

Paid Leave rau kev yug me nyuam thiab kev tu tus me nyuam tshiab (birth and bonding)

Paid Leave muab kev them nyiaj thiab sij hawm so rau cov niam txiv kom saib xyuas tau koj txoj kev noj qab haus huv thaum cev xeeb tub, rov qab zoo tom qab yug me nyuam, thiab tsim kev sib raug zoo nrog koj tus me nyuam.

Ob hom sij hawm so rau cov niam txiv tshiab

Muaj ob hom sij hawm so uas cov niam txiv tshiab siv tau. Nyob ntawm koj qhov xwm txheej, koj tuaj yeem thov ib hom los sis ob hom tib si los tau. Yog tias koj xav tau ob hom, koj yuav tsum xa ob daim ntawv thov.

Hom Paid Leave	Sij Hawm So Mus Kho Mob Vim Cev Xeeb Tub (Pregnancy-related Medical Leave)	Sij Hawm So Tu Ib Tug Me Nyuam Tshiab (Bonding Leave)
Nws pab txog dab tsi?	Kev xav tau kho mob thaum cev xeeb tub, yug me nyuam, thiab rov zoo tom qab yug me nyuam	Saib xyuas thiab tsim kev sib raug zoo nrog koj tus me nyuam txij thaum yug, lees txais yug (adoption), los sis txais tu (foster placement)
Leej twg siv tau?	Cov niam uas yug tus me nyuam	Txhua leej niam leej txiv
Kuv siv tau sij hawm ntev npaum li cas?	Siv tau txog li 12 lub lim tiam, raws li qhov koj tus kws kho mob pom zoo tias tsim nyog	Siv tau txog li 12 lub lim tiam
Yuav lees paub li cas?	Los ntawm koj tus kws kho mob	Daim ntawv pov thawj txog kev yug (birth), lees txais los yug (adoption), los sis txais los tu (foster placement)

Npaj cov hnuv uas koj yuav siv sij hawm so

Yog tias koj siv ob hom, Sij Hawm So Mus Kho Mob Vim Cev Xeeb Tub thiab Sij Hawm So Tu Ib Tug Me Nyuam Tshiab, sij hawm so rau ob hom sij hawj so no yuav tsum sib txuas sib lawg liag. Lawv tsis pub sib tshooj. **Sij Hawm So Tu Ib Tug Me Nyuam Tshiab (Bonding Leave) yuav pib tom qab koj tau siv Sij Hawm So Mus Kho Mob (Medical Leave) tau xaus.** Koj daim ntawv thov Sij Hawm So Mus Kho Mob yuav tsum phim lub sij hawm uas koj tus kws kho mob tau lees paub. Tsis txhob hloov cov ntaub ntawv uas koj tus kws kho mob tau sau.

Piv txwv:

Tus me nyuam yug Hnuv Tim 15 Lub Ib Hlis. Tus kws kho mob lees paub tias xav tau 6 lub lim tiam ntawm Sij Hawm So Mus Kho Mob kom rov zoo tom qab yug me nyuam.

Sij Hawm So Mus Kho Mob Vim Cev Xeeb Tub
Hnuv Tim 15 Lub Ib Hlis mus txog Hnuv Tim
25 Lub Ob Hlis
(6 lub lim tiam)

Sij Hawm So Tu Ib Tug Me Nyuam Tshiab
Hnuv Tim 26 Lub Ob Hlis mus txog Hnuv Tim 21 Lub Tsib Hlis
(12 lub lim tiam)

Tag nrho kuv siv tau sij hawm ntev npaum li cas?

- Siv tau txog li 12 lub lim tiam ntawm Sij Hawm So Mus Kho Mob Vim Cev Xeeb Tub (yog tias koj tus kws kho mob lees paub)
- Siv tau txog li 12 lub lim tiam ntawm Sij Hawm So Tu Ib Tug Me Nyuam Tshiab

Yog tias koj siv ob hom sij hawm so, koj siv tau tag nrho txog li 20 lub as thiv hauv tib lub xyoo ntawm qhov kev pab.

Thaum twg kuv thiaj siv tau Sij Hawm So Tu Ib Tug Me Nyuam Tshiab (Bonding Leave)?

Cov niam txiv siv tau Sij Hawm So Tu Ib Tug Me Nyuam Tshiab hauv 12 lub hlis tom qab yug tau tus me nyuam, hnuv tau lees txais yug, los sis hnuv tau lees txais los tu.

Cov kev tiv thaiv kuv txoj hauj lwm yog dab tsi?

- Yuav txais twb ywm cov kev pov hwm rau kev noj qab haus huv (health insurance) thiab lwm yam kev pov hwm uas tau txais ua ib pab pawg (group insurance). Koj thiab koj tus tswv hauj lwm yuav them twb ywm tus nqi premium raws li tus nqi qub uas neb ib txwm them.
- Rov qab mus ua tib txoj hauj lwm qub los sis ib txoj hauj lwm zoo sib xws thaum koj rov qab los ua hauj lwm.
- Cov kev tiv thaiv no yuav pib siv thaum koj ua hauj lwm tau 90 hnuv lawm.
- Koj yuav tau txais kev tiv thaiv kom tsis txhob raug tsim txom los sis raug ua phem vim koj siv sij hawm so. Cov kev tiv thaiv no siv tau rau koj, tsis hais koj tau ua hauj lwm ntev npaum li cas lawm.

Kuv yuav thov li cas?

1. **Txiav txim seb koj xav tau hom sij hawm so twg.** Yog tias koj yog leej niam uas yug tus me nyuam thiab xav siv ob hom sij hawm so, Sij Hawm So Mus Kho Mob Vim Cev Xeeb Tub thiab Sij Hawm So Tu Ib Tug Me Nyuam Tshiab, koj yuav tsum ua ob daim ntawv thov, ib daim rau txhua hom sij hawm so.
2. **Qhia rau koj tus tswv hauj lwm.** Ceeb toom tsawg kawg 30 hnuv ua ntej hnuv koj xav pib siv sij hawm so, los sis kom sai li sai tau yog tias koj qhov kev so tshwm sim yam tsis tau npaj ua ntej.
3. **Sau kom txhij koj cov ntaub ntawv ua ntej koj thov.** Cov ntaub ntawv no suav nrog cov ntawv txheej xyuas koj tus kheej thiab cov ntawv pov thawj uas yuav xav tau yog yuav thov siv sij hawm so. Daim ntawv uas teev tag nrho cov ntaub ntawv no muaj nyob hauv Paid Leave lub website.
4. **Xa koj daim ntawv thov hauv online.** Mus rau paidleave.mn.gov kom mus thov tau. Koj tuaj yeem txheeb xyuas koj daim ntawv thov hauv koj tus account nyob online thiab sib txuas lus nrog cov neeg ua hauj lwm ntawm Paid Leave. Nco ntsoov mus saib koj tus account tas li kom paub seb puas muaj tej yam xov xwm tshiab.

Yog tias koj xav tau kev pab thaum ua daim ntawv thov, koj tuaj yeem thov tau ib tus neeg koj ntseeg siab los pab koj thaum koj nyob ntawd nrog lawv, los sis xaiv tsa ib tus neeg uas muaj cai los sawv cev (authorized representative) los thov sawv cev rau koj. Yog xav paub ntxiv, mus saib pl.mn.gov/reps

Paid Leave thiab lwm yam kev pab

Tej zaum koj yuav siv tau Paid Leave rau tib lub sij hawm nrog lwm yam kev pab. Tham nrog koj tus tswv hauj lwm txog txoj kev sib koom koj cov kev pab uas koj muaj. Koj tsis muaj cai tau nyiaj kom ntau tshaj cov nyiaj hli uas koj yuav tau rau ib lub as thiv thaum koj siv Paid Leave nrog lwm yam kev pab.

- **Family and Medical Leave Act (FMLA)** yog ib txoj cai ntawm tsoom fwv uas muab txog li 12 lub lim tiam ntawm kev so uas tsis them nyiaj tab sis muaj kev tiv thaiv txoj hauj lwm. FMLA feem ntau siv tib lub sij hawm nrog Paid Leave. Nws tsis hloov koj cov nyiaj them ntawm Paid Leave.
- **Pregnancy and Parental Leave (PPL)** yog ib txoj cai hauv xeev uas pub cov neeg ua hauj lwm uas tsim nyog los siv sij hawm so uas tsis them nyiaj tab sis muaj kev tiv thaiv txoj hauj lwm yog tias cev xeeb tub, tau yug me nyuam, thiab kev saib xyuas me nyuam.
- **Short-term Disability (STD)** yog ib qho kev pab uas koj yuav muaj los ntawm koj tus tswv hauj lwm los sis los ntawm ib qho kev pov hwm ntiag tug. Yog tias koj tau txais STD thaum cev xeeb tub los sis thaum rov zoo tom qab yug me nyuam, koj tseem muaj cai tau txais Paid Leave, tiam sis cov nyiaj STD uas koj tau txais tej zaum yuav raug txo.
- **Paid Time Off (PTO)**. Tej zaum koj yuav siv tau PTO uas koj tus tswv hauj lwm them los ntxiv rau koj cov nyiaj Paid Leave kom txog li koj cov nyiaj hli uas ib txwm tau, los sis koj kuj xaiv los siv PTO es tsis txais cov nyiaj them los ntawm Paid Leave. Koj tus tswv hauj lwm tsis muaj cai yuam kom koj siv PTO thaum koj siv Paid Leave.

Yog xav paub ntxiv, mus saib pl.mn.gov/bonding

Yog koj muaj lus nug los sis xav tau kev pab, thov tiv tauj Paid Leave Contact Center ntawm 651-556-7777 los sis 844-556-0444 (hu dawb). Cov ntaub ntawv kuj muaj nyob ua lwm hom ntawv kom haum rau cov neeg muaj kev tsis taus los sis cov neeg xav tau kev pab txhais lus, uas siv tib cov ntaub ntawv tiv tauj hais saum toj no.

