COLORADO Department of Labor and Employment

AMAHAME AGENGA UBWISHYU KU MASAHA Y'AKAZI Y'IKIRENGA N'UBWISHYU BW'IBANZE MURI COLORADO ("COMPS Order") #38, ITANGAZO

***Ashizwe mu bikorwa guhera 1/1/22**: agomba kuvugururwa buri mwaka; itangazo rishya rigomba gusohoka hagati mu kwezi kw'Ukuboza*

Umushahara w'ibanze muri Colorado: 13.65/isaha, cyangwa $10.63 ku bakozi bakira agahimbazamusyi, muri 2023 (Itegeko rya 3)

- Umushahara w'ibanze uravugururwa buri mwaka kubera ihinduka mu bukungu, kuburyo iyo mibare iba ijyanye n'umwaka wa 2023
- Abakozi bose bagomba kwishyurwa byibuze umushahara w'ibanze (uretse mugihe Itegeko rya 2 rikurikizwa), haba abishyurwa kw'isaha cyangwa mu bundi buryo (umushahara, komisiyo, umusaruro, etc.), uretse abataruzuza imyaka y'ubukure bashobora kwishyurwa kugeza kuri 15% munsi y'umushahara w'ibanze
- Koresha amabwiriza yisumbuye mugihe hari andi mategeko y'akazi agomba gukurikizwa, urugero nk'umushahara w'ibanze wa Denver ($17.29 muri 2023)

Amasaha y'ikirenga: Ubwishyu bwa 1½ bw'umushahara usanzwe ku masaha arenze 40 ku cyumweru, 12 ku munsi, cyangwa 12 akurikiranye (Itegeko rya 4)

- Amasaha y'ikirenga yishyurwa buri cyumweru hakoze amasaha arenze 40, cyangwa 12 ku munsi, nubwo ibyumweru birenze 2 cyangwa indi minsi yaba yarakozweho amasaha make
- Abakoresha ntibagomba gutanga umunsi w'ikiruhuko wishyurwa aho kugirango batange ubwishyu bwa **1½** ku masaha y'ikirenga
- Irengayobora (rigaragazwa mu buryo burambuye mw'Itegeko rya 2.3-2.4):
  - Amasaha y'ikirenga yahinduwe mu tuzi ducye two kwita ku buzima; irengayobora ku batwara imodoka za rukururana
  - Ku bakora utuzi tujyanye na downhill ski/ snowboard, amasaha y'ikirenga ntabarirwa kuri 40 ku cyumweru (abarirwa kuri 56 ku cyumweru mw'itegeko)
  - Ubuhinzi, guhera kuwa 11/1/22: amasaha y'ikirenga abarwa guhera kuri 60; akaruhuko kishyurwa k'iminota 30 mu minsi hakozwe amasaha arenze 12, ubwishyu bw'ikirenga igihe hakozwe arenze 15

Igihe cyo gufata amafunguro: Iminota 30 yuzuye nta nkomyi ku bakora amasaha arenze 5 (Itegeko rya 1.9)

- Iki gihe gishobora kutishyurwa, byonyine mu gihe abakozi bahagaritse imirimo yabo bakajya mu bikorwa byabo bwite
- Igihe akazi kadashobora gutanga igihe cyo gufata ifunguro nta nkomyi, kurira mu kazi bigomba kwemerwa, kandi icyo gihe cyikishyurwa
- Muburyo bwumvikana, igihe cyo gufata ifunguro kigomba hashize nibura isaha 1 akazi gatangiye cyangwa habura nibura isaha 1 ngo akazi karangire.

Ibihe cyo kuruhuka: Iminota 10 yishyurwa, buri masaha 4 (Itegeko rya 5.2)

#Amasaha y'akazi:	Kugeza kuri 2	>2 kugeza kuri 6	>6 kugeza kuri 10	>10 kugeza kuri 14	>14 kugeza kuri 18	>18 kugeza kuri 22	>22
#Ibihe byo kuruhuka:	0	1	2	3	4	5	6

- Singombwa ko iki gihe gifatirwa hanze y'inyubako y'akazi, ariko nithagomba gukorwamo akazi, kandi kigomba kuba hagati y'ayo masaha 4 mu buryo bwumvikana
- Ibihe byo kuruhuka bishobora gukorwamo bitewe n'ubwishyu bw'umushahara w'ibanze cyangwa amasaha y'ikirenga, mugihe umukoresha atemera gutanga ibihe by'ikiruhuko, agomba kwishyura nk'amasaha y'ikirenga igihe cyari gufatwamo ikiruhuko, ibi kandi bikurikizwa no ku bakozi batishyurwa hagendewe ku masaha y'akazi
- Irengayobora:
  - Harigihe ikiruhuko cy'iminota 10 cyagabanwamo ibiruhuko bibiri by'iminota 5 (Itegeko rya 5.2.1)
  - Ubuhinzi: imirimo imwe n'imwe isaba ibiruhuko byinshi, iyi irasonerwa (Itegeko rya 2.3, & Amategeko Agenga abakora Imirimo y'Ubuhinzi)

Amasaha y'akazi: Ubwishyu igihe cyose umukozi ari gukora ibiha inyungu umukoresha (Itegeko rya 1.9)

- Igihe cyose umukozi ari ahakorerwa akazi, akora akazi, cg ahari (ariko ntabyo kuguma ahakorerwa akazi umukozi ataje mu kazi), harimo:
  - Igihe cyo kwambara/ gukuramo imyenda n'ibikoresho by'akazi, amasuku/gutegura ibikoresho, ndetse n'utundi turimo,
  - Igihe hategerejwe kwakira amabwiriza y'akazi, cyangwa hari gusangizwa amakuru ajyanye n'akazi,
  - Gusakwa kubera umutekano, cyangwa kwinjira no gusohoka mu kazi, cyangwa
  - Igihe hategerejwe ibyavuzwe haruguru byose.
- Urugendo rw'akazi narwo rubarwa nk'amasaha y'akazi; uretse urugendo rusanzwe rwo kuva murugo ujya kukazi no gutaha (ibirambuye mw'Itegeko rya 1.9.2)
- Amasaha yo kuryama, igihe ari menshi kandi nta nkomyi, ashobora gukurwamo bitewe nuko byifashe (ibirambuye mw'Itegeko rya 1.9.3).

Gukatwa, Inguzanyo, Kwishyuzwa & Akatwa ku Mushahara (Itegeko rya 6, n'Ingingo ya 4 ya C.R.S Umutwe wa 8)

- Ubwishyu bwa nyuma: yishyurwa byihuse (mugihe umukoresha ahagaritse umukozi) cyangwa kw'itariki itaha yo guhembwa (igihe umukozi asezeye imirimo)
- Ubwishyu mu minsi y'ikiruhuko cy'akazi: abakozi bavuye mu kazi bagomba kwishyurwa ayo bakoreye ndetse n'ubwishyu bw'iminsi y'ikiruhuko cy'akazi batigeze bakoresha, harimo n'igihe cy'ikiruhuko cyishyurwa, hadakuwemo cyangwa ngo hagenderwe ku mpamvu yatumye ahagarikwa ku kazi, kuba atatanze integuza, etc.
- Gukatwa ku bwishyu: byemewe igihe bitondetse ahakurikira cyangwa muri C.R.S 8-4-105 (harimo no gukatwa bisabwa n'itegeko, mu nyandiko zanditse ku bw'inyungu z'umukozi, kubera ubujura bwagaragajwe muri raporo ya polisi, cyangwa kubera ibikoresho byabuze nyuma y'igenzura)
- Ikinyuranyo cy'agahimbazamusyi: Abakoresha bashobora kwishyura kugeza kuri $3.02 munsi y'umushahara w'ibanze ($10.63 muri 2023, cyangwa $14.27 muri Denver) mugihe: (a) agahimbazamusyi (katari ubwishyu bw'ingenzi) gatuma umushahara uzamuka ukagera ku mushahara w'ibanze, & (b) agahimbazamusyi katanyerezwa ngo gahabwe abandi bakozi
- Gukata ikiguzi cy'amafunguro: Byemewe ku kiguzi cy'amafunguro (hakuwemo inyungu y'umukoresha) yafashwe ku bushake.
- Gukata ikiguzi cy'icumbi: Byemewe mugihe icumbi risabwe n'umukozi ku bushake bwe ndetse mo kunyungu ze (atari ukubera inyungu z'umukoresha), bigashirwa mu nyandiko, kandi iki kiguzi kigarukira kuri $25 cyangwa $100 ku cyumweru (bitewe n'ubwoko bw'icumbi)
- Impuzankano: Zigomba gutangwa nta kiguzi cyeretse igihe ari imyenda isanzwe idafite ibirango byihariye; umukoresha agomba kujya yishyura ibijyanye n'isuku yayo ndetse ntagomba gukata umukozi mugihe imyenda ishaje cyangwa ikangirika muburyo busanzwe.

Irengayobora kuri COMPS (Itegeko rya 2.2 rirabigaragaza byose; ingingo z'ingenzi ni izikurikira)

- Abayobozi bakuru, abakozi, n'abanyamwuga bishyurwa umushahara w'ukwezi nibura wa $50,000 muri 2023 (, $55,000 muri 2024, hakurikijwe izamuka ry'ubukungu), usibye $31.41/ku isaha ku bikorwa bya mudasobwa yakoze.
- Abandi bakozi bishyurwa umushahara munini, abakora imirimo idasaba ingufu bishyurwa nibura inshuro 2.25 umushahara wavuzwe haruguru ($112,500 in 2023)
- Abafite imigabane ya 20%, cyangwa umukozi wishyurwa menshi mu miryango itegamiye leta, igihe ari mu buyobozi
- Abacuruzi batandukanye (Atari bose), abatwara tazi, abakozi bo mu burezi bubera mu nkambi, cyangwa abashinzwe inyubako

Kubika inyandiko & Uburenganzira (Itegeko rya 7)

- Abakoresha bagomba guha abakozi bose (kandi bakabika mu gihe cy'imyaka itati) inyandiko z'ubwishyu zabo zigaragaza amasaha y'akazi, ubwishyu (harimo uduhimbazamusyi n'ibinyuranyo), ndetse n'igiteranyo cy'ubwishyu bwose
- Iri tangazo ry'uyu mwaka rigomba kumanikwa ahantu horoshye kubona, igihe bidashoboka (nko kubakorera murugo) rikabagezwaho mugihe cy'ukwezi batangiye akazi, ndetse n'igihe cyose abakozi basabye kopi yaryo
- Abakoresha bagomba gushira kopi y'iri tangazo cyangwa iteka rya COMPS mu bitabo byose by'abakozi
- Kurenga kuri ano mabwiriza (kuyatangaza cyangwa kuyasakaza), harimo gutanga amakuru ahabanye n'iri tangazo, bishobora kuvamo ibihano cyangwa kutemererwa gukoresha inyungu zijyanye n'abakozi harimo ibinyuranyo, gukata, cyangwa irengayobora muri COMPS

Kwinuba & Uburenganzira bwo Kutihimurwaho (Itegeko rya 8)

- Abakozi bashobora kohereza kw'Ishami ryacu (uburyo bwo kutuvugisha bwagaragajwe hasi) ibyo binubira cyangwa ibimenyetso by'akarengane, cyangwa bakarega mu nkiko
- Abakoresha ntibashobora kwihimura cyangwa ngo babangamire umukozi uri gukurikiza uburenganzira bwe
- Ibimenyetso bitanzwe hadatangajwe izina biremewe; igihe byasabwe kugirwa ibanga birubahirizwa (Iteka ryo Kurinda Imishahara Itegeko rya 4.7)
- Ba nyirabyo cyangwa abantu kugiti cyabo bafite ububasha kukazi bashobora kuryozwa ibyaba bimwe na bimwe – atari ikompanyi gusa, nubwo ikompany yaba ari koperative, ubufatanye, cyangwa itandukanye n'ubutunzi bwa (ba)nyirayo (Itegeko rya 1.6)
- Abimukira nabo bemerewe ubu burenganzira: Ishami ryacu ntabwo rizasaba cyangwa ngo rigendere kw'irangamirere mw'iperereza cyangwa mu mikorere, kandi nta muntu wemerewe gukoresha kuba ari umwimukira ngo abangamire ubu burenganzira (Iteka ryo Kurinda Imishahara Itegeko rya 4.8)

Iri tangazo ni impine kandi ntiryakoreshwa nk'isoko yuzuye y'amategeko agenga umurimo. Ku bijyanye n'amategeko yose, imibare fatizo, guhindura indimi, ibibazo, cyangwa ibitagenda neza, twandikire:

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