WNYCOSH WORKER CENTER

MENYA UBURENGANZIRA BWAWE

Umushahara muto ushoboka
Amadolari ($)16,00/ku isaha

Abakora mu buhinzi n'ubworozi bafite umushahara muto ushoboka wa $16,00/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 $16,00/ku isaha.

Urutonde rw'umushahara muto ushoboka*

Umwaka	Umushahara muto ushoboboka/ku isaha
2025	$ 15,50
2026	$ 16,00

*Hanze ya New York City

Abakozi bahabwa agahimbazamushyi

- Umushahara wa $10.70/ku isaha n'agahimbazamusyi gato gashoboka ka $5,30 cyangwa yishyuwe n'umukoresha.
- Umubare w'agahimbazamusyi kagenwe cyangwa kishyuwe n'umukoresha kiyongerana n'umushahara muto ushobokafatizo.
- Abakozi bahabwa agahimbazamusyi bagengwa n'amategeko yo gukora amasaha y'ikirenga.
- Abakozi bahabwa agahimbazamusyi cyangwa inyongera, **ntibafite gusaba ako gahimbazamusyi kandi si ngombwa ngo kemerwe**, *byaba mu buryo buziguye cyangwa butaziguye, bikozwe n'umukoresha cyangwa umuhagarariye.*

Uburenganzira bw'Abakozi badahoraho

Abakozi badahoraho bafite uburenganzira bwo:

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- 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:

- Guhugurwa mu rurimi wumva neza.
- Gukorera ahantu hatekanye kandi hazira ingorane.
- Kugaragariza umugenzuzi wawe ibibazo ku buzima n'umutekano.
- Kumenyesha 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.
- 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.

Kinyarwanda

2495 Main Street • Suite 438 • Buffalo, NY 14214 • wnycosh.org• (716) 833-5416

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 munsi 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 bakorera kenshi mu biro/ badakorera 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 mukozi 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 bikozwe 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 izamurwa 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 kuzuza urupapuro rw'amakuru rwuzuzwa n'umukozi wese ruzwi nka "C-3" unyuze ku mukoresha wawe cyangwa ugahabwa ubufasha buturutse kuri WNYCOSH Worker Center Uhamagaye ku murongo utishyurwa wa (716) 206-3550.