



Itegeko rya COMPS (Amasaha y'ikirenga ukora & Ubwishyu Fatizo Uhembwa muri Colorado) Agapapuro & Imenyeshya

Koresha verisiyo iheruka itangwa buri kwezi kw' Ukubozza

(Itegeko rya 3 muri COMPS)

- Ugomba guhemba igihembo fatizo cy'umubyizi ku gihe cyose wakoze, bya kw'isaha, umushahara, komisiyo, ubwishyu ku kuntu, n'ibindi.
- Koresha igihembo fatizo cy'umubyizi kinini gishoboka; [ColoradoLaborLaw.gov](https://coloradolaborlaw.gov) ivuga ibihembo fatizo by'umubyizi aho utuye
- Kugabanyaho 15% biremewe ku muntu utarageza imyaka y'ubukure — ariko bitari ku bihembo runakabut not for some local minimum wages

- Ntibyemewe gutanga ikiruhuko gisimbura ubwishyu bw'amasaga wakoze y'ikirenga; ntibyemewe kujanisha ibyumweru wakoze by'ikirenga n'ibyumweru bitabarwa nk'ikirenga (cyangwa iminsi)
- Ubuhinzi: Amasaha ukora y'ikirenga nyuma y'amasaha 48 (56 mu bihe bidasanzwe by'ikirere cyiza); ibiruhuko by'ikirenga no kwishyura amasaha menshi adasanzwe ku muni
- Bimwe (bitari yose) imirimo mu buvuzi, ski, no gutwara imodoka ziremereye cyane isonerwa igice cyangwa mu buryo bwuzuye (Amategeko ya 2.3-2.4)

- Ntishobora kwishyurwa gusa abakozi bahagaritswe mu kazi, ndetse bemerewe kwikorera ibindi bikorwa
- Niba umurimo utemera ibihe by'amafunguro ntacyo uri gukora: bagomba kwemera kurya uri gukora, mu gihe cyishyurwa
- Uko bishoboka kose, ibihe by'amafunguro bigomba kuba nibura isaha 1 nyuma yo gutangira icyiciro ukoreramo, ndetse isaha 1 mbere yo gusoma

Umubare (#) w'Amasaha Ukora:	Kugera kuri 2	>2, kugeza kuri 6	>6, kugeza kuri 10	>10, kugeza kuri 14	>14, kugeza kuri 18	>18, kugeza kuri 22	>22
Umubare (#) w'Ibihe byo Kuruhuka:	0	1	2	3	4	5	6

- Ntugeneye kutaba ku kazi, ariko ntugomba kuba uri mu kazi, ndetse bigomba kuba biri hagati y'amasaha 4 niba bishoboka
- Ibihe byo Kuruhuka bibarwa nk'igihe wakoze, hakubiyemo igihembo fatizo cy'umubyizi n'amasaha ukora y'ikirenga
- Ubwishyu bw'inyongera bwishyurwa mu gihe cyo kuruhuka ntibyemewe cyangwa byihanganirwa, hakubiyemo abakozi batishyurwa mw'isaha
- Amasaha y'ikiruhuko atandukanye n'amwe y'akazi mu buhinzi (Itegeko rya 2.3, & Amategeko agenga akazi mu Buhinzi)

- Ubwishyu bwa nyuma: Ayo ugomba guhita wishyurwa (mu gihe umukoresha asheshe amasezerano) cyangwa itariki yo guhembwa igeze (mu gihe umukozi asezeze akazi)
- Ibiruhuko utafashe: Bigomba kwishyurwa abakozi bavuye mu kazi, nubwo baba birukanywe kubw'impamvu runaka cyangwa basezeye nta nteguza
- Umufuragiro kw'Ideni rya Banki: Ushobora kugabanya igihembo cyo kw'isaha kugeza kuri \$3.02 niba ubwasisi (bitari ikiguzi cya serivisi) utarahawe umukozi utemerewe umufuragiro
- Amafunguro: Ushobora kwishyura ikiguzi cyangwa agaciro (nta nyungu) ku mafunguro ufata ku bushake
- Amacumbi: Ushobora kwishyura \$25-\$100 ku cyumweru (bitewe n'ubwoko bw'inzu) niba ari ku bushake ndetse bikaba inyungu uhabwa umukozi by'ibanze
- Impuzankano: Ntukwiye kwishyura cyangwa ngo usabe gutanga kubw'impuzankano yihariye, Isukura ry'ihariye, cyangwa gusaza rusange kw'imyenda kuko uyambara
- Andi ugabanyirizwa: Ni ku bintu biri muri CRS 8-4-105; bidaturutse ku mikorere mibi, ibyangijwe, kuva mu kazi nta nteguza yatanzwe, n'ibindi.

- Isukura cyangwa gushyiraho (ingero: kwamba no kwambura imyenda, cyangwa ikoreshwa, isazira gusa ku kazi)
- Kwibarura winjiye cyangwa usohitse (isaha, umutekano cyangwa isuzuma ry'ituze, n'ibindi), cyangwa utegereje ko bikorwa

- Guhabwa cyangwa gusnagira amakuru y'akazi, cyangwa utegereje imikoro – ariko bitari gusa utari mu kazi ku kazi
- Ingendo ziri mu nyungu z'umukoresha – ariko bitari kwimurwa bisanzwe (Itegeko rya 1.9.2)
- Igihe cyo gusinzira gisaba kubera ku kazi – ariko oya mu gihe ari kirekire cyangwa kidakomwa (Itegeko rya 1.9.3)

- Abayobozi/abagenzuzi, abagengamiyoborere, cyangwa inzobere: \$57,784 (bivugururwa buri mwaka) ku mushahara (bitari ubwishyu kw'isaha)
- Indi mirimo yo mu rwego rwo hejuru: imirimo itari iy'amaboko yishyurwa inshuro 2¼ zirenze umushahara; ½ igenerwa banyirabyo bakora byuzuye
- Bamwe (batari bose) bashinzwe ubucuruzi, inzobere muri mudasobwa, abashoferi, umukozi ushinze amahugurwa.kuyategura, cyangwa abayobozi bashinzwe umutungo
- Inshingano zo kwishyura ibihembo by'umubyizi, zikubiyemo cyane imbibi kuyo ugabanyirizwa, bigikora niba bisonewe na COMPS

- Guha abakozi inyandikomvugo y'umushahara (ubwishyu mbumbe, ubwishyu, ubwasisi, iden rya banki, n'igihe wakoze), ndetse bikakwamenyeka imyaka 3
- Kugaragaza aka gapapuro/imenyeshya aho byoroshye kukabona (cyangwa kagahabwa abakozi); nanone habubiyemo indi mfashanyigisho yose/agatabobwiriza
- Koresha ubusemuzi (wasanga kuri iri Shami) bw'aka gapapuro/imenyeshya bigenewe abakozi batumva neza icyongereza
- Kudatanga (cyangwa kugabanya) udupapuro cyangwa imenyeshya bishobora gukuraho ideni rigenerwa umukoresha, ayo agabanyirizwa, cyangwa asonerwa
- Abantu bagenda umurimo bashobora kubazwa ibihembo by'umubyizi n'ibyo barenzeho, nubwo baba ari abakozi bakorera ikigo bwite

- Tanga ibirego mw'Ishami cyangwa Urukiko, cyangwa Woherereze Ishami amakuru y'ibanga
- Kwihumura, cyangwa ibikorwa bibangamira uburenganzira, bishobora guhanisha ibyirukirye cyangwa izindi ngaruka
- Uko ubwimukira buhagaze ntibihuye n'ubu burenganzira, kandi ntibishobora gukoreshwa mu gukoma mu nkokora uburenganzira

Tuvugishe:

**ISHAMI IBIPIMO FATIZO & IBARURAMIBARE KU MURIMO
(DIVISION OF LABOR STANDARDS & STATISTICS)**

303-318-8441 / 888-390-7936 / cdle_labor_standards@state.co.us (Icyongereza cyangwa Igisipanyori)

**Kurikiza
amategeko
yose,
amabwiriza &
ibirego:**



*Amabwiriza &
ibirego mu
Gisipanyori:*



*Iri menyasha
mu zindi
ndimi:*



ColoradoLaborLaw.gov

LeyesLaboralesDeColorado.gov

cdle.colorado.gov/LaborStandardsPosters