Xafiiska Seattle Ee
Heerarka Shaqada

ku Shaqeeya Hagaha Shaqaalaha Ablikeeshinnada ee ka hadlaya Xuquuqaha Xirista akoonka

Nufeembar 2025

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Mawduucyada

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HORDHACA XOGTA XEERARKA XUQUUQAHA XIRISTA AKOONKA EE SHAQAALAHA KU SHAQEEYA ABLIKEESHINKA IYO SIDA LOO ADEEGSADO HAGAHAAN

1

Hordhaca xogta Xeerarka Xuquuqaha Xirista Akoonka ee Shaqaalaha Ku Shaqeeya Ablikeeshin-ka iyo Sida Loo Adeegsado Hagahaan

Shaqada lagu qabto ablikeeshinka (mararka qaarkood loo yaqaan shaqaalaha saacadaha) waa il dakhli oo sii kordhaysa oo ay shaqaaluhu ku tiirsan yihiin. Hase yeeshee, shaqaalaha ku Shaqeeya Ablikeeshinka waxay la kulmaan caqaba-do kaduwan kuwa shirkadaha ee caadiga ah kala kulmaan goobahooda shaqada. Waxa laga yaabaa in lagaa xannibo isticmaalka ablikeeshin aad dakhli ku hesho adigoon wax ogeysiis ah helin. Ablikeeshinku waxa laga yaabaa inuusan bixin sababta akoonkaaga loo xiray. Takoor ama hubin taariikh nololeed oo khaldan ayaa sababi karta in shirkadu xirto akoonkaaga iyadoo aanay jirin waddo aad wax oga qaban karto waxa dhacay. Gollaha Magaalada Seattle ayaa ansixiyay Xeerka Xuquuqaha Xirista Akoonka ee Shaqaalaha Ku Shaqeeya Ablikeeshinka si wax looga qabto qaar ka mid ah arrima-haan.

Xeerka Xuquuqaha Xirista Akoonka ee Shaqaalaha Ku Shaqeeya Ablikeeshinka (App-Based Worker Deactivation Rights Ordinance, ABWDRO) (Sharciga Xirista Akoonka) wuxuu dhaqan galay 1 dii Janaayo, 2025. Xafiiska Heerarka Shaqada ee Seattle (Seattle Office of Labor Standards, OLS) ayaa dhaqan geliya sharcigaan. Hagahaan wuxuu bixinayaa dulmar kooban oo ku saabsan cidda uu khuseeyo Sharciga Xirista Akoonka iyo waxa shirkaduhu hadda tahay inay sameeyaan si ay ugu hoggaansamaan sharciga. Fadlan booqo www.seattle.gov/laborstandards si aad u hesho macluumaad dheeraad ah oo ku saabsan Sharciga Xirista Akoonka iyo sharciyada kale ee shaqada ee Seattle.

OLS waxay hagahaan u diyaarisay shaqaalaha ku Shaqeeya Ablikeeshinka si ay u ogaadaan inay xaq u leeyihiin iyo sida ay racfaan uga qaadan karaan xirista akoonkooda sida uu dhigayo Sharciga Xirista Akoonka. Hagahaani waxa uu ka kooban yahay macluumaad ku saabsan habraaca cabashada iyo khayraadka ay heli karaan shaqaalaha ku Shaqeeya Ablikeeshinka. OLS ma bixiso tallo sharci.

Kahor inta aan si qoto dheer looga hadlin Xirista Akoonka, waxaa jira laba sharci oo kale oo ilaaliya shaqaalaha ku Shaqeeya Ablikeeshinka ee Seattle oo ay tahay inaad ogaato. Hagahaan waqti badan kuma bixin doono arrimahaan, laakiin halkan waxaa ku qoran macluumaad aasaasi ah:

Mushaarka Ugu Yar ee Shaqaalaha Ku Shaqeeya Ablikeeshinka

- Shirkaduhu waa inay bixiyaan lacagta ugu yar ee dalab kasta iyadoo lagu salaynaayo masaafada iyo waqtiga baxaya si loo dhammaystiro dalabka IYO dhammaan lacagaha garashada ee ay bixiyaan macaamiisha.
- Shirkaduhu waa inay shaqaalaha siiyaan macluumaadka dalabyada xili hore, oo ay ku jiraan waxyaabaha sida waxa ku jira dalabka ay geynayaan.
- Shirkaduhu waa inay shaqaalaha siiyaan rasiidhada iyo diiwaanada lacag-bixinta.
- Shaqaaluhu waxay xaddidi karaan saacadaha ay shaqaynayaan ama waa ay diidi karaan dalabyada iyagoo aan la ciqaabin.
- Shaqaaluhu waxay baajin karaan dalabyada haddii ay haystaan sabab macquul ah, iyagoo wali helaya lacagtooda.

Fasaxa Xanuunka iyo Badqabka ee Mushaarka Lagu helo ee Shaqaalaha Ku Shaqeeya Ablikeeshinka

- Shaqaaluhu waxay helaan hal maalin oo Fasax Xanuun iyo Badbaado oo Mushahar Lagu helo 30 kii maal-moodba mar ee ay ka shaqeeyaan Seattle.
  - Maalin kasta oo ay ka jirto alaab la qaadaayo, wax la geynaayo ama joogsi kale oo shaqo la xiriira oo ka dhacay Seattle waxaa loo tixgeliyaa maalin "laga shaqeeyay Seattle".
- Shaqaaluhu waxay isticmaali karaan fasaxan mushaarka leh:
  - Si ay u daryeelaan naftooda ama xubin qoyskooda ka mid ah oo qaba dhibaato caafimaad oo jireed ama maskaxeed, oo ay ku jirto ballan dhakhtar.
  - Si ay u daryeelaan naftooda, xubin qoyskooda ka mid ah ama qof la nool sababo la xiriira rabshadaha qoyska, faraxumaynta galmada ama af la gaado.
  - Marka dugsiga ama goobta daryeelka ee xubin qoyska ka mid ah la xiro.
  - Haddii shirkadu yareyso, hakiso ama xirto hawlaheeda sababo la xiriira caafimaadka ama badqabka.
- Shaqaaluhu waxay qaadan karaan 1 maalin (24 saacadood) oo fasax shaqo ah mar kasta.
- Maalmaha ay fasaxa qaataan, waxa la siiyaa "celceliska heerka magdhowga maalinlaha ah" = wadarta mushaarka ay heleen 12 kii bilood ee hore oo loo qaybiyay wadarta maalmaha ay shaqeeyeen. Xisaabtaan kuma jiraan lacagaha garahada ah.
- Shirkaduhu waa inay shaqaalaha u sheegaan inta Fasax Xanuun iyo Badbaado oo Mushaar Lagu helo ee ay haystaan iyo inta ay isticmaaleen ugu yaraan hal mar bishii.

Sharciyada kor ku xusan ma daboolaan tiro la mid ah oo ablikeeshinyo ah sida Sharciga Xirista Akoonka. Inta badan ma daboolaan ablikeeshin-ka loo yaqaan "Shirkadaha Shabakadda Suuqa (Marketplace Network Companies)." Waa maxay farqiga u dhexeeya "Shirkadda Shabakada Suuqa (Marketplace Network Company)" iyo "Shirkadda Shabakadda (Network Company)" ee caadiga ah?

Shirkadaha Shabakadda	Shirkadaha Shabakadda Suuqa
Shirkada ayaa go'aamisa qadarka lacag-bixinta	Shaqaalaha ayaa go'aamiya qadarka lacag-bixinta
Shirkaddu waxay shaqaalaha ku aadisaa dalab kahor inta aanu shaqaaluhu iyo macaamilku isla hadlin	Macaamiishu waxay dooran karaan shaqaalaha ay rabaan inay la shaqeeyaan, shaqaaluhuna wuu la hadli karaa kahor inta aanu oggolaan inuu qabto shaqada
Shirkaddu waxay la socotaa muddada ay qaadato dhammaystirka dalabka iyo/ama jidka loo maraayo/masaafada uu shaqaaluhu u maro shaqada	Shirkadu lama socoto muddada uu shaqaaluhu ku shaqay-nayo dalab ama inta uu ama meesha uu shaqaaluhu u wado gaariga
Badanaa waxay soo bandhigtaa dalabyo "degdeg ah" (taasoo mac-naheedu yahay in shaqada la bilaabayo isla marka uu shaqaaluhu aqbalo dalabka)	Badanaa waxay soo bandhigtaa dalabyo horey loo qor-sheeyay (dalabyo la soo bandhigo ugu yaraan laba saacadood kahor inta aan shaqadu bilaaban)
Inta badan dalabyadu waa alaab la geynaayo	Inta badan dalabyadu MA AHAN kuwo alaab la geynaayo ama "dalab degdeg ah" (taasoo macnaheedu yahay in shaqada la bilaabayo isla marka uu shaqaaluhu aqbalo)

Sidaa darteed, ablikeeshinka aanu daboolin Sharciga mushaarka Ugu Yar ee Shaqaalaha Ku Shaqeeya Ablikeesh-inka ama Sharciga Fasaxa Xanuunka iyo badqabka ee mushaarka Leh waxay u shaqeeyaan si la mid ah suuqyada. Hase yeeshee, Sharciga Xirista Akoonku, waa mid ballaraan. Sharciga Xirista Akoonku wuxuu daboolaa Shirkadaha Shabakadda Suuqa iyo noocyada kale ee ablikeeshinka (Shirkadaha Shabakadda). Maadaama Sharciga Xirista Akoonku daboolayo dhammaan noocyadaan shirkadaha, sharcigu wuxuu dhammaantood ugu yeeraa "Shirkadaha Shabakada." Sidaa darteed, marka aad akhrinayso qaybaha hagahaan ee ku saabsan Sharciga Xirista Akoonka oo ay ku qoran yihiin wax lamid ah "Shirkadaha Shabakadu waa inay ku siiyaan ogeysiis kahor inta aysan xirin akoonkaaga," ogow inuu sidoo kale ka hadlayo Shirkadaha Shabakada Suuqa.

Waa maxay Xirista Akoonka?

Xirista Akoonka waa marka shirkad:

- Xannibto gelitaankaaga ablikeeshinka taleefanka ama barta interneetka ee aad shaqada ka hesho.
- Badesho xaaladdaada ablikeeshinka sida awooda aad u leedahay inaad aqbasho dalabyada una badesho inaadan awoodin inaad aqbasho dalabyada.
- Si kale u xadiddo gelitaankaaga ablikeeshinka.

Xirista Akoonka kuma jirto haddii ablikeeshinku aanu kuu shaqaynayn wax ka yar 48 saacadood, marka arrintu aysan wax xidhiidh ah la lahayn habdhaqankaaga ama ficilladaada. Shirkadu weli waa inay kuu sheegtaa sababta si ku meel gaar ah laguugu hakiyay, muddada hakintu soconayso iyo sharaxaad ku saabsan akoonada la hakiyay. Intaas waxaa dheer, helitaanka dalabyo yar mar walba looma tixgeliyo xarista akoon. Waxa keliya oo loo tixgelinayaa xarista akoon haddii ay la xidhiidho habdhaqankaaga ama ficilladaada. Mararka qaarkood shirkaduhu waxay diraan dalabyo yar sababo la xariira dalabyada ka jira aagga ayaa yaraada. Laakiin haddii ay bilaabaan inay kuu soo diraan dalabyo yar sababo la xariira, tusaale ahaan, inad si isdaba joog ah u diiday dhowr dalab, tani waxaa loo arki karaa xarista akoon.

Sababaha keena in ablikeeshinku si ku meel gaar ah u shaqayn waayo waxaa ka mid noqon kara:

- Cilladaha farsamada, ablikeeshinka ama khadka interneetka.
- Dhibaatooyinka gelitaanka akoonka ama amniga.
- Dayactirka ay shirkadu ku samaynayso ablikeeshinka.
- Cimilo khatar gelinaysa badqabkaaga.

Yuu Khuseeyaa Sharciga Xirista Akoonku?

Waa kuwee shirkadaha ablikeeshinka ee sharcigu ka hadlaayo?

- Sharciga Xirista Akoonku wuxuu shirkadaha ablikeeshinka ee uu ka hadlaayo ugu yeeraa "Shirkadaha Shabakadda kamidka ah".
- "Shirkad Shabakada kamidka ah" waxaa loola jeedaa ganacsi:
  - Isticmaala ablikeeshino ama aalado internet oo isku xira macaamiisha iyo shaqaalaha ku Shaqeeya Ablikeeshinka.
  - Leh 250 shaqaalaha ama in ka badan oo ku Shaqeeya Ablikeeshinka oo adeegsada aalada shaqada adduunka oo dhan.

Tusaalooyinka shaqooyinka lagu qabto ablikeeshinka ee ay u badan tahay inuu sharcigu daboolayo:

- Geynta cuntada
- Noocyada kale ee alaabo geynta
- Adeega dukaanka
- Soo socodsiinta eey
- Daryeelka carruurta
- Dhar dhiqida
- Nadiifinta
- Shaqooyinka qofka sida toos ah u tago ee shaqada
- Dayactirka guryaha
- Shaqooyin yaryarka ah

Waa maxay nooca shirkadaha ablikeeshinada ee hawshaan ka baxsan?

- Ablikeeshinada ballamaha lagu qabsado
- AblikeeshinADA diyaarinta lacag-bixinta
- Ablikeeshinada xayeysiiska
- Aaladaha fariimaha
- Aaladaha dhijitaalka ah oo keliya
- Shirkadaha Shabakadaha Gaadiidka (Transportation Network Companies, TNCs) (mararka qaarkood loo yaqaan "rideshare")
    - Gobolku wuxuu leeyahay sharciyo u gaar ah oo khuseeya TNC-yada oo aad ka akhrisan karto bartaan: https://lni.wa.gov/workers-rights/ industry-specific-requirements/ transportationnetwork-company-drivers-rights/
- Tagaasida

Shirkadaha shabakadda katirsan (kuwa aan kuu oggolayn inaad adigu dejisato qiimahaaga) waa inay ku siiyaan hab aad ku ogaan karto inaad wax helayso. Sharcigu wuxuu arrintaan ugu yeeraa "nidaam la heli karo" oo aad ku ogaan karto haddii 25% dalabyadaadii muddadaas ay ku lug lahaayeen shaqo ka dhacday xuduudaha rasmiga ah gudaha gobalka Seattle. Ciwaanno qaar ayaa laga yaabaa inay dhahaan "Seattle" laakiin aan kamid ahayn xuduudaha rasmiga ah ee magaalada, sidaas darteed waa muhiim inaad hubiso!

Waxaad halkaan ka arki kartaa khariidadda xuduudaha rasmiga ah ee Seattle:

Waaxda Seattle ee Dhismaha iyo Kormeerada GIS

Waxaad sidoo kale khariidadaan u isticmaali kartaa inaad ka raadiso ciwaano oo aadna hubiso inay ku jiraan xuduudaha magaalada.

Shirkadaha Shabakadda Suuqa loogama baahna inay sameeyaan nidaam la geli karo, laakiin waa inay weli ku siiyaan macluumaad ku saabsan inaad sharcigaan qayb ka tahay iyo in kale haddii aad codsato. Haddii aad macluumaadkaan ka codsato Shirkad Shabakadda Suuqa, waa inay kuugu soo jawaabaan iimayl. Haddii iimaylku ku qoran yahay Af-ingiriis oo aad u baahan tahay in lagu turjumo luuqaddaada koowaad, waad codsan kartaa.

Nooc kasta oo shirkad ah waa inay kuu sheegtaa inaad sharcigaan ku jirto iyo in kale, laakiin habka ay taas u sameynayaan wuu kala duwan yahay.

Maadaama ay tahay inaad shaqada ku qabato ablikeeshin kajira Seattle si sharcigan kuu daboolo, dadka codsada akoonnada shirkadaha laakiin codsigooda la diido sharcigaan ma daboolayo. Diidmada codsiga kahor inta aanad shaqo ku qaban ablikeeshinka looma tixgeliyo xarista akoon.

Baro Xuquuqdaada

Sida uu dhigayo Sharciga Xirista Akoonka, shaqaalaha ku Shaqeeya Ablikeeshinka waxay xaq u leeyihiin:

- Inay helaan siyaasadda shirkadda ee sheegaysa ficillada keeni kara Xirista Akoonka iyo habka loo gud-binayo cabashada ama racfaanka Xirista Akoonka.
    - Siyaasadu waa inay "si macquul ah ula xiriirtaa hawlgalka badqabka leh iyo hufnaanta leh ee shirk-adda."
- Ogeysiis qoraal ah oo 14 maalmood aad ku hesho kahor Xirista Akoonka (marka laga reebo xaaladaha "xadgudub aad u culus" ama marka shirkaddu sharci kale darteed ku qasban tahay inay xirto akoonkaaga)
- Ogeysiisku waa inuu kuu sheegaa:
    - Sababta ama sababaha keenay Xirista Akoonka, oo ay ku jiraan dhacdada ama dhacdooyinka gaarka ah ee jebiyay siyaasadda shirkadda.
    - Goorta akoonkaaga la xiri doono.
    - Muddada uu socon doono Xirista Akoonku.
- Waa inaad hesho dhammaan diiwaannadii ay shirkaddu eegtay si ay u gaarto go'aankeeda ah in ay xirto akoonkaaga.
- Waa inaad racfaan ka qaadato Xirista Akoonka.
- Inaad cabasho u gudbiso Xafiiska Heerarka Shaqada haddii shirkaduhu jebiyaan Sharciga Xirista Akoonka.

WAA MAXAY XADGUDUBKA AADKA U CULUS?

Marka Shirkad Shabakada kamid ah hesho macluumaad muujinaya inaad samaysay "xadgudub aad u culus", shirkadu waxay isla markiiba xiri kartaa akoonkaaga. Shirkaddu weli waa inay ku siisaa ogeysiiska Xirista Akoonka oo ay kuu oggolaato inaad racfaan ka qaadato. Laakiin, waa maxay xadgudubka aadka u culus?

Xadgudubka aadka u culus waa fal ama dhaqan

1. Khatar geliya badqabka jireed ee macaamilka, qof kale, xayawaan, ama shirkadda.

2. Si ula kac ah u geysta khasaare dhaqaale oo gaara macaamil, qof kale, ama shirkadda.

Ama

3. Ku hanjaba, ku dhibaateeya ama ula dhaqma si xun macaamil, qof kale, ama shirkadda.

Xitaa marka ay ka baxsan tahay shaqadaada shirkadda shabakadda, shirkaddu waxay tixgelin kartaa falalka loo arko xadgudub aad u culus inuu yahay. Shirkaddu waxay u adeegsan kartaa macluumaadkaas inay ku xirto akoonkaaga ***haddii uu xiriir ku filan la leeyahay shaqada aad u qabato shirkadda.***

Waa maxay tusaalooyinka waxyaabaha ay shirkaddu ku tilmaami karto xadgudub aad u culus? Haddii alaabaha la geynaayo qaadaaan waqti ka badan inta shirkaddu filaysay ama jidka aad isticmaashay uu dheeraado ama aad ka leexato waddadii caadiga ahayd, shirkaddu waxay taas ku tilmaami kartaa "khiyaano."

Haddii shirkaddu ay dhibaato kala kulanto xaqiijinta aqoonsigaaga (sida hubinta sawirka wajigaaga oo aan lagu guulaysan), waxay ku tilmaami kartaa arrin badbaado ama amni la xariirta.

Haddii akoonkaaga isla markiiba la xiro adigoon helin ogeysiiska 14 ka maalmood ah, sababtu waa inuu dhacay xadgudub aad u culus. OLS ayy ogaatay in inta badan xarista akoonnada ee Xafiisku ogaado ay sabab u yihiin xadgudub aad u culus. Shirkaduhu waxay sheegi karaan inaad samaysay xadgudub aad u culus waxayna isla markiiba xiri karaan akoonkaaga xitaa haddii aanad wax khalad ah samayn. Haddii shirkaddu ay akoonkaaga u xirto xadgudub aad u culus oowgiis, tallaabada xigta waa inaad ka dooddo Xirista Akoonka.

Sida uu dhigayo Sharciga Xirista Akoonka, Shirkadaha Shabakadda kamidka ah:

- **Waxay xiri karaan akoonkaaga oo keliya marka ay si macquul ah ula xiriirto jebinta siyaasadda shirkadda.**
    - Shirkaddu waa inay tixgelisaa duruufaha oo dhan (sida sababta aad ugu dhaqantay qaab gaar ah, ama arrimo wanaagsan sida muddada dheer ee aad shaqaynaysay ama qiimeynta sare ee aad ku leedahay ablikeeshinka).
- **Uma xiri karaan akoonkaaga sababo "aan cudurdaar lahayn", oo ay ku jiraan laakiin aan ku koobnayn sababahaan soo socda:**
    - Helitaankaaga shaqada (inta wakhti ee aad diyaar u tahay inaad aqbasho dalabyada iyo wakhtiyada maalinta ee aad diyaar u tahay).
    - Tirada saacadaha aad shaqayso.
    - Aqbalaaddaada ama diidmadaada hal dalab, noocyada dalabyada, tirada dalabyada ama boqolleyda dalabyada aad aqbashay.
    - Inaad baajisay dalab sabab macquul ah awgeed.
    - Inaad la xiriirtay Shirkadda Shabakadda.
    - Celceliska qiimeynta macaamiisha ee aad heshay (marka taasi tahay sababta keliya).
    - Inaad ka hadasho lacagta lagu siiyo ama xaaladaha shaqadaada.
    - Inaad maxkamad ama hay'ad dowladeed kahor ku dalbatay Xuquuqahaada sharci.
    - Natiijooyinka hubinta taariikh nololeedka, warbixinta macaamilka, diiwaanka darawalnimada ama diiwaanka xadgudubyada taraafikada (marka laga reebo haddii uu sharci kale waajib ka dhigayo ama ay sababtu tahay "xadgudub aad u culus").
    - Takoorka.

"SABAB MACQUUL AH AWGEED" WAXAA LOOLA JEEDAA INAAD KANSAL GAREYSAY SABABO LA XARIIRA:

- In macluumaadka ay shirkaddu horey kaaga siisay dalabka wuxuu ahaa mid si weyn u khaldan ama si muhiim ah u khaldan.
- Inaadan dhammaystiri karin dalabka sababo la xariira in macaamilku uusan ka jawaabin ama joogin goobta shaqada, iyadoo loo baahnaa inuu ka jawaabo ama joogo si shaqada loo qabto, adiguna waxaad isku dayday inaad kula xiriirto kanaallada ay shirkaddu bixisay.
- Inaadan dhammaystirin dalabka wakhtigii lagaa rabay sababtoo ah waxaa jiray caqabad lama filaan ah.
- Inaad la kulantay faraxumayn galmo ama takoor marka aad isku dayaysay inaad dhammaystirto dalabka, waxaadna shirkadda u gudbisay cabasho daacadnimo ku salaysan.

- **Waa inay si caddaalad iyo dhexdhexaadnimo leh u baaraan sheegashooyinka ah inaad jebisay siyaasadda shirkadda.**
  - Shirkaddu waa inay ku siisaa fursad aad kaga qaybqaadato baaritaanka, oo ay ku jirto fursadda aad shirkadda ugu gudbin karto macluumaad dheeraad ah oo la xiriira xirista akoonka.
  - *Haddii aad awoodo inaad ka qaybqaadato baaritaanka laakiin aad doorato inaadan ka qaybgelin, shirkaddu waxay dhammayn kartaa baaritaanka iyadoo ku salaynaysa macluumaadka ay horey u haysay.*
- **Waa inay caddeeyaan inay u badan tahay inaad jebisay siyaasadda.**
- **Waa inay si isku mid ah ugu adeegsadaan xeerarka, siyaasadaha iyo ciqaabaha la xiriira xirista akoonka ee dhammaan shaqaalaha.**

WAA MAXAY SHARCIGA KALE EE DHIGI LAHAA IN SHIRKAD AY XIRTO AKOONKAAGA?

- Haddii aadan haysan laysanka darawalnimada ama laysankaaga la hakiyay iyadoo shaqadu u baahan tahay inaad wado gaari.
- Sabab la xiriirta amar maxkamadeed oo sheegaya inaadan wadi karin ama qaban karin shaqo noocaan ah
- Haddii aad u baahan tahay ruqsad oo aadan haysan (tusaale ahaan, waxaa laga yaabaa inaad u baahan tahay ruqsadda maareeyaha cuntada ama ruqsadda duugista jirka)
- Kuwaan waa tusaalooyin kaliya. Waxaa jiri kara sharciyo ama amaro kale oo ku qasbi kara shirkad inay xirto akoonkaaga.

- **Waxay isla markiiba xiri karaan akoonkaaga si aad ugu hoggaansanto sharciyada, xeerarka ama sabab la xiriirta xadgudub aad u culus.**
  - Xaaladaan marka ay jiraan, baaritaanku wuxuu dhici karaa ka dib marka akoonkaaga la xiro.
  - Baaritaan la sameynaayo ka dib xirista akoonkaagu ma qaadan karo wax ka badan 14 maalmood.
  - Dib u dhacyada waa la oggol yahay haddii ay jiraan "xaalado aan caadi ahayn." Haddii dib u dhac yimaado, shirkadu waa inay:
    - Kuugu sheegtaa qoraal ahaan.
    - Sharaxdaa sababta.
    - Kuu sheegtaa goorta ay shirkaddu filayso in baaritaanku dhammaado.

- **Waxaa looga baahan yahay inay abuuraan nidaam kaa caawinaya inaad fahamto inaad ku jirto iyo in kale Sharciga Xirista Akoonka. (Shirkadaha Shabakadda Suuqa ma ahan inay sameeyaan sidaan.)**
- **Waa inay ku siiyaan Ogeysiiska Xuquuqaha Xirista Akoonka oo ku qoran Af-Ingiriis iyo luuqaddaada koowaad (haddii shirkaddu ogtahay inaad isticmaasho luuqad kale) iyagoo adeegsanaya ablikeeshinka, iimayl ama bog interneet.**
- **Waa inay ku siiyaan macluumaad ku saabsan sida aad racfaan uga qaadan karto xirista akoonka.**

Aargoosigu waa sharci daro.

Shirkadaha Shabakadda kamidka ah looma oggola inay kaa qaadaan tallaabo xun (aan wanaagsanayn) sababo la xariira inaad adeegsatay Xuquuqahaada uu ilaalinayo Sharciga Xirista Akoonka.

Tusaalooyinka aargoosiga waxaa ka mid ah:

- In si ku meel gaar ah ama si joogto ah laguugu diido ama lagagaaga xaddido helitaanka shaqada,
- In lagu siiyo shaqooyin aan la doorbidin,
- In shirkado kale loo sheego inaanay kula shaqayn,
- In lagugu handado xaaladda socdaalkaaga ama waddanka aad ka soo jeeddo awgiis, ama
- In la qaado tallaabo kasta oo kale oo niyad jabin karta qof caqli leh inuu adeegsado xuquuqdiisa.

Ficillada uu ilaaliyo Sharciga Xirista Akoonka waxaa ka mid ah:

- Weydiinta su'aalo ku saabsan Xuquuqaha uu ilaalinayo Sharciga Xirista Akoonka ee Seattle;
- U sheegidda dadka kale xuquuqahooda sida uu dhigayo Sharciga Xirista Akoonka;
- U sheegidda shirkadda shabakadda, la-taliyaha sharciga, urur shaqaalaha ama urur la mid ah, ama qof kasta oo kale, jebin lagu eedeeyay Sharciga Xirista Akoonka;
- Gudbinta cabasho ku saabsan jebin lagu eedeeyay Sharciga Xirista Akoonka;
- Ka qaybqaadashada baaritaan ku saabsan jebin lagu eedeeyay Sharciga Xirista Akoonka; iyo
- Ka soo horjeedsiga siyaasad, habdhaqan ama fal kasta oo sharci aarro ku ah Sharciga Xirista Akoonka.

Haddii Xuquuqahaada la jebiyo, Sharciga Xirista Akoonku wuxuu ku siinayaa dhowr waddo:

- Waxaad cabasho ka dhan ah shirkad shabakad u gudbin kartaa Xafiiska Heerarka Shaqada ee Seattle. OLS waxay isku dayi kartaa inay xalliso khilaafka jira.
- Waxaad xaq u leedahay inaad dacwad ka gudbiso maxkamad haddii lagugu waxyeelleeyo jebinta Sharciga Xirista Akoonka ama lagugu sameeyo aargoosi. Shirkado badan oo shabakad kamid ah waxay leeyihiin wax loo yaqaan "qodobka garnaqsiga" ama "heshiiska garnaqsiga" ee shuruudaha isticmaalka, kaas oo aad oggolaanayso marka aad billoowdo isticmaalka ablikeeshinka. Heshiisyada garnaqsiga badanaa waxay ka dhigan yihiin inaad marto hannaan kale kahor inta aanad maxkamad tegin. Eeg Qaybaha 5 iyo 6 aad si aad u hesho macluumaad dheeraad ah oo ku saabsan maxkamadaha iyo ilaha ku caawin kara.

Ogeysiis ku saabsan goorta OLS ay faragelin karto arrinta.

Sharciga Xirista Akoonku wuxuu xaddidayaa waxa OLS baari karto ka hor Juun 1, 2027. Ilaa waqtigaas, OLS waxay baari kartaa oo keliya in shirkaddu raacday habraaca saxda ah ee Xirista Akoonka iyo haddii ay shirkaddu kaa aargoosatay. OLS ma baari doonto in shirkaddu akoonkaaga u joojisay sabab la aqbali karo ilaa Juun 1, 2027. Eeg Qaybta 3 aad si aad u hesho macluumaad dheeraad ah.

BILAABIDA

2

Bilaabida

Ilaalinta Naftaada Inta Aad ku Shaqeyneyso shaada Ablikeeshinka

Shaqaalaha ku Shaqeeya Ablikeeshin ka ahaan, waxaad qaadi kartaa tallaabooyin aad ku fahmayso sida iyo sababta akoonkaaga loo xiri karo iyo inaad isku diyaariso racfaan haddii akoonkaaga la xiro. Diiwaannada qoran waxay kaa caawin karaan inay ku ilaaliyaan haddii adiga iyo shirkadda shabakadda kamidka ah aad isku khilaaftaan arrin. Haynta diiwaannadu waxay kale oo kaa caawin kartaa inaad fahamto sababta shirkaddu u isku dayi karto inay xirto akoonkaaga si aad uga fogaato falalkaas.

Si arrintaan laguu fududeeyo, Sharciga Xirista Akoonku wuxuu dhigayaa in shirkaddu kuu soo dirto siyaasadeeda Xirista Akoonka. Siyaasaddu waa inay sharaxdaa falalka keeni kara Xirista Akoonka si aad uga fogaato falalkaas oo aadan u jebin siyaasadaha jira. Shirkadu waa inay siyaasadaan kugu siisaa Af-Ingiriisi iyo luuqaddaada koowaad (haddii ay ogtahay inaad ku hadasho ama akhriso luuqad kale).

Xitaa haddii akoonkaaga la xiro, shirkadda shabakaddu waa inay ku siisaa marin aad ku arki karto siyaasadda ugu yaraan 3 sano ka dib.

Shirkadaha shabakaddu sidoo kale waa inay sameeyaan wax loo yaqaan "galka u hoggaansanaanta sharciga" marka ay joojiyaan akoonkaaga. Shirkaduhu waa inay hayaan diiwaannadaan muddo 3 sano ah ka dib Xirista Akoonka si adiga iyo baare kasta oo mustaqbalka arrinta baari kara aad u fahamtaan waxa dhacay.

Galka u hoggaansanaanta sharciga waa inuu ka koobnaadaa:

Ogeysiiska Xirista Akoonka ee lagu siiyay iyo goorta iyo sida ay kuu siiyeen.

Siyaasadda Xirista Akoonka ee shirkaddu ku dhaqmeysay maalintii ay xirtay akoonkaaga iyo goorta iyo sida markii ugu horreysay laguugu soo diray siyaasadda.

Macluumaadka ku saabsan luqaddaada koowaad (tusaale ahaan, fariimo kasta oo aad u dirtay oo aad ku sheegtay inaad inta badan ku hadasho Isbaanish).

Taariikhda ay shirkaddu dhammaystirtay baaritaankii la xiriiray wixii sababay Xirista Akoonkaaga.

In Xirista Akoonku ay la xiriirtay xadgudub aad u culus oo dhacay iyo haddii ay sidaas ahayd, waxa uu xadgudubkaasi ahaa.

In baaritaanka uu dib u dhacay sababo la xiriira "xaalado aan caadi ahayn" iyo waxa ay xaaladahaasi ahaayeen.

Tirada dalabyadii aad dhammaystirtay 180 kii maalmood ee ka horreeyay ogeysiiska xirista akoonka.
Tirada dalabyadii aad dhammaystirtay ee ku lug lahaa shaqo laga qabtay Seattle 180 kaas maalmood.
Tirada dalabyadii aad dhammaystirtay ee ku lug lahaa shaqo laga qabtay Seattle 180 kaas maalmood.

Taariikhda aad racfaanka xirista akoonka ku gudbisay adigoo adeegsanaya nidaamka gudaha ee shirkadda.
Jawaab kasta iyo/ama xiriir kasta oo idinka dhex maray adiga iyo shirkadda ee ku saabsanaa racfaankaaga.

Inkasta oo Sharciga Xirista Akoonku dhigayo in shirkaduhu hayaan gal u hoggaansanaan, haddana shirkaduhu mar walba sidaas ma sameeyaan. Shaqaalaha ahaan, waxaa wanaagsan inaad adigu haysato diiwaannadaada si aad mar walba u heli karto.

Haddii shirkaddu ku guuldarraysato inay hayso diiwaannada looga baahan yahay, waxaa jiri doona "mala-awaal sharci oo la diidi karo" oo ah in shirkaddu jebisay Sharciga Xirista Akoonka. "Mala-awaalkan sharci ee la diidi karo" wuxuu ka dhigan yahay in shirkaddu ay tahay inay caddeyso inaysan jebin Sharciga Xirista Akoonka halkii adiga lagaa rabay inaad caddeyso inay jebisay. Mala-awaalkaan sharci ee la diidi karo wuxuu sidoo kale khuseeyaa haddii shirkaddu ku guuldarraysato inay ku siiso diiwaannadaan marka ay xirto akoonkaaga.

Talooyin ku Saabsan Haynta Diiwaannada

- **Had iyo jeer hayso nuqullo ka mid ah fariimaha qoraalka ah, iimayllada iyo dhammaan xiriirrada kale ee qoraalka ah ee idin dhex mara adiga iyo shirkadda.**
- **Macluumaadka muhiimka ah ee ay tahay inaad la socoto waxaa ka mid ah, laakiin ku koobneyn:**
    - Maxaad ku oggolaanaysaa marka aad iska diiwaangelinayso inaad u shaqeyso ablikeeshinka?
    - Maxaa lagaaga filayaa shaqada? Si kale haddii loo dhigo, maxaa lagaaga baahan yahay inaad qabato si laguu siiyo lacagta? Ma tahay in lagu dhammeeyo waqti cayiman gudaheed?
    - Immisa ayay shirkadu ku siinaysaa dalab kasta? (Shirkadda waa loo oggol yahay inay qiyaasto lacagtaan.)
    - Goorma ayaa lagu siinayaa lacagta? Goorma ayaad heli doontaa lacagta aad shaqaysatay?
    - Sidee ayaa laguugu bixinayaa? Ablikeeshinka gudihiisa miyaad ku haleysaa?

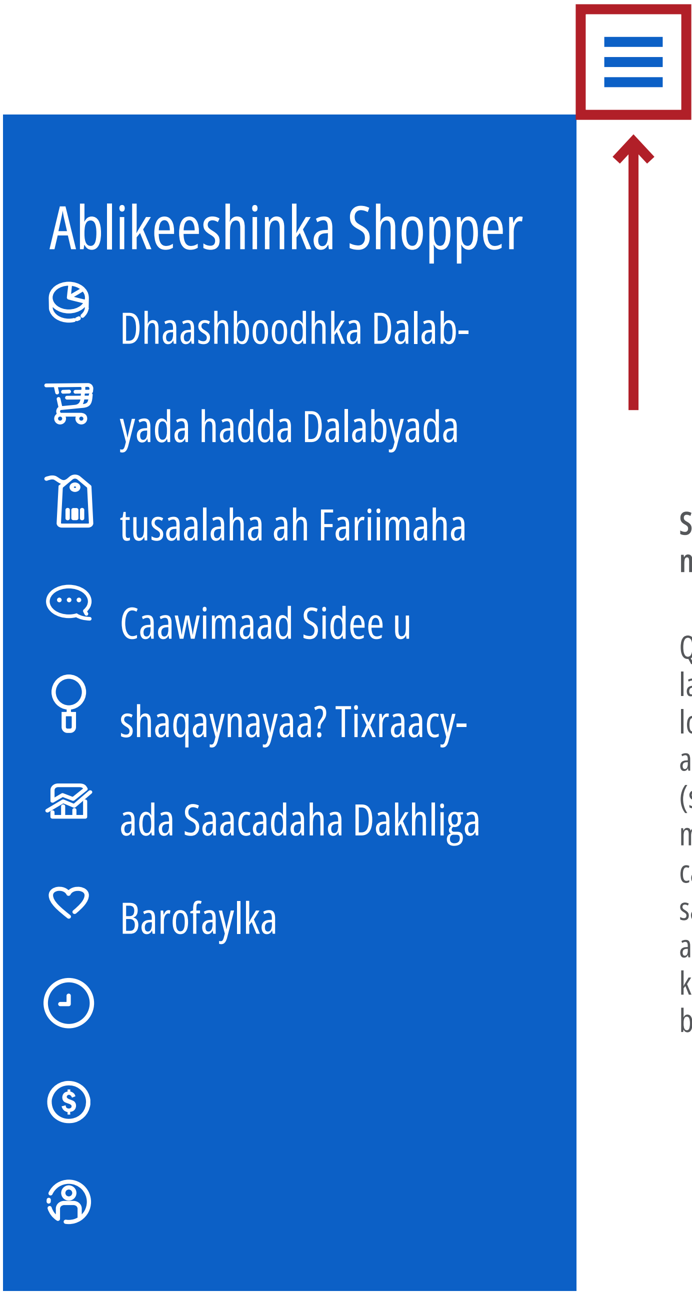
- Haddii shaqadu ku lug leedahay helida lacag garasho ah iyo/ama khidmad adeeg, sidee ayaa lacagtaas loogu qaybin doonaa adiga iyo shirkadda?
  - Falal ama habdhaqano noocee ah ayaa keeni kara xirista akoonka?
- **Qor shaqadaada inta aad qabanayso.**
  - La soco waqtiga aad shaqayso, jidka aad marto haddii aad baabuur waddo ama baaskiil wadato, iyo goorta aad dhammaystirto hawlaha qaarkood.
  - Qaado sawirro marka ay habboon tahay. Tusaale ahaan, waxaad sawir ka qaadi kartaa marka alaab aad geysay ciwaankii saxda ahaa.
  - Hayso sawirrada shaashadda ama caddaymo kale oo ku saabsan fariimaha shirkaddu kuu soo dirtay, gaar ahaan marka ay sheegaan inaad wax khaldan samaysay ama aad jebisay shuruuda-hooda adeegga. Sidoo kale hayso nuqullo ka mid ah jawaabahaaga aad u dirtay shirkadda.
    - Waxaad awoodi kartaa inaad diiwaannadan u isticmaasho qayb ka mid ah racfaanka Xirista Akoonka mustaqbalka. Tusaale ahaan, haddii shirkaddu horey kuugu sheegtay inaad jebisay siyaasaddeeda, adiguna aad ugu jawaabtay fariin ay ku jiraan macluumaad ama caddeyn muujinaysa inaadan jebin siyaasadaha, waxaad isticmaali kartaa xiriirradaas mar dambe.

- **Ku kaydi diiwaannadaada meel ammaan ah.**
- Ku kaydi diiwaannada elektaroonigga ah meel aad weli ka heli karto haddii taleefankaaga ama kumbiyuutarkaagu kaa lumo. Tusaale ahaan, waxaad ku kaydin kartaa adeegga kaydinta kaydka (cloud storage) ama waxaad isku diri kartaa iimayl ahaan.
- Haddii aad isticmaalayso tiknoolajiyad ay bixisay shirkadda shabakadda (sida ablikeeshinka ama madasha shaqaalaha), ku kaydi diiwaannada shaqada iyo lacag-bixinta si gooni ah si aad weli u arki karto haddii lagaa xannibo nidaamyadaas.
  - Kaydinta diiwaannadan waxay noqon kartaa qaadashada sawirrada shaashadda ee dalabyada, dhammaystirka dalabyada iyo lacag bixinta.

Talooyin ku saabsan dib u eegista macluumaadka ay shirkaddu ku siiso

Inta badan ablikeeshinadu waxay leeyihiin liis ku yaala hoos ama dhinaca bidix ee shaashadda. Waa inay jiraan taabyo ama badhamo kala duwan oo aad gujin karto si aad u hesho macluumaadka ku saabsan dalabyada la dhammaystiray, lacag-bixinta, fasaxa xanuunka ee mushaarka leh ee kuu haray, fariimaha adiga iyo macaamiisha idinka dhexeeya iyo macluumaad kale oo faa'iido leh. Ablikeeshin kasta wuxuu adeegsadaa magacyo kala duwan oo lagu helo macluumaadkan. Tusaale ahaan, hal ablikeeshin wuxuu yeelan karaa qayb la yiraahdo "Dakhli (Earnings)", halka mid kalena uu macluumaadka mushaarka ku hayo qayb la yiraahdo "Soo Koobidda mushaarka (Pay Summary)". Mararka qaarkood ablikeeshinadu waxay macluumaadkaan ku daraan qaybta astaanta isticmaalaha ama qaybta "Sitinka". Waa inaad si joogto ah dib ugu eegtaa macluumaadkaan si aad u hubiso inuu sax yahay.

Helitaanka siyaasadaha shirkadda ee ku saabsan xirista akoonka way adkaan kartaa. Waxa laga yaabaa inay ku jirto ablikeeshinka laftiisa, laakiin mararka qaarkood kuma jirto. Inta badan shirkadaha shabakadda waxay shuruudahooda adeegga ama heshiiska isticmaalaha ku daabacaan webseedyadooda, waxaana mararka qaarkood halkaas laga heli karaa siyaasadda xirista akoonka. Waxay ku caawin kartaa inaad isticmaasho qalabka raadinta ee kumbiyuutarka markaad eegayso shuruudaha isticmaalka ama heshiiska isticmaalaha, taas oo aad sameyn karto adigoo riixaya CTRL+F ee kiiboodhka kombiyuutarka. Sidaas ayaad ugu raadin kartaa ereyada “xirista akoonka” ama “xirista akoon” si aad u aragto waxa shirkaddu ka sheegayso ee la xarira xirista akoonka.

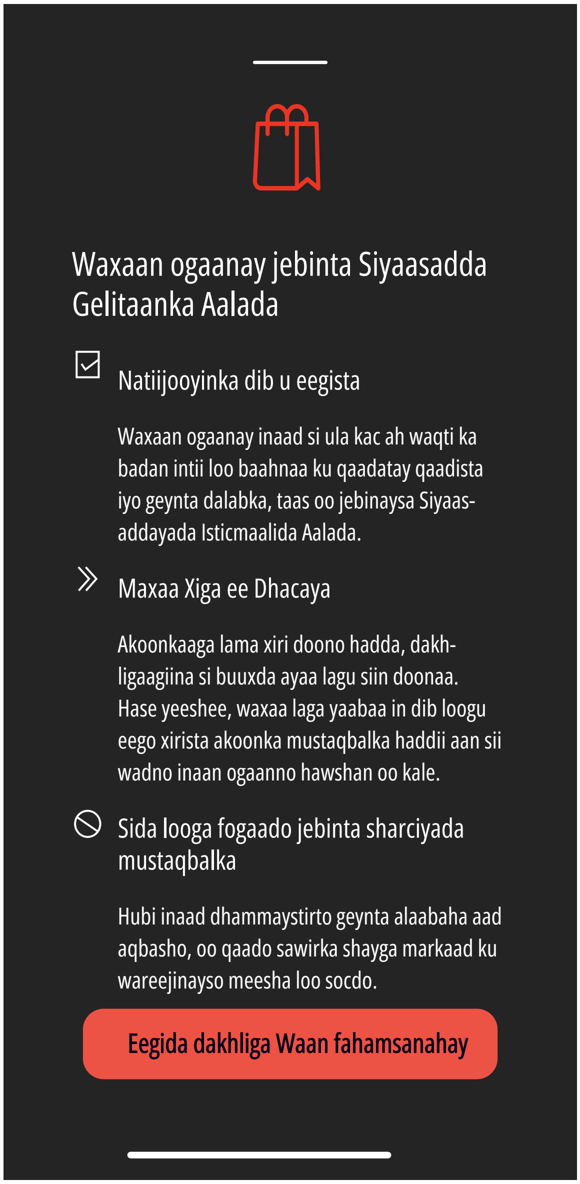


Sawirada aad qaado waa kuwo taageero kuu noqon doona!

Qaadista sawirrada shaashadda ee macluumaadka la xiriira mushaarka ama dalabyada, waayo waxaa loo isticmaali karaa caddayn xaalado badan. Tusaale ahaan, haddii laguu ballanqaado gunno dhiirrigelin ah (sida shirkaddu oo kuu ballanqaaddo inay ku siinayso mushaaar 3 jibbaar ah haddii aad shaqayso waqti cayiman), shaahada ka qaad sawir! Sidaas marka aad sameyso haddii ay ku siiyaan cadadka lacagta saxda ah, waxaad haysan doontaa caddayn muujinaysa inay kuu sheegeen inay ku siinayaan lacag ka badan tii ay bixiyeen.

Ka hor inta aan akoonkaaga la xirin, shirkadda shabakadda ayaa laga yaabaa inay kula soo xiriirto oo ay ku siiso digniin.

Haddii shirkaddu kuu soo dirto sababaha ay mustaqbalka ugu xiri karto akoonkaaga, ama ay kaala hadasho arrin gaar ah, waxaad bilaabi kartaa inaad uruuriso diiwaan muujinaya waxa dhab ahaan dhacay. Ka fikir waxa ay kugu eedaynayaan inaad samaysay iyo sida aad u beenin karto haddii lagugu khasbo inaad racfaan ka qaadato xirista akoonka.



Tusaalahaan, shirkaddu waxay u sheegtay darawalka inuu "waqti ka badan intii loo baahnaa ku qaatay qaadista iyo geynta dalabka," taas oo jebinaysa siyaasadda shirkadda. Sidee ayuu darawalkaan isaga difaaci karaa eedaymahaan oo kale? Waxaad hayn kartaa diiwaanka wakhtiga geynta adigoo qoranaya goorta aad qaadday dalabka iyo goorta aad geysay, oo ay ku jiraan haddii ay jireen caqabado sida sugitaan dheer oo makhaayadda ah ama shilal waddo. Markaad billoowdo wadista ama hagidda jidka, waxaad sidoo kale qaadi kartaa sawirka shaashadda ee ablikeeshinka hagidda ee aad isticmaalayso si uu u muujiyo jidka iyo waqtiga dhabta ah ee aad martay. Waxaad sidoo kale isla markiiba la xiriiri kartaa taageerada si aad shirkadda ugu sheegto inay khaldan yihiin.

Arrimo kale, sida dhibaatooyinka xiriirka macaamiisha, waxaad qaadi kartaa sawirrada shaashadda ee wada sheekaysiyada aan caadiga ahayn ama wada sheekaysiyada cabashooyinka la xariira waxaadna ku kaydin kartaa qalabkaaga. Haddii ugu dambayn akoonkaaga la xiro, waxay u badan tahay inaad lumin doonto gelitaanka ablikeeshinka oo ay ku jiraan dhammaan fariimahaaga, waana sababta lagugula talinayo inaad ku kaydiso aalada gudaheeda.

Baaritaanada

Shirkaduhu waa inay baaraan jebinta sharciga ee suurtagalka ah ee siyaasadahooda ka hor inta aysan xiri akoonkaaga. Shirkaddu waxay baari kartaa arrinta kadib marka ay xirto akoonkaaga oo keliya marka ay jirto "xadgudub aad u culus" ama marka sharci kale ku qasbo inay xirto akoonkaaga (sida sharciyada khuseeya darawallada ruqsadda leh).

Shirkaddu waxay kuula soo xiriiri kartaa arrin ay aragtay intii uu baaritaanku socday. Waxaad markaas ka doodi kartaa arrinta. Waxaad siin kartaa macluumaad muujinaya inaadan jebin siyaasadda. Haddii aad doorato inaadan ka qaybgelin baaritaanka, shirkaddu waxay sii wadi kartaa iyadoo ku salaynaysa macluumaadka ay haysato adigoon ka qaybgelin. Shirkaddu laga yaabee inaanay kuu sheegin inay ku baarayso ama aanay kaa codsan macluumaad kahor inta aanay xiri akoonkaaga. Waxaad isku dayi kartaa inaad siiso macluumaad muujinaya waxa dhacay xitaa haddii aanay kula soo xiriirin ama aanay ku siin caddaymaha ay haysay ka hor xirista akoonkaaga.

Marka shirkaddu xirto akoonkaaga, waa inay ku siisaa caddaymaha jira Sababo la xariira inaysan dammaanad qaad ah in shirkaddu si dhammaystiran u baari doonto arrinta, waxaa laga yaabaa inaanay faa'iido lahayn inaad sugto ilaa shirkaddu ku siiso caddaymaha kahor intaadan racfaan ka qaadan xirista akoonka. Faa'iidada sugitaanku waa in laga yaabo inay ku tusaan caddayn aad si fudud u beenin karto. Khasaaruhu waa inaad markaas waqti dheer sugto inta habraaca racfaanku socdo.

Haddii aad ka qaybqaadato baaritaanka ama aadan ka qaybqaadan, waa inaad hayso nuqullo ka mid ah fariimaha shirkaddu kuu soo dirtay ee ku saabsan jebinta suurtagalka ah. Sidaas marka aad sameyso, horey ayaad u isticmaali kartaa habraaca xirista akoonka. Haddii aadan mar kale shirkadda u gudbin macluumaadka ka dib marka lagu siiyo ogeysiiska xirista akoonka, waxaa dhici karta inaysan tixgelin. Habka ugu wanaagsan waa inaadan u qaadan in shirkaddu horey u haysato sheekadaada ama caddaymahaaga aad hore u dirtay, laakiin aad mar kale u dirto macluumaadka.

Xirista Akoonka iyo Habraaca “Racfaanka” ama Dib u eegista

Sharciga Xirista Akoonku wuxuu dhigaya in Shirkadaha Shabakadda kamid ah ay ku siiyaan hab aad ku “doodi karto” ama uga racfaan qaadan karto xirista akoonka. Inkasta oo Sharciga Xirista Akoonku adeegsado ereyga “caqabad (challenge)”, hagahaan oo dhan waxaan ugu yeeri doonnaa racfaan maadaama uu yahay erey si weyn loo isticmaalo oo la fahmo.

Sidaan waa qaabka ay tahay in xirista akoonku u ekaado (ma dammaanad qaadi karno in shirkaduhu ay raaci doonaan habka saxda ah).

Xirista Akoonka iyo Habraaca Racfaanka — Xirista Akoonka oo Ogeysiis Hore Leh

Shirkadu waxay ku siisaa siyaasada iska xirista iimaylka ama farriin qoraal ah aad ku dhex diro karto ablikeeshinka

Dhacdada eelagu soo eedeeyay ayaa dhacda

Shirkad ayaa baaraysa
Fursad aad uga qaybqaadato

Shirkadu waxay go'aansanaysa a inaysan kaa joojin adeega

Shirkadu waxay go'aansataa inay kaa joojiso adeegga kadib markay ogaato inaad jebisay siyaasada

Ogeysiiska Joojinta Adeega + dhammaan caddeymaha ay shirkadu haysato taariikhdaas

(at least)
14 days

Adeegga waa la joojiyay + Ogeysiiska 2aad

Billoow nidaamka racfaanka isla marka aad hesho ogeysiiska

You have up to 90 days only to appeal. Don't delay!

(at most)
14 days*

Shirkadu waa inay ka jawaabtaa

If not reinstated you can

Gudbin kartaa cabasho ama dacwad maxkamadeed (Waxaad gudbin kartaa laga bilaabo 14 maalmood kadib markaad gudbiso racfaanka ama marka shirkadu ka jawaabto, hadba kan 1aad ee soo hormara. Waxaad haysataa ilaa 3 sano si aad u gudbiso cabasho ama dacwad maxkamadeed).

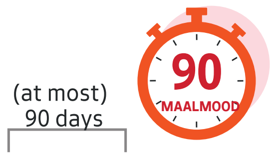
Xirista Akoonka iyo Habraaca Racfaanka — Xirista Akoonka ee Degdega Ah (xaaladda xadgudub aad u culus ama sharci kale awgii)

Inkastoo aysan sidaas u muuqan, xirista akoonka ee sababta u ah xadgudub aad u culus waa arrin aad u dhacda. Tusaalooyinka waxaa ka mid ah in akoonka lagaa joojiyo "khiyaano" ama ku guuldarreysiga xaqiijinta aqoonsiga.

Shirkadu waxay ku siisaa siyaasada iska xirista adeeg-yada ood u mareyso iimaylka ama cadeyn ah farriin qoraal/ fariin aad ku dhex diri karto ablikeeshinka

Dhacdada eelagu soo eedeeyay ayaa dhacda

Joojin degdeg ah + Ogeysiis + Dhammaan caddeymaha ay shirkaddu haysatay taariikhdaas



Habraaca racfaanka ayaa la heli karaa

Shirkadu waxay haysataa 14 maal-mood oo ay ku baarto* waana inay ku siisaa dhammaan caddeymaha ay hesho inta baaritaanku socdo sidoo kalena waa inay ku siisaa fursad aad ku sheegto fikirkaaga

Shirkadu waa inay ka jawaabtaa

Gudbi cabasho ama dacwad maxkamadeed (14 maalmood kadib markaad gudbiso rac-faanka ama marka shirkadu ka jawaabto, hadba kan 1aad ee soo hormara)

*Shirkaddu waxay qaadan kartaa wax ka badan 14 maalmood si ay u baarto ama uga jawaabto haddii ay jiraan "xaalado aan caadi ahayn". Haddii baaritaanku qaato waqti dheer, waa inay kuu sheegaan inuu dib u dhacay, sababta dib u dhaca, iyo goorta ay filayaan inuu dhammaan doono. Haddii ay waqti dheer ku qaadato jawaabta, waa inay kuu sheegaan inay dib u dhacayso oo ay kuu sheegaan taariikhda ay awoodi doonaan inay kuugu jawaabaan ama dib kuugu hawlgeliyaan.

Qoraallo ku saabsan habraaca racfaanka:

- Shirkaddu waa inay ku siisaa iimayl ama lambarka taleefanka qof aad kala xiriiri karto arrimaha racfaanka iyo xirista akoonka.

- Haddii shirkaddu ogaato inaadan jebin siyaasaddeeda xirista akoonka, waa inay dib kuu hawlgelisaa (kuu oggolaataa inaad mar kale isticmaasho ablikeeshinka).
- Shirkaddu waa inay ku siisaa tilmaamo ku saabsan sida loo gudbiyo racfaanka. Waa inaad heli kartaa tilmaamahaan muddo 3 sano ah ka dib xirista akoonka.
- Tilmaamuhu waa inay ku jiraan:
    - Sharaxaad ku saabsan habraaca racfaanka
    - Jadwalka racfaanka iyo goorta shirkadda shabakaddu kuugu soo jawaabi doonto
    - Goobta aad ka heli karto nidaamka lagu arko dhammaan rasiidhadaada (haddii aad u baahan tahay)
    - Sida aad u bilaabi karto racfaanka
    - Sida loo gudbiyo macluumaadka iyo diiwaannada ku saabsan wixii sababay xirista akoonka
- Shirkaddu waa inay ku siisaa tilmaamaha racfaanka iyo xeer kasta oo ay shirkaddu ka leedahay racfaannada iyada oo loo marayo iimayl iyo farriin qoraal ah ama farriinta ablikeeshinka.
- Shirkaddu waa inay ku bixisaa tilmaamaha racfaanka af-Ingiriisi iyo luuqad kasta oo kale oo ay ogtahay inaad inta badan isticmaasho.

Shirkaduhu waxay kuu sheegi karaan inay u malaynayaan inaad jebisay siyaasadda shirkadda iyada oo aan la marin habraaca rasmiga ah ee Xirista Akoonka. Haddii aysan kuu sheegin in akoonkaaga la xiri doono, farriimaha noocaan ah khasab ma aha inay wax ka sheegaan habraaca racfaan. Hase yeeshee, waxaad weli u sheegi kartaa shirkadda inaadan ku raacsanayn waxay sheegayaan waxaadna siin kartaa macluumaad saxaya sida ay u dhacday dhacdadu. Hayso diiwaanka farriimahaas si aad isu ilaaliso oo aad u muujiso inaad sida ugu dhakhsaha badan uga hortimid waxa shirkaddu sheegaysay.

MAXAAN SAMAYN KARAA HADDII AKOONKAYGA LA XIRAY?

3

Maxaan Samayn Karaa Haddii Akoonkayga La xiray?

Shirkadaha waxaa loo oggol yahay inay sameystaan habraac u gaar ah oo lagu diido/looga qaato racfaan xirista akoonka. Shirkaddu waa inay habraaca racfaan kuu siisaa qoraal ahaan. Waa inaad awood u yeelataa inaad hesho habraaca racfaan adigoo adeegsanaya ablikeeshinka ama hab kale sida iimaylka. Habraaca racfaanka waa inuu ku qoran yahay af-Ingiriisi iyo luuqad kasta oo kale oo ay shirkaddu ogtahay inaad isticmaasho. Nuqul ka mid ah habraaca racfaanka ee shirkaddu waa inuu diyaar kuu ahaadaa ugu yaraan saddex sano ka dib marka akoonkaaga la xiro.

Waxay noqon kartaa arrin murugo leh inaad hesho ogeysiis sheegaya in shirkaddu qorshaynayso inay xirto akoonkaaga, gaar ahaan haddii shaqada ablikeeshinku tahay mid ka mid ah ilahaaga ugu muhiimsan ee dakhliga aad ka hesho! Waxaan soo ururinay talooyin qaar oo caawin kara shaqaalaha inta uu socdo habraaca racfaan. Waxaad isticmaali kartaa tallooyinkan haddii akoonkaaga isla markiiba la xiray ama haddii shirkaddu kuu sheegtay in dhowr toddobaad gudahood la xiri doono. Haddii aad haysanaysay diiwaannada shaqadaada, waa waqtigii ay faa'iido kuu yeelan lahaayeen si aad shirkadda ugu muujiso sababta aan akoonkaaga loo xiriayn.

Waxaan ognahay in dib loo hawlgeliyo akoonka iyo ku noqoshada shaqadu ay arrin degdeg ah u tahay shaqaalaha badan. Waxaad dareemi kartaa baahi ah inaad isla markiiba la xiriirto OLS markaad hesho ogeysiiska xirista akoonka. Waxaa muhiim ah inaad xasuusato inaadan cabasho u gudbin karin OLS ilaa ka dib markaad gudbiso racfaankaaga, sidaas darteed marka hore bilow racfaanka, dabadeed nala soo xiriir haddii habraacaas kuu shaqayn waayo.

Sida loo qoro racfaan

- Ogow xuquuqahaaga oo dib u eeg diiwaanadaada
- Raac habraaca shirkadda
- Is-deji oo ku salee xaqiiqooyinka
- Qor jadwalka dhacdooyinka
- Sheeg inaad ka dacwoonayso joojinta adeegga oo qor waqtiga kama dambaysta ah ee aad filayso jawaab
- Sheeg tallaabooyinka xigga ee aad qaadi doonto haddii ay kusoo jawaabi waayaan waqtigaas
- Gudbi racfaankaaga, hubina inaad nuqul ka baxsato!

Baro xuquuqahaaga oo dib u eeg diiwaanadaada.

Dib u eeg xuquuqaha ku aadan Sharciga Xirista Akoonka (eeg Qaybta 1 ee hagahaan) oo aqoonso sida ay u khuseeyaan xaaladdaada. Dib u eeg siyaasadda Xirista Akoonka iyo habraaca racfaanka ee shirkadda. Dib ugu noqo diiwaannadaada oo dib u xasuuso dhacdooyinkii sababay xirista akoonka.

Raac habraaca shirkada.

Shirkad kastaa waxaa loo oggol yahay inay yeelato hab u gaar ah oo lagu diido xirista akoonka. Ablikeeshin kasta oo aad isticmaalayso, raac habraaca shirkadda sida ugu dhow ee suurtagalka ah. Haddii shirkaddu kaa codsato inaad racfaanka ku gudbiso foom gaar ah, isticmaal foomkaas. Haddii shirkaddu rabto inaad racfaanka ku gudbiso ablikeeshinka dhexdiisa, sidaas samee halkii aad iimayl diri lahayd. Haddii aadan raacin habraaca shirkadda, waxaa ka dhalan kara cawaaqib xun.

Is-deji oo muuji xaqiiqooyinka.

Racfaan kaaga ku koob xaqiiqooyinka, kuna qor adigoo maskaxda ku haya yoolkaaga ah in akoonkaaga dib loo hawlgeliyo. Ka fogoow weerarro shakhsiyeed, hanjabaado ama isticmaalka luuqad qallafsan. Waa la fahmi karaa inaad xanaaqdo, laakiin xusuusnoow in ujeeddadu tahay xallinta khilaafka. Maskaxda ku hay in haddii arrintu maxkamad gaarto, racfaankaan loo adeegsan karo caddayn oo garsoore dib u eegi karo.

Qor jadwalka dhacdooyinka.

Bixi xog soo koobid oo ku saabsan xaqiiqooyinka horseeday racfaankan. Ka dhig mid gaaban oo toos ujeeddada u taabanaya. Dib u eeg waxaad qortay oo ka saar hadal kasta oo aan xaqiiqo ahayn, sida eedaymo ama xukunno. Qof aad ku kalsoon tahay ha akhriyo racfaankaaga.

Sheeg inaad ka dacwoonayso xirista akoonka. Deji waqti kama dambays ah ee aad filayso jawaab.

Sharax inaad racfaan ka qaadanayso xirista akoonka. Waxaad si toos ah u isticmaali kartaa ereyada "Waxaan racfaan ka qaadanayaa xiritaanka akoonka" si ay arrintu u caddaato. Sharciga Xirista Akoonku wuxuu dhigaya in shirkaddu ay haysato 14 maalmood oo ay kaga jawaabto racfaankaaga ama ay kuugu sheegto sababta aysan jawaab buuxda u bixin karin. Waxaad xusuusin kartaa waqtigan kama dambaysta ah racfaankaaga.

Caddee tallaabada xigta ee aad qaadeyso haddii ay dhaafaan waqtiga kama dambaysta ah.

Ku soo gabagabee racfaanka adigoo u sheegaya tallaabooyinka aad qaadi doonto haddii aysan dib kuu shaqo gelin dhammaadka 14-kaas maalmood. Tusaale ahaan, waxaad qorshayn kartaa inaad la xiriirto Xafiiska Heerarka Shaqada ee Seattle si aad u hesho caawimaad dhinaca fulinta sharciga ah.

Gudbi racfaankaaga. Hubi inaad nuqul kala baxdo!

Waa muhiim inaad hubiso in shirkadda shabakaddu heshay racfaankaaga. Waa inaad racfaankaaga ugu gudbisaa habka ay shirkadda shabakaddu ku sheegtay habraaceeda racfaanka. Hubi inaad qaadato sawirka shaashada ama aad haysato caddayn kale oo muujinaysa inaad dirtay racfaanka.

Haddii aad hore shirkadda uga heshay macluumaad, tusaale ahaan intii ay baaritaanka samaynaysay kahor xrista akoonkaaga, adiguna aad ka jawaabtay eedaymahooda.

Tusaale: Racfaan Qoraal ah

- Baro xuquuqahaaga odib u eeg dii-waanadaada.
- Raac habraaca shirkadda.
- Is-deji oo muuji xaqiiqooyinka.
- Qor jadwalka dhacdooyinka.
- Sheeg inaad ka dacwoonayso xirista akoonka. Deji waqti kama dambays ah ee aad filayso jawaab.
- Caddee tallaabada xigta ee aad qaadeyso haddii ay dhaafaan waqtiga kama dambaysta ah.
- Gudbi racfaankaaga. Hubi inaad nuqul kala baxdo!

October 1st, 2025

Robertson Contracting
c/o Roberta Robertson
123 Fake St.
Seattle, WA 98101

ATTN [Company Contact Name],

I am writing this communication to challenge the deactivation for which I received notice on [date].

On [date], you notified me that I had [insert issue here, for example: not completed a delivery]. I have already disputed this claim on [date] when I sent information demonstrating that I had [for example: completed the delivery]. I [did not/did] receive a response from the company after I disputed the claim.

I do not believe that you will be able to prove by a preponderance of the evidence that I [did/did not] [for example: complete the order]. You stated in the notice of deactivation that I violated company policy by [insert issue here]. I dispute that I violated the policy and offer up the attached evidence to show that I was following [insert title and section of the policy].

Please respond to me within 14 days of receiving this challenge or rescind this notice of deactivation as soon as possible.

If I do not hear from you within 14 days, I will file a complaint with the Seattle Office of Labor Standards. If you do respond to me but do not rescind the deactivation, I will work with an attorney to file a case against you.

Sincerely,

[Your name]

Haddii aad gudbiso racfaan laakiin uusan xallin Xirista Akoonka, waa inaad haysataa nuqul iyo caddayn muujinaysa inaad gudbisay. Haddii aad doorato inaad dacwad ama cabasho gudbiso, waa inaad racfaankaaga u soo bandhigtaa caddayn muujinaysa inaad marka hore raacday habraaca shirkadda.

Haddii aadan helin macluumaad ku saabsan duruufihii sababay xirista akoonka ka hor intaadan helin ogeysiiska xirita, ama aadan ka qaybgelin wax baaritaan ah, ama aadan diidin eedaymaha markii ugu horraysay ee laguu sheegay.

Tusaale: Racfaan Qoraal ah

Baro xuquuqahaaga odib u eeg dii-waanadaada.

Raac habraaca shirkadda.

Is-deji oo muuji xaqiiqooyinka.

Qor jadwalka dhacdooyinka.

Sheeg inaad ka dacwoonayso xirista akoonka. Deji waqti kama dambays ah ee aad filayso jawaab.

Caddee tallaabada xigta ee aad qaadeyso haddii ay dhaafaan waqtiga kama dambaysta ah.

Gudbi racfaankaaga. Hubi inaad nuqul kala baxdo!

October 1st, 2025

Robertson Contracting
c/o Roberta Robertson
123 Fake St.
Seattle, WA 98101

ATTN [Company Contact Name],

I am writing this communication to challenge my deactivation. On [date] , I received notice that I will be deactivated on [date] for [insert reason listed in deactivation notice, for example: not completing a delivery].

I do not believe that you will be able to prove by a preponderance of the evidence that I [did/did not] [for example: complete the order]. You stated in the notice of deactivation that I violated company policy by [insert issue here]. I dispute that I violated the policy and offer up the attached evidence to show that I was following [insert title and section of company policy].

Please respond to me within 14 days of receiving this challenge or rescind this notice of deactivation as soon as possible.

If I do not hear from you within 14 days, I will file a complaint with the Seattle Office of Labor Standards. If you do respond to me but do not rescind the deactivation, I will work with an attorney to file a case against you.

Sincerely,

[Your name]

Maxaa dhacaya haddii Shirkadda Shabakaddu aysan raacin habraaca saxda ah?

Inkasta oo Shirkadaha Shabakadda sharci ahaan looga baahan yahay inay raacaan hababkaan, taasi micnaheedu maaha inay mar walba sameeyaan wixii looga baahnaa. Waxaad ilaalin kartaa shaqadaada adigoo shirkadda u sheegaya khaladaadkeeda isla markaana raacaya waxa Sharciga Xirista Akoonku u oggolaanayo shaqaalaha inay sameeyaan.

Haddii shirkadda shabakaddu xirto akoonkaaga iyada oo aan kuu soo dirin wax ogeysiis ah ama haddii shirkadda shabakaddu xirto akoonkaaga oo/ama aysan kuu sheegin sida looga racfaansado go'aanka:

- Marka hore eeg inay kuu soo direen siyaasadda xirista akoonka oo ay ku jirto macluumaadka sida looga qaato racfaan xirista akoonka.
- Eeg haddii siyaasadaas lagu sharaxay webseedka shirkadda ama ablikeeshinka.
- Haddii ay kuu soo direen macluumaadka racfaanka ama aad ka heli karto webseedka, raac habkaas.
- Haddii aadan heli karin siyaasadda xirista akoonka, waxaad isku dayi kartaa inaad hesho qof lala xiriiro oo shirkadda ka tirsan oo aad iimayl ugu dirto racfaan ku saabsan xirista akoonka ama aad wacdo khadka adeegga oo aad af ahaan uga racfaansato.
- Racfaan ku qaadashada qoraal ahaan waxay faa'iido u leedahay inaad haysato diiwaanka taariikhda iyo waqtiga aad racfaanka gudbisay.
- Maadaama shirkaddu aysan raacin habraacii saxda ahaa, waxaad sidoo kale la xiriiri kartaa OLS si ay kuu caawiso. Waa inaad racfaan gudbisaa kahor intaadan cabasho gudbin, laakiin waxaad OLS weydiin kartaa su'aalo xitaa haddii aadan weli racfaan gudbin.

Ma qof baa kuu soo diray farriin kuu sheegaysa in akoonkaaga la xiri doono?

Haddii haa tahay, qofkaas u dir nooc ka mid ah racfaanka kor ku xusan. Inkasta oo shirkadda shabakaddu aysan lahayn habraac rasmi ah oo racfaan, haddana weli waxaad xaq u leedahay inaad racfaan ka qaadato go'aanka. Waxaad sidoo kale u sheegi kartaa in Sharciga Xirista Akoonku dhigayo inay sameeyaan habraac racfaan, maadaama aysan samayninna aad si toos ah ula xiriirayso. Haddii aysan ku siin ogeysiis ku filan (14 maalmood) iyo/ama aysan ku siin macluumaad sharaxaya sababta akoonkaaga loo xiray, waxaad u sheegi kartaa in Sharciga Xirista Akoonku ku waajibinayo inay ku siiyaan ogeysiis 14 maalmood ka hor Xirista Akoonkaaga iyo inay ku siiyaan macluumaadka/caddaymaha ay ku saleeyeen go'aanka Xirista Akoonkaaga.

Waxaad u diri kartaa foomka ogeysiiska **(Lifaaqa B)** ee ay OLS diyaarisay kaas oo muujinaya macluumaadka ay shirkaduhu waajibka ku ah inay siiyaan shaqaalaha ka hor inta aysan xiri akoonkooda

Farriinta ku saabsan xirista akoonkaaga ma waxay ka timid bot ama iimayl nooca "no-reply" ah?

Sharcigu wuxuu dhigaya in shirkaddu ay tahay inay ku siiso qof dhab ah oo aad kala hadli karto racfaankaaga. Laakiin shirkaddu waxaa laga yaabaa inaysan raacin qaybtaas sharciga. Xaaladaan marka ay dhacdo, waxaa fiican inaad raadiso siyaasadda xirista akoonka ee shirkadda oo aad eegto haddii uu jiro qof lagala xiriiri karo shirkadda oo kaa caawin kara xallinta arrinta. Waxaad sidoo kale isku dayi kartaa inaad hesho qof kale oo shirkadda ka tirsan oo aad farriin u dirto ama aad shirkadda kula xiriirto adoo adeegsanaya ablikeeshinka. Intaa waxaa dheer, waxaad la xiriiri kartaa OLS si ay kuu caawiyaan maadaama shirkadu aysan raacin habraacii saxda ahaa.

Waqtiga

Marka akoonkaaga la xiro, waxaan si adag kugula talinaynaa inaad racfaan ka qaadato xirista akoonka muddo 90 maalmood gudahood ah. Haddii aadan racfaan ka qaadan xirista akoonka muddo 90 maalmood gudahood ah, waxaa dhici karta inaadan mar dambe awoodin inaad racfaan ka qaadato. Haddii aadan gudbin racfaan, waxaa laga yaabaa inaadan awoodin inaad cabasho u gudbiso OLS ama aad dacwad maxkamadeed furato. Hase yeeshee, xitaa haddii aadan racfaan qaadan, waxaad weli awoodi kartaa inaad cabasho u gudbiso OLS haddii shirkaddu aysan raacin habraacii saxda ahaa, gaar ahaan haddii aysan waligood ku siin fursad aad racfaan ku qaadato.

Haddii racfaankaagu uusan xallin xirista akoonka, waxaad gudbin kartaa cabasho. Waxaad cabasho gudbin kartaa 14 maalmood kadib markaad dirtay racfaankaaga ama marka shirkaddu ka jawaabto, hadba kii soo hormara. OLS kuma caawin karto ilaa ay ka soo wareegaan 14 maalmood tan iyo markii aad dirtay racfaankaaga ama shirkaddu ka jawaabtay.

Xeerka Xadidaadda Dacwadda

Haddii aad u malaynayso in shirkaddu jebisay Sharciga Xirista Akoonka, waa inaad gudbisaa cabasho ama dacwad maxkamadeed muddo cayiman gudaheed. Haddii aadan gudbin dacwadda muddada sharcigu oggol yahay, wax-aad waayi doontaa xaqa aad u leedahay inaad tallaabo sharci ah qaaddo. Isticmaal jadwalka hoose si uu kuu tuso muddada aad haysato si aad tallaabo u qaaddo. Waqtiyadaan xaddidan waxay leeyihiin qaar ka mid ah waxyaabo ka reeban. Fadlan la hadal qareen haddii aad qabto su'aalo ku saabsan sida muddada xaddidan ay ugu khusayso kiiskaaga.[1]

Cabasho ama Dacwad	Muddada Gudbinta Cabashada ama Dacwadda
U gudbinta Cabasho OLS	Gudaha 3 sano laga bilaabo xiliga la jebiyay sharciga sida ay sheegtay shirkadda
Gudbinta Dacwad Maxkamadeed	Gudaha 3 sano laga bilaabo xiliga la jebiyay sharciga sida ay sheegtay shirkadda

U gudbinta Cabasho OLS

Haddii aad aaminsan tahay in Xuquuqahaada la jebiyay, waxaad la xiriiri kartaa OLS si aad su'aal u weydiiso ama aad cabasho u gudbiso. Shaqaalaha OLS waligood kuma weydiin doonaan xaaladdaada socdaalka. OLS waxay bixisaa adeegyo turjumaad iyo qabanqaabooyin loogu talagalay baahiyaha la xiriira naafonimada. Adeegyada OLS mar walba waa bilaash.

Sharciga Xirista Akoonku wuxuu xaddidayaa waxa OLS baari karto ka hor Juun 1, 2027. Ilaa waqtigaas, OLS waxay baari kartaa arrimaha soo socda kuwaas oo inta badan la xiriira habraaca shirkaddu u isticmaasho xirista akoonka:

- Waa inaad heli kartaa siyaasadda xirista akoonka ee shirkadda.
- Siyaasadda Xirista Akoonku waa inay si macquul ah ula xiriirtaa hawlaha "ammaan iyo hufnaan" ee shirk-adda.
- Inta badan, waa inaad heshaa ogeysiis 14 maalmood ah ka hor inta aan akoonkaaga la xiri.
- Haddii isla markiiba laguu joojiyo akoonka sabab la xiriirta "xadgudub aad u culus", shirkaddu waa inay baaritaanka ku dhammaystirtaa 14 maalmood gudahood.
- Waxaad xaq u leedahay inaad racfaan ka qaadato xirista akoonka adoo adeegsanaya habraaca shirkadda.
- Shirkaddu waa inay kaga jawaabtaa racfaankaaga 14 maalmood gudahood.
- Shirkaduhu waa inay ku siiyaan diiwaannadii ay ku saleeyeen go'aanka xirista akoonkaaga.
- Shirkaduhu waa inay kuu soo diraan ogeysiis xuquuqahaaga ah oo ay ku jiraan macluumaad ku saabsan sida loo gudbiyo cabasho ama dacwad madani ah.
- Shirkaduhu kuguma aargoosan karaan isticmaalka Xuquuqahaada.

Laga bilaabo Juun 1, 2027, OLS waxay awood u yeelan doontaa inay baarto noocyada cabashooyinka ee soo socda kuwaas oo si badan ula xiriira sababta shirkaddu u joojisay akoonkaaga. OLS weli way baari kartaa arrimaha kor ku taxan.

- Laguma xiri karo akoonka sabab "aan cudurdaar lahayn".
    - Xirista akoonku waa mid aan cudurdaar lahayn haddii ay keento takoorid.
- Shirkaduhu waa inay si caddaalad iyo dhexdhexaadnimo leh u baaraan dhaqankaaga ka hor inta aysan xiri akoonkaaga.

- Shirkaduhu waxay isla markiiba kuu xiri karaan akoonka oo keliya haddii ay jirto "xadgudub aad u culus" ama haddii sharci ku waajibiyo.
- Shirkaduhu waa inay muujiyaan inay u badan tahay inaad jebisay siyaasaddooda.
- Shirkaduhu waa inay siyaasadaha xirista akoonka si isku mid ah ugu dabaqaan dhammaan shaqaalaha.
- Adkaanta ciqaabtu waa inay la jaanqaaddaa culayska xadgudubka.

Maxaa dhacaya marka aan gudbiyo cabasho?

OLS waxay kaala hadli doontaa dhibaatada waxayna uruurin doontaa macluumaadka iyo dukumentiyada khuseeya. Ka dib marka aan dib u eegno macluumaadka, waxaan go'aamin doonaa sida aan kuu caawin karno. Macluumaad dheeraad ah oo ku saabsan habraaca cabashada, fadlan la xiriir OLS.

Maadaama awooddeennu xaddidan tahay, OLS waxay mudnaanta siisaa jebinta sharciga ee saameeya shaqaa-laha mushaarka hoose qaata waxayna adeegsataa halbeegyo gaar ah si ay u go'aamiso kiisaska ay qaadi karto. Macluumaad dheeraad ah oo ku saabsan mudnaantayada hadda, fadlan booqo webseedka OLS.

Haddii OLS aysan si toos ah uga caawin karin dhibaatadaada, waxaan kuu gudbin karnaa hay'ad kale ama mid ka mid ah la-hawlgalayaasheena bulshada. Waxaan sidoo kale ku siin karnaa liiska qareenno gaar loo leeyahay oo laga yaabo inay ku caawiyaan.

Sideen u gudbiyaa cabasho?

Kiisaska xirista akoonka, OLS waxay samaysay qalab gaar ah si aad u ogaato haddii aan awoodno inaan hadda kaa caawinno dhibaatadaada: https://olsconnect.powerappsportals.us/deactivation/

Waxaad cabasho ku gudbin kartaa talefoon ama iimayl, adoo adeegsanaya webseedkeena, ama adigoo booqanaya xafiiska OLS.

Qof ahaan
810 3rd Ave, Ste 375
Seattle, WA 98104

Ku diraya Iimayl ama webseed
workers.laborstandards@seattle.gov
www.seattle.gov/laborstandards

Kula hadlaya taleefan (206) 256-5297

Weydiimaha aan ballanta lahayn, fadlan ka eeg webseedka OLS saacadaha hadda la heli karo. Haddii ay suurtagal tahay, hore u wac si aad ballan u qabsato.

ISKU-DHAFKA ILAALINTA QANDARAASLAYAASHA MADAXA-BANNAAN IYO SHARCIYADA KALE

4

Isku-dhafka Ilaalinta Qandaraaslayaasha Madaxa-bannaan iyo Sharciyada Kale

Shaqaalaha ku Shaqeeya Ablikeeshinka badanaa shirkadaha shabakadaha kamid ah waxay ula dh-aqmaan sidii qandaraaslayaal madaxbannaan. Seattle waxay leedahay Xeerka Ilaalinta Qandaraas-layaasha Madaxa-bannaan (Independent Contractors Protections Ordinance, ICPO) kaas oo xaaladaha qaarkood ilaalin kara shaqaalaha ku Shaqeeya Ablikeeshinka. Tusaale ahaan, ICPO waxay sheegaysaa in "shirkada shaqaalaysiintu" (oo ah shirkada shabakada katirsan oo adeegsada shaqada ablikeeshinka) ay tahay inay shaqaalaha siiso dukumiintiyo loo yaqaan "ogeysiis qoraal ah ee shaqada kahor" kaas oo sharxaya shaqada la qabanayo iyo shuruudaha lacag bixinta. Shuruudaha lacag bixinta waxaa ka mid ah heerka mushaarka, siyaasad kasta oo qiime isbadel leh ama gunno dhiirrigelin ah oo khusaysa shaqa-da, iyo siyaasad kasta oo ku saabsan lacagta garashada ah ama khidmadaha adeegga, sida boqolkiiba khidmadda adeegga (haddii ay jirto) ee ku soo gaaraysa adiga shaqaalaha ahaan. Dukumiintigaas waa inuu sidoo kale ka hadlaa siyaasadaha lacagta garasho ahaanta loo helo iyo khidmadaha adeegga ee shirkada shaqaalaysiinta, sida inta ka mid ah khidmadda adeegga ee shaqaalaha ku shaqeeya ab-likeeshinku heli doono haddii macmiilku bixiyo khidmaddaas. Haddii shirkada shaqaalaysiintu aysan ku darin macluumaadkaas, dhammaan khidmadda adeegga waa inay si buuxda u helaan shaqaalaha bixiyay adeegga.

Tusaale kale ayaa ah in ICPO ay ku waajibinayso shirkada shaqaalaysiinta iyo shaqaalaha inay ku heshiiyaan lacag bixinta kahor inta uusan shaqaaluhu bilaabin bixinta adeegyada. Haddii shirka-da shaqaalaysiintu aysan bixin lacagtii lagu heshiiyay, taasi waa jebinta sharciga ICPO. ICPO waxay waajibinaysaa in shaqaalaha si buuxda loo siiyo lacagta iyadoo lagu salaynayo shuruudaha ku qoran ogeysiiska qoraalka ah ee shaqada kahor, 30 maalmood gudahood ama muddo kale oo lagu qeexay ogeysiiskaas.

Arrimo Kale

Marka laga reebo xirista akoonka, kuwaan waa arrimo kale oo ay inta badan ay la kulmaan shaqaalaha ku Shaqeeya Ablikeeshinka kuwaas oo sharciyo kala duwan oo Seattle ah ay ilaalinayaan (sida sharciyada kale ee shaqaalaha ku Shaqeeya Ablikeeshinka ama ICPO):

- Inaan la helin lacagta garasho ahaanta loo helo ama qaybta saxda ah ee khidmadda adeegga
- Inaan la helin lacagta ugu yar ee saxda ah
    - Waxaad isticmaali kartaa xisaabiyahaan si uu kaaga caawiyo xisaabinta inta ay tahay lacagta ugu yar ee dalabku ku salaysan yahay waqtiga iyo masaafada
    - Inaan la helin lacagtii dhiirrigelinta ee lagu ballanqaaday (tusaale ahaan, haddii shirkaddu sheegto inay ku siinayso 3 jeer lacagta caadiga ah si aad u qabato dalab waqti gaar ah/aag gaar ah laakiin markaas aysan ku siin lacagtii lagu heshiiyay)
- Inaan lagu siin "heerka celceliska magdhowga maalinlaha ah" ee saxda ah markaad isticmaasho Fasaxa Xanuunka iyo badqabka ee Lacagta Leh
    - Sida loo xisaabiyo heerkaaga celceliska magdhowga maalinlaha ah
        - Isku dar dhammaan lacagihii aad kasbatay (marka laga reebo lacagta garasho ahaanta loo helo) maalin kasta oo aad ka shaqaysay Seattle gebi ahaan ama qayb ahaan 12 kii bilood ee la soo dhaafay (wadarta magdhowga)
        - Tiri tirada maalmaha aad ka shaqeysay Seattle si buuxda ama qayb ahaan 12 kii bilood ee la soo dhaafay (maalmaha la shaqeeyay)
        - U qaybi wadarta guud ee magdhowgaaga tirada maalmaha la shaqeeyay
    - Celceliska heerka magdhowga maalinlaha ah wuu isbadelaa bil kasta
- Awood la'aanta inaad hesho dakhligaaga ama PSST ka dib marka lagu demiyo

Maxaan samayn karaa haddii aan la kulmayo arrimahan kale?

Xitaa haddii dhibaatadu aysan la xiriirin xirista akoonka, waxaad la xiriiri kartaa Xafiiska Heerarka Shaqada si aad u hesho caawimaad. Waxaad awoodi kartaa inaad aaddo maxkamadda dacwooyinka yaryar si aad wax uga qabato dhibaatooyinka qaarkood. Eeg bogga 33 aad si aad u hesho macluumaad ku saabsan sida loola xiriiro Xafiiska Heerarka Shaqada ama loo gudbiyo cabasho. Eeg bogga 45 aad si aad u hesho macluumaad dheeraad ah oo ku saabsan maxkamadda dacwooyinka yaryar.

OGEYSIIS KU SAABSAN MAXKAMADA DACWADAHA YARYAR QABATA

5

Ogeysiis ku Saabsan Maxkama-da Dacwadaha Yaryar qabata

Maxkamadda dacwooyinka yaryar uma oggola dadka inay codsadaan wax aan lacag ahayn. Sidaas darteed ma aadi kartid maxkamadda dacwooyinka yaryar oo kama codsan kartid maxkamadda inay shirkadda dib kuugu hawlgeliso. Sidaa darteed, kiisaska xirista akoonka badanaa kuma habboona maxkamadda dacwooyinka yaryar haddii aadan dalbanayn mushahar kaa maqan halkii aad ka dalban lahayd dib u shaqaalahaysiin.

Waxaa jiri kara sababo kale oo aad ugu tagto maxkamadda dacwooyinka yaryar oo ku saabsan arrimaha shaqa-daada ku salaysan ablikeeshinka. Tusaale ahaan, waxaa laga yaabaa inaan lagu siin lacagta ugu yar ee saxda ah ee dalab shaqo. Waxaa laga yaabaa inaan lagu siin lacagta fasaxa xanuunka ama badqabka ee aad ku kasbatay ablikeeshinka markii aad qaadatay maalin fasax jirro ama badbaado. Ama shirkaddu waxay kuu ballanqaadday gunno aad shaqo ku aqbasho (sida “Hel 3 jeer lacagta caadiga ah”), laakiin markaas kuma siin lacagtii lagu heshiiyay. Maxkamadda dacwooyinka yaryar waa meel aad u gudbin karto arrimo sidan oo kale ah oo aad ku dalbanayso lacag lagugu leeyahay adiga.

Hase yeeshee, shirkado badan oo shabakadeed waxay shuruudahooda isticmaalka ku leeyihiin wax loo yaqaan “qodobka garnaqsashada” ama “heshiiska garnaqsashada,” kaas oo aad oggolaanayso marka aad billoowga isticmaalka ablikeeshinka. Heshiiska garnaqsashadu wuxuu ka dhigan yahay in shirkaddu ay kiiskaaga ka saari karto maxkamadda oo ay kaa codsan karto inaad marka hore marto nidaamkeeda garnaqsashada. Garnaqsa-shadu waa hab kale oo lagu xalliyo khilaafaadka oo ka baxsan maxkamadda. Sida dhegeysiga maxkamadda oo kale, labada dhinacba waxay soo bandhigaan caddeymo iyo dhinacooda sheekada. Haddii aad u malaynayso inaad saxiixday heshiis uu ku jiro qodob garnaqsasho, fadlan kala tasho qareen xaaladdaada gaarka ah.

Haddii aad rabto inaad wax badan ka akhrido maxkamadda dacwooyinka yaryar, waxaad eegtaa Hagaheena Ilaalinta Qandaraaslayaasha Madaxa-bannaan: https://www.seattle.gov/documents/departments/ laborstandards/final2_cityofseattle_ols_navigationguide_092424.pdf

[4] Xaddidaadaha dacwooyinka laga bilaabo Maarso 2024, eeg RCW 12.40.010.

ILAHA

6

Ilaha

Is-caawinta la xariirta Sharciga

Maktabada Sharciga ee King County

Maktabadda Sharciga ee Degmada King (King County Law Library, KCLL) waxay bulshada siisaa helid bilaash ah oo ay ku heli karaan agabka sharciga, tababarka, waxbarashada, iyo adeegyada. Booqo www.kcll.org ama wac (206) 477-1305 si aad u hesho macluumaad dheeraad ah.

Webseedka KCLL waxa ku jira muuqaallo taxane ah oo sharaxaya waxa laga filan karo marka la joogo maxkamadda dacwooyinka yaryar. Muuqaallada (oo laga heli karo www.kcll.org/videos/) waxaa loo diyaariyey Maxkamadda Degmada King County, laakiin weli way faa'iido yeelan karaan marka aad isu diyaarinayso maxkamadda dacwooyinka yaryar ee degmo kale.

Xeerka Dib wax looga badelo ee Washington (Revised Code of Washington, RCW)

Xeerka Dib Wax Looga badelay ee Washington (Revised Code of Washington, RCW) waa uruurinta dhammaan sharciyada joogtada ah ee Gobolka Washington ee hadda dhaqan galay. Booqo www.leg.wa.gov si aad u hesho sharciyada lagu daabacay interneetka.

Maxkamadaha Gobolka Washington

Webseedka Maxkamadaha Washington wuxuu bixiyaa macluumaad ku saabsan nidaamka maxkamadaha ee Gobolka Washington. Booqo www.courts.wa.gov si aad u hesho xeerarka maxkamadda, foomam muunad ah, liiska dhammaan maxkamadaha Washington, macluumaad loogu talagalay dadka isku matalaya maxkamadda, iyo wax ka badan.

Caawimaada Sharciga Washington

WashingtonLawHelp.org waa webseed oo uu qoray isla markaana maamusho Northwest Justice Project si uu u bixiyo hagitaan is-caawin ah oo ku saabsan arrimo sharci oo kala duwan. Booqo www.washingtonlawhelp.org/resource/small-claims-court si aad u hesho macluumaad iyo hagitaan gaar ahaan ku saabsan maxkamadda dacwooyinka yaryar.

Xarumaha La-talinta Sharciga

Xarumaha La-talinta Sharciga ee Labo-luuqadlaha ah (Ingiriisi/Isbaanish)

El Centro de La Raza, Ururka Sharciga ee Degmada King (King County Bar Association) iyo Latina/o Bar Association of Washington waxay bixiyaan xarumo sharci oo bilaash ah bil kasta oo ay joogaan qareenno iyo turjubaano labaluuqadle ah. Fadlan wac (844) 502-9832 si aad u hesho macluumaad dheeraad ah oo ku saabsan goobta iyo jadwalka xarunta hadda jirta.

Ablikeeshinka Caawimaada Sharciga ee Eastside

Ablikeeshinka Caawimaada Sharciga ee Eastside (Eastside Legal Assistance Program, ELAP) wuxuu siiyaa xarumo sharci oo bilaash ah dadka dakhligoodu hooseeyo ee ku nool King County. Xarumaha sharci ee ELAP waxay bixiyaan ballamo hal mar ah oo lagula kulmo qareen si loo helo ilo ama talo ku saabsan mowduuc gaar ah.

Si aad ballan u qabsato ama wax badan uga ogaato, wac (425) 747-7274 si aad u hesho caawimaada afka Ingiriisiga ama (425) 620-2778 si aad u hesho caawimaada afka Isbaanishka. Ka tag farriin ay ku jiraan magacaaga, lambarka taleefankaaga, iyo sharaxaad kooban oo ku saabsan arrintaada sharciga. Booqo www.elap.org si aad u hesho macluumaad dheeraad ah.

Xarumaha Sharci ee International District iyo Rainier Valley

Asian Bar Association of Washington, Asian Counseling and Referral Service, Chinese Information and Service Center, iyo King County Bar Association ayaa si wadajir ah u kafaala qaada xarumo sharci oo bilaash ah oo diirada saaraya bulshada Eeshiyaanka ah/Baasifigga Jasiiradaha ee Washington.

Ballamaha Xarunta Sharciga ee International District, fadlan wac (206) 624-5633, raaci. 4111.

Is-caawinta la xariirta Sharciga

Maktabada Sharciga ee King County

Maktabadda Sharciga ee Degmada King (King County Law Library, KCLL) waxay bulshada siisaa helid bilaash ah oo ay ku heli karaan agabka sharciga, tababarka, waxbarashada, iyo adeegyada. Booqo www.kcll.org ama wac (206) 477-1305 si aad u hesho macluumaad dheeraad ah.

Webseedka KCLL waxa ku jira muuqaallo taxane ah oo sharaxaya waxa laga filan karo marka la joogo maxkamadda dacwooyinka yaryar. Muuqaallada (oo laga heli karo www.kcll.org/videos/) waxaa loo diyaariyey Maxkamadda Degmada King County, laakiin weli way faa'iido yeelan karaan marka aad isu diyaarinayso maxkamadda dacwooyinka yaryar ee degmo kale.

Xeerka Dib wax Looga badelay ee Washington (Revised Code of Washington, RCW)

Xeerka Dib Wax Looga badelay ee Washington (Revised Code of Washington, RCW) waa uruurinta dhammaan sharciyada joogtada ah ee Gobolka Washington ee hadda dhaqan galay. Booqo www.leg.wa.gov si aad u hesho sharciyada lagu daabacay interneetka.

Xarunta Caddaalada Shaqada (Fair Work Center)

Fair Work Center waa xarun Xuquuqaha shaqaalaha oo adeegsata wacyigelin, abaabul, iyo adeegyo sharci oo bilaash ah si loo dhaqan geliyo xuquuqdeena loona gaaro caddaalad dhaqaale iyo mid sinnaan qowmiyadeed. Si aad wax badan uga ogaato Fair Work Center, booqo www.fairworkcenter.org ama iimayl u dir gig@fairworkcenter.org.

Ururka Qareennada King County (King County Bar Association, KCBA) Xarumaha Sharci ee Xaafadaha

Ablikeeshinka Xarumaha Sharci ee Xaafadaha ee Ururka Qareennada King County (KCBA) wuxuu siiyaa talo sharci oo bilaash ah oo xaddidan iyo gudbinno dadka deggan King County iyo dadka deggan Gobolka Washington ee leh arrin sharci oo ka jirta King County.

Xarumaha Sharci ee Xaafadaha KCBA waxay bixiyaan la-tashiyo bilaash ah oo 30–60 daqiiqo ah oo lala yeesho qareen mutadawac ah, oo badanaa ku baxa taleefanka. Qareennadu waxay go'aamiyaan haddii macmiil kasta leeyahay arrin sharci, waxay soo jeediyaan xulashooyin suurtagal ah, waxayna bixiyaan gudbinno ku habboon.

Booqo www.kcba.org oo gudbi Foomka Qaadashada Macmiilka si aad u codsato ballan. Haddii aadan awoodin inaad isticmaasho foomka oonleenka ah, wac 206-267-7070 oo riix 1 si aad uga reebto farriin codsi ballan.

Rugta Caafimaadka ee Xuquuqaha Shaqaalaha ee Seattle University

Kuuliyada Sharciga ee Seattle University iyo ardaydeedu waxay bixiyaan Rugta Xuquuqaha Shaqaalaha. Rugtu waxay bixisaa la-tashiyo bilaash ah oo ay helaan shaqaalaha inta u dhaxaysa Sebteembar 1 iyo Maajo 1. Codso la-tashi adigoo booqanaya www.law.seattleu.edu.

Qareeno Gaar ah

Adeegga Gudbinta Qareenka ee Ururka Qareennada King County (King County Bar Association, KCBA)

Adeegga Gudbinta Qareennadu wuxuu xubnaha dadwey-naha, ee diyaar u ah oo awood u leh inay bixiyaan khidma-daha caadiga ah ee qareennada u gudbiyaa qareenno ka diiwaangashan Ururka Qareennada Degmada King. Booqo www.kcba.org si aad u gudbiso Foomka Codsiga LRS ama wac (206) 267-7010.

Ururka Qareennada Shaqada ee Washington

Ururka Qareennada Shaqada ee Washington (Washington Employment Lawyers Association, WELA) waa shabakad qareenno ku takhasusay shaqada iyo Xuquuqaha shaqa-alaha oo ku sugan Gobolka Washington. Inkasta oo WELA ay diiradda saarto hirgelinta Xuquuqaha shaqaalaha, qaar badan oo ka mid ah qareennada xubnaha ka ah ayaa laga yaabaa inay yaqaannaan arrimaha saameeya qandaraas-layaasha madaxbannaan. Booqo www.welalaw. org si aad u hesho macluumaad dheeraad ah oo aad uga raadiso qareen liiska hagaha ah.

Ururka Sharciga ee Gobolka Washington

Booqo www.wsba.org/search si aad u hesho diiwaan laga raadin karo xirfadlayaasha sharciga ee Gobolka Washington.

Wax kale

Khadka Caawimaada CLEAR

CLEAR (Waxbarashada Sharciga ee La Fududeeyay, Gudbinta iyo La-talinta) waa khad taleefan oo bilaash ah oo loogu talagalay dadka dakhligoodu hooseeyo ee ku nool Gobolka Washington. Khadku wuxuu furan yahay Isniinta ilaa Jimcaha.

Marka aad joogto Degmada King, wac 2-1-1 si laguugu gudbiyo bixiye adeeg sharci oo Kugu habboon. Marka aad joogto meel ka baxsan Degmada King, ka wac khadka CLEAR 1 (888) 201-1014.

211 iyo CLEAR waxay bixin doonaan turjubaano. Dadka dhagoolka ah, maqalkoodu culus yahay ama hadalkoodu uusan caddeyn waxay wici karaan CLEAR ama 211 (ama lambarka bilaashka ah 1 (877) 211-9274) iyagoo adeeg-sanaya adeegga gudbinta ee ay doortaan.

El Centro de la Raza

Ablikeeshinka Heerarka Shaqada ee El Centro de la Raza wuxuu baraa shaqaalaha ku hadla Isbaanishka sharciyada shaqada ee deegaanka, kuwa gobolka iyo kuwa federaalka, oo ay ku jiraan sharciyada Heerarka Shaqada ee Seattle.

La xiriir Enrique Espinosa, Khabiirka Heerarka Shaqada, oo lambarkiisa yahay (206) 973-4290 ama eespinosa@elcentrodelaraza.org haddii aad qabto su'aalo ama aad u baahan tahay caawimaad. Wax badan ka ogow El Centro de La Raza iyo barnaamijyada kale ee ay bixiyaan adigoo booqanaya www.elcentrodelaraza.org.

Waaxda Shaqada ee Maraykanka (U.S. Department of Labor, DOL), Qaybta mushaarka iyo Saacadaha

Waaxda mushaarka iyo Saacadaha ee (U.S. Department of Labor, DOL) waxay hirgelisaa shuruudaha mushaarka ugu yar ee federaalka, mushaarka saacadaha dheeraadka ah, diiwaangelinta iyo shaqada carruurta ee ku xusan Xeerka Heerarka Shaqada ee Caddaaladda iyo sharciyo kale oo badan oo shaqo oo federaal ah.

Qaybta mushaarka iyo Saacadaha ee DOL waxaa webseedkeeda ku jira ilo waxtar leh oo ku saabsan khaladaadka keena in cid nidaam shaqo oo khalad ah lagu leexiyo sida Qandaraaslayaasha Madaxbannaan. Booqo www.dol.gov/whd si aad wax badan uga ogaato.

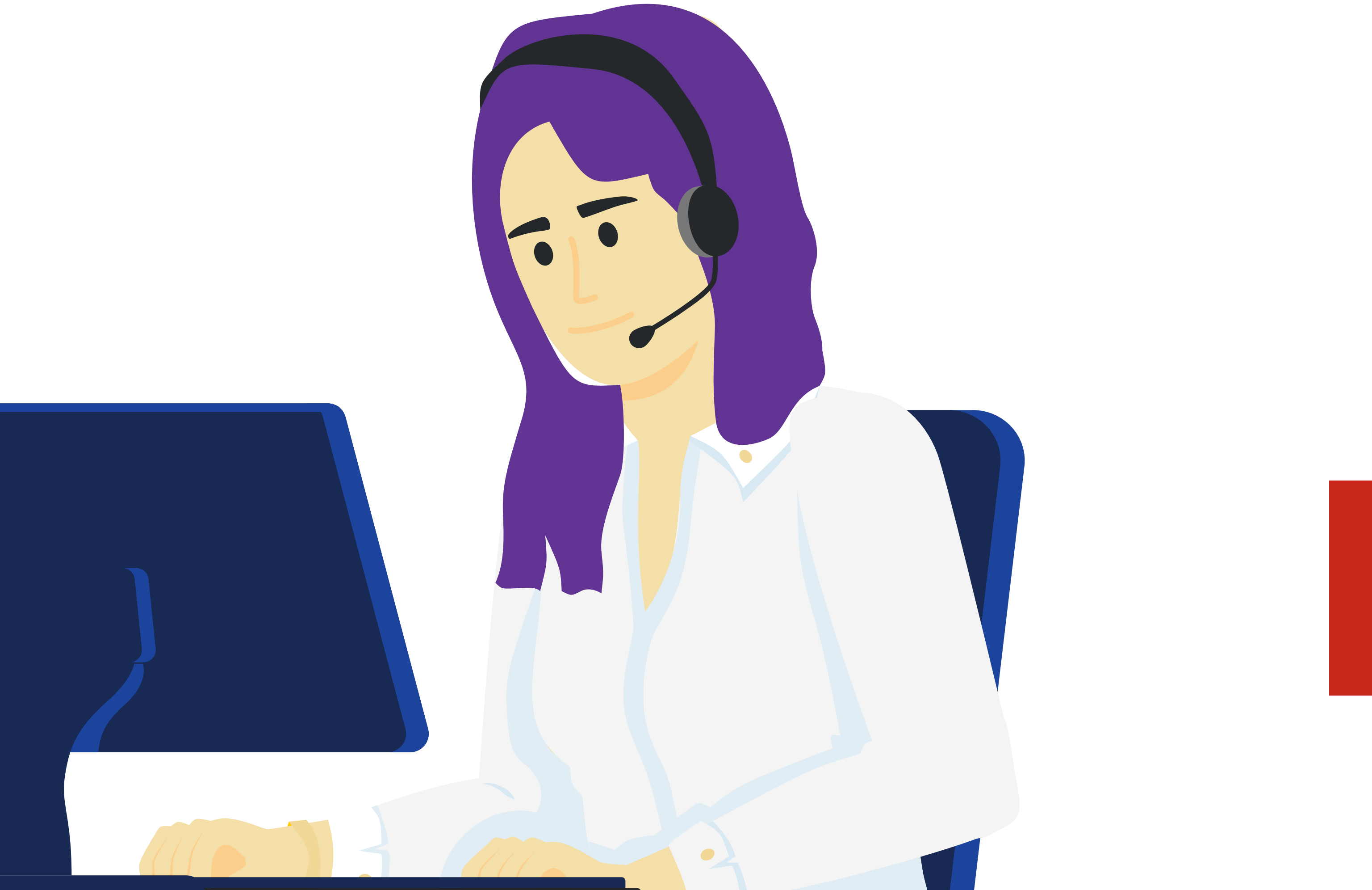
Si aad cabasho ugu gudbiso Qaybta mushaarka iyo Saacadaha ee DOL, wac 1 (866) 487-9243 ama gudbi foomka xiriirka adoo ku diraya www.dol.gov/whd.

Waaxda Shaqada iyo Warshadaha ee Gobolka Washington (Washington State Department of Labor & Industries, L&I)

Waaxda Shaqada iyo Warshadaha ee Gobolka Washington waa hay'ad dowladeed oo u heellan badqabka, caafimaadka iyo amniga shaqaalaha Gobolka Washington. Hay'addu waxay hirgelisaa sharciyada gobolka oo ay ku jiraan kuwa ilaaliya mushaarka iyo xaaladaha shaqada ee shaqaalaha.

Sharciyo badan oo ay L&I hirgeliso ma khuseeyaan qandaraaslayaasha madaxbannaan. Hase yeeshee, haddii aad u malaynayso in si khaldan lagaaga dhigay qandaraasle halkii aad shaqaalaha ka ahaan lahayd, L&I ayaa laga yaabaa inay ku caawiso.

Booqo www.lni.wa.gov si aad u gudbiso cabashada Xuquuqaha shaqaalaha. Waxaad sidoo kale ka soo dejisan kartaa webseedka foomka cabashada Xuquuqaha shaqaalaha oo boosto ugu diri kartaa L&I markaad buuxiso, waxaad booqan kartaa xafiiska L&I ee kuugu dhow ama wici kartaa 1 (866) 219-7321 si aad cabasho ugu gudbiso taleefan.



MAHAQNAQ

7

Mahaqnaq

Waxaan u mahadcelinaynaa Fair Work Center taageeradooda iyo tallooyinkooda hagahaan.

Fair Work Center waxay si deeqsinimo leh ula wadaagtay agab iyo khibrad ay ka heleen caawimaada shaqaalaha ee la tacaalidda daminta akoonnada iyo habka rafcaanka. Booqo www.fairworkcenter.org si aad wax badan uga ogaato dadaalladooda lagu hagaajinayo xaaladaha shaqada iyo nolosha dhammaan shaqaalaha.

Waxaan sidoo kale u mahadcelinaynaa Mashruuca Caddaalada ee Northwest oo diyaariya isla markaana maamula agabka badan ee is-caawinta sharciga ee laga heli karo WashingtonLawHelp.org.

Waxaan sidoo kale u mahadcelinaynaa shaqaalihii taageeray mashruucaan oo khibraddooda ku biiriyay iyagoo ka duulaya waayo-aragnimadooda la xiriirta daminta akoonnada.

LIISKA LIFAAQYADA

8

Liiska Lifaaqyada

Lifaaqa A
Ogeysiiska Xuquuqaha ee Xirista Akoonka

Lifaaqa B
Qaabka Ogeysiiska Xirista Akoonka

Lifaaqa C
Ogeysiiska Xuquuqaha ee Shaqaalaha Ku Shaqeeya ablikeeshinka

Lifaaqa D
Xaashida Xaqiiqooyinka ee Lacagta Ugu Yar ee Shaqaalaha Ku Shaqeeya ablikeeshinka

Lifaaqa E
Xaashida Xaqiiqooyinka ee Fasaxa Xanuunka iyo badqabka ee mushaarka Leh ee Shaqaalaha Ku Shaqeeya ablikeeshinka

Dlifaaqa F
Xaashida Xaqiiqooyinka ee Xirista Akoonka ee Shaqaalaha Ku Shaqeeya ablikeeshinka

Qaar ka mid ah xogahaan waxaa la cusboonaysiiyaa sannad kasta.
Si aad u hesho xogihii ugu dambeeyay, waxaad booqan kartaa boggan interneetka.

Hagaha
Shaqaalaha Ku Shaqeeya ablikeeshinka

Waxaa daabacay Xafiiska Heerarka Shaqada ee Magaalada Seattle Naq-
shadda garaafyada waxaa sameeyay ConceptShell Art iyo Design Studio

Xafiiska Seattle Ee
Heerarka Shaqada