



[**Employers:** This is a sample employee notice employers can use to inform their employees about earned sick and safe time as required under [Minnesota Statutes § 181.9447, subdivision 9](#). Instructions for completing this notice are in brackets. Delete all instructions before providing this to the employee.]

Avi sou konje maladi ak sekirite anplwaye yo genyen

Anplwaye nan Minnesota yo gen dwa touche konje malad ak sekirite, yon fòm konje peye. Anplwaye yo dwe akimile omwen yon èdtan nan konje maladi ak sekirite yo touche pou chak 30 èdtan yo travay, jiska omwen 48 èdtan nan yon ane. [If you are using a more generous accrual system or a front-loading system, edit the previous sentence and insert the applicable system for the employee who will receive this notice.] Yon ane pou rezon tan konje maladi ak sekirite akimile a se: [Note here how you define the accrual or benefit year for the employee. Examples include the calendar year, year by work anniversary or another 12-month period.]

Nan fen chak peryòd peman, anplwayè yo dwe bay anplwaye yo kantite èdtan konje maladi ak sekirite anplwaye a te itilize pandan peryòd peman an epi ki disponib pou itilize alavni. Yo dwe peye tan konje maladi ak sekirite yo nan menm pou santaj debaz anplwaye yo touche nan travay. Anplwaye yo pa oblige chèche oswa jwenn yon ranplasman pou orè travay yo pou itilize tan konje maladi ak sekirite yo touche. Yo ka itilize tan maladi ak sekirite yo touche pou tout oswa yon pati nan yon orè, tou depann de bezwen yo.

Ou ka itilize tan konje maladi ak an sekirite yo pou:

- maladi mantal oswa fizik yon anplwaye, tretman oswa swen preventif;
- maladi mantal oswa fizik, tretman oswa swen preventif manm fanmi yon anplwaye;
- absans akòz abi domestik, agresyon seksyèl oswa arasman yon anplwaye oswa manm fanmi yo;
- fèmti espas travay yon anplwaye akòz move tan oswa ijans publik oswa fèmti lekòl manm fanmi yo oswa etablisman swen akòz move tan oswa ijans publik; epi
- lè yon otorite sante oswa yon pwofesyonèl swen sante detèmine ke yon anplwaye oswa yon manm fanmi yo gen risk pou yo enfekte lòt moun ak yon maladi kontajye.
- pou fè aranjman pou fineray oswa pou patisipe nan sèvis fineray oswa nan yon memoryal oswa pou adrese pwoblèm finansye oswa legal ki rive apre lanmò yon manm fanmi an.

Enfòme travay, dokimantasyon

Yon anplwayè ka mande anplwaye yo pou bay jiska sèt jou avi alavans lè sa posib (pa egzanp, lè yon anplwaye gen yon randevou medikal alavans) anvan yo itilize tan maladi ak sekirite. Yon anplwayè ka mande anplwaye yo tou pou yo bay sèten dokiman konsènan rezon pou yo itilize tan konje maladi ak sekirite yo touche si yo itilize l pou plis pase twa jou travay youn apre lòt.

[The following is an example of an employer policy for employees to provide notice before using earned sick and safe time. Edit the following text to match your company's policy.] Si yon anplwaye planife pou itilize tan li te genyen pou konje maladi ak sekirite pou yon randevou, swen preventif oswa yon lòt rezon akseptab li konnen davans, enfòme [name or position] pa [phone, email or other communication] osi lwen davans ke posib, men

omwen [number between one and seven] jou alavans. Nan sitiyasyon kote yon anplwaye pa ka bay avi alavans, anplwaye a ta dwe kontakte [name or position] nan [phone, email or other communication] osito ke yo konnen ke yo pa p kapab travay.

Vanjans, dwa pou pote plent

Li ilegal pou yon anplwayè pran revanj, oswa pran aksyon negatif, kont yon anplwaye paske li itilize oswa mande èdtan konje maladi ak sekirite peye oswa otreman egzèse dwa li pou touche èdtan konje maladi ak sekirite dapre lalwa. Si yon anplwaye kwè ke yo te sibi revanj kont oswa nan move fason jwenn refi pou touche èdtan konje maladi ak sekirite, yo ka pote yon plent ak Depatman Travay ak Endistri Minnesota. Yo kapab tou depoze yon aksyon civil nan tribunal pou vyolasyon tan konje maladi ak sekirite.

Pou plis enfòmasyon

Kontakte Divizyon Estanda Travay Depatman Travay ak Endistri Minnesota nan 651-284-5075 oswa esst.dli@state.mn.us oswa vizite paj wèb Depatman Travay pou Maladi ak Sekirite nan sickleave.mn.gov.

Dokiman sa a gen ladann enfòmasyon enpòtan sou travay ou. Tcheke kazyé ki sou bò gòch la pou w resevwa enfòmasyon sa a nan lang sa a oswa ekri anba dokiman lang wap mande a.

Kreyòl Ayisyen