

**IMIRYANGO IFITE UBUZIMA BWIZA & IGIKORWA CY'AHAKORERWA ("HFWA"): Uburenganzira bw'ikiruhuko cyishyurwa**

**Ibyishingiye: Abakoresha bese ba Colorado, mu bunini ubwo aribwo bwose, bagomba gutanga ikiruhuko cyishyurwa**

- Abakozibose bahembwa isaha 1 y'ikiruhuko bahembwa kumasaha 30 bakoze ("ikiruhuko kibarwa"), kugeza amasaha 48 kumwaka.
- Abakozi basabwa kwishyurwa umushahara wabo usanzwe mu gihe cy'ibiruhuko, kandi umukoresha agomba gukomeza inyungu zabo.
- Amasaha agera kuri 48 y'ikiruhuko adakoreshe atwarwa kugira ngo akoreshe mu mwaka utaha.
- Ushaka ibisobanuro birambuye ku bibazo byihariye (amasaha adasanzwe, umushahara utari uw'isaha, n'ibindi), reba Amategeko yo Kurinda Umushahara 3.5, 7 CCR 1103-7.
- Amasaha agera kuri 80 y'ikiruhuko cy'inyongera akurikizwa mu gihe cyihutirwa cy'ubuzima rusange (PHE), kugeza ibyumweru 4 nyuma yuko PHE irangiye.\*

**Abakozi bashobora gukoresha ikiruhuko kibarwa kubw'umutekano ukurikira cyangwa ibikenewe by'ubuzima:**

- (1) uburwayi bwo mu mutwe cyangwa ku mubiri, gukomereka, cyangwa ubuzima bubuza akazi, harimo gusuzuma cyangwa kwita ku kwirinda;
- (2) Ihohoterwa rikorerwa mu ngo, ihohoterwa rishingiye ku gitsina, cyangwa ihohoterwa rikorerwa ubuzima, kwimuka, amategeko, cyangwa izindi serivisi zikenewe;
- (3) kwita ku bagize umuryango ufite ikibazo cyasobanuwe mu cyiciro (1) cyangwa (2);
- (4) Intimba, gushyingura/kwitabira urwibutso, cyangwa ibikenerwa mu bijyanye n'amafaranga nyuma y'urupfu rw'umuryango;
- (5) bitewe nikirere kibi, ingufu/ubushyuh/gutakaza amazi, cyangwa ibindi bintu bitunguranye, abakozi bakeneye (a) kwimura aho batuye, cyangwa (b) kwita ku munyamuryango cyangwa ishuri ryabo ryafunzwe; *cyangwa*
- (6) Muri PHE, umukozi wa leta yafunze aho bakorerwa, cyangwa ishuri cyangwa aho barera umwana w'umukozi.

**Politiki y'abakoresha (Itangazo; Inyandiko; Gukoresha Kwiyongera; Ibanga; hamwe no kwandika Kwishyurwa Ibiruhuko)**

- **Amatangazo yanditse.** Abakoresha bagomba (1) gutanga kumenyesha abakozi bashya bitarenze izindi nyandiko/politiki; na (2) kwerekana ibyapa bigezweho, no gutanga amatangazo agezweho ku bakozi basanzwe, umwaka urangiye.
- **Menyesha ikiruhuko "giteganijwe".** Abakoresha bashobora gukoresha "inzira zifatika" mu nyandiko zerekana uburyo abakozi bagomba gutanga integuza niba bakeneye ikiruhuko "giteganijwe", ariko **ntibashobora guhakana ikiruhuko gihembwa** kutubahiriza iyo politiki.
- **Umukoresha ashobora gusaba ibyangombwa kugira ngo yerekane ko ikiruhuko cyemewe cyabaye kubw'impamvu zujuje ibisabwa gusa mu gihe ikiruhuko cyabaye iminsi ine cyangwa irenga yikurikiranya ( ni ukuvuga iminsi umukozi yaba yarakoze, ntabwo ari iminsi yingengabihe).**
- **Inyandiko ntisabwa kugira ngo hafate ikiruhuko cyemewe,** ariko bishobora gusabwa mu gihe umukozi asubiye ku kazi cyangwa atandukanywe n'akazi (icyaricyo cyose cya vuba). **Nta byangombwa bishobora gusabwa ku kiruhuko cya PHE.**
- **Kugira ngo wandike ikiruhuko ku bakozi (cyangwa umunyamuryango w'umukozi) ukeneye ubuzima,** umukozi ashobora gutanga: (1) inyandiko yatanze na serivise y'ubuzima cyangwa imibereho myiza y'abaturage *niba* serivisi yakiriwe kandi inyandiko ishobora kuboneka mu gihe gikwiye kandi nta yandi yongeyeho; ***nahubundi* (2)** inyandiko y'umukozi wenyine.
- **Inyandiko zerekeye ihohoterwa rikorerwa mu ngo, ihohoterwa rishingiye ku gitsina, cyangwa ibyaha bishingiye ku gitsina** rishobora kuba inyandiko cyangwa inyandiko muni ya (1) hejuru (*urugero* utanga serivisi zemewe cyangwa gutanga ubuhungiro) cyangwa (2) hejuru, cyangwa inyandiko y'amategeko (kubuza itegeko, raporo ya polisi, n'ibindi).
- **Niba umukoresha asanze mu buryo bushyize mu gaciro ibyangombwa by'abakozi,** umukoresha agomba: (A) menyesha umukozi mu minsi irindwi uhereye igihe yakiriye ibyangombwa cyangwa kugaruka k'umukozi ku kazi cyangwa gutandukana (ibyho ari byo bya vuba), kandi (B) guha umukozi nibura iminsi irindwi kugira ngo akire ikibazo.
- **Gukoresha Kwiyongera.** Ukurikije politiki yumukoresha, abakozi barashobora gukoresha ikiruhuko haba mumasaha cyangwa iminota itandatu.

- **Ubuzima bwite bw'umukozi.** Abakoresha ntibashobora gusaba abakozi kwerekana "amakuru" yerekeye amakuru y'ubuzima cyangwa y'umutekano bijyanye n'umukozi (cyangwa umuryango wabo) HFWA; ayo makuru agomba gufatwa nk'ibanga ry'amakuru y'ubuvuzi.
- **Inyandiko zigomba kubikwa no gutangwa bisabwe** Abakoresha bagomba gutanga ibyangombwa byerekana umubare w'igihe cy'ibiruhuko bahembwa abakozi bafite (1) baboneka kugira ngo bakoreshe, na (2) basanzwe bakoresha mu gihe cy'umwaka w'inyungu, harimo ikiruhuko cya PHE cyiyongera. Amakuru ashobora gusabwa rimwe mu kwezi cyangwa mu gihe hagaragaye ikiruhuko cya HFWA.

**Kwihorera cyangwa Kwivanga n'uburenganzira bwa HFWA**

- **Ikiruhuko cyishyurwa ntigishobora kubarwa nko "kubura"** ibyo bishobora kuvamo kwirukana cyangwa ubundi bwoko bwibikorwa bibi
- **Umukozi ntashobora gusabwa gushaka "umukozi wasimbuye"** cyangwa ubwishingizi bw'akazi mu gihe afata ikiruhuko ahembwa.
- **Umukoresha ntashobora kwirukana, gutera ubwoba, cyangwa ubundi kwihorera, cyangwa kubangamira ikoreshe ry'ikiruhuko na,** umukozi: (1) gusaba cyangwa gufata ikiruhuko cya HFWA; (2) kumenyesha cyangwa gufasha undi muntu gukoresha uburenganzira bwa HFWA; (3) gutanga ikirego cya HFWA; cyangwa (4) gufatanya/gufasha mu iperereza ku ihohoterwa rya HFWA.
- **Niba umukozi ashira mu gaciro, ufite umutima mwiza HFWA kurega, gusaba, cyangwa ikindi gikorwa kitari cyo,** umukoresha ntagomba kubyemera cyangwa kubitanga, ariko ntashobora *kurwanya* umukozi kubera byo. Umukozi *ashobora* guhura n'ingaruka zo gukoresha nabi ikiruhuko.

**UBUZIMA BURINDA/KUGARAGAZA UMUTEKANO & KUGARAGAZA ("PHEW"):**  
**Uburenganzira bw'abakozi bwo kwerekana ubuzima bw'akazi/Ibibazo by'umutekano & Koresha ibikoreshe birinda**

**Ibyishingiye: Abakoresha bese n'abakozi, wongeyeho bamwe mu bashoramari bigenga**

- PHEW ntabwo ikubiyemo "abakoresha" na "abakozi," ahubwo "abayobozi" bese (umukoresha cyangwa ubucuruzi bufite nibura abashoramari 5 bigenga ) na "abakozi" (Abakozi cyangwa abashoramari bigenga bakorerwa "umuyobozi").

**Uburenganzira bw'abakozi bwo kurwanya kutubahiriza ubuzima/umutekano mu kazi:**

- Birabujijwe kwihorera, cyangwa kwivanga, ibikorwa bikurikira:
  - (1) **kubyutsa impungenge zifatika,** harimo mu buryo butemewe, umuyobozi, abandi bakozi, guverinoma, cyangwa rubanda, ku bijyanye no kurenga ku kazi ku mategeko ya leta y'ubuzima cyangwa umutekano, cyangwa ubuzima bukomeye ku kazi cyangwa guhungabanya umutekano;
  - (2) **kurwanya cyangwa gutanga ubuhamya, gufasha, cyangwa kwitabira** mu iperereza cyangwa gukomeza ibijyanye no kwihorera, cyangwa kwivanga mu myitwarire yavuzwe haruguru.
- Umuyobozi ntagomba gukemura ikibazo cya PHEW cy'umukozi, ariko nanone ntashobora kwirukana cyangwa gufata ikindi gikorwa *kirega* umukozi kubera gutera impungenge nkizo, igihe kirekire nkuko impungenge zashyize mu gaciro kandi mu buryo bwiza.

**Uburenganzira bw'abakozi bwo gukoresha ibikoreshe byabo bwite byo kurinda ("PPE"):**

- Umukozi agomba kwemererwa **kwambara ku bushake PPE** (agapfukamunwa, akarinda isura, udupfukantoki, n'ibindi) niba PPE (1) itanga **ubwirinzi burenze** kuruta ibikoreshe byatanze ku murimo, (2) **bisabwe** n'ikigo cya leta gishinzwe ubuzima (federasiyo, leta, cyangwa intara), kandi (3) ntabwo bituma umukozi **adashobora gukora akazi.**

**UBURENGANZIRA BUKURIKIRA (muni ya HFWA & PHEW)**

- Menyesha amakosa ku Ishami nk'ibirego cyangwa inama zitamenyekanye, cyangwa dosiye mu rukiko nyuma y'incungu ziteganywa n'amategeko zashize.

Iri tangazo ryerekana muri make amategeko abiri y'ubuzima rusange bwa Colorado: C.R.S. § 8-13.3-401 et seq., (ikiruhuko cyishyurwa), na C.R.S. § 8-14.4-101 et seq. (kumenyekanisha ubuzima bwiza n'umutekano) harimo ubugororangingo bugezweho guhera itariki yiri tangazo Ntabwo ikubiyemo andi mategeko y'ubuzima cyangwa umutekano, amategeko, n'amabwiriza, harimo n'amategeko agenga umutekano w'umurimo n'ubuzima (OSHA), kuva mu ishami ry'ubuzima rusange n'ibidukikije rya Colorado (CDPHE), cyangwa mu bigo nderabuzima rusange. Menyesha ibyo bigo amakuru nkaya y'ubuzima n'umutekano.

\*Mu PHE, abakozi bunguka amasaha y'ikiruhuko kuko badashobora gukora, kwipimisha, gushyira mu kato, kwita ku muryango mubihe nkibi, n'ibikenewe bijyanye. Nta PHE ubu iri mubikorwa; iki cyapa kizavugururwa niba umwe yatangajwe

**Iki cyapa kigomba kwerekanwa aho byoroshye kugera ku bakozi, bigasangirwa n'abakozi ba kure, bitangwa mu zindi ndimi nk'uko bikenewe, kandi bigasimbuzwa verisiyo iyo ari yo yose ivugururwa buri mwaka.**

**Iki cyapa ni incamake kandi ntishobora gushingirwaho nk'amakuru yuzuye y'umurimo. Ku mategeko yose, impapuro zifatika, ibisobanuro, ibibazo, cyangwa ibirego, hamagara:**

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