



XUQUUQDAADA SIDA HOOS TIMAADA SHARCIGA XAQA SHAQAALAHA KU MEELGAARKA U LEEYAHIIIN IN AY OGAADAAN EE MASSACHUSETTS

Wakaaladaha shaqaalaha waa in ay ku siiyaan macluumaad aasaasi ah oo ku saabsan shaqadaada.

Sharciga wuxuu rabaa in wakaaladaha shaqada ku siyaan ogeysiis qoran iyo macluumaad aasaasi ah oo ku saabsan shaqo kasta ay kuu diraan. Tan waxaa lagu magacaabaa **dalabka shaqada**. Waxaad xaq u leedahay in aad wakaaladda shaqada u sheegtid sida aad rabtid in ay kugu siiyaan dalabka shaqada, sida email, boostada, ama haddii aad ratbid in aad qof ahaan soo qaadatid. Wakaaladaha shaqada **WA** in ay ku siyaan ugu yaraan macluumaadkaan:

- magaca, cinwaanka iyo nambarka telefoonka: (i) wakaaladda shaqaaleynta; (ii) ceymiska magta shaqaalaha; (iii) loo-shaqeeyaha goobta shaqada; iyo (iv) waaxda (DLS).
- sharaxaadda shaqada iyo haddii booska u baahan yahay labbis gara ah, qalab, tababar, ama shattiyo;
- mushaarka la qaato maalintii, mushaarka la qaato saacaddii, iyo haddii mushaar la qaato saacadaha dheeraadka ah
- taariikhda la bilaabo, waqtiga la bilaabo maalintii iyo waqtiga la filaayo in la dhameeyo, iyo haddii la ogsoon yahay, muddada la filaayo in ay socoto shaqada;
- haddii wakaaladda shaqaaleynta ama loo-shaqeeyaha goobta shaqada bixin doonaan gaadiid iyo cunto;
- haddii ay jiraan kharashka lagu dallaco shaqaalaha joogtada ama shaqaalaha ku meel gaarka;
- haddii goobta shaqada ka socoto ku sugan tahay shaqo joojin ama shaqo ka fadhiisin; iyo
- oraah ku qoran luqado badan in dalabka shaqada laga helo macluumaad muhiim oo ku saabsan hawsha, shaqada joogtada ah, ka-qeybgalka, shaqada la faro, ama hawsha muddada gaaban.

Wakaaladda shaqada waxay telefoonka kugu siin kartaa macluumaadka shaqada, hase ahaatee **WAA** in ay macluumaadka kuugu soo dirto qoraal ahaan **KA HOR** inta aan la gaarin dhamaadka muddada mushaarka kowaad.

Haddii shaqada lagu diray isbaddasho, wakaaladda shaqada **WAA** in ay kuu sheegto isbaddaladaan isla marka ay ogaato

Haddii wakaaladda shaqada aysan ku siinin dalabka shaqada, adigana aad rabtid in aad ashtakeysid wakaaladda shaqada, fadlan wac Waaxda Heerarka Shaqada (Department of Labor Standards), tel. **(617) 626-6969**. Wakaaladda shaqada kuma ruqseyn karto ama kuma siin karto shaqo xun maxaa yeelay waad soo ashtakeysay.

Haddii laguugu meeleeeyo boos aqoon u baahan ama sida xogeyn ama kaaliyaha maamulka, wakaaladda shaqada waajiba KUMA aha in ay ku siiso dalabka shaqada.

Wakaaladaha shaqada iyo loo-shaqeeyeyaasha goobta shaqada kuguma soo dallici karaan khidmado la xariira:

- iska diiwaan gelinta wakaaladda shaqada;
- dalabka shaqada ay ku siisay;
- baaritaanka mukhaadaraadka, kaararka banigiga, kaararka lacagta ku jirta xisaabta, fojarada, ama dalabka lacagta (money orders);
- hubinta macluumaadka (CORI) diiwaanka gaffaha dambiga Massachusetts;
- adeegyada gaadiidka, haddii loo baahan yahay in la isticmaalo adeegga; haddii isticmaalka adeegga gaadiidka tahay wax qofka uu iskiisa u sameeyo, khidmadda waa in aysan ka badanin 3% mushaarka la qaato maalintii ama kharashka dhabta ah ee ku baxa, hadba midkii yar;
- shay ama adeeg kasta, sida gaadiidka, oo sababi kara in aad ku shaqeysid in ka yar mushaarka ugu yar ee laga qaato Massachusetts;
- wakaaladda shaqada ama loo-shaqeeyaha goobta shaqada kuguma khasbi karto in aad ka iibsatid shay haddii aadan rabin in aad iibsatid.
- Sida ka soocan Temporary Worker Right to Know Law (Sharciga Xaqa Shaqaalaha u Leeyahay in uu Ogaado), Massachusetts Wage Act (Sharciga Mushaarka Massachussets) wuxuu guud ahaan reebay heshiis kasta uu shaqaalaha mas’uul ka yahay kharashka ganacsiga caadiga iyo kharashka kale ee loo-shaqeeyaha. Sidaas darteed, lama ogola dhimista mushaarka haddii ujeedadeeda aysan aasaasiyan ahayn danta shaqaalaha (in kharashka qiimo u leeyahay shaqaalaha, in uu si madax banaan u isticmaali karo, taasoo ka madax banaan shaqada uu qabto).

Wakaaladaha shaqada waa in ay kuu soo celiyaan kharashka macquulka ah ee kaaga baxa gaadiidka haddii ay kuu diraan shaqo aan jirin.

Tani kuma jirto kharashka ku baxa gaadiidka marka lagu diro goobta shaqada si aad u gashid wareysiga shaqada.

Wakaaladaha shaqada:

- kuma siin karaan macluumaad been ah, khayaano ah, ama ku marin habaabiya, iyaga oo ogsoon;
- kuguma khasbi karaan in aad tagtid shaqo aadan rabin in aad tagtid;
- ma haysan karaan hantidaada mana diidi karaan in ay kuu soo celiyaan;
- ma haysan karaan khidmadaha ay kugu soo dallaceen;
- kuma ruqseyn karaan ama kuma siin karaan shaqo xun maxaa yeelay waxaad adeegsatay xuquuqda aad leedahay sida hoos timaada sharciga;
- kuuma diri karaan shaqo sharci darro ah;
- uma diri karaan shaqo qof yar marka ay waajib tahay in qofkaas yar uu ku jiro dugsi;
- kuuma diri karaan shaqo loo baahan yahay in aad haysatid shatti khaas haddii aadan haysanin shattigaas;

Si aad u heshid macluumaad dheeraad ah oo ku saabsan Xaqa Shaqaalaha ku Meel Gaarka ah u Leeyahiin in ay Ogadaan (Temporary Workers Right to Know Law) ama si aad u samaysid ashtako, wac Waaxda Heerarka Shaqada (Department of Labor Standards), telefoonka (617) 626-6969, ama booqo mass.gov/dols/epsap. Sharcigaan waxaa maamula Waaxda Heerarka Shaqada (Department of Labor Standards) (DLS) iyo waxaa hirgeliya Xafiiska Xeer Ilaaliyaha Qeybta Xaqa Shaqada (Office of the Attorney General's Fair Labor Division). Sharciga wuxuu quseyaa “wakaaladaha shaqada” (macnaha wakaaladaha shaqada) sida sharciga u sifeeyo.

Ogeysiiska goobta shaqada: Ogeysiisnaan goobta shaqada wuxuu u hoggaansan yahay qodobada Sharciga Guud Massachussets (Massachussets General Law), Cutubka 149, Qeybta 159C, kaasoo ka dalbada wakaaladaha shaqada in ay soo geliyaan meel ay arjiileyaasha shaqada si sahlan uga arki karaan.