

INDEPENDENT SCHOOL DISTRICT 196
Dugsiyada Dadweynaha Rosemount-Apple Valley-Eagan
Waxbaridda ardaydeena si ay u gaaraan awoodooda buuxda

Lambarka Taxanaha ah **406.9P** La meelmariyay **Febraayo 2017** Waxaa dib wax looga badalay **Maarso 2022**

Cinwaanka **Xeerka Qoyska iyo Fasaxa Caafimaadka (Family and Medical Leave Act)(FMLA)**

1. Xaq u yeelashada Fasaxa

- 1.1 Shaqaalaha xaqa u leh ee u shaqeeya loo shaqeeyaha barnaamijka kujira waxay qaadan karaan ilaa 12 todobaad oo ah fasax aan lacag la siinayn, shaqadana loo ilaalinayo muddo 12 bilood ah sababaha soo socda dartood:
 - 1.1.1 Dhalashada canug ama qaadashada canug la korsanayo ama la xanaanaynayo;
 - 1.1.2 Si canugga iyo qofku iskugu xirmaan (waa in uu fasax qaato sannad gudihiis marka canuggu dhasho ama la soo qaato);
 - 1.1.3 Si loo daryeelo lammaanaha shaqaalaha, canugga ama waalidka qaba xaalado caafimaad oo culus;
 - 1.1.4 Marka ay timaaddo xaaladda caafimad ee khattarta ah ee shaqaalaha taasoo ka dhigaysa shaqaalaha in uusan awood u lahayn in uu qabto shaqadiisa;
 - 1.1.5 Xaq u yeelashada degdegga ah ee la xiriirta in xubin militari ah waddan dibadda ah la geeyo kaasoo ah lammaanaha shaqaalaha, canug ama waalid.
- 1.2 Shaqaalaha xaqa u leh ee kujira lammaanaha qofka askariga ah, canugga, waalidka, ama walaalka u dhow waxa uu sidoo kale qaadan karaa fasaxa FMLA oo 26 todobaad ah muddo 12 bilood ah si uu u daryeelo xubinta askariga ah ee qaba dhaawaca ama xanuunka daran.
- 1.3 Shaqaalaha waajib kuma ahan in uu fasaxa hal meel isticmaalo. Marka caafimaad ahaan loogu baahan yahay ama si kale loogu baahdo, shaqaaluhu qaadan karaan fasax si goos-goos ah ama jadwal la soo gaabiyay ah.
- 1.4 Shaqaaluhu waxay dooran karaan, amase loo shaqeeyuhu wuxuu shardi uga dhigi karaa, isticmaalka fasaxa lacagta lagu qaato ee aruuray marka uu qaadanayo fasaxa FMLA. Haddii shaqaaluhu ku badasho fasaxa lacagta lagu qaadanayo ee aruuray FMLA, shaqaaluhu waa in uu u hogaansamaa xeerarka fasaxa lacagta lagu qaato ee loo shaqeeyaha.

2. Faa'iidoyinka iyo Difaacyada

- 2.1 Marka ay shaqaaluhu kujiraan fasaxa FMLA, loo shaqeeyayaashu waa in ay sii wadaan daboolidda caymiska caafimaadka hadduusan shaqaaluhu fasax kujirin.
- 2.2 Marka ay ka soo laabtaan fasaxa FMLA, shaqaalaha intooda badan waa in lagu soo celiyo isla shaqadii ama mid u dhow oo leh lacag, dheefo iyo xeerar iyo shuruudo shaqaalaysiin oo lamid ah tii hore.
- 2.3 Loo shaqeeyuhu waa in uusan soo faragalin xaquuqaha FMLA ee qofku leeyahay ama uusan uga cadgoosan qofka isticmaalkiisa ama iskudaygiisa isticmaalka fasaxa FMLA, taasoo kahor imaanaysa shaqo kasta oo sharci darro loogu sameeyo FMLA, ama la xiriirta dacwad kasta oo hoos imaanaysa ama la xiriirta FMLA.

3. Shuruudaha U qalmidda – Shaqaalaha uu shaqeyaha loo shaqeeye barnaamijka kujira waa in uu buuxiyaa saddex shuruudood si uu xaq ugu yeesho fasaxa FMLA. Shaqaaluhu waa in uu:

- 3.1 Shaqaalaha u shaqaynayay ilaa 12 bilood;

- 3.2 Waa in uu ugu yaraan 1,250 saacadood shaqaynayay 12ka bilood kahor inta uusan fasaxa qaadan (shuruudaha “saacadaha adeegga” khaaska ah ayaa qabanaya shaqaalaha diyaaradaha ka shaqeeya), iyo
- 3.3 In uu ka shaqeeyo goob loo shaqeeyaha ay u joogaan ugu yaraan 50 shaqaale oo 75 mayl isu jira oo ah goobta shaqada shaqaalaha.

4. Codsashada Fasaxa

- 4.1 Guud ahaan, shaqaaluhu waa in ay 30 maalmood oo ogaysiis hordhac ah bixiyaan markay u baahdaan fasaxa FMLA. Haddii aysan suurogal ahayn in ogaysiis 30 maalmood ah la bixiyo, shaqaaluhu waa in uu loo shaqeeyaha ugu wargaliyaa sida ugu dhaqsaha badan uuna, guud ahaan, raaca hannaanka caadiga ah ee loo shaqeeyaha.
- 4.2 Shaqaalaha waajib kuma ahan in ay baaritaan caafimaad la wadaagaan loo shaqeeyaha laakiin waa in ay siiyaan macluumaad ku filan si uu go'aan uga gaaro in fasaxu u qalmo ilaalinta FMLA iyo in kale. Macluumaadka dhammaystiran waxaa kamid noqon kara ku wargalinta loo shaqeeyaha in shaqaaluhu uusan awoodin awoodina doonin qabashada howlihiisa ama howlaheeda shaqo, in xubin qoyska katirsan uusan qabsan karin howlaha maalinlaha ah, ama in uu isbitaalka joogo ama daawey caafimaaduu sii wataa ay lagama maarmaan tahay. Shaqaaluhu waa in uu loo shaqeeyaha ku wargaliyaa in baahida fasaxu tahay horay loogu qaatay ama loogu ogolaaday fasaxa FMLA.
- 4.3 Loo shaqeeyayaashu waxay u baahan karaan aqoonsasho ama dib u aqoonsasho xilli leh taasoo taageeraysa baahida loo qabo fasaxa. Haddii loo shaqeeyuhu go'aan ku gaaro in aqoonsigu yahay mid aan dhammaystirnayn, waa in uu keenaa ogaysiis qoraal ah oo muujinaya macluumaadka dheeraadka ah ee loo baahan yahay.

5. Mas'uuliyaadka Loo shaqeeyaha

- 5.1 Marka loo shaqeeyuhu noqdo uu ka war helo in baahida fasaxa ee shaqaalaha ay sababtay arin u qalanta FMLA, loo shaqeeyuhu waa in uu shaqaalaha ku wargaliyo in uu xaq u leeyahay ama ay u leedahay fasaxa FMLA iyo in kale iyo, haddii uu u qalmo, waa in uu sidoo kale siiyaa ogaysiis ku saabsan xaquuqaha iyo mas'uuliyadaha kujira FMLA. Haddii uusan shaqaaluhu xaq u lahayn, loo shaqeeyuhu waa in uu siiyaa sababta uusan ugu qalmin.
- 5.2 Loo shaqeeyayaashu waa in ay shaqaalaha ku wargaliyaan in fasaxa looga tala galayo in uu yahay FMLA iyo in kale iyo, haddii ay saas tahay, inta ay tahay tirada fasaxa looga tala galayo in uu yahay fasaxa FMLA.

6. Dhaqabgalinta

- 6.1 Shaqaaluhu waxay dacwad u gudbi karaan Waaxda Shaqaalaha Maraykanka, Qaybta Saacadda iyo Mushaarka, ama waxay dacwad gaar ah kusoo oogi karaan loo shaqeeyaha.
- 6.2 FMLA ma saamaynayo sharci federaal ama mid gobol oo mamnuucaya takoorka ama amase ma badalayo sharci gobol ama mid deegaan ama heshiis gorgortan wadajir ah kaasoo bixinaya xaquuqo fasax caafimaad ama qoyska ah oo kan ka wanaagsan.
- 6.3 Si aad u hesho macluumaad dheeraad ah ama aad dacwad u gudbiso:

6.3.1 1-866-487-9243 (TTY 1-877-889-5627)

6.3.2 www.dol.gov/whd

Tixraac - 29 CFR Qaybta 825, Xeerka Fasaxa Caafimaadka iyo Qoyska 1993