

Warqadda Xaqiiqda Xeerka Ilaalinta Qandaraaslaha Madaxbanaan

Nooca dukumeentigan oo la turjumay waxa la heli karaa marka la codsado: (206) 256-5297.

Xeerka Ilaalinta Qandaraaslaha Madaxa-banaan ee Seattle waxa uu u baahan yahay Hay'adaha Shaqaalaysiinta si ay u siiyaan Qandaraaslayaasha Madaxbanaan waxyaabaha ka hor intaysan galin heshiiska iyo wakhtiga lacag bixinta. Qandaraaslayaasha madaxa banaan waa in lacagtooda la siiya ka hor taariikhda magdhowga la bixiyo sida waafaqsan shuruudaha qandaraaska, shuruudaha bandhiga qandaraaska ka hor, ama 30 maalmood gudahood. Sharcigan ayaa dhaqan galaya **Sebtember 1, 2022**.



Daboolista

Waa kuwee shaqaalaha uu sharcigani khuseeyo?

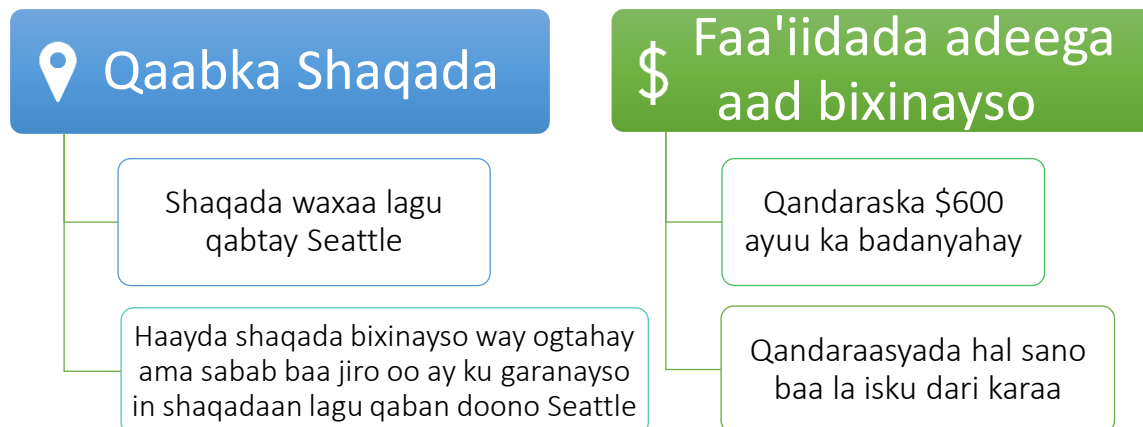
Qandaraaslaha madax-banaan waa qof iskii u shaqeysta oo ay shaqaaleysiiso Hay'ad Shaqaalaysiin ah si uu u bixiyo adeegyo loogu bedelayo magdhow. Sharcigani wuxuu quseeyaa dhammaan qandaraaslayaasha madaxbanaan marka laga reebo wax yar ¹oo hoos ku taxan.

Waa kuwee shirkadaha uu sharcigani khuseeyo?

Sharcigani wuxuu quseeyaa Hay'adaha Shaqaalaysiinta ee sida joogtada ah ugu hawlan ganacsi ama dhaqdhaqaaq ganacsi, oo ay ku jiraan ganacsiyada aan faa'iido doonka ahayn.

Waa kuwee qandaraasyada uu sharcigani khuseeyo?

Sharcigani waxa uu khuseeyaa qandaraasyada ku salaysan nooca adeegyada iyo qiimaha adeegyada.



¹ Qandaraaslayaasha madaxa banaan ee aanu sharcigani khusaynin waa qareeno, xaaladaha uu xidhiidhka Qandaraaslaha Madaxbanaan la leeyahay Hay'ad Shaqaalaysiinta ku kooban yahay heshiiska kiraynta guryaha (tusaale, farsamayaqaan timaha kiraysanaya qolka fadhiga), iyo Qandaraaslayaasha kale ee Madaxbanaan sida uu qeexayo Xafiiska Shaqada Xeerka Agaasimaha Heerarka. Habka xeer-dejinta ayaa la filayaa inuu dhaco horraanta/bartamaha 2022. Isku qor [wargeyska OLS](http://wargeyska.OLS) ama ka eeg shabakada OLS wixii ku soo kordha: www.seattle.gov/laborstandards.

Shuruudaha

Shuruudaha Lacag-bixinta Wakhtiga ku habboon



Hay'adaha shaqaalaysiinta waa inay bixiyaan "lacag-bixin waqtigeedii ku habboon" qandaraaslaha madaxa-bannaan ee hoos yimaada:

- 1) shuruudaha heshiiska;
- 2) shuruudaha shaacinta heshiiska ka hor; ama
- 3) 30 maalmood gudahood.

Shuruudaha Shaacinta

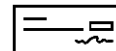
Hay'adaha shaqaalaysiinta waa inay bixiyaan qandaraasyada hore ee soo socda iyo wakhtiga lacag bixinta dhammaan qandaraaslayaasha madax-bannaan **marka laga reebo** darawallada Shirkadda Gaadiidka (tusaale Uber iyo darawallada Lyft). Bilaha soo socda, OLS waxay siidayn doontaa habab ay Hay'adaha Shaqaalaysigu isticmaali karaan si ay u bixiyaan macluumaadkan-ka hubi [website-kayaga](#) si aad u hesho warar cusub.



1. Shuruudaha Shaacinta heshiiska ka hor

- | | |
|---|---|
| ▪ Taariikhda | ▪ Saldhigga mushaharka |
| ▪ Magaca qandaraasle madax-banaan | ▪ Lacagaha Dheeraadka sida Tipska ka yimaado adeega iyo/ama siyaasadda qaybinta kharashka adeegga |
| ▪ Magaca Hay'adda Shaqaalaysiinta + macluumaadka xiriirka | ▪ Kharashka shaqada iyo kuwa ay soo celiyaan Hay'adda Shaqaalaysiinta |
| ▪ Sharaxaada shaqada | ▪ Ka jarista, khidmadaha, ama kharashyada |
| ▪ Goobta shaqada | ▪ Jadwalka lacag bixinta |
| ▪ Heerka ama heerka mushaharka | |

2. Shuruudaha Shaacinta Wakhtiga Lacag-bixinta



- | | |
|--|--|
| ▪ Taariikhda | ▪ Lacagaha Dheeraadka ah, magdhow iyo/ama qaybinta kharashka adeegga |
| ▪ Magaca qandaraasle madax-banaan | ▪ Saldhigga mushaharka |
| ▪ Magaca Hay'adda Shaqaalaysiinta | ▪ Kharashyada ay soo celiyaan Hay'adda Shaqaalaysiinta |
| ▪ Sharaxaada adeegyada ay bixiso lacag-bixinta | ▪ Lacagta guud |
| ▪ Goobaha Adeega ay lacagahaan daboolayso | ▪ Wax ka dhimis |
| ▪ Heerka ama heerka mushaharka | ▪ Lacag bixinta saafiga dhimista ah ka dib |

SEATTLE OFFICE OF LABOR STANDARDS (XAAFIISKA HEERKA SHAQAALAHA EE SEATTLE)

Hadafkeenu waa in la hormariyo heerarka shaqaalaha ayadoo la adeegsanaayo wada shaqayn waxtar ah oo lala yeesho bulshada iyo ganacsiyada, hormarinta xeer xoojin iyo hal abuur leh, ayadoo muhiimada la siinaayo sinaan bulsho iyo isir.

Adeegyadeena

Baaritaanka cabashooyinka
Wacyagelinta shaqaalaha
Caawimaad farsamo oo loogu talagalay ganacsiga
Ilaha iyo gudbinada

Adeega fasiraada iyo turjumaada luuqada ayaa la heli karaa. Qabanqaabooyinka loogu talagalay dadka naafada ah. Adeegyadu waa bilaash.

Macluumaad Dheeraad ah

Wac: (206) 256-5297
Imayl: Laborstandards@seattle.gov
Booqo: seattle.gov/laborstandards

Seattle Office of Labor Standards (Xaafiiska Heerka Shaqaalaha ee Seattle)

Dukumeentigani wuxuu bixinayaa sharaxaada sharciya. Oqsoonow: Macluumaadka uu bixiyi Xafiiska Heerarka Shaqaaluhu uma adeegto talo sharci, ma abuurto go'aan wakaalad, ama ma samaynayso mudnaanta qareenka-macmiilka akhristaha. Tani waa inaan loo isticmaalin beddelka sharciyada iyo xeerarka.

Khayraadka

Wixii ku soo kordha wararka socda, fadlan booqo websaydkayaga ama iska diiwaangeli warsidahayaga:

www.seattle.gov/laborstandards .

Ka akhri wax badan oo ku saabsan Xeerka Ilaalinta Qandaraaslayaasha Madaxa-banaan, halkan:

<http://www.seattle.gov/laborstandards/ordinances/independent-contractor-protections->