

Barnaamij cusub oo u oggolaanaya shaqaalaha Oregon inay qaataan fasaxa mushaarka leh ee loogu talagalay qaar ka mid ah waqtiyada aadka muhiimka ugu ah nolosha ee saameynaya qoysaskeena, caafimaadkeena iyo badqabkeena.

## Waa maxay biirtooyinka oo goormee ayay bilaabanayaan?

Shaqaalaha iyo loo-shaqeeyayaashu waxay bixin doonaan biirtooyin si loo taageero Fasaxa Mushaarka leh ee Oregon oo laga bilaabayo Janaayo 1, 2023.

## Waa maxay waxa loo isticmaalo biirtooyinka?



Macaashka Fasaxa Mushaarka leh ee shaqaalaha



Deeqaha lagu caawiyo loo-shaqeeyayaasha yar-yar markay shaqaalahoodu ay



isticmaalayaan fasaxa mushaarka leh

**Waa immisa biirtooyinka?** Biirtooyinka waa boqolleyda gunnooyinka. Sicirka 2023 waa 1% oo dhan ilaa iyo \$132,900 ee gunnooyinka.

## Sidee ayay biirtooyinka u wadaagaan loo-shaqeeyayaasha iyo shaqaalaha?

Shaqaalaha waxay bixiyaan 60% sicirka biirtada ee la dejiyey, loo-shaqeeyayaashuna waxay bixiyaan 40%. Tusaale ahaan, hadduu shaqaale uu sameeyo \$1,000 gunno ah, shaqaaluhu wuxuu bixin doonaa \$6 loo-shaqeeyuhuna wuxuu ka bixin doonaa \$4 jeegga mushaarka. Loo-shaqeeyayaasha waxay dooran karaan inay qaybta shaqaalaha u bixiyaan macaashka loogu talagalay shaqaalahooda ahaan.

## Loo-shaqeeyayaashee iyo shaqaalaha looga baahan yahay inay kaqaybqaataan Fasaxa Mushaarka leh ee Oregon?

Dhammaan loo-shaqeeyayaasha, marka laga reebo maamullada federaalka iyo qabaa'ilka waxaa looga baahan yahay inay kaqaybqaataan barnaamijka Fasaxa Mushaarka leh. Maamullada Qabaa'ilka waxay dooran karaan inay bixiyaan caymis iyagoo u maraya barnaamijka.

Dhammaan shaqaalaha, marka laga reebo shaqaalaha maamullada federaalka iyo qabaa'ilka, waxaa looga baahan yahay inay kaqaybqaataan barnaamijka Fasaxa Mushaarka leh ee Oregon. Shaqaalaha maamullada qabaa'ilka way kaqaybqaadan karaan haddii maamulkooda qabiilka doortaan caymiska. Shakhsiyaadka iskood u shaqeysta iyo qandaraasleyaasha madaxa-bannaan ayaa sidoo kale dooran kara inay kaqaybqaataan.

## Waa maxay taageerada ay heli karaan loo-shaqeeyayaasha yaryar?

Loo-shaqeeyayaasha yaryar (leh in ka yar 25 shaqaale) loogama baahna inay bixiyaan qaybta biirtooyinka ee loo-shaqeeyaha. Waaxda Shaqada waxay ogeysiin doontaa loo-shaqeeyayaasha baaxadda ganacsigooda sannad walba.

Deeqaha Caawinta ayey heli karaan loo-shaqeeyayaasha yaryar si looga caawiyo kharashaadka lagu beddelayo shaqaalaha qaata fasaxa mushaarka leh. Deeqaha ayaa daboolaya ilaa iyo \$3,000 shaqaalihiiiba ilaa iyo 10 shaqaale sannadkiiba (\$30,000 wadar ahaan). Loo-shaqeeyayaasha yaryar ee qaata deeqaha waxay balan qaadayaan inay bixiyaan qaybta biirtooyinka loogu talagalay loo-shaqeeyaha muddo ah labo sano.

### Sidee gunnooyinka loo soo sheegaa oo biirtooyinka loo siiyaa waaxda?

Biirtooyinka waa canshuurta mushaarka waxaana lagu dari doonaa isku-darka foomamka mushaarka laga bilaabo bisha Janaayo 2023. Loo-shaqeeyayaasha waxay ka jari doonaan biirtooyinka fasaxa mushaarka leh ee shaqaalaha jeegaga mushaarka. Loo-shaqeeyayaasha waxay markaa ka dib ka bixin doonaan warbixin gunnooyinka iyo biirtooyinka shaqaalaha iyo loo-shaqeeyaha labaduba iyagoo u maraya hannaanka ka warbixinta mushaarka isku-darka ah.

### Miyaa biirtooyinka looga baahan yahay shaqaalaha ku nool ama ka shaqeeya gobol kale duwan?

Biirtooyinka waxaa looga baahan yahay shaqaalaha aasaas ahaan ka shaqeeya gudaha Oregon, xitaa haddii shaqaalaha ay ku nool yihiin gobol kale ama mararka qaarkood ay ka shaqeeyaan gobol kale. Degganeyaasha Oregon ee gebi ahaanba ka shaqeeya gobol kale ma bixiyaan biirtooyinka.

**Sidee ayay biirtooyinka Fasaxa Mushaarka leh uga duwan yahiin canshuurta Caymiska Shaqo-la'aanta?** Waaxda Shaqada waxay maamushaa biirtooyinka Fasaxa Mushaarka leh ee Oregon iyo canshuuraha caymiska ee Shaqo La'aanta labaduba. Hoos waxaa ku yaala qaar ka mid ah wayaabaha ay isaga midka yihiin iyo kuwa ay ku kala duwan yihiin barnaamijyadu.

Biirtooyinka Fasaxa Mushaarka leh ee Oregon	Canshuuraha Caymiska Shaqo-la'aanta
Isla sicirka biirtooyinka ee dhammaan loo-shaqeeyayaasha. Sicirka kuma xirna isticmaalida macaashka laga helo loo-shaqeeyaha.	Sicirada canshuureed ee kala duwan ee loo-shaqeeyayaasha. Sicirka wuxuu ku xiran yahay isticmaalida macaashyada laga helo loo-shaqeeyaha.
Sicirka biirtooyinka iyo mushaarka ugu badan waxaa la dejiyaa sannad kasta ugu dambeyn Noofembar 15.	Sicirada canshuurta iyo qaddarta gunnada laga canshuuro waxaa la dejiyaa sannad kasta ugu dambeyn Noofembar 15.
Biirtooyinka ay bixiyaan shaqaalaha iyo loo-shaqeeyaha.	Canshuuraha waxaa bixiya loo-shaqeeyayaasha oo keliya.
Biirtooyinka ku saleysan mushaarka shaqaalaha.	Canshuurta ku saleysan mushaarka shaqaalaha.
Biirtooyinka waxaa la bixiyaa iyadoo loo marayo warbixinta mushaarka isku-darka ah.	Canshuurta waxaa la bixiyaa iyadoo loo marayo warbixinta mushaarka isku-darka ah.
Ma jiro ikhtiyaar lacag-celin oo loogu talagalay loo-shaqeeyayaasha.	Loo-shaqeeyayaasha qaarkood waxay dib u celin karaan macaashka beddelkaii ay bixin lahaayeen canshuurta.
Ciqaabaha iyo dulsaarada loogu talagalay loo-shaqeeyayaasha ee la daahida ka warbixinta iyo bixinta biirtooyinka.	Ciqaabaha iyo dulsaarada loogu talagalay loo-shaqeeyayaasha ee la daahida ka warbixinta iyo bixinta biirtooyinka.

### Miyay jiraan ikhtiyaaro kale oo lagu beddelan karo qorshaha fasaxa mushaarka leh ee gobolku bixiyo ee loogu talagalay loo-shaqeeyayaasha?

Haa, loo-shaqeeyayaasha waxay codsan karaan oggolaansho si ay u adeegsadaan qorshahooda midka u dhigma si ay u bixiyaan macaashyo la mid ah ama ka sareeya kuwa uu bixiyo barnaamijka fasaxa mushaarka leh ee gobolku bixiyo. Loo-shaqeeyayaasha leh qorshe la mid ah oo la ansixiyay ayaa wali soo sheega mushaaraadka iyadoo loo marayo ka warbixinnada mushaarka, laakiin loogama baahna inay bixiyaan biirtooyinka. Xog ku saabsan qorsheyaasha kan la midka ah waxaa laga heli karaa <https://paidleave.oregon.gov>.