



# ADEEGSIGA WAQTIGA FASAXA MUSHAARKA LEH, MACAASHYADA OFLA IYO PAID LEAVE OREGON

Barnaamij cusub oo u oggolaanaya shaqaalaha ku sugar Oregon inay qaataan fasax mushaar leh xilliyada qaar ee ka mid ah waqtiyada nolosha ee ugu muhiimsan ee saameeya qoysaskeena, caafimaadkeena iyo badqabkeena.

## **Adeegsiga Macaashyada Paid Leave Oregon, OFLA, iyo Waqtiyada Fasaxa Mashaarka Leh ee Loogu talagalay Shaqaalaha**

Paid Leave Oregon iyo xafiiska Oregon Bureau of Labor & Industries (BOLI) ayaa dokumeentigan sameeyeen si isbarbardhig loo sameeyo barnaamijka guud si loo qeexo xuquuqaha iyo waajibaadyada saaran shaqaalaha iyo shaqo-bixiyeyaasha marka shaqaaluhu codsado inuu isticmaalo mushaarka fasaxa ee uu kasbaday (tusaale fasaxa duurbaxa, fasaxa jirrada, ama waqtiga gaarka ah) hadduu shaqaaluhu qaatay fasaxa la ilaaliyo ee hoos yimaada [Paid Leave](#), midka hoos yimaada [Oregon Family Leave Act \(OFLA\)](#) ama labaduba. Looguma talagalin in lagu bixiyo la-talin sharchiyeed ama maaliyadeed mana daboolo dhammaan ka-dhaafitaanada suurtogalka ah oo dhan. Barnaamij kasta wuxuu leeyahay u-qalmitaan gaar ah iyo arrimo kala duwan (eeg jaantuska isbarbardhingga [OFLA/Paid Leave](#)).

Haddii shaqaaluhu fasax u qaataan dhacdo loogu qalmo macaashyada oo hoos timaada OFLA iyo Paid Leave labaduba, waa inay fasaxa isku mar ka qaataan OFLA iyo Paid Leave. Si kastaba ha ahaatee, qawaaniinta iyo sharchiyadda maamul ee OFLA iyo Paid Leave way kala duwan yihiin marka la eego isticmaalka waqtiga fasaxa mushaarka leh ee shaqaaluhu kasbaday marka laga soo tago macaashyada fasaxa ee hoos yimaada barnaamij kasta. Dokumeentigan wuxuu jawaabo ka bixinayaa su'aalaha inta badan la isweydiyo wuxuuna dulmar ka bixinayaa xuquuqaha shaqaalaha iyo shaqo-bixiyaha iyo waajibaadyada hoos yimaada OFLA iyo Paid Leave.

Shaqo-bixiyeyaashu waa inay dabaqaan qoddobada ka midka ah qaantuunka iyo sharchiyadda maamul kuwaas oo ah kuwa u wanaagsan shaqaalaha u-qalma inuu fasax u qaato isla dhacdada uu macaashka ugu qalmo ee hoos timaada OFLA iyo Paid Leave.<sup>1</sup>

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<sup>1</sup> [OAR 839-009-0220](#)

**Su'aal: Ma loo oggol yahay shaqaaluhu inuu isticmaalo waqtiga fasaxa mushaarka leh ee uu kasbaday markuu isku mar qaadanayo macaashyada OFLA iyo Paid Leave?**

**Jawaab:** Haa, shaqaalaha waxaa loo oggol yahay inay isticmaalaan waqtiga jirrada ee mushaarka leh, waqtiga fasaxa, ama waqtiyada kale ee la kasbaday inta ay ku jiraan fasax kasta oo lagu daboolo macaashyada OFLA ama Paid Leave.

**Su'aal: Miyay shaqaaluhu isku mar qaadan karaan macaashyada Paid Leave iyo macaashyada waqtiga fasaxa mushaarka leh ee ay kasbadeen?**

**Jawaab:** Haa, shaqaaluhu way qaadan karaan macaashyada Paid Leave iyagoo sidoo kale qaadanaya waqtiga fasaxa jirrada, fasaxa duurbaxa, ama fasaxa mushaarka leh ee la kasbaday.<sup>2</sup>

**Su'aal: Miyuu shaqo-bixiyuhu uga baahan karaa shaqaalaha inuu isticmaalo waqtiga fasaxa mushaarka leh ee uu kasbaday ee markuu isku mar qaadanayo OFLA iyo Paid Leave?**

**Jawaab:** Maya, shaqo-bixiyeyaashu kama rabi karaan shaqaalaha inuu isticmaalo waqtiga fasaxa ee mushaarka leh ka hor ama marka uu qaadanayo macaashyada Paid Leave. Qoddobada Paid Leave way ka wanaagsan yihiin kuwa OFLA oo guud ahaan uma oggola shaqo-bixiyuhu inuu uga baahdo shaqaalaha inuu isticmaalo waqtigiisa fasaxa mushaarka leh ka hor ama marka uu qaadanayo dheefaha macaashyada Paid Leave.

**Su'aal: Maxaa dhacaya haddii shaqo-bixiyuhu geli karo gorgortan guud ama heshiis kale oo sharci ah oo ka rabi kara shaqaaluhu inuu isticmaalo waqtiga fasaxa ee mushaarka leh ee la kasbaday?**

**Jawaab:** Hadduu shaqaalaha qaata macaashyada OFLA iyo Paid Leave uu ku khasban yahay inuu fuliyo heshiis qoraal ah, oo uu ku jiro heshiiska gorgortanka guud, heshiiskuna dhigayo qodob gaar ah oo ka hadlaya isticmaalka waqtiga fasaxa mushaarka leh ee la kasbaday, heshiisku waa la dabaqj karaa haddii uusan khilaafin sharciyadda xukuma macaashyada OFLA ama Paid Leave midkood. Haddii heshiisku khuseeyo shaqaalaha qaadanaya Paid Leave, shaqo-bixiyaha ayaa laga yaabaa inuu oggolaado, balse waajib kuma ahan, shaqaaluhu inuu isticmaalo waqtii kale oo fasaxa mushaarka leh ee la kasbaday. Shaqo-bixiyeyaashu waa inay ka hubiyaan qareenka si ay u ogaadaan in Xeerka Fasaxa Qoyska iyo Caafimaadka (Family and Medical Leave Act, FMLA) uu u oggolaanayo inay shaqaalaha uga baahan karaan inuu isticmaalaan waqtiga fasaxa mushaarka leh ee la kasbaday.

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<sup>2</sup> ORS 657B.030