Ho'taa Honeezgai'go Bi'k'e Ho'chi' iz'laa' Notice of Employee Rights

Sha'nah na'anish bee haz'aanii | NMSA 50-17-1 to 50-17-12 | Effective date: July 1, 2022

Labor Relations Division

401 Broadway NE, Albuquerque, NM 87102

Albuquerque: (505) 841-4400 • Santa Fe: (505) 827-6838 • Las Cruces: (575) 524-6195

ACCRUAL

Naal'a'i ei' t'aala'i ahee'ilkid na'yool'be', tadiin ahee'ilkid naashnish'go. Aah'doo in'daa deesh'nish'go hasta'diin doo ba'aa dii na'yool'be'.

The Act provides minimum requirements; other laws or employer policies may provide for more accrual, use, or carry over of earned sick leave. The Act does not preempt or override the terms of any collective bargaining agreement.

The Act applies to all employees—full-time, part-time, seasonal, and temporary. The Act also applies to employees who are salaried, tipped, or on a per-diem schedule, as well as employees paid on task, piece, or commission basis. Employees may not contract out of or agree to waive their rights under the Act.

USE OF PAID SICK LEAVE

Naal'a'ai ei' hasta'diin doo ba'aa dii cho'i dool'il t'aala'i naa'hai jii', naaki'ts'aadah nahidizidgii, na'anish'gii nizah'go'.

PAY

I'tahoneezgai'go na'anish bi' naal'tsoos ei' bi'ke' ha'chii' ni'dool'yeel. Di' ahee'ilkid bi'ke' ha'chi'izlaa' ei' be-oh'go beeso bik'e na'anishigii.

Na'anish'ei'de' sha'dii'do taal jin'zin'go'go ei'

Naal'nishii ei' dii bi'tahoneezgai'go da' bin'ye' ha'dii'doo taal'igii dii il'ke' si'neel:

- Naalniishii azee'ali'go dash'laal ni'ziin'go, shi'di'nool'iil, iit'iigii dzaago, ei'do'daa hwii tiis ba'daa'haas'a'go, ei'do'daa hwii'tiis biin'do'nish. .
- Naalniishii'gii yee'l ke' daa'ha'tiini'gii ei'yaa azee'ali'go dash'laal ni'ziin'go, bii'di'nool'iil, iit'iigii dzaago, ei'do'daa hwii tiis ba'daa'haas'a'go, ei'do'daa hwii'tiis biin'do'nish.
- Naalniishii'gii bii aweeh biits'iis badaa haaz'aahgo eii'doo dai biitsiis biich'ii aanaa'hot'iih go'ei bah hwiint'iido'leel.
- Naalniishii'gii eii'doodaago yee'l ke' daa'ha'tiini'gii at'iibiidiil yaago, eii'doodaa doohwii' t'eegoo whii'diil chh'iigo, eii Naanish nii'giisiigoo biinii naa' eii bee hooz'aah dooleelth.

I'tahoneezgai'go h'aadiidoo t'aalthiigii choozhdoolth iilth

Naalnishii'gii eiidoodahh naalnishii'gii yaa'hadoo dzhii'hiigii eii I'tahoneezgai'go bahanee eiidoodah naaltsoos biik'aggo eii Baanii'daa'iiniish iigii' laa'iidoo leelth. T'aa bii ghaagoo eii haanz'aa jiigo hwaadii'doo talthiigii biik'aa aaz'dooliilth. Baanii'daa'iiniish iigii' eii naalnish'gii I'tahoneezgai'go naaltsoos doo biihool niidah.

Dii Naal'nish'ye'gii ei' Baanii'daa'iiniish'iigii.

Hane' binaaltsoos

Baaniidaa'iinishii eii niidaa'iinish biik'eego hane binaaltsoos, naaltsoos biikaa'goo ei doodago beesh nitseekeesi biiyii ei naalniishiigii deeshniisgo biich'ii hoodoolniilth. Dii hane' biinaaltsoos eii bilaagaana bizaad, naakaii bizaad, ei doodago niidaal niishiigii aa'heishii bizaad alaahgo yiik'ii diitiihegii biilth iishjaa adoolthniilth.

Akot'e naaltsoos bee eehozinii

Baaniidaa'iinishiigii eii naatsoos bee eehoziniigii eii baa dooltsoos, dii naalniishiigii nakii yiisk'aah doo' biilaah goo baat'eeht'aago. Baaniidaa'iinishigii eii naaltsoos bits'aadoo eehoznii, naalniishiigii I'taahooneezgaigoo biideeh t'iigo doo yaa'hwiilneedoo.

Naaltsoos bee eehozinii'gii bich'aah naagha

Baanii'daa'iiniish'iigii ei' naal'nish'ye'gii ahe'llkid'go naal'nish'yii'gii, aahdoo I'tahoneezgai'go ba'dei'tahnii'gii ei' naaltsoos bee eehozinii'gii bi'kaa' jiih iil'iidoo, dii' naahai'jii.

Saad'ho'doo'leelth yee'gii ei' doo'bee'haas'aahdaa'

Baaniidaa'iinishiigii ei' doo' t'aana'nle'ee dii doo' ya'aashogoo' naal'nishee' yi'ch'ii ha'doo'dzii'daa' haa'la' bee' haaz'aanii naaltsoos doo' choidiil'iil da'. Baanii'daa'iiniish'iigii ei' Saad'ho'doo'leelth yee'gii doo' ba'haaz'aada dooleelth, bi'nii'naagii ei yaa' naal'nish'yii'gii naal'tsoos bee'haaz'aanii'gii choidiil'iil.

Saad'ho'doo'leelth yee'gii ei nihinaal aal'ne'go' ei': – I'tahoneezgai'go h'aadiidoo t'aal'iigii doo' daa' hwi'dii'do'niilth, na'anish bi'tsa'hodiil'te'go, ni'jiil'nish'yigii ha'tsaa' yaa'haal'yago, aahdoo na'aanish'yigii da'haal'yago, t'aana'nle'ee dii, I'tahoneezgai'go h'aade'ta'niigii ei' doo' nil'jil'goo ee'dooliilth.

Naal'nish'yiigii Naaltsoos yee'ni'iil'tsoos'goo bee'bahaaz'aadoo'

Yoo'to' ha'hoodzo ba'da'aanishii'gii, Labor Relations Division, ei' dii' naaltsoos bi'ke' go iil'i'. Haishii naal'nish'yiigii ei' yaa' dii' naal'nish'yiigii naaltsoos yee'ni'dooltsoos Labor Relations Division bi'chi' aadoo' ei' yaa' (505) 841-4400 jii' wh'dool'nii, ei' doo' dai' www.dws.state.nm.us, jii.

For more details, see the full text of the law and regulations, available at

www.dws.nm.gov

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