



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

WAKAALADHA 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 wakaaladda shaqada, cinwaanka iyo nambarka telefoonka;
- mushaarka shaqada iyo taariikhda mushaarka;
- taariikhda bilowga shaqada iyo muddada shaqada la filaayo;
- waqtiga la bilaabo shaqada maalintii iyo waqtiga la filaayo in la dhameeyo;
- haddii ay jirto shaqo ka fadhiisin ama shaqo ka joojin;
- haddii wakaaladda shaqada ama loo-shaqeeyaha goobta shaqada bixin doonaan cunto ama gaadiid;
- haddii booska u baahan yahay labbis khaas ah, qalab, shattiyo, ama tababar;
- magaca, cinwaanka, nambarka telefoonka goobta meesha wakaaladda shaqada kuu dirto in aad ka shaqeysid.

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) 626-6970. Wakaaladda shaqada kuma ruqseyn karto ama kuma siin karto shaqo xun maxaa yeelay waad soo ashtakeysay.

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

WAKAALADHA SHAQADA IYO LOO-SHAQEYEAASHA GOOBTA SHAQADA KUGUMA SOO DALLICI KARAAN KHIDMADO LA XARIIRA:

- iska diiwaan gelinta wakaaladda shaqada;
- dalabka shaqada ay ku siisay;
- baaritaanka mukhaadaraadka, kaararka bangiga, kaararka deynta, fojarada, ama dalabka lacagta (money orders) in ka badan kharashka dhabta ah ay wakaaladda shaqada bixiso si ay kuu siiso waxyaabahaas;
- 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.

WAKAALADHA 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.

WAKAALADHA 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;
- kuuma diri karaan goobta shaqada marka meesha ay ka jirto shaqo ka fadhiisin ama shaqo joojin iyaga oo aan kuu sheegin.

Si aad u heshid macluumaad dheeraad ah oo ku saabsan Xaqqa 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) 626-6970, ama booqo www.mass.gov/dols/epsap. Sharcigaan waxaa maamula Waaxda Heerarka Shaqada (Department of Labor Standards) (DLS) iyo waxaa hirgeliya Xafiiska Xeer Ilaaliyaha Qeybta Xaqqa 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: Ogeysiiskan goobta shaqada wuxuu u hoggaansan yahay qodobada Sharciga Guud Massachusetts (Massachusetts General Law), Cutubka 149, Qeybta 159C, kaasoo ka dalbada wakaaladaha shaqada in ay soo geliyaan meel ay arjiileyaasha shaqada si sahlan uga arki karaan.