeza ku byumweru 12 byishyurwa umuryango n'uruhushya rwo kujya kwivuzwa ku mwaka. Abantu bafite uburwayi bw'ubuzima bukomeye bwatwe no kugubwa nabi cyane n'inda batwite cyangwa kuvuka kw'umwana bemerewe kugeza ku bind byumweru 4 byishyurwa umuryango na konji yo kujya kwivuzwa ku mwaka kugeza ku giteranyo cy'ibyumweru 16.
- Konji ishobora gufatwa mu buryo bukomeza, mu buryo buhoraho ariko bugenda buhagarara, cyangwa mu buryo bwa gahunda igabanyije.
- Konji izishyurwa ku gipimo cya 90% by'umushahara w'icumweru, hashingiye ku buryo ibintu bizajya bigenda bihinduka. Abakozi bashobora kugeneranya ibyo bagenerwa bakoresha ibyo mubazi y'ibyo bagenerwasiboneka kuri famli.colorado.gov.
- Si ngombwa ko ukorera umukoresha wa igihe ntarengwa kugira ngo wemererwe kwishyurirwa umuryango no guhabwa ibigenerwa abari muri konji yo kujya kwivuzwa.
- Iyo konji ya FAMLI ikoreshejwe ku mpamvu nazo zifatwa nka konji muri FMLA y'igihugu, ubwo konji nayo izafatwa nka konji ya FMLA yakoreshejwe.
- Abakozi bashobora guhitamo gukoresha konji ihabwa urwaye cyangwa ibindi bihe byishyurwa cyangwa izindi konji zishyurwa mbere yo gukoresha ibigenwa na FAMLI, ariko ntibategetswe kubikora.
- Abakoresha n'abakozi bashobora kwemeranya kongera ibigenwa na FAMLI ho konji ihabwa urwaye cyangwa ibindi bihe bya konji byishyurwa mu rwego rwo gutanga ibisimbura umushahara wose
 - Gutanga ibirego
- Abakozi ntibazabasha gusaba ibyo bagenerwa bitaregera mu gihembwe cya 2023. Ibigenwa bizatangira kuboneka guhera muri Mutarama 2024. Amabwiriza ku buryo bwo gutanga ubusabe bw'ibyo ugenerwa uzabisanga kuri famli.colorado.gov mu gihembwe cya nyuma cya 2023.
- Abakozi cyangwa ababagariye batanga ubusabe bw'ibyo bagenerwa na FAMLI bohereza ubusabe, hamwe n'inyandiko zisabwa, mu buryo butaziguye ku Ishami rya FAMLI. Abakoresha ntibashobora gutuma abakozi batanga ubusabe bwo guhabwa ibigenwa na FAMLI.
- Ubusabe bushobora gutangwa mbere yo kubura kazi, kanrimu bihe bimwe na bimwe, bushobora gutangwa kutaza ku kazi byatangiyeye.
- Ubusabe bwemejwe bwishyurwa n'Ishami rya FAMLI mu byumweru bibiri nyuma yo gutanga ikirego neza, na buri byumweru bibiri mu gihe cyose konji imara.
- Abakozi bashobora kujuririra ikirego kugira ngo kigenwe mu Ishami rya FAMLI.
- Abanru bagerageza kuriganya porogaramu ya FAMLI bashobora kutemererwa guhabw aibigenwa na yo.

Kurindwa kw'akazi no gukomeza guhabw aibigenwa

- Abakoresha bagomba kubungabunga ibigenwa mu buzima by'abakozi mu gihe bari muri konji ya FAMLI, kandi Umukoresha n'umukozi bakomeza gushingwa ibyo bigenwa umubare ugakomeza kuba umwe nk'uko wari uri mbere y'uko konji itangira.
- Umukozi wakoreye umukoresha byibura iminsi 180 yemerewe kugaruka mu mwanya umwe, cyangw aumwanya bihwanye, igihe avuye muri konji ya FAMLI.

Kwihorera, Ivangura, no kwivanga birabujijwe

- Abakoresha ntibakwivanga mu burenganzira bw'umukozi muri FAMLI, kandi ntibagomba gukora ivangura cyangwa ngo babihore kubera gukoresha ubwo burenganzira bwabo.
- Abakozi bihorerwaho, bagakorera ivangura, cyangwa kwivanga bashobora gutanga ikirego mu rukiko, cyangwa bagatanga ikirego mu Ishami rya FAMLI.

Andi makuru y'ingenzi

- Umukoresha ashobora gutanga gahunda bwite itanga ibigenwa bimwe n'ibya gahunda ya FAMLI, kandi ntibashyiraho ibindi biguzi cyangwa ngo bagire ibyo babuza. Gahunda zigenga zigomba kwemererwa n'ismai rya FAMLI.
- Abakozi n'abakoresha bashishikarizwa gutangaza ahabye kurenga kuri gahunda ya FAMLI mu Ishami rya FAMLI.

