

SHARCIGAAN WUXUU DIFAACAYAA SHAQAALAHA
ABKA KU SHAQEEYA AYADOON LAGA EEGAYN
XAALADOODA SOO GALOOTINIMADA.

SHIRKADAHA INTERNEEDKA U SHAQEEYA EE
XEERKU QUSEEYO AYAY TAHAY INAY U
HOGAANSAMAAN SHARCIGAAN. AARGOOSIGU
WAA SHARCI DARO. WUXUU DHAQAN GALAYAA
JANAAYO 1, 2025.



Seattle Office of Labor Standards

**App-Based Worker Deactivation
Rights Ordinance (ABWDR,
Xeerka Xuquuqda Shaqo Ka
joojinta Shaqaalaha Aabka)**

SMC 8.40 2025

Ogeysiiska Xuquuqaha

**Wuxuu dhaqan galayaa
Janaayo 1, 2025**

WAXAAD HELAYSAA DIFAAC HADDII:

- Ugu yaraan 25% dalabaadka aad qaaday iyo/ama dalabaadka aad kansashay si sababaysan intii lagu jiray 180 maalmood kahor shaqo ka joojinta ay la xiriireen qabashada adeegyada gudaha Seattle aadna u qabatay shirkada khadka oo xeerka ku jirta; **ama**
- Shaqo ka joojintaadu ay la xiriirto dhacdo ama dhacdooyin dhacay intii aad qabanaysay adeegyada gudaha Seattle aadna u qabatay shirkada khadka oo xeerka ku jirta.

**Maaha in dhammaan shaqaalaha
adeegsada Aaladaha Ababka Ku Saleysan
si ay ugu shaqeystaan uu daboolaayo
sharcigaanu. Si aad u hesho xog
dheeraad ah halkaan iskaanka mari:**



[https://www.seattle.gov/laborstandards/ordinances/
app-based-worker-ordinances/app-based-worker-
deactivation-rights-ordinance](https://www.seattle.gov/laborstandards/ordinances/app-based-worker-ordinances/app-based-worker-deactivation-rights-ordinance)

MARKA AAD TAHAY SHAQAALAHA ABKA KA SHAQEEYA EE SHARCIGU DABOOLAAYO WAXAAD XAQ U LEEDAHAY INAAD:

- Hesho ogeysiiska caddaalada ah ee xeerka shaqo ka joojinta oo qeexaaya tallaabooyinka keeni kara in shaqada lagaa saaro iyo habraaca loo maro racfaan ka qaadashada shaqo ka joojinta.
 - Xeerka shaqo ka joojintu waa inuu noqdaa mid si macquul ah ula xiriira hawlgallada shirkada ee badqabka iyo hufnaanta leh.
- Inaad racfaan ka qaadato shaqo ka joojinta adiga oo raacaaya habraaca gudaha shirkada ee racfaan ka qaadashada shaqo ka joojinta, ayadoo aan loo eegayn meesha dhacdada keentay shaqo joojintu ka dhacday.
- Ogeysiiska 14 maalmood ah kahor shaqo ka joojinta, marka laga reebo haddii ay jirto anshax xumo daran ama haddii sharcigu amraayo taasoo shirkaduhu ay markaas shaqada kaa joojin karaan isla markaba.
 - Ogysiisku waa inuu kuu sheegaa sababta shaqo ka joojinta, asagoo raacinaaya dhacdooyinka gaarka ah ee jebiyay xeerka shirkada, uuna ku siiyaa dhammaan diiwaannada shirkada khadku u cuskatay ayna tixgelisay si ay u gaarto go'aanka shaqo ka joojintaada.

SHIRKADAHA KHADKA:

- Ma samayn karaan shaqo ka joojinta "bilaa sabab ah", ayna ku jirto shaqo ka joojinta loogu talo galay ama keenta takoor.
- Waa inay baaraan sheegashooyinka sheegaaya inaad jebisay xeerarka shirkada kahor inta aysan shaqada kaa saarin waana inay cadeeyaan in, sida ugu macquulsan, inaad jebisay xeerka.
- Waa inay u dabaqaan xeerarka, siyaasaadka, iyo ganaaxyada la xiriirta shaqo ka joojinta si sax ah.
- Waxay keliya shaqada kaa joojin karaan marka ay si macquul ah ula xiriirto jebinta xeerka waana inay tixgeliyaan marxaladaha shaqadaada.

- Si degdeg ah ayay shaqada kaaga saari karaan si ay ugu hogaansamaan sharciyada, xeerarka, ama marka aad gasho anshax xumo daran.
- Waxaa laga doonayaa inaad abuurto nidaam kaa caawinaaya inaad fahanto in uu ku daboolaayo xeerkaan iyo in kale.
- Waa inay ku siiyaan ogeysiiskan xuquuqaha oo ku qoran Ingiriis iyo luuqadaada hooyo ee la ogyahay ayagoo kuugu gudbinaaya ablikeeshinka taleefoonka, iimeylka, ama barta webseedka oonlaynka ah.

BARO XUQUUQDAADA:

AARGOOSIGU WAA MAMNUUC

Waxaad xaq u leedahay in lagaa difaaco aargoosiga (talaabada xun) ee kaa dhanka ah sabab la xiriirta helitaanka ama adeegsiga xuquuqaha kore.

XAQA CABASHO GUDBINTA

Waxaad xaq u leedahay inaad cabasho u gudbiso Office of Labor Standards (OLS, Xafiiska Heerarka Shaqaalaha) ama aad gudbiso dacwad sharci ah kadib marka aad racfaan ka dhan ah shaqo ka joojintaada u gudbisay habraacyada gudaha ee shirkada.

Kahor Juun 1, 2027, OLS ayaan awood badan u lahaan doonin fulinta qaar kamid ah xuquuqaha ku qoran sharcigaan. Si aad u hesho faahfaahin dheeri ah, halkaan mari iskaanka:



<https://www.seattle.gov/laborstandards/ordinances/app-based-worker-ordinances/app-based-worker-deactivation-rights-ordinance>

Shaqaalaha ayaa u raadsan kara xalalka kale xuquuqahaas uusan OLS wali fulin karin.

LA XIRIIR OLS:

SHIRKADAHA KHADKA

Hel caawimaad farsamo
iyo/ama tababar qaado

SHAQAALAHA ABKA KA SHAQEEYA

Cabasho u gudbi OLS ama dacwad
sharci u gudbi maxkamad

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 (Office of Labor Standards) 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.

The Office of Labor Standards (Xafiiska Heerarka Shaqaalaha) ayaa bixinaaya turjumaadaha, hadal fasiraadka tooska ah, iyo caawimaadaha dadka naafada ah.