

Sharuucda Heerarka Shaqaalaha Seattle ee 2016

Hawlgalka Xafiiska Heerarka Shaqaalaha waa sidii lagu horumarin laha heerarka shaqada iyada oo si quman looga soo qeybgelinayo bulshada iyo ganacsatada, fulinta istaraatiijiga ah iyo horumarinta siyaasada cusub, ka go'naanta caddaaladda bulshada iyo jinsiyada.



Qoraalkaan waa in lagu soo bandhigo meel muuqata oo laga heli karo goobaha shaqada, isagoo ku qoran Ingiriis iyo luqadaha ay shaqaalaha ku hadlaan.

SMC 14.19

Mushaharka ugu yar

WAXAY DEJISAA MUSHAAARKA UGU YAR EE SHAQAALAH

Loo-shaqeeyayaasha Waaweyn

(WAA KUWA LEH 501 SHAQAALAH AMA KABADAN)

Loo-shaqeeyayahu wax ma ka bixiyaa qarashka caawinaada caafimaadka ee shaqaalaha shaqsiga?

MAYA
\$13.00

SAACADIIBA

HAA
\$12.50

SAACADIIBA

Loo-shaqeeyayaasha Yaryar

(WAA KUWA LEH 500 SHAQAALAH AMA KAYAR)

Loo-shaqeeyayahu ma bixiya ugu yaraan \$1.50 saacaddii oo ah dhinaca caawinaada caafimaadka shaqaalaha keliga ah iyo/ama shaqaalaha ma kasbada ugu yaraan \$1.50 saacaddii bakhshiish ah?

MAYA
\$12.00

SAACADIIBA

HAA
\$10.50

SAACADIIBA

Xadka Loo-shaqeeyaha

Waxaa loo xisaabaya wadarta tirada dhamaanba shaqaalaha aduunka oo dhan uga shaqeeya. Shabakadaha (franchises), waxaa loo xisaabayaa dhamaanba shaqaalaha shaqakadaas.

Caawinaada Caafimaadka

Shaqaalaha waa in lagu qoro heerka-silver ama qorshe sare sida lagu qeexay Xeerka Daryeelka la awoodi karo ee Federaalka (Federal Affordable Care Act).

» Loo-shaqeeye ma uu bixin karo mushahaaro hoos loo dhigay oo ah mida ugu yar haddii shaqaalaha diiday caawinaada caafimaadka ama aanu xaq u lahayn caawinaada caafimaadka.

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Xatooyada Mushaarka

WAXAY BADBAADISAA XATOYADA MUSHAAARKA

Loo-shaqeeyayaashu waa inay bixiyaan dhamaanba/magdhawga lagu leeyahay maalinta mushaar bixinta/ iyo waa inuu siiyo shaqaalaha macluumaad qoraal/ ah oo ku saabsan shaqada iyo mushaharka.

Warbixinta qoraalka ahna waa in lagu daraa:

- Magaca iyo macluumaadka lagala xidhiidho loo-shaqeeyaha.
- Heerka mushaarka shaqada, xaq u yeelashada waqtiga dheeraadka ah, mushaarka saldhiga (saacaddii, xiligii, maalintii, toddobaadkii, gunada), iyo maalinta mushaarka la bixinayo ee joogtada.
- Sharaxaada siyaasadda bakhshiishka shaqada.
- Tixista bayaanka macluumaadka mushaarka ee ku saabsan maalmaha mushaarka.

Tusaalayasha sharuudaha mushaarka:

- Bixinta Mushaarka ugu yar
- Bixinta Mushaarka waqtiga Dheeraadka ah.
- Bixinta fasaxa shaqada
- Bixinta lacagta la ballan qaaday.
- Bixinta inta qofka uu shaqeysto
- Lacag bixinta baqshiishka la kasbaday.
- Dib ugu celinta kharashka shaqaalaha ku baxay.
- Ucadee shaqaalaha si sax ah in loo aqoonsado; si qalad ah in loogu aqoonsan ama qandaraaslayaal.

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Shaqo Fursado loo Siman yahay

XADADYSA ISTICMAALKA DIIWAANKA XIRITAANKA IYO XUKUNKA

Mamnuuca:

- Waxaa mamnuuc ah in shaqabixiyaha uu kuqoro xayeysiinta in qof horay looxiray uu san buuxin karin shaqadiisa.
- Codsiyada shaqada ee leh su'aalaha ku saabsan diiwaanada xiritaanka iyo xukunada, haddii aanu loo-shaqeeyayahu marka hore soo xulin codsayaasha leh sharuudaha ugu yar.
- Diiditaanka shaqada (ama ficilada togan ee shaqada) ee keli ahaan ku saleeyan diiwaanka xiritaanka.

Xooga ka reebanaaya ayaa quseeya, oo ay ka mid yihiin, shaqooyinka ruuxu helayo kormeerid la'aanta carruurta ka yar 16, dadka naafada koriinka qaba, ama dadka waaweyn ee nugul.

Loo-shaqeeyayaasha waxaa laga doonayaa:

Inay dib u dhigaan baaritaanka dembiyada ilaa iyo inta ay ka xulayaan soo codsadaayaasha leh sharuudaha ugu yar.

Raacaan sharciyadaas ka hor inta aanay qaadin ficilo tigan oo kali ahaan ku saleeyan baaritaanka dembiyada:

- » Siiyaan fursad uu ruuxu ku macneeyo ama ku saxo macluumaadka ku qoran baaritaanka dembiyada.
- » Ku sii hayo booskaas inuu ahaado mid furan labo maalmood oo ganacsi.
- » Uu hayo sababo macquula oo shaqada la xariira oo sheegay in haddii uu shaqaaleeyo ruuxaasi ay waxyeelayso ganacsiga ama uu raad ku yeelanayo awooda waxqabadka shaqada.

SMC 14.16

Bixinta Xiliga Xanuunka iyo Amaanka

WAXAY U BAAHAN TAHAY FASAX LACAGA OO AH ARRIMO CAAFIMAAD AMA AMAANKA

Loo-shaqeeyayaasha, waa inay siiyaan shaqaalaha mushaar xiliga uu ku maqan yahay fasax xanuun si ay u daryeelaan naftooda ama qoyska.

Waqtiga Jirada: Xaalad caafimaadka korka ama maskaxda, oo ay ku jiraan balamada caafimaadka.

Waqtiga Amaanka: Sababo la xariira qalalaasaha qoyska, waxyeelitaanka galmada, bada socodka ama arrimaha nabadgelyada bulshada.*

Qiimaha Xiliga Xanuunka iyo Amaanka (PSST)

Xadka Loo-shaqeeyaha
TIRADA GUUD EE SHAQAALAH XILIGA BUUXA EE ADUUNKA (FTEs)

Accrual ee PSST
SAACADAH LA SHAQEYAY

Isticmaal oo sii wad PSST aan la isticmaalin
CAAWINAADA SANNADKIIBA

	XADKA 1	XADKA 2	XADKA 3
Ka badan 4 oo gaaraya ilaa 49 FTEs	50 - 249 FTEs	250+ FTEs	
1 saac 40 SAACADOOD	1 saac 40 SAACADOOD	1 saac 30 SAACADOODBA	
40 saacadood	56 saacadood	72 saacadood**	

*WAGTIGA AMMAANKA WAXAA KALOO LOO ISTICMAALI KARAA IN LAGU DARYEELO QOFKA GURIGA KULA DEGAN
**108 SAACADOOD SHAQAALAH XADKA 3 OO LEH SHARUUCDA WAGTIGA LACAG BIXINTA (PTO)

Loo-shaqeeyayaashu waa inay ku dhaqmaan sharuucdaan. Ka-aargoosashadu waa sharci daro.



Waxaad dacwadaada u gudbin karta Xafiiska Heerarka Shaqaalaha

-ama- Waxaad* dacwadaad u soo gubin karta maxkamada ka dib ama:

- Abriil 1, 2016 Loo-shaqeeyayaasha waawayn (50 ama shaqaale ka badan)
- Abriil 1, 2017 Loo-shaqeeyayaasha leh (50 ama shaqaale ka yar)

* DACWADA WAXAA LAGA QAADAN KARAA OO KALIYA MUSHAHARKA UGU YAR, XATOYADA MUSHAHARKA & KU-XADGUDUBKA BIXINTA FASAXA WAGTIGA JIRADA IYO AMMAANKA.

Adeegyo Qarsoodi iyo Bilaash ah

- Baaritaanada Cabashooyinka.
- Shaqaalaha Fidinta.
- Cawinaada farsamo ee ganacsatada.
- Khayraad iyo U diritaano.

Afcelinta, turjibaanka luqadaha iyo qabanqaabo ayaa diyaara.

(206) 684-4500

seattle.gov/laborstandards

2016 Seattle Labor Standards Ordinances

The mission of the Office of Labor Standards is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.



This poster must be displayed in a conspicuous and accessible place at job sites, in English and the language(s) spoken by employees.

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Minimum Wage

SETS MINIMUM WAGES FOR EMPLOYEES

Large Employers

(501 OR MORE EMPLOYEES)

Does the employer pay towards the individual employee's medical benefits?

NO

\$13.00

PER HOUR

YES

\$12.50

PER HOUR

Small Employers

(500 OR FEWER EMPLOYEES)

Does the employer pay at least \$1.50 per hour towards the individual employee's medical benefits and/or does the employee earn at least \$1.50 per hour in tips?

NO

\$12.00

PER HOUR

YES

\$10.50

PER HOUR

Employer Size

Count the employer's total number of all employees worldwide. For franchises, count all employees in the franchise network.

Medical Benefits

Employee must be enrolled in a silver-level or higher plan as defined by the Federal Affordable Care Act.

» An employer cannot pay a reduced minimum wage if the employee declines medical benefits or is not eligible for medical benefits.

SMC 14.20

Wage Theft

PROVIDES PROTECTIONS AGAINST WAGE THEFT

Employers must pay all compensation owed on a regular pay day and give employees written information about their job and pay.

Written information must include:

- Employer's name and contact information.
- Employer's rate of pay, eligibility to earn overtime, pay basis (hour, shift, day, week, commission), and regular pay day.
- Explanation of employer's tip policy.
- Itemized statement of pay information on pay days.

Examples of pay requirements:

- Pay minimum wage.
- Pay overtime.
- Provide work breaks.
- Pay amount promised.
- Pay for work off the clock.
- Pay tips earned.
- Reimburse employer expenses.
- Classify employees correctly; do not misclassify as independent contractors.

SMC 14.17

Fair Chance Employment

LIMITS USE OF CONVICTION AND ARREST RECORDS

Prohibited:

- Job ads that exclude applicants with conviction or arrest records.
- Job applications with questions about conviction or arrest records, unless the employer has already screened the applicant for minimum qualifications.
- Job denial (or other adverse employment actions) based solely on an arrest record.

Some exceptions apply, including jobs with unsupervised access to children under 16, people with developmental disabilities, or vulnerable adults.

Employers are required to:

Delay criminal background checks until after screening applicants for minimum qualifications.

Follow procedures before taking an adverse action based solely on a criminal background check:

- » Provide an opportunity to explain or correct criminal background check information.
- » Hold the position open for at least two business days.
- » Have a legitimate business reason that employing the person will harm the business or impact the employee's ability to perform the job.

SMC 14.16

Paid Sick & Safe Time

REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY ISSUES

Employers must provide employees with paid leave to care for themselves or a family member.

Sick Time: A physical or mental health condition, including a medical appointment.

Safe Time: Reasons related to domestic violence, sexual assault, stalking or other public safety issues.*

Paid Sick & Safe Time (PSST) Rates

	TIER 1	TIER 2	TIER 3
Employer Size FULL-TIME EQUIVALENT EMPLOYEES (FTEs) WORLDWIDE	More than 4 and up to 49 FTEs	50 – 249 FTEs	250+ FTEs
Accrual of PSST PER HOURS WORKED	1 hour PER 40 HOURS	1 hour PER 40 HOURS	1 hour PER 30 HOURS
Use and carry over of unused PSST PER BENEFIT YEAR	40 hours	56 hours	72 hours**

*SAFE TIME CAN ALSO BE USED TO CARE FOR A HOUSEMATE
**108 HOURS FOR TIER 3 EMPLOYERS WITH A PAID TIME OFF (PTO) POLICY

Employers must comply with these laws. Retaliation is illegal.



File a complaint with the Office of Labor Standards
-OR- File a lawsuit* in court on or after:

- April 1, 2016 for employers with 50 or more employees
- April 1, 2017 for employers with fewer than 50 employees

*LAWSUITS CAN BE FILED FOR MINIMUM WAGE, WAGE THEFT, AND PAID SICK & SAFE TIME VIOLATIONS.

Confidential & Free Services

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for businesses.
- Resources and referrals.

Language interpretation, translations and accommodations are available.

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