



Seattle Office of  
Labor Standards

**MIYAAD**

**TAHAY SHAQAALE GURI?**

**WAXA AAD UBAAHAN TAHAY  
INAAD OGAATO**



QAANUUNKA SHAQAALAHA GURIGA EE SEATTLE

Seattle Domestic Workers Ordinance (Qaanuunka Shaqaalaha Guriga Ee Seattle) waxa uu ilaalinta goobta shaqada ee aasaasiga ah uu siiyaa shaqaalaha guriga.

Hagahani waxaa kujira macluumaadka kusaabsan ilaalintaan laakiin ma ahan mid looga gol leeyahay inuu noqdo talo sharci. Wixi macluumaad dheeraad ah, iyo wixi su'aalo ah, fadlan la xiriir:



**Seattle** Office of  
Labor Standards

Wac (206) 256-5297

[laborstandards@seattle.gov](mailto:laborstandards@seattle.gov)

[www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards)

Macluumaadka faahfaahsan ee kusaabsan Qaanuunka Shaqaalaha Guriga waxaa laga heli karaa:

[www.seattle.gov/laborstandards/ordinances/domestic-workers-ordinance](http://www.seattle.gov/laborstandards/ordinances/domestic-workers-ordinance)

# SHAQAALAHA GURIGA: MA OGTAHAY?

## **HADDII AAD KA SHAQEYSO GURI ADIGOO AH:**

- Shaqaalaha xannaanada
- Shaqaalaha daryeelka guriga
- Nadiifiyaha guriga
- Cunta kariye
- Maareeyaha qoyska
- Ka shaqeeya beerta

## **WAXAAD XAQ U LEEDAHAY:**

- Mushaarka ugu yar ee Seattle
- Cunto aan kala go' lahayn iyo nasasho, ama lacag dheeraad ah haddii aadan helin nasasho
- Fasax hal maalin ah (24 saacadood) kadib markii aad shaqayso lix maalmood oo isku xiga taasi oo loogu talagalay shaqaalaha kunool goobta shaqadooda.
- Inaad haysato dhammaan dukumiintiyadaada iyo saameynta gaarka ah
- Ka hortagga xadgudubka galmada iyo takoorka

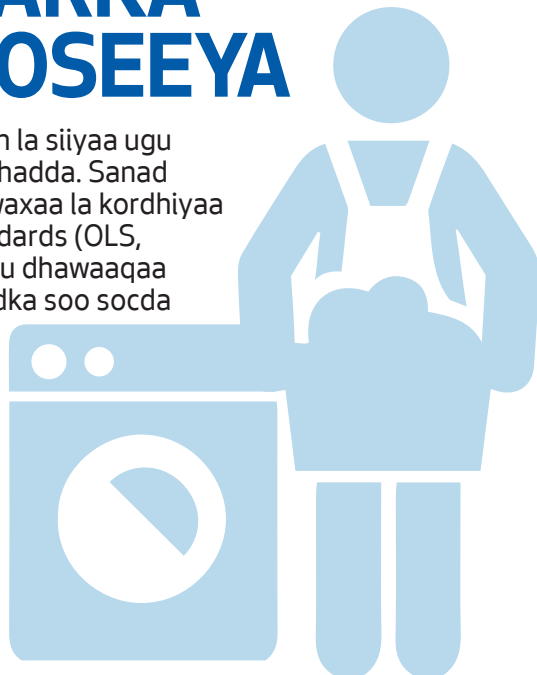
\*Haddii aad tahay shaqaale, waxaad xaq ku leedahay heerarka kale ee shaqada



# XAQA MUSHARKA UGU HOOSEEYA

Dhammaan shaqaalaha guryaha waa in la siiyaa ugu yaraan Musharka ugu yar Seattle ee hadda. Sanad kasta Musharka Ugu Yar ee Seattle waxaa la kordhiyaa Janaayo 1-deeda. Office of Labor Standards (OLS, Xafiiska Heerarka Shaqada) waxa uu ku dhawaaqaa kordhinta musharka ugu yar ee sanadka soo socda marka la gaaro deyrta sanad kasta.

Si aad u ogaato musharka ugu yar ee hadda jira, booqo:  
[www.seattle.gov/laborstandards/ordinances/minimum-wage](http://www.seattle.gov/laborstandards/ordinances/minimum-wage)





XAQA

# AAD U LEEDAHAY BAREEGYADA NASIINADA AH OO LACAG LAGU BIXINAYO

Haddii aad shaqeyso in kabadan afar saacadood, waa inaad heshaa nasasho 10-daqiiqo ah oo lacag ah, oo aan kala go' lahayn ka hor dhammaadka saacadda shaqada ee saddexaad.



**Haddii aad shaqeyso bareegaada nasashada, waxaad ku leedahay 10 daqiiqo oo dheeraad ah oo lacag ah.**





XAQA

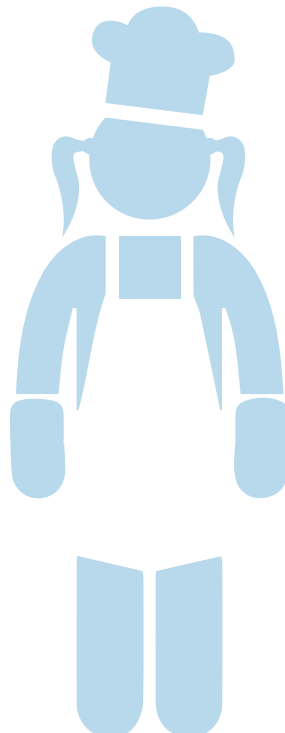
# AAD U LEEDAHAY BAREEGYADA CUNTADA

Haddii aad shaqeyso in kabadan shan saacadood, waxaad heleysaa bareeg cunto oo 30-daqiiqo ah oo lacag ahayn, oo aan kala go' lahayn.

Hase yeeshee, haddii ay tahay inaad sii joogto goobta shaqada inta lagu jiro bareega cuntada oo aadna diyaar u tahay inaad shaqada ku laabato, bareegani waa in lacag lagugu siiyaa.



**Haddii aad shaqeyso bareega cuntada, waxaad heleysaa 30 daqiiqo oo dheeraad ah oo lacag ah oo ah bareegi aad seegtay.**

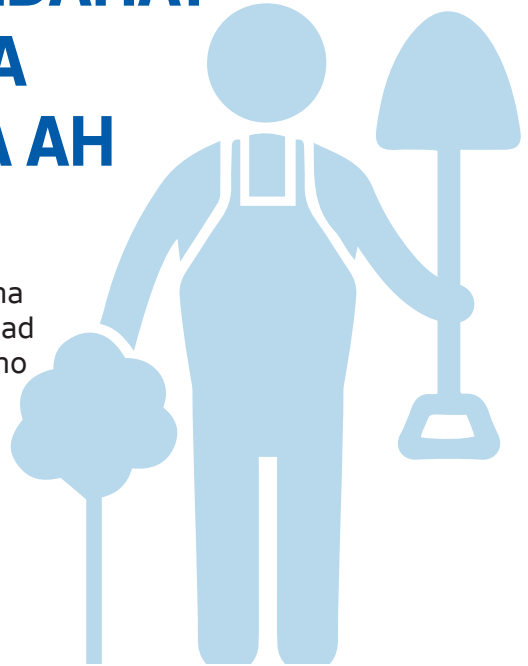




**XAQA**

# **AAD U LEEDAHAY NASIINADA MAALINTA AH**

Haddii aad ku nooshahay ama aad seexato goobtaada shaqada oo aadna shaqeyso lix maalin oo xiriir ah, waxaad xaq u yeelanaysaa 24-saac oo nasasho ah oo aan mushaar lahayn.





**XAQA**

# **AAD U LEEDAHAY INAAD HAYSATO DHAMMAAN DUKUMIINTIYADA SHAQSIGA AH**

Waxaad leedahay xuquuq ah inaad haysato dukumiintiyadaada orijinaalka ah iyo agabkaaga shaqsiga ah.







**XAQA**

# **INAAD XOR KA NOQOTO TAKOORKA IYO BEEGSIGA**

Shaqaalaha guryaha inta badan waxa ay shaqeeyaan kaligood waxa ayna halis ugu jiri karaan inay la kulmaan xadgudubka galmada iyo noocyada kale ee takoorka. Shaqaalaha guryaha waxa ay xaq u leeyihiin in laga ilaaliyo in sidaas loola dhaqmo sida uu qabo xeerka Fair Employment Practices (Dhaqamada Shaqaalaysiinta ee Cadaalada ah) ee Magaalada.

Dadka aad u shaqeyso looma ogola inay qaadaan tallaabo kaa dhan ah oo ku aadan sheegashada xuquuqdaada ama cabasho u gudbinta Magaalada.



**Haddii aad tahay shaqaale jecel inaad kala hadasho xuquuqdaada, Xafiiska Seattle ee Xuquuqda Madaniga kala xiriir (206) 684-4500, iimeel udir [discrimination@seattle.gov](mailto:discrimination@seattle.gov) or visit [www.seattle.gov/civilrights](http://www.seattle.gov/civilrights).**

## XAAFIISKA SEATTLE EE HEERARKA SHAQADA (OLS)

Xaafiiska Seattle ee Heerarka Shaqada wuxuu halkaan u joogaa inuu ka caawiyo shaqaalaha inay fahmaan xuquuqdooda. OLS waxa uu sidoo kale uu baaritaan ku sameeyaa oo uu xalliyaa ku xadgudubka sharciga.

Wixii su'aalo ah, ama soo sheegidda xadgudubka, fadlan wac (206) 256-5297, ama iimayl ugu dir [laborstandards@seattle.gov](mailto:laborstandards@seattle.gov).

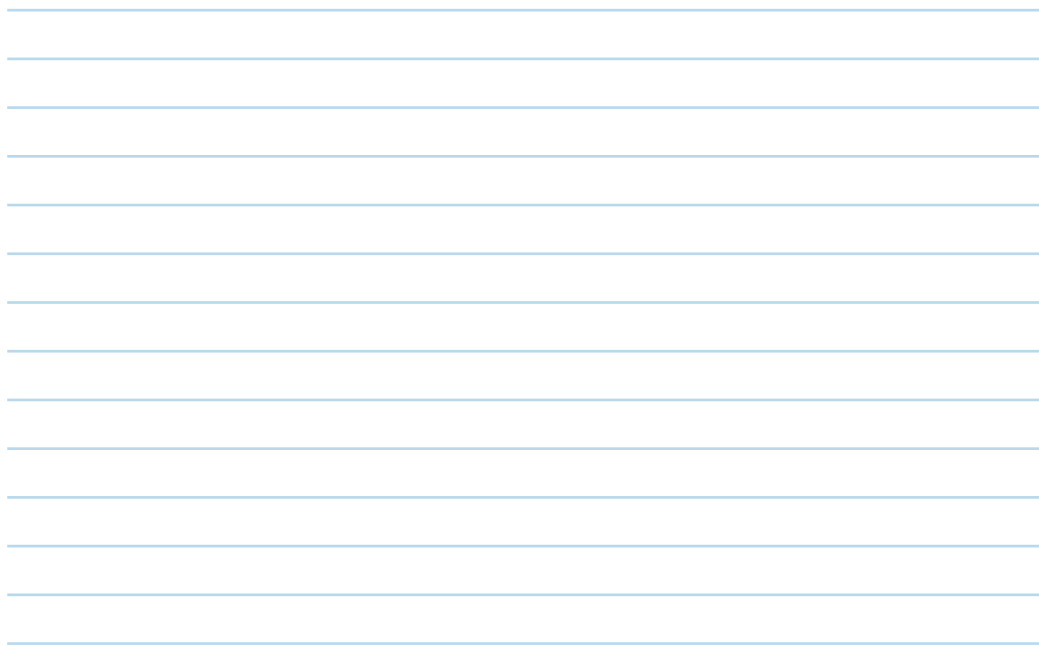
## BALLAN QAADKEENA

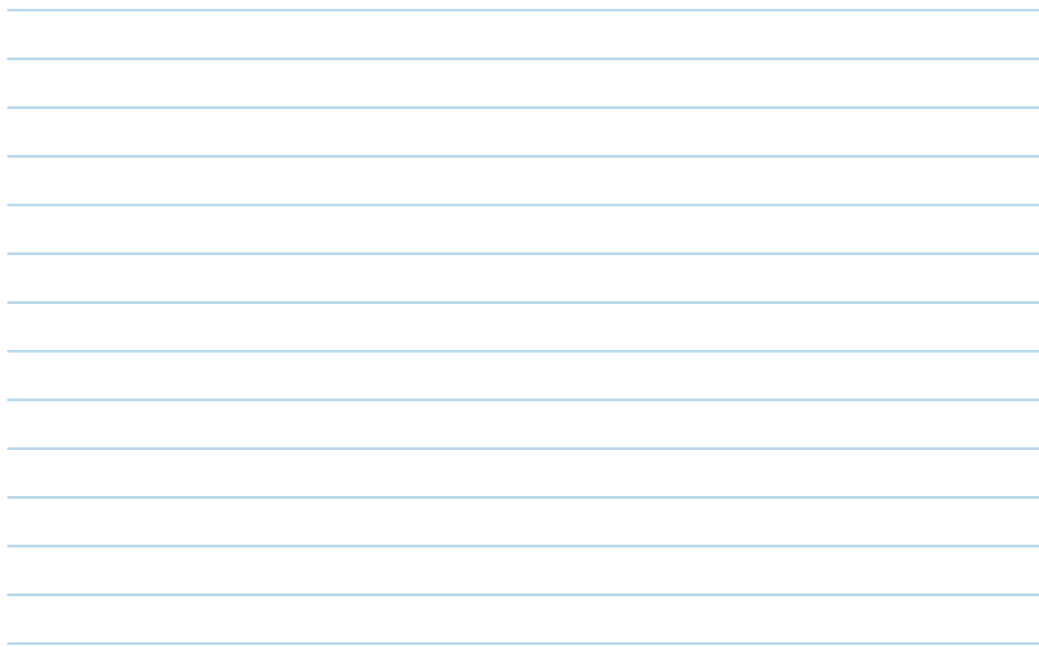
Waxaan halkaan u joognaa inaan ku caawino. Waxaan bixin doonaa tarjumaadda luuqadda, adeegyadeenuna waa bilaash. Maku weydiin doono xaaladaada soo galootiga.



Si aad u hesho macluumaad faahfaahsan oo dheeraad ah oo kusaabsan shuruudahaan, fadlan wixii warbixino ah ka eeg webseedkeena:  
**[www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards)**







# XAAFIISKA SEATTLE EE HEERARKA SHAQADA (OLS)

Xaafiiska Seattle ee Heerarka Shaqada waxa uu doonayaa inuu ka caawiyo cidaha wax shaqaaleysiinaya inay fahmaan waajibaadkooda sida uu qabo sharcigan.

Wixi su'aalo ah, fadlan wac (206) 256-5297, ama iimayl ugu dir [laborstandards@seattle.gov](mailto:laborstandards@seattle.gov).

## BALLAN QAADKEENA

Waxaan halkan u joognaa inaan ku caawino! Waxaan rabnaa inaad wacdo si aad u waydiiso su'aalahaaga ku saabsan sida loo dabaqo sharcigan cusub. Xaafiiska Seattle ee Heerarka Shaqada waxa uu ku siin doonaa talobixin khaas ah, mana u sheegi doono shaqaalahayaga fulinta. Su'aalahaaga waxay noqon doonaan kuwo dhowrsan.



Si aad u hesho macluumaad faahfaahsan oo dheeraad ah oo kusaabsan shuruudahaan, fadlan wixi warbixino ah ka eeg webseedkeena:  
**[www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards)**



# ILAAALINTA KADHANKA AH TAKOORKA IYO BEEGSIGA

Shaqaalaha guryaha inta badan waxa ay shaqeeyaan kaligood waxa ayna halis ugu jiri karaan inay la kulmaan xadgudubka galmada iyo noocyada kale ee takoorka. Shaqaalaha guryaha waxa ay xaq u leeyihiin in laga ilaaliyo in sidaas loola dhaqmo sida uu qabo xeerka Dhaqamada Shaqaalaysiinta ee Cadaalada ah ee Magaalada.

Dadka wax shaqaaleysiinaya waxa ay la kulmayaan ganaaxyo dheeraad ah haddii ay qaadaan tillaabo kadhan ah shaqaalaha guryaha oo ku aadan sheegashada xuquuqdooda ama cabasho u gudbinta Magaalada.



**Haddii aad dooneyso inaad wax badan ka ogaato sharciga Dhaqamada Shaqaaleysiinta ee Caddaalada ah, Xafiiska Seattle ee Xuquuqda Madaniga kala xiriir (206) 684-4500, iimeel udir [discrimination@seattle.gov](mailto:discrimination@seattle.gov) or visit [www.seattle.gov/civilrights](http://www.seattle.gov/civilrights).**



# MAJIRTO KAQAADISTA DUKUMIINTIYADA SHAQSIGA AH

Shaqaalaha guryaha waxa ay xaq u leeyihiin  
inay haystaan dukumiintiyadooda orjiinaalka  
ah iyo agabkooda shaqsiga ah.

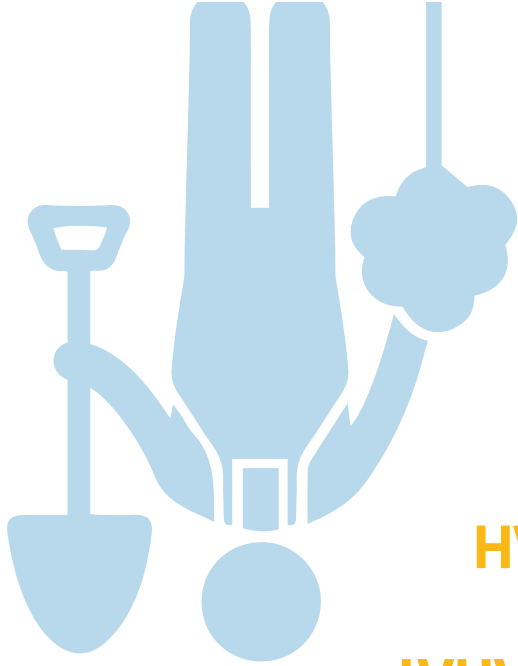






# AAD U LEEDAHAY XAQAA NASIINADA MAALINTA AH

Dadka wax shagaaleysiinaya waa inay siiyaan shaqalaha guryaha 24-saac oo nasasho ah oo aan mushahar lahayn kuwaas oo ku nool ama seekda goobta shagada marka ay shaqeyaan lix maalmood oo isku xigta.





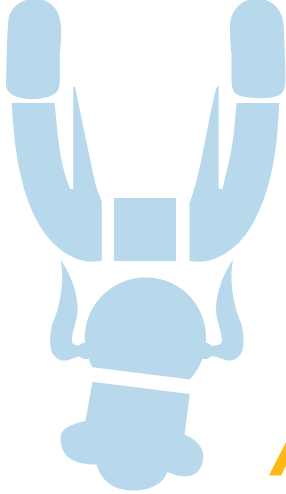
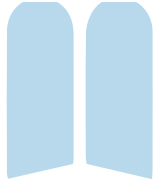
# AAD U LEEDAHAY BAREEGYADA XAQA CUNTADA

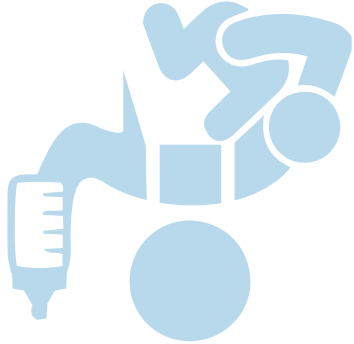
Dadka wax shaqaaleysiinaya waa inay siiyaan shaqaalaha bareeg cunto oo 30-daqiiqo ah oo lacag ahayn, oo aan kala go' lahayn haddii ay shaqeeyaan wax kabadan shan saacadood.

Hase yeeshee, waa inaad lacag ku siisaa shaqaalaha bareega cuntada haddii aad uga baahato shaqaalaha inuu sii joogo goobta shqada inta lagu jiro bareega oo aadna rabto in shqada dib loogu laabto.



**Haddii shaqaaluhu shaqeeyo bareega cuntada, waa inaad shaqaalaha lacag ku siisaa 30-ka daqiiqo ee dheeraadka oo ah bareegi uu seegay.**





# AAD U LEEDAHAY BAREEGYADA NASIINADA AH XAQA OO LACAG LAGU BIXINAYO



Dadka wax shagaaleysiinaya waa inay siiyaan shagaalaha guryaha nasasho 10-daqiiqo ah oo lacag ah, oo aan kala go' lahayn ka hor dhammaadka saacadada shaqada ee saddexaad.

**Haddii shagaaluhu shaqeyo bareega nasashada, waa inaad shagaalaha lacag ku siisaa 10-ka daqiiqo ee dheeraadka.**





# MUSHAARKA XAQA UGU HOOSEEYA



Dhammaan shaqaalaha guryaha waa in la siiyaa ugu yaraan Mushaaraka ugu yar Seattle ee hadda. Sanad kasta Mushaaraka Ugu Yar ee Seattle waxaa la kordhiyaa Janaayo 1-deeda. Xafiiska Heerarka Shagada waxa uu ku dhawaaqaa kordhinta mushaaraka ugu yar ee sanadka soo socda marka la gaaro deyrta sanad kasta.

Si aad u ogaato mushaaraka ugu yar ee hadda jira, booqo:  
[www.seattle.gov/laborsstandards/ordinances/minimum-wage](http://www.seattle.gov/laborsstandards/ordinances/minimum-wage)

# MIYAA SHARCIGA LAGUGU DABAQAYAA ADIGA?

Shakhsiyaadka, goysaska, iyo shirkadaha ee sida tooska ah u qaata ama u shaqaaleeya shaqaalaha guryaha waa inay raacaan sharciga. Qofkasta oo noocan ah, goys ama shirkad waxaa loogu yeeraa "dadka wax shaqaaleysiya." Haddii aad isticmaasho shirkad gaar ah si aad ugu bixiso adeegyada guryaha, hawshaas ayaa ah "dadka wax shaqaaleysiya" ee mas'uul ka ah bixinta ilaalinta shaqaalaha. Hase yeeshee, haddii aad faragalin ku sameyso xuquuqda shaqaalaha sida uu qabo sharcigaan waxaad ku xadgudbeysoo sharciga.

Sharcigu ma daboolayo noocada soo socda ee shaqaalaha:

- Shakhsiyaadka ku shaqeeya shaqada jornaatiga
- Shakhsiyaadka xiriirka goyska la leh dadka wax shaqaaleysiinaya
- Shaqaalaha daryeelka guryaha ee lacagta ka qaata sanduuga dadweynaha

# MA OGTAHAY?

Haddii aad shaqo ka gabatay gudaha ama dibada guri, waa inaad wax ka ogaataa Qaannuka Shaqaalaha Guryaha Ee Seattle.

- Shaqaalaha xannaanada • Shaqaalaha daryeelka guriga • Nadifiyaha guriga
- Cunta kariye
- Maareeyaha goyska
- Ka shaqeeya beerta

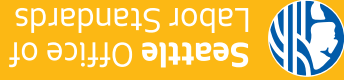
Waxaa lagu tixgeliinayaa inaad tahay cid wax shaqaaleysiiisa haddii aad bixiso adeegyadaan:

Cidda wax shaqaaleysiiisa waa inay siiisaa shaqaalaha guryaha waxyaabaha soo socda:

- Mushaar ka ugu yar ee Seattle
- Cunto aan kala go' lahayn iyo nasasho, ama lacag dheeraad ah haddii aysan helin nasasho
- Fasax hal maalin ah (24 saacadood) kadib marki aad shaqayso lix maalmood oo isku xiga taasi oo loogu talagalay shaqaalaha kunool goobta shaqadooda.
- Xaqiqa inay haystaan dukumii intiyadooda iyo saameynta gaarka ah
- Ka hortagga xadgudubka galmada iyo takoor ka

\*Haddii aad tahay loo shaqeeye, waxa uu wajiib ka saaran yahay heerarka kale ee shaqada

Qaannunka Shagaalaha Guriga Ee Seattle waxa uu ilaalinta goobta shaqada ee aasaasiga ah uu siiyaa shagaalaha guriga. Hagahani waxaa kujira macluumaadka kusaabsan ilaalintaan laakiin ma ahan mid looga gol leeyahay inuu noqdo talo sharci. Wixi macluumaad dheeraad ah, iyo wixi su'aalo ah, fadlan la xiriir:



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QAAUNUKKA SHAQAAALHA GURIGA EE SEATTLE