

Mushaarka Ugu Yar ee Colorado: \$14.81 saacadiiba sannadka 2025, la cusbooneysiyo si sannadle ah (COMPS Xeerka 3)

- Waa inuu bixiyaa ugu yaraan mushaharka ugu yar ee dhammaan wakhtiga la shaqeeyay, hadday tahay saacad ahaan, mushahar ahaan, komishan ahaan, qeyb mushahar ah, iwm.
- Isticmaal mushaharka ugu hooseeya ee ugu sareeysa ee lagu dabaqi karo: ColoradoLaborLaw.gov waxa uu taxayaa dhammaan mushaharka ugu hooseeya ee deegaanka
- 15% wax ka hooseeya mushaharka ugu yar ayaa loo oggol yahay da'yarta aan xor ahayn- laakiin maaha qaar ka mid ah mushaharka ugu yar ee deekaanga

Waqtiga Dheeraadka ah: 1½ mushaharka caadiga ah ka dib shaqeynta 40 saacadood oo todobaadle ah, ama 12 maalin kasta ama isku xigta (Xeerka 4)

- Ma bixin karo wakhti fasax ah halkii uu ka bixin lahaa mushaharka saacadaha dheeraadka ah; celcelisi kuma sameyn karo toddobaadyada la shaqeeyo saacadaha dheeraadka ah iyo kuwa aan saacadaha dheeraadka la shaqeyn (ama maalmo)
- Beeraha: Shaqeynta saacadaha dheeraadka ah kadib shaqeynta 48 saacadood (56 meelaha qaarkood ee aadka xilliyeedka u ah); nasashooyin dheeraad ah iyo lahaanshaha mushahar maalmaha la shaqeeyo wakhtiga dheer
- Qaar ka mid ah (oo aan dhamaantood ahayn) shaqooyinka caafimaadka, gooba alwaax kula dul-socoshada barafka, iyo baabuurta culculus ayaa qayb ahaan ama si buuxda looga dhaafay (Xeerarka 2.3-2.4)

Wakhtiyada Cuntada: 30 daqiiqo oo aan kala go' lahayn & cashuur la'hayn, oo ah gelino shaqeed oo ka badan 5 saacadood (Xeerka 5.1)

- Waxa kaliya oo mushahar la'aan ku noqon karaan shaqaalaha gabi ahaanba laga xayubiyey waajibaadka shaqada oona loo ogolaaday inay qabtaan hawlo shakhsi ahaaneed
- Haddii shaqadu aysan ogolayn waqtiyo cunto oo aan carqaladeyn lahayn: waa in ay ogolaataa wax ku cunida marka shaqada la hayo, iyadoo wakhtigaas uu mushahar leeyahay
- Sida ugu macquulsan, waqtiyada cuntadu waa inay ahaadaan ugu yaraan 1 saac ka dib bilaabida gelinada shaqada, iyo 1 saac kahor dhamaanshaha gelin shaqeedka

Wakhtiyada Nasashada: 10 daqiiqo, oo mushahar leh, 4 saac oo kasta (Xeerka 5.2)

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

- Uma baahna in ay ka baxsanaato goobta, laakiin waa in aanan lagu darin shaqada, waana in ay dhexda ugu jirtaa 4-ta saacadood haddii ay muuqaal ahaan tahay
- Wakhtiga nasashada waxa loo tiriyaa sidii wakhtiga la shaqeeyay, oo ay ku jiraan mushaharka ugu yar iyo sahqeynta wakhtiga dheeraadka ah
- Mushahar dheeraad ah ayaa lagu leeyahay wakhtiga nasashada ee aan la oggolayn ama la ansixinin, oo ay ku jiraan shaqaalaha aan mushahar lagu siinin sida saacdlaha ah
- Xeerarka wakhtiyada nasashada way ku kala duwan yihiin shaqooyinka beeraha qaarkood (Xeerka 2.3, iyo Xeerarka Shuruudaha Shaqada Beeraha)

Lacag ka jaritaanada, Kiridhityada, Khidmadaha, & Mushaharka La Reebto (Xeerka 6, & Sharciga Mushaharka ee Colorado)

- Mushaharka kama danbeysta ah: Si degdeg ah lagu leeyahay (haddii uu shaqada uu ka joojiyo qofka loo-shaqeeyaha) ama taariikhda mushahar bixinta ee xigta (haddii shaqaaluhu is casilo)
- Fasax aan la isticmaalin: Waa in uu lacag siiyaa shaqaalaha baxaya, xataa haddii sabab looga eryay shaqada ama uu iska casilay ogeysiis la'aan
- Kiridhityada bakhshiishka: Waxay hoos u dhigi kartaa mushaharka saacadiiba ilaa \$3.02 haddii bakhshiishyada (aan ahayn kharashyada adeegga) aan loo weecin shaqaale aan bakhshiish la siin
- Cuntooyinka: Waxa ay ku dalaci karaan kharash ama qiimo (aan faa'iido lahayn) cuntooyinka sida ikhtiyaariga ah loo aqbalay
- Guriyeynta: Wuxuu ku dallici karaa \$25-\$100 todobaadkii (nooca guriyeynta) haddey tahay mid ikhtiyaari ah iyo aasaasi ahaan loogu talahay faa'idada shaqaalaha
- Yunifoomyada: Kuma dalaci karo wax kharash ah ama ugama baahna lacag dhigaal ah yunifoomyo gaar ah, nadiifin gaar ah, ama jeexjeexyada caadiga ah
- Wax ka jaritaanada kale: Kaliya shey-yada ku jirta CRS 8-4-105; ma aha shaqo liidata, jabin, shaqo joojinta ogeysiis la'aan, iwm.

Wakhtiga La Shaqeeyay: Dhamaan wakhtiyada shaqada lagu jiro ama la joogo gudaha dhismayaasha ee ay tahay in ay mushahar la haadan (Xeerka 1.9)

- Nadiifi ama hagaaji (tusaale: xidho ama iska saar dharka, ama qalabka, lagu xidho goobta shaqada oo kaliya)
- Imaatinka ama bixida (diwaangelinta wakhtiga imaanshaha ama bixida, amniga ama baarista amniyeed, iwm.), ama sugitaanka in sidaas la sameeyo
- Helitaanka ama wadaagista macluumaadka shaqada, ama sugida hawlaha - laakiin ma aha oo kaliya wakhtiga aan shaqada la qabaneynin iyadoo la dhex joogo dhismaha
- U safrida faa'iidada loo-shaqeeyaha - laakiin ma'aaha gaadiidka socdaalka ee caadi ahaan la isticmaalo(Xeerka 1.9.2)
- Wakhtiga hurdada ee loo baahan yahay in la joogo goobta - laakiin maaha haddii ay dheeraato oo aysan carqaladeyn lahayn (Xeerka 1.9.3)

Ka-reebitaanada COMPS (Xeerka 2.2 waxa uu liis gareenayaa dhamaan; lagu muujiyay hoos)

- Maamule/kormeere, maamule, ama xirfadle: \$56,485 (la cusbooneysiyo si sannadle ah) mushahaar ahaan (ma aha mushahar saacadle ah)
- Shaqooyinka kale ee heerka sare ah: Shaqooyinka aan gacanta lagu qabanin ayaa mushahar ahaan la siiyaa 2¼ jeer wax ka badan mushaharka sare; ½ milkiilayaasha kuwaas oo si firfircoon u maamula
- Qaar ka mid ah (maaha dhammaan) iibiyeyaasha, xirfadlayaasha kombuyuutarrada, darawallada, shaqaalaha xerada/goobaha bannaanka, ama maamulayaasha hantida
- Waajibaadka ku aadan bixinta mushahaaraadka, oo ay ku jiraan inta badan xaddidaada ku aadan lacag ka jaritaanada, wali waa lagu sii dabaqaa haddii laga dhaafo COMPS

Mas'uuliyahadaha Loo-shaqeeyaha (Xeerka 7)

- Siinta shaqaalaha bayaanada mushaharka (wadarta mushaharka, mushaharka, bakhshiishyada, kiridhityada, iyo wakhtiyada la shaqeeyay), iyo sii hayntooda 3 sano
- Ku muujinta boostarkan/ogeysiiskan halka si fudud looga arki karo (ama siinta shaqaalaha); sidoo kale ku darista buug-gacmeed kastaa
- Isticmaalida tarjumaadaha (laga heli karo Qaybtan) boostarkan/ogaysiiskan shaqaalaha ay u sugan tahay Ingiriisi xaddidan
- Siin la'aanta (ama hoos-u-dhigista) boostarada ama ogeysiisyada waxay ka hor imaan kartaa kiridhityada loo shaqeeyaha, lacag ka jaritaanada, ama ka-dhaafitaanada
- Shakhsiyaadka gacanta ku haya shaqada waxaa laga yaabaa inay mas'uul ka yihiin mushaharka iyo ku xadgudubyada, xitaa loo shaqeeyayaasha la isku daray

Xuquuqda Cabashada & Ka soo horjeedka Aargoosashada (Xeerka 8)

- Dacwooyinka u gudbi Qaybta ama Maxkamadda, ama u dir Qaybta talooyin qarsoodi ah
- Aargoosiga, ama falalka ku xad gudba xuquuqaha, waxay dhalin karaan ganaaxyo ama cawaaqib kale
- Heerka socdaalku kuma xidhna xuquuqahan, loomana isticmaali karo in lagu faragaliyo xuquuqda

Nagala Soo Xiriir:

QAYBTA HEERARKA SHAQADA & ISTATISTIKADA (DIVISION OF LABOR STANDARDS & STATISTICS)

303-318-8441 / 888-390-7936 / cdle_labor_standards@state.co.us (Af-Ingiriisi ama Af-Isbaanish)

Wixii ah dhamaan sharciyada, hagitaanada & cabashooyinka:



ColoradoLaborLaw.gov

Hagitaanka & cabashooyinka Af-Isbaanishka:



LeyesLaboralesDeColorado.gov

Ogeysiiskan waxa uu ku qoran yahay luuqaddo kale:



cdle.colorado.gov/LaborStandardsPosters