

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 2025 ee Xuquuqda Shaqaalaha Ablikeeshinka Ku Saleysan

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 aqbalo 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:

**\$0.45/daqiiqadii + \$0.77/maylkii**

—AMA—

**\$5.20**

Haddii dalabka uu ka bilowdo gudaha Seattle, markaa shaqaalaha waxaa la siinayaa lacagta ugu yaraan lacagta ugu yar ee dhammaan waqtigooda ay ku lug yeeshen 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 aqballo 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 jaraanjaroooyinka)
- 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](http://www.seattle.gov/laborstandards)



## Seattle Office of Labor Standards

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SAACADAHA: 8:00 AM- 4:00 PM

(ISNIIN-JIMCAHA)

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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.