



WNYCOSH WORKER CENTER MENYA UBURENGANZIRA BWawe

Umushahara muto ushoboka Amadolari (\$)14,20/ku isaha

Abakora mu buhinzi n’ubworozi bafite umushahara muto ushoboka wa \$14,20/ku isaha, mu “Masezerano y’umurimo w’ubuhinzi-bworozi” agaragaza uko umushahara utangwa kimwe n’uburyo bwo gukora.

Abategura ibiribwa byihuse bafite umushahara muto ushoboka wa \$15,00/ku isaha.

Abakozi bahabwa agahimbazamushyi

- Umushahara wa \$9.45/ku isaha n’agahimbazamushyi gato gashoboka ka \$4,75 cyangwa yishyuwe n’umukoresha.
- Umubare w’agahimbazamushyi kagenwe cyangwa kishyuwe n’umukoresha kiyongerana n’umushahara muto ushobokafatizo.
- Abakozi bahabwa agahimbazamushyi bagengwa n’amategeko yo gukora amasaha y’ikirenga.
- Abakozi bahabwa agahimbazamushyi cyangwa inyongera, **ntibafite gusaba ako gahimbazamushyi kandi si ngombwa ngo kemerwe**, byaba mu buryo buziguye cyangwa butaziguye, bikoze n’umukoresha cyangwa umuhagarariye.

Urutonde rw’umushahara muto ushoboka*

Umwaka	Umushahara muto ushoboboka/ku isaha
2024	\$ 15,10
2025	\$ 15,75

*Hanze ya New York City

Uburenganzira bw’Abakozi badahoraho Abakozi badahoraho bafite uburenganzira bwo:

- Kurindwa ivangura ryakowa n’ikigo gitanga akazi ndetse n’umukoresha.
- Guhabwa ibibaranga cyangwa andi mahugurwa nk’ibigenerwa abakozi bahoraho.
- Umushahara muto ushoboka.

Uburenganzira ku gukorera ahantu hatekanye kandi hafite ubuziranenge Ufite uburenganzira bushingiye ku mategeko ya Leta Zunze Ubumwe z’Amerika bwo:

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| <ul style="list-style-type: none"> • Guhugurwa mu rurimi wumva neza. • Gukorera ahantu hatekanye kandi hazira ingorane. • Kugaragariza umugenzuzi wawe ibibazo ku buzima n’umutekano. • Kumenyeshya OSHA ku bibazo byawe igihe udatekanye cyangwa imibereho mu kazi ibangamiye ubuzima bwawe. • Kwanga gukora akazi kashyira ubuzima bwawe mu ngorane z’ako kanya. • Kumenya ingorane ziri aho ukorera. | <ul style="list-style-type: none"> • Kurindwa ivangura (wirukanwa, guhabwa akazi katari ko, n’ibindi) igihe cyo kugaragaza ingorane ku mutekano (reba: Ushinzwe ibibazo by’umutekano) • Kugira uburenganzira ku makuru y’ibizamini by’ubuzima n’ibindi bizamini bigaragaza imiterere y’aho ukorera kubijyanye n’ibikoresho byagushyira mu ngorane. • Kugira uburenganzira ku makuru yerekeye ibikomere n’uburwayi byabaye aho ukorera. |
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Amasaha y'ikirenga

Abakozi benshi bemerewe inshuro 1 1/2 ku mushahara wabo usanzwe igihe bakoze amasaha arenga 40 mu cyumweru.

Hari amarengayobora ku gukora amasaha y'ikirenga kuri:

- Abakora mu buhinzi-bworozi bakora amasaha ari minsi ya 60/ mu cyumweru.
- Abakozi bari mu myanya y'ubugenzuzi: Abashobora gutanga akazi/kwirukana n'abayobora abakozi babiri cyangwa barenga ku buryo buhoraho.
- Abakozi b'umwuga: Abafite impamyabumwenyi y'imyaka 4 cyangwa se abo akazi kabo k'ibanze ari uguhanga udushya.
- Abakozi bari mu myanya y'ubuyobozi: Abafata ibyemezo cyangwa bakorerwa kenshi mu biro/ badakorerwa hanze y'ibiro akazi kose ko gushyira ingamba mu bikorwa.

Inshuro zo kwishyurwa

Abakozi benshi bagomba kwishyurirwa akazi kabo mu minsi 7 bakozemo akazi.

Uburenganzira bwo kudakorerwa ivangura

Umutwe wa VII n'igice cya Leta ya New York ku burenganzira bwa muntu, hagaragara ko nta mukazi ugomba gukorerwa ivangura.

Amatsinda atagomba gukorerwa ivangura

- Ubwoko
- Ibara
- Inkomoko
- Iyobokamana
- Igitsina
- Abafite ubumuga
- Uko wiyumva mu bijyanye n'igitsina.
- icyo uri cyo mu ngabo
- Imiterere y'umubiri
- icyo uri cyo mu muryango
- Kuba warashatse cyangwa utarashatse
- Ihohoterwa rikorerwa mu ngo
- Utwite
- Ibikorwa bya Politiki (hanze y'akazi)
- Ibikorwa mu kiruhuko (hanze y'akazi)
- Ubunyamuryango bw'itsinda runaka.

Kurinda uwatunze agatoki

Binyuranyije n'amategeko guhana cyangwa kwirukanwa umukozi igihe yareze umukoresha mu rwego rwa leta uwo ari rwo rwose. Umukoresha ashobora kudahana abakozi bamutanzeho raporo mu rwego rwa leta bikoze nta buriganya.

Umukoresha yaryozwa igihe yihimuye:

- Yirukana/Ahagarika
- Ashyira ku rutonde rw'abatemerewe guhabwa akazi
- Amanura mu ntera
- Yima amasaha y'ikirenga yishyurwa/Atazamura mu ntera
- Adatanga akazi/Atongera gutanga akazi
- Atera ubwoba
- Ashyiraho ibikangisho
- Agabanya umushahara
- Agabanya amasaha
- Ahana
- Agira ibyo yima abakozi
- Atanga izindi nshingano zabangamira izamura mu ntera mu gihe kiri imbere

Uburenganzira ku mpozamarira y'Abakozi

Igihe ukomerekeye mu kazi:

- Ufite uburenganzira ku bwishingizi bw'impozamarira zihabwa abakozi, n'iyo waba wishyurirwa "umurimo wakoze ako kanya" cyangwa wishyurwa mu ntoki"
- Ugomba kuzuzwa urupapuro rw'amakuru rwuzuzwa n'umukozi wese ruzwi nka "C-3" unyuzwe ku mukoresha wawe cyangwa ugahabwa ubufasha buturutse kuri WNYCOSH Worker Center Uhamagaye ku murongo utishyurwa wa (716) 206-3550.