

Ogow xuquuqdaada Shaqada

oo ka tirsan Xafiiska Heerarka

SOO BANDHIGE: Colleen Fontana, OLS

KUMAAN NAHAY



Hadafkeennu waa inaan horumarino heerarka shaqada
annagoo adeegsanayna ka -qaybgal bulsho iyo ganacsi si
taxaddar leh loo qorsheeyey, fulin istaraatiiji ah, iyo
horumarinta siyaasad cusub oo hal -abuur leh, iyadoo ay naga
go'an tahay caddaaladda jinsiyadda iyo tan bulshada.

Waxa Aan Qabanno



Baritaano



Wacyigelin iyo Waxbarasho



Caawimad iyo Tababar



Kheyraad iyo Macluumaad



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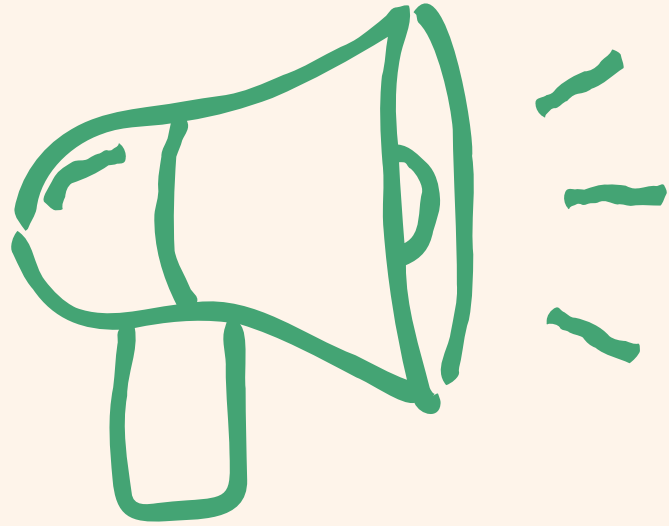
qorshaha



- ✓ Hordhac iyo Soo Dhaweyn
- ✓ Mushaharka Ugu Yar iyo Xatooyada Mushaharka
- ✓ Ilaalinta Shaqaalaha Guryaha
- ✓ Ilaalinta Shaqaalaha Ku Shaqeeya App-ka
- ✓ Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh
- ✓ Ilaalinta ka aargudashada
- ✓ Maxaan samayn karaa haddii xuquuqdayda aan la ixtiraamin?



XUSUUSINNO MUHIIM AH



- Dhammaan xuquuqdaada goobta shaqada way ku khuseeyaan adiga **iyadoon loo eegin xaaladdaada socdaalka**



- Office of Labor Standards **kuma weydiin doono xaaladdaada socdaalka** markaad nala soo xiriirto ama aad gudbiso cabasho



- **Xitaa haddii shaqadaada lagugu siiyay lacag caddaan ah** , waxaad weli leedahay ilaalinnaan!

Ugu yar Mushaarka



Waa imisa mushaharka ugu
yar ee Seattle sanadkan
2026?



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Ugu yar Mushaar ka



Mushaharka ugu yar ee Seattle sanadka 2026
waa \$21.30 saacaddii

Ya la daboolaya?

- Shaqaalaha intooda badan waxay xaq u leeyihiin in la siiyo mushaharka ugu yar!
- Xitaa goobaha shaqada ee leh hal shaqaale oo keliya
- Waxaad xaq u leedahay in lagu siiyo ugu yaraan mushaharka ugu yar
- Waxaad xaq u leedahay mushaharka lagu ballanqaaday



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xatooyada Mushaarka



Wa maxay xatooyada
Mushaarku?



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xatooyada Mushaarka



Xatooyada mushaharku waa inaan lagaa siin lacagta shaqada aad qabatay!

Tusaalooyinka caanka ah ee xatooyada mushaharka:

- shaqo “saacadda ka baxsan” (off the clock) — shaqayn ka baxsan saacadaha shaqada ee jadwalka ah adigoon wax mushahar ah helin.
- mushahar soo daaha ama aan la bixin
- mushaharka ugu yar ama mushaharka lagu ballanqaaday oo si khaldan loo bixiyo
- nasashooyinka cuntada iyo kuwa nasashada oo la waayo
- tipta khaldan
- saacadaha dheeradka oo aan musharkooda la bixin



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Shaqaalaha maxaliga ah Ilalino



Shaqaalaha Guryaha (Domestic Workers)
waxay ka shaqeeyaan gudaha iyo
hareeraha guri:

- Nadiifiyayaasha Guryaha
- Daryeel -bixiyeyaasha carruurta
- Dadka beerta ka shaqeeya
- Cunto kariyayaasha
- Maareeyayaasha Guriga (Household managers)



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Shaqaalaha maxaliga ah Ilaalino



Waxaad xaq u leedahay:

- Mushaarka ugu yar ee Seattle
- Waqti nasasho iyo Cunto
- Hayso dukumentiyadaada
- Ilaalin ka dhan ah takoorka
- Hal maalin oo nasasho buuxda ah marka la shaqeeyo lix maalmood oo isku xigta (shaqaalaha guriga la deggan)



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Shaqaalaha maxaliga ah Ilaalino



****SHARCI CUSUB OO KA JIRA
GOBOLKA OO DHAN!****

Xuquuqda ah:

- Heshiis qoran
- Ogeysiiska joojinta shaqada iyo lacagta kala -tagga shaqada (severance pay)
- Ilaalinta asturnaanta (Privacy protections)



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Shaqaalaha ku salaysan App-ka Il aal ino

YAA LA DABOOLAYAA?

- Shaqaalaha ku shaqeeya app -ka ee ka shaqeeya Seattle kana shaqeeya Shirkad Shabakad (Network Company) oo Caynsan, taas oo leh ugu yaraan 250 shaqaale app -based ah oo caalamka oo dhan jooga
- Shirkad Shabakad oo Caynsan waxay isticmaashaa app -yo ama madallo online ah si ay ugu xirto macaamiisha iyo shaqaalaha ku shaqeeya app -ka

YAA LA DABOOLAYAA?

- Darawallada rideshare -ka lama daboolayo
- App -yada ay shaqaalaha ku shaqeeya app -ku iskood u dejistaan qiimahooda iyo/ama ay leeyihiin shaqooyin horay loo jadwaleeyey lama daboolayo



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Shaqaalaha ku salaysan App-ka Ilaalinta:

Sharciiga
Musharka ugu
yar

Xuquuqda ah:

1. Lacagta ugu yar ee waqtiga iyo maylasha la safro
2. Ilaalinta dabacsanaanta shaqada (Flexibility protections)
3. Macluumaad cad oo ku saabsan shaqooyinka/laabashada shaqada



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Shaqaalaha ku salaysan App-ka Ilaalinta:

Joojinta shaqada

Xuquuqda ah:

1. Ogeysiiska siyaasadda joojinta shaqada (deactivation policy).
2. Ka dood joojinta shaqada (deactivation).
3. Ogeysiis 14 maalmood ah ka hor joojinta shaqada (deactivation), marka laga reebo xaaladaha anshax -xumo aad u daran).

nala gudbi cabasho!



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Shaqaalaha ku salaysan App-ka Il aalinada:

Waqtiga Jirrada
iyo Badbaadada
ee Lacagta Leh
(Paid Sick & Safe
Time – PSST)

Xuquuqda ah:

Hal maalin oo Waqtiga Jirrada iyo Badbaadada
ee Lacagta Leh (Paid Sick & Safe Time) ah 30
maalmood kasta oo laga shaqeeyo Seattle



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Wagtiga Jirrada iyo Badbaadada oo Lacagta Leh



Ka fikir waqti aad shaqo uga baaqatay
adigoo xanuunsan – maxaa dhacay?

- Ma awoodday inaad qaadata waqtigaas fasaxa?
- Ma lagu siiyay mushahar?
- Ma lagaa rabay inaad hesho qof kaa qabta shaqadaada (shift -kaaga)?
- Loo-shaqeeyahaagu ma ku weydiiyay caddeyn muujinaysa inaad xanuunsanayd?



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Wagtiga Jirrada iyo Badbaadada oo Lacagta Leh



Wagtiga Jirrada iyo Badbaadada oo Lacagta Leh
(PSST) waa:

waqti fasax oo lacag leh oo loo isticmaali karo sababo
caafimaad ama badbaado.

- Waxaad leedahay ilaalintan iyadoon loo eegin
xaaladdaada socdaalka
- Dhamaan shaqaalaha ka shaqeeya Seattle waxay
xaq u leeyihiin Wagtiga Jirrada iyo Badbaadada
oo Lacagta Leh PSST
- Ilaalintani waxay daboolaysaa shaqooyinka ku -
meel -gaarka ah, kuwa waqti -dhiman, ama kuwa
xilliyeedka ah



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Faahfaahin Dheeraad ah

Waqtiga jirada oo mushar leh



Waqti fasax oo lacag leh

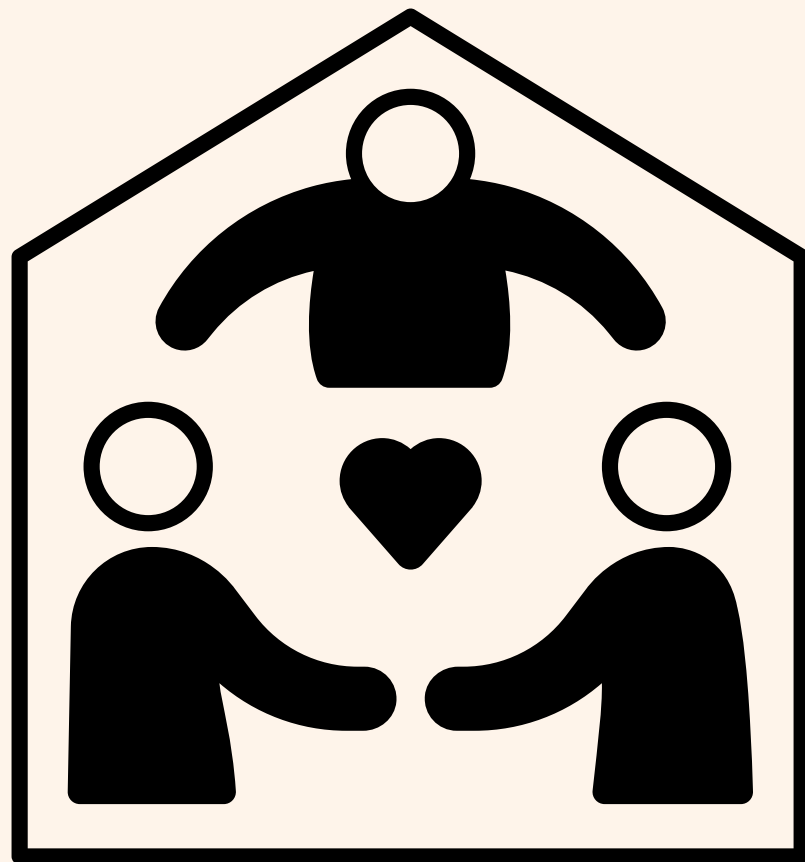
- Si aad u daryeesho naftaada ama xubin qoyskaaga ka mid ah marka uu jiro xanuun, dhaawac, ama sabab kale oo caafimaad
- Si aad u tagto ballan dhakhtar (daryeel ka hortag ah)



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faahfahin dheerad ah

Waqtiga Badbaadada oo Lacagta Leh



Waqti fasax oo lacag leh

- Dhibaatooyin badbaado awgood (sida rabshadda guriga, faraxumeynta galmada, iyo daba -galka/stalking)
- Haddii iskuulka ilmahaagu xirmo sabab la xiriirta dhibaato badbaado
- Si aad uga qayb gasho maxkamadda socdaalka (ilaalin cusub oo Gobolka Washington ah)



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Waqtiga Badbaadada oo Lacagta Leh



- CUSUB: Waqti fasax oo lacag leh si loogu tago dacwadaha maxkamadda socdaalka
- Ilaalin ka jirta gobolka oo dhan

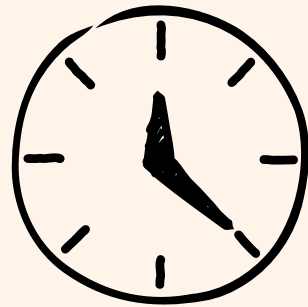


Meeqa sacadood yaan leeyahay?



Shirkadaha yaryar (ka yar 250 qof)

Waxaad helayso **1 saac** oo Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh (Paid Sick & Safe Time) markaad shaqeyso **40 saacadood**



Shirkadaha waweyn (ka badan 250 qof)

Waxaad helayso **1 saac** oo Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh (Paid Sick & Safe Time) markaad shaqeyso **30 saacadood**

Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh

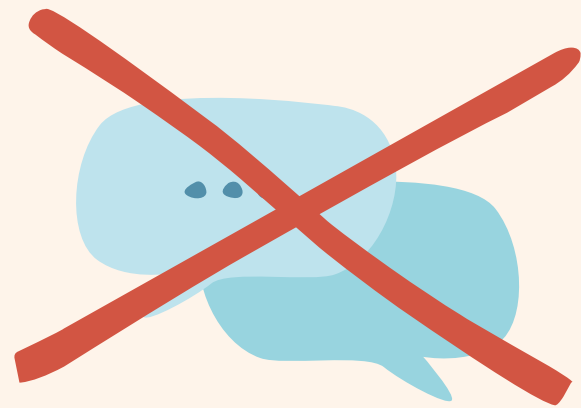


- Uma baahnid warqad dhakhtar ilaa kadib saddex maalmood oo Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh



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Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh



- Uma baahnid inaad bixiso sabab ama faahfaahin ku saabsan sababta aad u qaadanayso waqtiga jirrada iyo badbaadada ee lacagta leh.

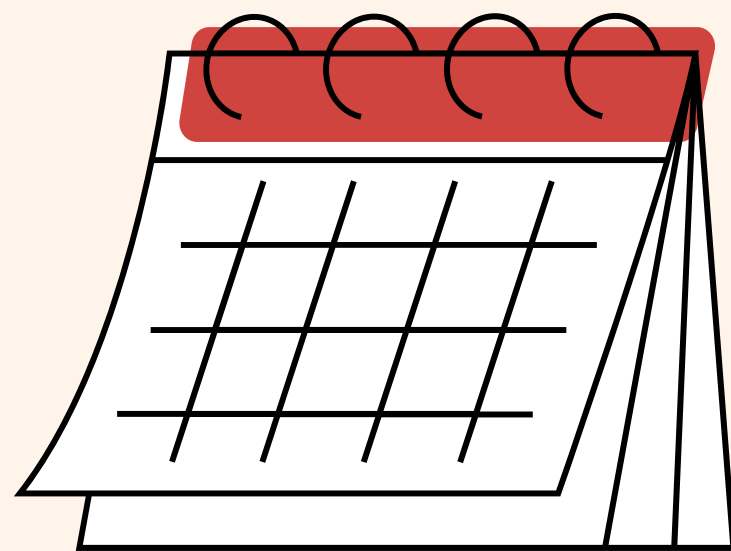
Waxad dhihi karta:

- Waxaan u baahanahay inaan isticmaalo saacadaha Waqtiga Jirrada iyo Badbaadada ee Lacagta Leh
- Waxaan u baahanahay fasax sababtoo ah waan xanuunsanahay



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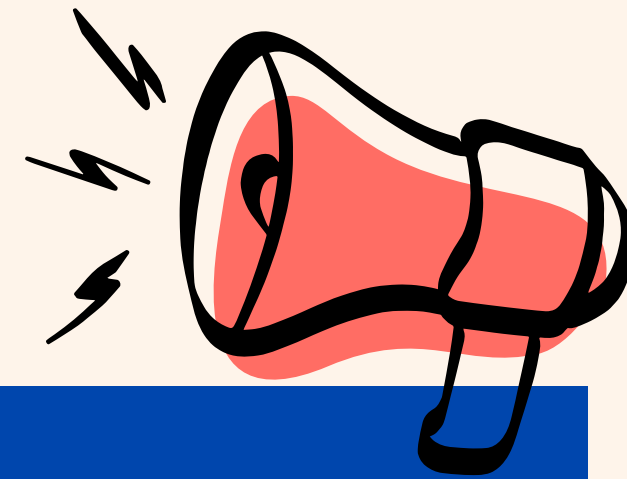
Waqtiga Jirrada iyo Badbaadada oo Lacagta Leh



- Loo-shaqeeyayaashu waxay sugi karaan 90 maalmood ka hor inta shaqaaluhu aysan isticmaali karin Waqtigooda Jirrada iyo Badbaadada ee Lacagta Leh (Paid Sick & Safe Time).
- Laakiin shaqaaluhu waxay bilaabaya inay uruursadaan saacadaha laga bilaabo maalintooda ugu horreysa ee shaqada



Ka aargudashadu wa sharci daro!



Waa sharci -darro in loo-shaqeeyayaashu ku takooraan ama ku ciqaabaan sababtoo ah waxaad ka hadashay xuquuqdaada goobta shaqada.

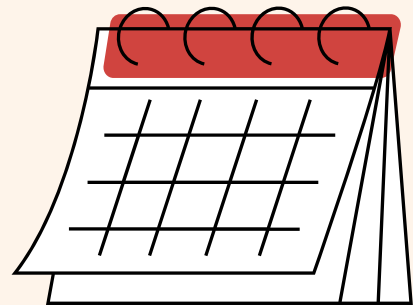
Tusaalaha ka aargudashada:

- Hanjabaado ku saleysan xaaladdaada socdaalka
- Shaqada lagaa eryo, darajada lagaa dhimo, ama saacadaha shaqada lagaa yareeyo
- Takoorka



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Sideey Ayay OLS Ku Caawin Kartaa?

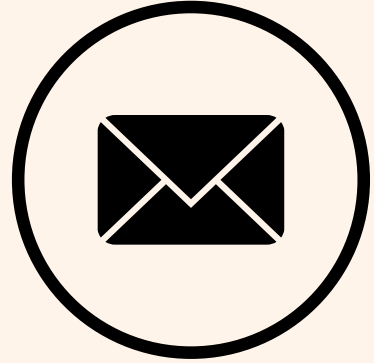


- Shaqo lagu qabtay gudaha Magaalada Seattle
- Dhibaatuso waxay dhacday 3 -dii sano ee la soo dhaafay
 - sida ugu dhaqsaha badan ayaa ugu fiican!
- Xitaa haddii lacag caddaan ah lagugu siiyo, qor faahfaahinta lacag-bixinnada, hay jadwalka saacadaha aad shaqeysay, oo kaydi dukumentiyada
- Sharcigu wuxuu ku jiraa awooddeena
 - Tusaale ahaan, ma baarno takoorka ama dhibaataaynta goobta shaqada, laakiin waxaan kugu xiriirin karnaa Office for Civil Rights oo arrimahaas ka shaqeeya!
- Ururrada Wada-shaqeynta ee COEF & BOEF



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Nala so xiriir!



<https://laborinquiry.seattle.gov/worker>

-inquiry/



La xiriir si aad u gudbiso cabasho ama aad ula
hadasho baare

[\(206\) 256 -5297](tel:(206)256-5297)



Booqo website -keena si aad u hesho kheyraad
dheeraad ah iyo macluumaad la turjumay!

