

SHARCIYADANI WAXA AY ILAALIYAAN
SHAQAALAHA IYADA OO AAN LOO EEGIN
XAALADDA SOCDAALKA EE SHAQAALAHA AMA
GOOBTA SHIRKADA SHABAKADDA. SHIRKADAH
SHABAKADDA WAA IN AY U HOGGAANSAMAAN
SHARCIYADAAN. AARGOOSIGU WAA SHARCI DARO.



**Seattle Office of
Labor Standards**

Ogeysiiska 2024 ee Xuquuqda Shaqaalaha Ablikeeshinka

Ogeysiiskani waa in laga heli karaa
ablikeeshinka ama madasha onlaynka ee
shirkadda shabakadda oo ku qoran
Af-Ingiriisi iyo luqada(ha) uu ku hadlo
qofka shaqaalaha ah.

SHARCIYADANI YAA AY KHUSEEYAAN?

Shaqaalaha Ablikeeshinka ku saleysan ee
gudaha Seattle ka shaqeeya **shirkad
shabakadda** ah oo la daboolay taasoo
fududeysa shaqada ugu yaraan 250
shaqaale ablikeeshinka ku saleysan ah
adduunka oo dhan. Shirkadda shabakadda
ee la daboolay:

- Waxa ay adeegsataa ablikeeshinada
ama madalada onlaynka ah si ay
macaamiisha ugu xirto shaqaalaha
ablikeeshinka ku saleysan;
- Waxa ay dalabyada u soo bandhigtaa
shaqaalaha ablikeeshinka ku saleysan;
iyo/ama
- Waxa ay fududeysaa bixinta
adeegyada magdhowga ee ay
bixinayaan shaqaalaha ablikeeshinka
ku saleysan.

“Shirkadaha Shabakadda Suuqa” oo ugu
horrayn soo bandhiga dalabyada horey loo
sii qorsheeyey, waxay macaamiisha u
oggolaadaan inay is-dhaafsadaan xogta
kusaabsan shaqada ay la leeyihiin
shaqaalaha ablikeeshinka ku saleysan, u
oggolaadaan shaqaalaha ablikeeshinka ku
saleysan inay dejistaan qiimayaasha ay ku
shaqeynayaan, mana la socdaan dalabyada
masaafada iyo **waqtiga aan la daboolin.**

LACAGTA UGU YAR EE SHAQAALAHA

ABLIKEESHINKA KU SALEYSAN

Waxay siisaa Shaqaalaha Ablikeeshinka
Ku Saleysan xuquuqda ay ku helayaan
lacagtooda ugu yar “Waqtiga Lagu Lug
Yeeshay” iyo “Maylasha Masaafada Lagu
Lug Yeeshay”.

WAQTIGA LAGU LUG YEESHAY

**Shirkadaha shabakadda ee la heli karo
marki loo baahdo ama dalabyada la heli
karo marki loo baahdo:**

- Waxa uu bilaabmaa marka
shaqaalaha ablikeeshinka ku saleysan
uu aqballo dalabka.
- Waxa uu dhamaadaa marka
shaqaaluhu uu dhameeyo dalabka,
dalabka la kansalo, ama shaqaaluhu
dalabka ku kansalo sabab.

**Dhammaan shaqaalaha shabakadda ee
kale ama dalabyada:**

- Waxa uu bilaabmaa marka
shaqaalaha ablikeeshinka ku saleysan
uu bilaabo shaqada ama uu tago
goobta loogu sheegay dalabka.
- Waxa uu dhamaadaa marka shaqada
la dhammeeyo, dalabka la kansalo,
ama shaqaaluhu dalabka ku kansalo
sabab.

MAYLASHA MASAAFADA LAGU LUG YEESHAY

Maylasha la safro inta lagu guda jiro
waqtiga lagu lug yeeshay

**Lacagta ugu yar ee dalabkiiba ayaa
ka badan:**

\$0.44/daqiiqadii + \$0.74/maylkii

—AMA—

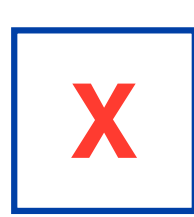
\$5.00

Haddii dalabka uu ka bilowdo gudaha
Seattle, markaa shaqaalaha waxaa la
siinayaa lacagta ugu yaraan lacagta ugu
yar ee dhammaan waqtigooda ay ku lug
yeesheen iyo maylasha masaafada. Haddii
dalabka uusan ka bilaaban gudaha Seattle
balse ay ku jiraan xoogaa shaqo la xiriirta
ku hakasho ama adeegyo gudaha Seattle
ah, lacag bixinta ugu yar kaliya waxa ay
khuseysaa waqtiga lagu lug yeeshay iyo
masaafada maylasha ee ah gudaha
xadadka ee Magaalada Seattle.

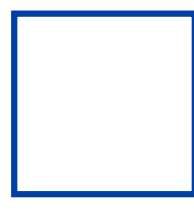
WAA MAXAY SHIRKADDA SHABAKADDA “LA HELI KARO MARKI LOO BAAHDO” AMA “DALABKA LA HELI KARO MARKI LOO BAAHDO”?

Shirkad ku bixineysa, ama shakhsi la dalbakan
karo, wax geynaya ama adeegyo kale oo ay
tahay in la guda galo hawsha 2 saacadood
gudahood kadib marka qofka shaqaalaha ahi
aqbalo dalabka.

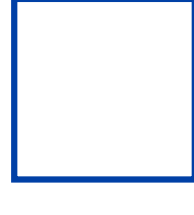
SHIRKADANI WAA:



Shirkad shabakad oo la heli
karo marki loo baahdo



Shirkad shabakad
goob-suuq ah



Shirkad shabakad, laakiin
midkoodna aan ahayn kuwa
kore

XAQ U-YEELASHADA DABACSANAANTA

Shaqaalaha ablikeeshinka ku saleysan waxa ay
leeyihiin xaq ay ku go'aansadaan marka la heli
karo iyo dalabyada ay aqbalayaan/diidayaan.
Shirkadaha shabakadda ma qaadi karaan
tallaabo lid ku ah:

- Shaqaalihi xaddida saacadahooda la
heli karo
- Shaqaalihi aqbala ama diida dalab
kasta
- Shaqaalihi dalab ku kansala sabab
owgeed

XAQUUQAHA LACAGAHA DHACDHACA

Shaqaalaha shabakadda ku saleysan waxay
leeyihiin xuquuq ay ku helaan xog cad oo ku
saabsan siyaasadda ku aadan lacagaha
dhacdhaca ah ee shirkadda.

- Waa inay sheegtaa haddii ablikeeshinku u
oggolaanayo macaamiisha inay lacagaha
dhacdhaca ah ay sii bixiyaan goorhore
- Waa inay sheegtaa haddii macaamiishu
ay wax ka beddeli karaan ama ay saari
karaan lacagaha dhacdhaca kadib marka
shaqada la dhammeeyo
- Dhammaan lacagaha dhacdhaca ah waa
in la siiyaa shaqaalaha ablikeeshinka ku
saleysan
- Lacagaha dhacdhaca ah kuma
xisaabsana lacag bixinta ugu yar

XAQA HELIDDA XOG HORUDHAC AH

Shirkadaha shabakadda waa inay bixiyaan ama
ay xaqiijiyaan macmiilku inuu shaqaalaha siiyo:

- Qiyaasta waqtiga lagu lugyeelanayo ama
maylasha masaafada lagu lug yeelanayo
- Lacagta ugu yar ee la damaanad
qaadayo
- Qadarka wixi lacago dhacdhac ah oo ay
macaamiishu sheegeen inay bixin
doonaan
- Magacyada ganacsiyada ee dalabku u
baahan yahay in lagu hakado
- Macluumaadka ku saabsan shaqada
jireed ee loo baahan yahay (tusaale,
miisaanka alaabta, inta biyaano ee
jaraanjarooyinka)
- Macluumaadka ku saabsan qaar kamid ah
waxyaabaha ku jira ee sajalka ah ee
dalabaadka onlaynka ah

ADEEGSIGA KHIYAANADA AH EE XUQUUQAHA SIYAASADDA

Shaqaalaha ablikeeshinka ku saleysan waxay xaq u leeyihiin inay helaan bayaanka cad ee adeegsiga khiyaanada ah ee siyaasadda ee khadka shabakadda ee shirkadda iyo halka qofka shaqaalaha ah uu ka heli karo.

FASAXA MUSHARKA LEH EE QOFKA JIRAN IYO FASAXA BADBAADADA

SHAQAALAH ABLIKEESHINKA KU SALEYSAN WAXAY XAQ U LEEYIHIIN:

- Inay helaan ugu yaraan hal maalin oo ah Fasaxa Musharka Leh Ee Qofka Jiran Iyo Fasaxa Badbaadada (PSST, Paid Sick and Safe Time) ee 30-kii maalmood ee laga shaqeeyo gudaha Seattle
- In maalin kasta oo laga qaado ama la geeyo Seattle ay ku xisaabsadaan qaadashada PSST
- Ogeysiiska billaha ah ee qadarka ururay ee PSST, qadarka la heli karo, la adeegsaday, iyo qiimaha lacag bixinta ee PSST
- In la siiyo celceliska qiimahooda magdhowga maalinlaha ah ee maalin kasta oo PSST ah oo la isticmaalo
- Inay qaataan waqtiga fasaxa ah ee la heli karo ee ka badan 24 saacadood
- Inay marin u heli karaan sistamka si ay awood ugu yeeshaan inay adeegsadaan, fahmaan oo ay codsadaan PSST

WAQTIGA FASAXA EE MUSHARKA LAGU BIXIYO WAXAA LOO ISTICMAALI KARAA SABABAHAN:

WAQTIGA JIRRADA: Si loola tacaalo xaalad caafimaad oo jireed ama maskaxeed, oo ay ku jiraan ballamaha caafimaadka, ee uu leeyahay qofka laftigiisa ama xubnaha qoyska

WAQTIGA BADBAADADA: Sababaha la xiriira shaqaaqada gudaha qoyska, xadgudub galmo, daba-galka, xiritaanka shaqada ee ku yimid amarka sarkaal caafimaadka dadweynaha ah, marka dugsiga ama goobta daryeelka la xiro, taasoo saameyneysa naftooda ama xubnaha qoyska

XAQA KA HOR IMAANSHAHA MAGDHOW KAHAYSASHADA

Shirkadaha shabakadda waxay reeban karaan magdhowga haddii shaqaale ablikeeshinka ku saleysan uu PSST u adeegsado sababo aan la ogolayn. Shaqaalaha ablikeeshinka ku saleysan waxay xaq u leeyihiin inay kahor yimaadaan oo ay ku andacoodaan in isticmaalkooda fasaxa musharka leh ee qofka jiran iyo fasaxa badbaadada uu ahaa mid loo adeegsaday ujeedo la oggol yahay.

OGOW XUQUUQDAADA

AARGOOSIGU WAA MAMNUUC

Sharciyadani waxay shaqaalaha ablikeeshinka ku saleysan ka difaacaan in looga aargoosado inay ku naaloodaan ama ay ku dhaqmaan xuquuqahaan.

XAQA CABASHO GUDBINTA

Shaqaalaha ablikeeshinka ku saleysan waxay xaq u leeyihiin inay cabasho u gudbiyaan Xafiiska Heerarka Shaqada (OLS, Office of Labor Standards) ama ay gudbiyaan dacwo sharciyeed haddii shirkad shabakad la daboolay ay ku xadgudubto sharciyadaan.

LA XIRIIR: XAFIISKA HEERARKA SHAQADA

Shirkadaha Shabakadda

Hel caawimaad farsamo
iyo/ama tababar qaado

Shaqaalaha Ablikeeshinka Ku Saleysan

U gudbi cabasho xafiiska OLS ama
dacwad u gudbi maxkamada

206-256-5297

www.seattle.gov/laborstandards



Seattle Office of Labor Standards

810 THIRD AVE, SUITE 375

SEATTLE, WA 98104

SAACADAHA: 8:00 AM- 4:00 PM

(ISNIIN-JIMCAHA)

LABORSTANDARDS@SEATTLE.GOV

Hadafka Xafiiska Heerarka Shaqada waa in kor loo qaado heerarka shaqada iyadoo la adeegsanayo wada-shaqeyn fikir ku dhisan oo lala yeesho bulshada iyo ganacsiyada, dhaqangelinta istaraatiijiga ah iyo horumarinta siyaasad hal-abuur leh, iyada oo ay ka go'an tahay caddaalad-u-falka isirka iyo bulshada.

Xafiiska Heerarka Shaqada waxa uu bixiyaa tarjumaada, hadal fasiraadka tooska ah, iyo u adeegida dadka naafada ah.