

Mushaharka Ugu Yar eeLooga Shaqeyn Karo Colorado: lagu hagaajiyo-sicir-bararka sannad walba; \$ 14.42/saac gudaha 2024, (Xeerka 3)

- Shaqaalaha waa in la siiyaa lacag-bixin ugu yaraan ah mushaharka ugu yar (haddii ay saacadiiba, mushahar ahaan, komishoon ahaan, cadadka-shaqada, iwm.) haddii aysan ka ahayn in laga dhaafo mooyee
- Carruurta wali kujira mas'uuliyada waalidiintooda waxaa la siin karaa 15% wax ka yar mushaharka ugu yar ee buuxa
- Isticmaal mushaharka ugu yar ee ugu sareeya ee ku dabaqma; dhammaan mushaharka ugu yar ee goobaha deegaanka ayaa lagu soo boosti gareeyay [ColoradoLaborLaw.gov](https://coloradolaborlaw.gov)

Wakhtiga dheeraadka ah: 1½ jeer qiimaha mushaharka caadiga ah ee saacadaha ka sareeya 40 toddobaadkii, 12 maalin kasta, ama 12 isku xiga (Xeerka 4)

- Wakhtiga dheeraadka ah ayaa loo baahan yahay toddobaad *kasta* oo ka badan 40 saacadood, ama maalin kasta oo ka badan 12, xataa haddii 2 ama in ka badan oo toddobaad ama maalmood *ay celcelis ahaan* yihiin saacado ka yar
- Loo-shaqeeyayaashu ma bixin karaan wakhti fasax ah ("wakhtiga fasaxa ee lacagtiisa la bixiyo") halkii ay ka bixin lahaayeen heerka mushaharka iyo waliba kala badhkii saacadaha dheeraadka ah
- Kala duwanaanshaha/ka dhaaftaanada muhiimka ah (dhammaantood waxa lagu faahfaahiyay Xeerarka 2.3-2.4):
 - Wax ka beddelka saacadaha dheeraadka ah ee tiro yar oo shaqooyinka daryeelka caafimaadka ah; ka dhaaftaanadadarawalada baabuurta waaweyn qaarkood
 - Ma jiro wakhtiga dheeraadka ah ee 40ka saacadood ee toddobaadlaha ah oo ay leeyihiin shaqooyinka ciyaaraha barafka buuraha (laakin wakhtiga dheeraadka ah ee 56ka saacadood ayaa hoos yimaada sharciga federaalka)
 - Beeraha: wakhtiga dheeraadka ah ka dib saacadaha 48-56 (iyadoo ku salaysan cabbirka iyo xilliyeedka); wakhtiyo nasasho oo dheeraad ah iyo lacag-bixin ku aadan maalmaha la shaqeeyo wakhtiga badan/dheer

Xilliyada cuntada: 30 daqiiqo oo aan kala go' lahayn oo cashuur la'aan ah ayay yeelanayaan wakhti shaqeedyada ka badan 5 saacadood (Xeerka 1.9)

- Waxay noqon kartaa lacag la'aan, laakiin kaliya waa haddii shaqaalaha si buuxda looga saaro dhammaan waajibbaadyada, loona oggolaado inay qabsadaan hawlaha shakhsiyeed.
- Haddii ay shaqadu ka dhigto wakhtiyada cuntada ee aan kala go'a lahayn kuwo aan macquul ahayn, waa in la oggolaadaa wax cunista wakhtiga shaqada, waana in wakhtiga lacagtiisa la bixiyaa
- Ilaa inta macquulka ah, wakhtiyada cuntadu waa inay noqdaan ugu yaraan 1 saac kadib bilowga wakhti shaqeedka iyo 1 saac kahor dhamaadka wakhti shaqeedka.

Wakhtiyada Nasashada: 10 daqiiqo oo lacagteeda la bixinayo, 4 saacadood oo kasta (Xeerka 5.2)

#Saacadaha Shaqada:	Ilaa 2	>2, ilaa 6	> 6, ilaa 10	> 10, ilaa 14	>14, up to 18	>18, ilaa 22	>22
#Wakhtiyada Nasashada:	0	1	2	3	4	5	6

- Waa inaysan ka baxsanaan goobta shaqada, laakiin waa in aanay jirin shaqo qabasho, waana inay ku jirto 4ta saacadood ilaa iyo inta macquulkaah.
- Wakhtiyada nasashada waa wakhtiga lagu shaqeeyay mushaharka ugu yar iyo ujeedooyinka wakhtiga dheeraadka ah, haddii loo-shaqeeyayaashuna aysan oggolaan oo ay fasaxaan wakhtiyada nasashada, waa inay bixiyaan lacagta wakhtiga dheeraadka ah ee noqon lahaa wakhtiyo nasasho, kuwaas oo ay ku jiraan shaqaalaha aan calaa saacada ku shaqeyn.
- Kala duwanaanshaha/ka dhaaftaanada muhiimka ah
 - Xaaladaha qaarkood, 10-daqiiqo oo nasasho ayaa loo qeybin karaa laba qeybood oo min 5 daqiiqo ah (Xeerka 5.2.1)
 - Beeraha: shaqooyinka qaarkood waxay u baahan yihiin nasashooyin badan; qaar kalena waa laga dhaafay (Xeerka 2.3, & Xeerarka Xaaladdaha Shaqada Beeraha)

Wakhtiga La Shaqeeyay: Lacagta lagu siiyo shaqaalaha wakhtiga loo-shaqeeyayaashu u oggolaadeen qabashada shaqada/adeega faa'iidadu ugu jirito (Xeerka 1.9)

- Dhammaan wakhtiyada la joogo goobta, lagu jiro shaqada, ama la joogo goobaha shaqada (laakiin maaha kaliya in shaqaalaha aan shaqada ku jirin ay ku jiraan dhismaha), kuwaas oo ay kamid yihiin:
 - xidhashada/iska saarida dharka/qalabka shaqada (laakiin maaha xidhashada dharka shaqada ka baxsan), nadiifinta/diyaarinta, ama hawlaha kale ee la saacadahooda la xisaabin.
 - sugitaanka hawlaha shaqada, ama helitaanka ama wadaagida macluumaadka shaqada la xidhiidha,
 - baadhista amniga/badbaadada, ama is xaadirinta/gelitaanka ama bixitaanka, ama
 - sugitaanka mid kamid ah hawlaha kor ku xusan.
- Socdaalada faa'idadu ugu jirto loo-shaqeeyaha waa wakhti la shaqeeyay; balse socdaalka caadiga ah ee guriga/shaqadu maaha wakhti la shaqeeyay (faahfaahinta sharciga 1.9.2)
- Wakhtiga hurdada, haddii aan in ku filan la qashqashin oo ay dheer tahay, waa laga saari karaa xaaladdaha qaarkood (faahfaahintu waxay ku jirtaa Xeerka 1.9.3).

Ka jarista, Lacag dhigista koontada, Kharashyada, & Mushaharka La Qabto (Xeerka 6, iyo Qoddobka 4 ee CRS Ciwaanka 8)

- Mushaharka kama dambeysta ah: Si degdeg ah ayaa loo rabaa (haddii uu shaqada ka joojiyo loo shaqeeyahu) ama taariikhda mushahar bixinta xigta (haddii shaqaaluhu is casilo)
- Mushaharka fasaxa: Shaqaalaha dhoofaya waa in la siiyaa dhammaan mushaharka fasaxa ee ururay iyo kuwa aan la isticmaalin, oo ay ku jiraan wakhtiga fasaxa ee lacagtiisa bixiyo ee fasaxa loo adeegsan karo, iyada oo aan waxba laga jarin ama la sheegin khasaare ka dhashay sababta shaqo joojinta, ogeysiis la'aanta is casilaada, iwm.
- Ka jarista mushaharka: La oggol yahay haddii hoos lagu qoray ama uu ku jiro CRS 8-4-105 (oo ayku jiraan ka jarista sharcigu u baahan yahay, ku qoran heshiis qoraal ah oo faa'iido u leh shaqaalaha, loogu talagalay in lagu warbixinta bilayska ee xatooyada, ama hanti luminta kadib xisaabinta/ogeysiiska)
- Kiridhityada bakhshiishka: Loo-shaqeeyayaashu waxay bixin karaan ilaa \$3.02 in ka hooseeysa mushaharka ugu yar ee ugu sareeya ee lagu dabaqi karo (Colorado ama deegaanka), haddii: (a) bakhshiishyada (ma aha khidmadaha adeegga waajibka ah) ay kor ugu qaadaan mushaharka ilaa meesha ugu yar ee buuxda, iyo (b) bakhshiishyada looma leexiyo shaqaalaha/mulkiilayaasha aan bakhshiish lahaynDhibcaha/ka jarida cuntada: Loo ogolyahay kharashka ama qiimaha (iyada oo aan faa'iido ugu jirin loo-shaqeeyaha) cuntooyinka sida ikhtiyaarka ah loo aqbalo
- Dhibcaha/ka jarida hoyga: Waa la oggol yahay haddii guriyaynta uu si ikhtiyaari ah u aqbalo shaqaaluhu, caadiyan ay faa'iido ugu jirto shaqaalaha (aysan faa'iido ugu jirn loo-shaqeeyaha), qoraal ahaan lagu diiwaangeliyay, kuna xaddidan tahay \$25 ama \$100 toddobaadkiiba (iyadoo ku saleysan nooca guriyeynta)
- Lebiska: Waa in lagu bixiyaa lacag la'aan haddii ay yihiin dhar caadi ah oo aan lahayn qalab ama naqshad gaar ah mooyee; Loo-shaqeeyayaashu waa inay bixiyaan wixii nadiifin gaar ah ee loo baahan yahay, mana u baahan karaan deebaaji ama kagama jari karaan lacag madhashada iyo jeexjeexyada caadiga ah ee ku yimaada dharkaas

Ka dhaaftaanada COMPS (Xeerka 2.2 ayaa ay ku qoran yihiin dhammaantood; ka dhaaftaannada muhiimka ah ayaa hoos ku yaala)

- Madaxda sare/kormeerayaasha, maamulayaasha, iyo xirfadlayaasha in mushahar ahaan loo siiyo ugu yaraan mushahar ah (aan ahayn mushahar saacadlaha ah) oo ah \$55,000 gudaha sanadka 2024 (ka dibna lagu hagaajiyo-sicir-bararka sanadaha mustaqbalka ah), marka laga reebo \$33.17/saacaddii shaqada kombuyuutarka ee farsamada sare leh
- Shaqaalaha kale ee sida sare loo magdhabay, shaqaalaha gacan-miirataada ah ayaa mushahar ahaan loo siinayaa ugu yaraan 2.25 mushaharka kor ku xusan (\$123,750 sanadka 2024)
- 20% miukiilayaasha, ama kuwa aan faa'iido doonka ahayn shaqaalaha ugu mushaharka badan/darajada sarreeya, haddii uu si firfircoon ugu jiro hawlaha maamulka
- Noocyo kala duwan (maaha dhammaan) iibiyayaasha, darawalada tagsiga, shaqaalaha safarada waxbarashada xerada/banaanka, ama maamulayaasha guryaha

Xuquuqaha Diwaanka & Ogeysiinta (Xeerka 7)

- Loo-shaqeeyayaashu waa inay siiyaan dhammaan shaqaalaha (oo ay hayaan saddex sanno) warqadaha lacag bixinta ee ay ku qoran yihiin wakhtiga la shaqeeyay, heerka lacagta la bixiyay (oo ay ku jiraan wixii mushqaayad iyo wixii lacag ah ee lagu shubay koontada), iyo wadarta lacagta labixiyay
- Boostarka sannadkan waa in lagu dhajiyaa meel si fudud loo heli karo, ama haddii aanay macquul ahayn (sida shaqaalaha fog), waan in lagu siiyaa hal bil gudaheed oo ka bilaabmaysa marka shaqada la bilaabo iyo marka shaqaaluhu codsadaan nuqul
- Loo-shaqeeyayaashu waa inay ku daraan nuqulka warqadan wax ogeysiinta, ama Amarka COMPS, buug-yareed ama buug-gacmeed kasta oo ku saabsan shaqaaleynta/shaqada
- Ku xadgudbida ogeysiisyada xeerarka xuquuqda (baahinta ama qeybinta), oo ay ku jirto bixinta macluumaadka wiiqinaya boostarkan, waxa laga yaabaa inay keento ganaaxyo iyo/ama u-qalmi la'aanta dhibcaha, dhimista, ama ka dhaaftaanka COMPS ee u gaarka ah shaqaalaha

Cabashada & Xuquuqda Aargudasho-diidka (Xeerka 8)

- Shaqaaluhu waxay u soo diri karaan Qeybta (macluumaadka xiriirku wuxuu ku yaalaa xaga hoose) cabashooyinka ama tallooyinka ku saabsan xadgudubyada, ama waxay dacwooyin u gudbin karaan maxkamadda
- Loo-shaqeeyayaashu kama aargoosan karaan, mana faragelin karaan, shaqaalaha xuquuqdooda adeegsanaya
- Tallooyin qarsoodiga ah waa la aqbalayaa; qarsoodiga ama qarsoodinimada waa la ilaaliyaa haddii la codsado (Xeerka Ilaalinta Mushaharka 4.7)
- Mulkiilayaasha iyo shakhsiyaadka kale ee gacanta ku haya shaqada waxa laga yaabaa inay mas'uul ka noqdaan xadgudubyada qaarkood - ma aha oo kaliya ganacsiga, balse xitaa haddii ganacsigu yahay shirkado isku biiray, shuraako, ama shirkad kale oo ka soocan mulkiilaha (Xeerka 1.6)
- Xaaladda socdaalku ma khuseyso xuquuqahan shaqada: Qeybtu ma weydiin doonto ama ma sheegi doonto xaaladda baadhitaanada ama xukunnada, waana sharci-darro in qofna isticmaalo xaaladda socdaalka si uu u farageliyo xuquuqahan (Xeerka Ilaalinta Mushaharka 4.8)

Boostarkani waa mid kooban mana noqon karo macluumaadka sharciga shaqaalaha oo dhammeystiran. Dhammaan xeerarka, xaashiyaha xaqiiqda, turjumaada, su'aalaha, ama cabashooyinka, la xidhiidh:

QEYBTA JAANGOYNTA & TIRAKOOBKA SHAQAALAHA, ColoradoLaborLaw.gov, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936