

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

Ma inaan bixiyaa wax ku daritaanka/qaaraanka?

Ku dhawaad dhammaan dadka ka shaqeeyaa gudaha Oregon waa inay ku bixiyaan wax ku daritaanka shaqaalaha Paid Leave Oregon (Fasaxa Mushaarka lagu qaato ee Oregon). Wuxaa bixinaysaa qaaraanka oo waxaad xaq u yeelanaysaa dheefaha haddii aysan ahayn inaad u shaqeyso dawlada dhexe, Dawlad qabiileed, ama aad iskii u shaqeyso.

Maxaa dhacaya haddii aan ka shaqeeyo in ka badan hal gobol, oo ay ku jirto Oregon?

Eeg [hagaheena tallaabo-tallaabada ah](#) si aad u ogaado haddii aad qaaraan/wax ku daritaano sameynye.

Intee in le'eg ayaan ku bixinayaa qaaraanka/wax ku daritaanka?

Wax ku daritaanka shaqaaluhu waa 0.6% ee mushaharka sannadka 2023. Tusaale ahaan, \$1,000 mushahar ah, waxaad u bixin doontaa \$6 ($\$1,000 \times 0.006 = \6) si qayb ka mid ah wax ku daritaankaada. Wuxaa kaliya ku bixinaysaa wax ku daritaanada \$132,900 mushahar ahaan sannadka 2023. Mushaharka guud waa lacagta lagu siiyo ka hor inta aan wax canshuur ah laga jarin. Loo-shaqeeyayaashu waxay u xisaabiyaan wax ku daritaankaada si ku salaysan mushaharkaaga guud. Haddii aad leedahay lacag-jaryo gaar ah sida kharash-garayn dabacsan ama koontooyinka kaydka caafimaadka, waxa laga saarayaa mushaharkaaga guud ka hor inta uusan loo-shaqeeyahaagu xisaabin wax ku darsigaaga.

Sidee baan u bixinayaa wax ku darsiga?

Loo-shaqeeyahaaga ayaa ka goynaya wax ku darsigaaga mushaharkaaga mar kasta oo ay mushaharka ku siinayaan. Waxay wargeliyan oo u diraan Waaxda Shaqada dhammaadka rubuc sannadeed kasta. Wax ku darsigaagu waxaa lagu liis gareeyaa mushaharkaada si ka jaris mushaharka aad hesho ahaan ah.

Ka warran haddii loo-shaqeeyahaygu doonayo inuu bixiyo wax ku darsigeyga?

Loo-shaqeeyayaashu waxay dooran karaan inay bixiyaan qaar ama dhammaan wax ku darsiyayaasha shaqaalahooda. Haddii loo-shaqeeyahaagu uu go'aansado inuu bixiyo qayb ama dhammaan wax ku darsiyada, waa inay kuugu sheegaan waxa ay ku bixinayaan qoraal ahaan, sida ka siyaasadda shirkadda ahaan ama ogeysiiska loo diro shaqaalaha. Haddii loo-shaqeeyahaagu uu sheego inay bixinayaan dhammaan wax ku darsiyadaada, waxba kaagama goyn doonaan mushaharkaaga si wax ku darsi ahaan ah. Haddii ay bixinayaan qayb keliya oo ka mid ah wax ku darsigaaga, waxay ka goyn karaan inta hadhay mushaharkaaga. Tusaale ahaan, haddii loo-shaqeeyahaagu uu kaa bixinaayo 50% oo ah wax ku darsiga shaqaalaha, \$1,000-kii mushaharka ahaan, loo-shaqeeyahaagu ma kaa goyn karo wax ka badan \$3 ($\$1,000 \times 0.006 \times 0.5 = \3).

Sideen ku hubin karaa in loo-shaqeeyahaygu uu iga goynayo qaddarka saxda ah?

Wuxaa isticmaali kartaa [xisaabiyaheena wax ku darsiga](#) si aad u hesho qiyas degdeg ah.

Si aad gacanta ugu xisaabiso wax ku darsigaaga, waxaad u baahan doontaa koobi ah jeega mushaharkaada. Dhammaan jeegaga mushaharkaadu waxay u muuqdaan kuwo kala duwan.

1. Ka hel meel ay ku qoran tahay "gross wages" gudaha jeegaada mushaharka. Tani waa wadarta guud ee mushaharkaaga ka hor inta aan wax laga jarin.
2. Ku dhufo "gross wages" 0.006. Tani waa qadarka ugu badan ee wax ku darsiga ah ee ay tahay in loo-shaqeeyahaagu kaa bixiyo/jaro.
3. Soo hel qaddarka Fasaxa Mushaharka Lagu qaato ee Oregon ee loo-shaqeeyahaagu uu ka saaray mushaharkaaga. Qadarkan waxa lagu liis gareyn karaa qayb ay ku qoran tahay cashuuro, sida haynta dawlada dhexe, Cashuurta Gaadiidka-safrinta Rakaabka gudaha Gobolka oo dhan, iyo Medicare.

4. Haddii qaddarka loo-shaqeeyahaagu uu ka qaata mushaharkaaga ay ka badan tahay qaddarka aad xisaabisay:
 - a. Loo-shaqeeyahaagu waxa laga yaabaa inuu kaa jaray wax ku darsi dheeraad ah si ah saxid ku aadan mushahar bixin muddo sii horeysay ah. Hoos ka eeg sida loo eego wixii sixitaano ah.
 - b. Loo-shaqeeyahaagu waxa laga yaabaa inuu kaa gooyay wax ku darsi ka badan inta Fasaxa Mushaharka Leh 'Paid Leave' uu oggol hayah.
5. Haddii lacagta loo-shaqeeyahaagu kaa qaaday ay ka yar tahay inta aad xisaabisay:
 - a. Waxaa laga yaabaa iney kuu sugnaatay lacag-bixinno uu loo-shaqeeyahaagu kaa qaado ka hor wax-ku-darsiga, si aad u bixiso wax yar.
 - b. Loo-shaqeeyahaagu waxa laga yaabaa inuu bixinaayo qayb ama dhammaan wax ku darsigaaga.
 - c. Loo-shaqeeyahaagu waxa laga yaabaa in aanu kaa qaadan wax ku darsi filan.

Loo-shaqeeyuhu ma ka iga qaadan karaa wax ka badan inta Fasaxa Mushaharka Leh uu oggol yahay mushaharkayga?

Haddii loo-shaqeeyahaagu aanu ka qaadaneynin wax ku filan jeegaga mushaharkaaga, waxay ku habeyn karaan iyagoo ka goosanaya wax ku daritaano dheeraad ah jeegaga mushaharkaaga mustaqbalka, ilaa iyo inta ay sameenayaan sixitaanada isla rubuca taariikh jadwaleedka. Tusaale ahaan, haddii loo-shaqeeyahaagu uu seegay inaa kaa gooyo wax ku daristii bishii Febraayo, si loo saxo khaladka waxay u baahan yihiin inay kaa gooyaan wax ku darista maqan ka hor Maarsio 31. Haddii loo-shaqeeyahaagu aanu kaa goynin wax ku daritaan filan dhamaadka rubuc-sannadeedka, waa inay bixiyaan wax ku darista la seegay mana ka soo qaadan karaan wax ku daritaanadaas mushaharkaaga.

Wax ku daritaanada jeegaga mushaharka ee la soo saaray gudaha 2023:	Waxa laga qaadan/goosan karaa jeegaga mushaharka ee la bixiyay:
Rubuc sannadeedka 1-aad: Janaayo, Febraayo, Maarsio	Maarsio 31
Rubuc sannadeedka 2-aad: Abriil, Maayo, Juun	Juun 30
Rubuc sannadeedka 3-aad: Luuliyo, Agoosto, Sabtembar	Sebtembar 30
Rubuc sannadeedka 4-aad: Oktoobar, Nofeembar, Diseembar	Diseembar 31

Si aad u eegto in wadarta wax ku daristaadu ay sax tahay hal rubuc, waxaad u baahan tahay jeega mushaharka ee ugu dambeeya ee aad heshay sannad rubuceedkaas. Tusaale ahaan, waxa aad isticmaali doonta jeega mushaharkii ugu dambayay ee aad heshay bishii Maarsio si aad u eegto qadarka wax ku darista ee sannad rubuceed 1 aad. Intaa kadib, hel cadadkaaga "year to date" ("YTD") ee mushaharka guud iyo wax ku daritaanada Fasaxa Mushaharka leh. Iisticmaal isla tallaabooyinka kor lagu qoray si aad u ogaatid in loo-shaqeeyahaagu uu qaata qaddar sax ah iyo in kale. Haddi cadadka aad ku bixisay wax ku darista sannad rubuceedka ay ka badan tahay inta aad xisaabisay iyadoo lagu salaynayo mushaharkaaga guud ee YTD, markaa waxa laga yaabaa in loo-shaqeeyahaagu uu kaa qaata/gostay lacag khaldan.

Maxaan sameeyaa haddii aan u maleeyo in loo-shaqeeyahaygu uu wax badan iiga jaranaayo wax ku daritaanada?

Waa inaad isla markiiba ogeysiisaa loo-shaqeeyahaaga haddii aad u malaynayo inay khalad sameeyeen. Waa aad ka wada shaqayn kartaan si aad u ogaataan in qaddarka wax ku daristu uu sax yahay. Haddii loo-shaqeeyahaagu uu qabo su'aalo ku saabsan wax ku daritaanada Fasaxa Mushaharka leh ee Oregon, waa inay la xidhiidhaan Waaxda Shaqada ee Oregon Qeybta Wax-ku-daritaanada iyo Ka Soo-kabashada (the Oregon Employment Department Contributions and Recovery Unit)si ay u caawiyaan 503-947-1488. Haddii aad u sheegto loo-shaqeeyahaaga inaad aaminsantahay inay wax badan ka qaadanayaan mushaharkaaga oo ayna kugu khilaafan, waxaad cabasho uga gudbin kartaa Xafiiska Shaqada iyo Warshadaha ee Oregon (Oregon Bureau of Labor & Industries, BOLI) adigoo isticmaalaya Boggooda_xareyso_cabasho. Haddii aad qabto su'aalo, iimayl ahaan ugu soo dir BOLI_help@boli.oregon.gov ama wac 971-245-3844.