

# FASAXA XANUUNKA IYO FASAXA CAAFIMAADKA EE LAGU HELO MUSHAARKA OGEYSIISKA XAQUUQAHA SHAQAALAHA WAXAY DHAQANGELAYSAA LUULYO 1, 2023



**FASAXA XANUUNKA IYO FASAXA CAAFIMAADKA EE LAGU HELO MUSHAARKA (EARNED SICK AND SAFE LEAVE, ESSL) WUXUU DHIGAYAA IN SHIRKADAHA LOO SHAQEYO AY BIXIYAAN FASAX XANUUN IYO FASAX CAAFIMAAD OO MUSHAAR LAGU SIINAAYO SHAQAALAHA KA SHAQEYTA BLOOMINGTON.**

**WAXAAD XAQ U LEEDAHAY FASAXA XANUUNKA IYO FASAXA CAAFIMAADKA EE MUSHAARKA LAGU HELI EE LOO ADEEGSAN KARO DARYEEL, DAAWEYN AMA CAAFIMAADKAAGA AMA XUBINTA QOYSKA.**

## YAA U QALMA?

Shaqaalaha ka shaqeynaaya Bloomington 80+ saacadood muddo dhan sanad. Shaqaaluhu waxay noqon karaan kuwo maalinta oo dhan shaqeeya, kuwo maalin barkeed shaqeeya, kuwo kumeel gaar ah, ama xili gaar ah shaqeeya.

## SIDEE LOO BIXIYAA?

ESSL waa in lagu bixiyaa isla jadowalka iyo isla heerka mushaarka caadiga ah.

## SIDEE KU HELAA FASAXA MUSHAARKA LAGU HELO?

HAL saac ESSL 30 kii saacadood oo la shaqeeya.  
Shaqaaluhu waxay heli karaan ilaa 48 saacadood/sanadkii.  
ESSL ka aan la isticmaalin ilaa sanadka soo socda.

## FIIRI WARQADA MUSHAARKAAGA

Shirkadaha loo shaqeeyo waa inay ku qoraan cadadka fasaxa jirada iyo caafimaadka la helay ee ku jira jeegga jeeggaga mushaarka.

## GOORMA IYO SIDEE AYAA LOO ISTICMAALAA FASAXA MUSHAARKA LEH?

Shaqaaluhu waxay isticmaali karaan wakhtiga fasaxa (a) baahiyaha caafimaadka, jirka, maskaxda ama caafimaadka, (b) xiritaanka dugsiga ama goobta shaqada, iyo (c) marka iyaga ama xubin qoysku yahay dhibane rabshad guri la kulmay, faraxumayn galmo, ama hanjabaad.

Aargoosiga ka dhanka ah shaqaale isku dayaya inuu isticmaalo ESSL waa mamnuuc. Shaqaaluhu wuxuu u dacwoon karaa loo shaqeeyaha ka aargoosta shaqaalaha ama ku guul daraystay bixinta ESSL. Haddii aad aaminsan tahay in xuquuqdaada ESSL lagu xadgudbay, waxaad cabasho u gudbin kartaa: Iimaylka: [ESSL@bloomingtonmn.gov](mailto:ESSL@bloomingtonmn.gov) • Webseedka: [blm.mn/essl](http://blm.mn/essl) • Wac: 952-563-8753  
Boosto/si toos ah: City of Bloomington, Legal Department, Compliance Division,  
1800 W. Old Shakopee Road, Bloomington, MN 55431

SI AAD U HESHO  
XOG DHEERAAD  
AH ISKAAN MARI  
QR-KA HOOSE.

