



**Umushahara fatizo muri Colorado: \$12.32 ku isaha, cyangwa amadolari \$9.30 ku bakozi bahabwa ishimwe, bizatangira gukurikizwa tariki 1/1/2021.**

- Umushahara fatizo utunganywa buri mwaka bitewe no kugwa kw'ifaranga; Itegeko rya Colorado Rigena ibipimo ngenderwaho by'umushahara fatizo no gukora amasaha y'ikirenga (COMPS Order ) n'itangazo nibyo bizagaragaza umushahara fatizo wa 2022.
- Umushahara fatizo ureba abantu bakuru bose n'abana amategeko yemerera kwigenga, baba bishyurwa ku isaha cyangwa hashingiwe ku bundi buryo (umushahara, ubukomisiyoneri, akazi uhembwa bitewe n'uko wakoze, n'ibindi.), keretse barasonewe n' Itegeko rya 2 rya Colorado Rigena ibipimo ngenderwaho by'umushahara fatizo no gukora amasaha y'ikirenga. Abana batigenga bashobora kwishyurwa 15% muni y'umushahara fatizo.
- Umushahara fatizo ugenwa na leta (\$7.25) n'indi mishahara y'imbere mu gihugu (harimo \$14.77 muri Denver guhera tariki ya 1/1/21) ushobora nawo gukurikizwa. Iyo akazi kishyurwa hakurikijwe imishahara fatizo itandukanye cyangwa hakurikijwe amategeko agenga gukora amasaha y'ikirenga, itegeko rifite ibipimo by'umushahara fatizo wo hejuru niryo rikurikizwa.

**Amasaha y'ikirenga: Inshuro 1½ ku gipimo cyo kwishyurwa gisanzwe ku masaha arenze 40 ku cyumweru, 12 buri muni, cyangwa 12 akurikirana.**

- Amasaha yo mu byumweru bibiri cyangwa byinshi ntashobora ntakomeza kubarwa mu masaha y'ikirenga
- Abakoresha ntibashobora gutanga igihe cy'ikiruhuko (akenshi bakunze kwita "igihe cyishyurwa") mu mwanya wo kwishyura amasaha y'ikirenga.

**Igihe cyo gufata amafunguro: Iminota 30 idasobwa kandi itarimo akazi, ku basimburana mu gihe cy'amasaha arenga 5 .**

- Abakozi bagomba gukurwaho inshingano zose, kandi bakaba bemerewe kwikorera ibikorwa byabo, kugira ngo igihe cy'amafunguro cye kwishyurwa.
- Iyo akazi katatuma ubanza kurya ngo ubone kugasubiramo, gufata ifunguro uri mu kazi bigomba kuba byemewe, kandi iki gihe kigomba kwishyurwa.
- Uko bishoboka, igihe cyo gufata amafunguro kigomba kuba byibuze isaha 1 n'isaha nyuma yo gusimburwa 1 mbere yo gusimburwa.

**Igihe cyo kuruhuka: Iminota 10, yishyurwa, buri masaha 4.**

#Amasaha y'akazi:	Kugeza kuri 2	> hejuru ya 2, kugeza kuri 6	> hejuru ya 6, kugeza kuri 10	>hejuru ya 10, kugeza kuri 14	>hejuru ya 14, kugeza kuri 18	> hejuru ya 18, kugeza kuri 22	> arenze 22
<b>Igihe cyo kuruhuka:</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>

- Kuruhuka ntibigomba gukorera aho akazi gakorerwa kandi ntibibe birimo gukora ndetse kigomba kuba kiri hagati mu isaha ya 4 aho bishoboka.
- Ibihe bibiri by'iminota 5 byo kuruhuka, aho kuba iminota 10, biremewe mu gihe abakozi n'abakoresha babyemeranyijeho ku bushake kandi ntawe ubihaswe, kandi iyo iminota 5 idahagije mu gihe cyo kujya no kuva mu bwiherezo cyangwa handi hantu ikiruhuko cyafatirwa neza. Koroherezwa hongerwaho igihe cy'iminota 5 ikurikizwa ku buhinzi, Guhabwa ubuvuzi bwa Medicaid mu rugo, n'umurimo wakorewe imishyikirano rusange.
- Abakoresha badatanga uruhushya cyangwa ngo bemere ibihe byo kuruhuka bagomba kwihyura amafaranga menshi akazi kakozwe mu gihe cy'ibiruhuko.

**Igihe wakoze: Igihe abakoresha bakoresha akazi/serivisi ziri mu nyungu zabo kigomba kwishyurwa.**

- Igihe cyose bamara mu nyubako, ku kazi, cyangwa aho bagenewe gukorera akazi (atari ukureka abakozi badafite akazi bakaguma mu nyubako), harimo:
  - kwambara cyangwa kuvanamo imyenda y'akazi/ibikoresha (atari imyenda yambarwa akazi karangiye), gusukura/gushyira ibintu ku murongo, cyangwa izindi nshingano za nyuma y'akazi;
  - gutegereza umukoro ku kazi, cyangwa gusangiza amakuru afitanye isano n'akazi; cyangwa
  - Kugenzura umutekano/umutekano, kubara igihe igikorwa kimara/kugaragaza ko wahageze cyangwa ugiye; cyangwa
  - gutegereza umwe mu mikoro iri haruguru.
- Gutembera mu nyungu z'umukoresha ni igihe wakoze;kuba uri mu rugo bisanzwe/ urugendo rw'akazi ntibibarwa Ku yandi makuru ajanyane n'igihe cyo gutembera no kuryama, reba Itegeko 1.9.2.

**Gukatwa amafaranga, kongererwa, n'amafaranga akurwa ku mishahara: bifite aho bigarukira muri C.R.S. 8-4-105 no muni.**

- Amashimwe kugeza ku madolari \$3.02 ku isaha (kugabanya umushahara fatizo ukaba \$9.30) byemewe ku babona, biciye mu bakiriya arenga \$30 bahabwa n'abakiriya. Iyo amafaranga yishyurwa ku ishaha kongeraho atangwa n'abakiriya biri muni y'umushahara fatizo wuzuye, umukoresha agomba kwishyura ikinyuranyo.
- Amafaranga yongerwaho y'amafunguro aremewe kubera ikiguzi cyangwa igiciro (nta nyungu umukoresha abonye) ku ifunguro umuntu yiyemereye ku hushake.
- Kugabanyirizwa ku macumbi biremewe iyo umukozi yemeye inzu ku bushake, mu buryo bw'ibanze ku bw'inyungu z'umukozi (aho kuba iz'umukoresha), bikabikwa mu nyandiko, ariko ntibirenge amadolari \$25 cyangwa \$100 ku cyumweru ( bitewe n'ubwoko bw'inzu).
- Imyambaro y'akazi ni imyambaro isanzwe, itariho igikoresha cyihariye cyangwa modeli, si ngombwa ko zitangwa; indi myambaro y'akazi igomba gutangwa nta kiguzi. Abakoresha bagomba kwishyura isuku yose y'umwihariko isabwa, kandi ntibashobora gusaba ko hagira amafaranga kuri konti yishyurwa ibishaje cyangwa byacitse mu buryo busanzwe.

**Gusonerwa Ibwiriza rya COMPS: Byose bivugwa mu Itegeko rya 2; ututonde rw'ibyo usonerwa ruri muni.**

- Abayobozi nshingwabikorwa/abagenzuzi, abakozi bo mu buyobozi bafata ibyemezo, n'abanyamwuga (Itegeko 2.2.1-3) bishyurwa umushahara usonewe:

2021	2022	2023	2024	Buri mwaka nyuma ya 2024
\$40,500	\$45,000	\$50,000	\$55,000	Umushahara w'umwaka wabanje, itakazagaciro ry'ifaranga ryatunganyijwe

- Abafite 20% , cyangwaa nta nyungu ku mukozi wishyurwa meshi/ uza ku mwanya wa mbere, iyo abarirwa cyane mu icungamutungo (2.2.5).
- Abakozi b'abatekinisiye bo ku rwego rwo hejuuru (basobanurwa muri 2.2.10), iyo bishyurwa byibuze \$28.38 ku isaha.
- Abakozi benshi batuye, harimo n'abacunga umutungo, abubatsi, n'abakozi b'abarimu bakorerwa ahakorerwa akazi (2.2.7).
- Abantu batandukanye, ariko atari bose, abacuruzi b'ubwoko butandukanye (2.2.4, 2.4.1, 2.4.2) n'abatwara tagisi (2.2.6).
- Bamwe mu bakozi batwara imiti n'ab'ibitaro/ abafomoro bafite amategeko yavugururwe agenga amasaha y'ikirenga (2.4.4, 2.4.5).
- kugendera rubura/abakozi bakoresha utwuma snowboard employees, harimo amafunguro afatwa mu misozi hakuwemo gucumbika, kuva ku masaha 40 y'ikirenga (2.4.3).
- akazi k'ubuhinzi (2.3) n'ubwikorezi (2.4.6) ntibasabwa gukora amasaha y'ikirenga n'ibihe by'amafunguro, kandi bakagira amasaha meza yo kuruhuka (ubuhinzi) cyangwa nta (bwikorezi) byo kuruhuka.

**Uburenganzira bwo gutanga ikirego no kutihorera.**

- Ishami ry'ubuziranenge bw'umurimo n'ibarurishamibare (aderesi warisangaho iri hasi kuri iri tangazo) ryemera ibirego n'inama zijyanye no kurenga ku burenganzira bwa COMPS cyangwa ubundi burenganzira bwa leata zishyize hmawe, leta, cyangwa amategko y'imbere mu gihugu. Mu buryo busimburana, abakozibashobora gutanga ibirego mu nkiko.
- Impande ziryoze imishahara itarishyuye zirimo umukoresha nk'ikigo, n'abantu bafite ububasha bw'imikorera ku kigo.
- Abakoresha ntibashobora kwihorera batera ubwoba, bakoresha imbaraga, cyangwa ivangura ku mpamvu zo kwihorera, kwivanga, cyangwa gutambirira, ku bijyanye n'umushahara usanzwe cyangwa iperereza ryenda kuba, isomwa ry'urubanza, ibirego, cyangwa kuburanisha.
- Kurenga ku ngingo z'umushahara cyangwa izirwanya kwihorera bishobora kugaragarizwa Ishami nk'ibirego cyangwa inama zitangwa n'umuntu utivuga amazina.
- Sitati y'ubwimukira ntaho ihuriye n'uburenganzira bw'umushahara. Ishami rikora iperereza kandi rigaca urubanza ku rw'ibirego hatabayeho kubaza, gutanga amakuru, cyangwa kwita kuri sitati. Gukoresha sitati mu kwivanga mu burenganzira ntibyemewe n'Itegeko rigenga irindwa ry'umushahara 4.8 n'and mategeko akurikizwa.

**Iri tangazo rigomba kumanikwa aho abakozi bashobora kuribona byoroshye, gushyirwa mu gatabo k'abakozi gasanzweho cyangwa, guhabwa abakorera iyakure, ryanditse mu rundi rurimi rutari icyongereza nk'uko bikenewe, kandi rigomba gusimburwa buri mwaka.**

**Iri tangazo ritanga incamake ku mategeko agenga umushahara y'ingenzi nk'uko yatondetswe na COMPS O, ariko si yose, kandi ntiwayegenderaho nk'amakuru yuzuye. Kugira ngo ubone itegeko ryuzuye, impapuro zikubiyeho amakuru arambuye, cyangwa ibibazo, amakuru, cyangwa ibirego ku mushahara cyangwa andi mategeko y'umurimo, bimenyeshe:**

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