

— Baro xuquuqdaada ee — diidaya faquuqidda da'da sida sharciyada Minnesota ay dhigayaan

Sidoo kale waa ku sharci darro loo-shaqeeyaha:

- uu diido shaqo qorashada ama shaqo siinta
- yareeyo ama darajada hoos ugu dhigo
- ruqseeyo ama shaqada ka ceyriyo
- ku qasbo hawlgabnimo*

sababo ku salaysan da'da.

*Loo-shaqeeyayaasha Minnesota oo ay u shaqeeyaan tiro shaqaale ee 20 qof ka yar ma laha sharci ka mamnuucaya hawlgabka qasabka dadka 70 sano jira ama ka weyn.

Loo-shaqeeyayaasha shaqaalaha 65 sano jira ama ka weyn ee ku qasbaya shaqo ka fariisin sabab ah aanay qancin karin shuruudihii laga rabay shaqada waa in la siiyo muddo 30 cisho gudahood ogaysiis looga golleeyahay in shaqada lagu soo afjaro.

Halkudhigyada waxaa ku jira macluumaad koobaan ee Xeeraarka Minnesota 181.81 iyo 363A. Waxaa jira waxyaabo ka baxsan xeerkan.

Macluumaad dheeraada ama caawimo waxaa lagu heli karaa ayadoo qoraal loo diro ama la waco Waaxda Shaqada iyo Warshadaha ee Minnesota.

Wixii macluumaad dheeraada ee ku saabsan mushaarka iyo xeerarka saacadaha Minnesota, la xariir:

Department of Labor and Industry
Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155



MINNESOTA DEPARTMENT OF
LABOR & INDUSTRY

(651) 284-5005
1-800-DIAL-DLI (1-800-342-5354)
dli.laborstandards@state.mn.us
www.dli.mn.gov

Booraarka waa in ay sharciga waafaqaan.

Abril 2012

Hirgalaysa: Agoosto 1, 2016

CADDADKA MUSHAARKA YAR

<p>Shaaqaleeyaha waaweyn – Shirkad kasta ee buuxeeda buuran uu beeca ama ganacsiga uu yahay \$500,000 ama ka badan</p>	<p>\$9.50/saacaddii</p>
<p>Shaaqaleeyaha yaryar – Shirkad kasta ee buuxeeda buuran uu beeca ama ganacsiga uu ka yaryahay \$500,000</p> <p>Mushaarka tababarka – Ee la mushaarino shaqaalaha ka yar 20 sano ee 90 cisho ugu horreeya ee isku xiga ee la shaqaynayo</p> <p>Mushaarka dhallinyarada – Ee lagu mushaarino shaqaalaha ka yar 18 sano</p>	<p>\$7.75/saacaddii</p>
<p>J-1 Visa – Waxay la xariirta shaqaalaha hoteellada, mooteellada, goobaha loojimada iyo lagu raaxaysto ee ku shaqaynaya amarka shaqada jilaalka, isdhaafsig Exchange Visitor (J) ahayn viisaha muhaajirka</p>	<p>\$7.75/saacaddii</p>

XILLIDHERAAKA	Saacad iyo nusasaac ee shaqaalaha mushaarkiisa saacadeed ee caadiga ah	Shaaqaleeyaha yar ama shaqaaleyayaasha ee uu gobolka kabayo	Shaaqaleeyayaasha ballaaran iyo shaqaaleyayaasha uu federaalka kabayo
		Wixii ka dambeeya 48 saacadood	Wixii ka dambeeya 40 saacadood

XUQUUQDA SHAQAALAHA	Shaaqaleeyuhu shaqada kama uu cayrin karo, ma uu edbin karo, handadi karo, takoori karo ama ganaaxi karo shaqaale sababo la xariira shaqaalaha mushaarkiisa, xaaladdiisa, goobtiisa, ama xaqa ballanqaadyada shaqada sababo la xariira in shaqaaluhu uu soo sheegay sharcijabin ee sharci kasta ama diido inuu ka qaybqaato hawlo uu shaqaaluhu ogyahay inay yihiin kuwa sharciga lagu jabinayo.
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Waxaad eegtaa isbaddalka caddadka musharka mustaqbalka adiga oo gala www.dli.mn.gov/MinWage.

Wixii macluumaad ah ee dheeraad ah ee ku saabsan mushaarka Minnesota iyo saacadaha loo baahanyahay, la soo xariir:

Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155



(651) 284-5005 ama 1-800-342-5354
dli.laborstandards@state.mn.us
www.dli.mn.gov/MinWage

Sharciga ayaa qoraya in meel loo jeedo la dhigo.

Luulyo 2016

Shaqaalaha

Sharciga Shaqaaleedka Ammaanka iyo Caafimaadka Minnesota (Minnesota Occupational Safety and Health Act) wuxuu shardi ka dhigayaa in aad shaqaalahaaga u diyaarisid goob shaqo oo ka badqabta halisyada la yaqaan oo sababi kara dhimasho, dhaawac ama jirro. Sidoo kale waa in aad raacdaa xuquuqda iyo masuuliyadaha goobta shaqada.

- Waa in aad raacdaa heerarka iyo nidaamyada badbadada idil shaqaalaha ee Minneota OSHA (MNOSHA).
- Loo shaqeeyahaaga waa in uu ku siiyo macluumaad kasta oo ku saabsan halisyada kiimikada, halisyada cawaamilka muuqata iyo cawaamilka caabuuqyada goobta shaqada ka dhalan kara.
- Xaq waxaad u leedahay in aad kala hadashid loo-shaqeeyahaaga ama MNOSHA walaacyada ku saabsan ammaanka iyo caafimadka goobta shaqada.
- Xaq waxaad u leedahay in aad diiddo qabashada shaqada haddii aad rumaysantahay in xilka ama qalabka uu kuu keeni karo halis deg-degga ama dhimasho ama dhaawac jirka. Si kastaba, waa in aad qabataa xil kasta oo loo-shaqeeyahaagu kuu xilsaaro. Goobta shaqada si fudud ugama tagi kartid.
- Xaq waxaad u leedahay in lagu soo wargaliyo ama lagu faahfaahiyo haddii loo-shaqeeyahaagu dalbado in wax laga baddelo heerarka shuruudaha MNOSHA.
- Xaq waxaad u leedahay in aad la hadashid baaraha MNOSHA ee goobtaada shaqada baaraya.
- Xaq waxaad u leedahay in aad ka xarayso cabasho MNOSHA ku saabsan ammaanka, caafimaadka halisyada iyo codsato in baaris la sameeyo. MNOSHA uma kashifayso magacaada loo-shaqeeyaha.
- Xaq waxaad u leedahay in lagu tuso xogta dacwdaha idil, ciqaabaha iyo khafiifinta canshuuraha MNOSHA ay ka samaysay loo-shaqeeyahaaga.
- Loo-shaqeeyahaagu kuguma takoori karo isticmaalka xuquuqdaada Sharciga awgeed. Si kastaba, loo shaqeeyahaaga waxuu kugu anshax-marin karaa sababa la xariira in aadan raacin nidaamyada ammaanka iyo caafimaadka. Haddii aad rumaysantahay in loo-shaqeeyahaagu ku takooray sababa la xariira isticmaalka xuquuqdaada Sharciga, waxaa aad haysataa 30 maalmood in aad uga soo dacwooto MNOSHA. Loo-shaqeeyahaagu waa in uu bixiyaa kashifaad kasta iyo xog kasta oo caafimaad ee adiga lagaa hayo marka la weydiisto. Loo-shaqeeyahaagu waa in uu ku siiyaa kashifaad kasta iyo xog kasta ee caafimaad ee adiga kugu saabsan marka ad weydiisato.
- Xaq waxaad u leedahay in aad ka qaybgasho horumarinta heerarka MNOSHA.

Loo-shaqeeyeyaalka

Waa in ad u diyaarisaa shaqaalahaaga jawi ammana oo caafimaad qaba xorna ka ah halis la garan karo oo sababi karta dhimasho, dhaawac ama jirro iyo u hoggaansanaatid heerarka MNOSHA ee la dabbaqi karo oo idil. Waxaa kale leedahay xuquuqda iyo masuuliyadaha soo socda.

- Waa in aad ku dhajisaa nuqul ka mida sawirkan wayn iyo dokumentiyada kale ee MNOSHA meeelaha lagu dhajiyo ogaysiisyada shaqaalaha.
- Waa in aad soo wargalisaa MNOSHA siddeed sacadood gudahood shilalka idil ee sababa dhimasho shaqalaha.
- Waa in aad soo wargalisaa MNOSHA 24 saac gudahood shilalka idil ee sababa addin go', indha-beel ama isbitaal seexin ee shaqaale kasta ku yimaada.
- Waa in aad u oggolaataa baarayaasha MNOSHA in ay sameeyaan baarisyo, waraysiyada shaqaalaha iyo dib-u-eegidda xogta.
- Waa in aad diyaarisaa qalabka idil ee ilaalinta shaqaalaha iyo tababarrada oo aad adigu kharashkooda qabto.
- Xaq waxaad u leedahay in aad ka qaybqaadato horumarinta heerarka MNOSHA.

Kaalmada ammaanka iyo caafimaadka lacag-la'aanta

Kaalma lacag-la'aana oo la sugayo iyo halisyada saxda ah ayaa shaqaalaha u diyaara, iyado aan dacwao lahayn iyo ciqaab toona, oo loo sii marayo MNOSHA Workplace Safety Consultation telefoonka (651) 284-5060, 1-800-657-3776 ama osha.consultation@state.mn.us.

La xariir MNOSHA wixii ku saabsan nuqul Sharciga, ee si gaara u quseeya ammaanka iyo caafimaadka heerarka xaraynta dacwo la xariirta halisyada goobta shaqada.

Department of Labor and Industry
Occupational Safety and Health Division
443 Lafayette Road N.
St. Paul, MN 55155-4307



(651) 284-5050
1-877-470-6742
osha.compliance@state.mn.us
www.dli.mn.gov

SHAQO LA'AAN?

Ma shaqo la'aan baad tahay mise saacadaha shaqada ayaa lagaa dhimay?

Waxaad xaq u leedahay inaad codsato lacagta Caymiska Shaqo Caymiska la'aanta.

Ka codso khadka internet-ka:

www.uimn.org

**ama teleefoonka 651-296-3644
(Magaalooyinka mataanaha)**

**ama nambarka aad lacag bixineyn ee
1-877-898-9090 (meelaha kale ee Minnesota)**

**TTY (qofka xagga maqalka naafo ka ah ama dhegaha jiga)
1-866-814-1252**

DEED is an Equal Opportunity Employer/Provider.

— Haddii aad dhaawacanto —

- U soo sheeg horjoogahaada dhaawac kasta sida ugu dhaqsiyaha badan, iyadoo aan loo eegin sida uu u yaryahay. Waxaa laga yaabaa in aad lumiso waxtarrada ah xaqa magdhowga shaqaalaha haddii aanad waqtiga habboon dhaawaca u soo sheegin loo shaqeeyahaaga. Xadka waqtiga wuxuu noqon karaa ugu yaraan 14 cisho.
- Loo shaqeeyahaaga u sheeg macluumaad badan ee ku saabsan dhaawacagaada hadba sida suurtagalka ah.
- Qaado daawo kasta oo lagama maarmaana sida ugu dhaqsiyaha badan. Haddii caafimaadkaadku aanu daboolayn urur maamul daryeel oo shati haysta (CMCO), waxa aad iska daawayn kartaa hadba dhaqtarka aad doorato. Loo shaqeeyahaagu waa inuu qoraal kugu soo wargaliyaa haddii CMCO uu kaa daboolayo.
- Gacan ku sii codsiyada idil ee ku saabsan macluumaadka quseeya dalabyadaada.
Sharcigu waxa uu u fasaxayaa caymiyaha maqdhowga shaqaalaha in ay helaan macluumaadka caafimaadka oo la xariira dhaawaca shaqadaada adiga oo aan u fasaxin, laakiin waa in ay qoraal kugu soo wargaliyaan marka ay codsanayaan macluumaadka.
Caymiyuhu ma heli karo xog kale ee caafimaad haddii aadan saxiixin oggolaasho qoran.
- Ka qaado dhaqtarkaada hubaal-celin qoraala wixii ku saabsan fasax kasta ee shaqada looga tagayo. Ogaysiisku waa inuu qeexnaadaa hadba sida suurtagalka ah.

— Shaqaalaha magdhowgiisa wuxuu bixinayaa —

- Daryeelka caafimaadka ee dhaawaca shaqada, kolba muddada dheer ee macquulka iyo lagama maarmaanka ah.
- Waxtarrada mushaarka aan la qaadan oo ka mida qaybta daqliga aan la qaadan.
- Magdhowga waxyeellada joogtada ah ama aad weydo xubin jirkaada ka mida ama.
- Adeegyada xirfadaha shaqada ayaa lagu siinaya haddii aanad ku soo noqon karin shaqadaadi ee dhaawac ka hor ama loo shaqeeyahaaga dhaawac ka hor sababo la xariira shaqada aad ku dhaawacantay.
- Waxtarrada xaaskaada iyo/ama dadka kaa tirsan la siiyo haddii aad dhaawaca shaqada u geeriyooto.

— Maxaa caymiyaha laga doonayaa in uu sameeyo —

- Caymiyuhu waa inuu baaraa waxa aad sheeganayaso sida ugu dhaqsiyo badan. Haddii aad naafowdo wax ka badan saddex jadwal maalmaha la shaqeeyo, caymiyuhu waa inuu bilaabaa waxtarrada lacag-bixinta ama kuu soo diraa sababaha masuuliyadda diidmada muddo 14 cisho ku siman ka dib marka loo shaqeeyahaagu ogaaday in aad shaqada bannaanka ka joogtay ama aad mushaar weyday sababa ah dhaawaca aad ku soo dacwootay.
- **Haddii caymiyuhu uu oggolaaday sheegashadaada waxtarrada mushaarka aan la qaadan iyo aad naafo ahayd muddo ka badan saddex cisho la shaqeeyo:** Caymisku waxa uu ku soo ogaysiinayaa isagoo laga doonayo in uu kuu bilaabo bixinta waxtarrada mushaarkii kaa baaqday 14 cisho gudahood sida kor lagu soo xusay. Caymisku waa inuu waxtarrada ku bixiyo isla watiga. Waxtarrada mushaarka-baaqday waxaa la bixinayaa isla xilliyadii u dhexeeya mushaar bixintaada shaqada.
- **Haddii uu caymisku diido dalabkaada ah waxtarrada mushaarkaan qaadan isla markaana aad saddex cisho la shaqeeyo ka badan aad naafo ahayd:** Caymisku wuxuu kuu soo diri doona ogaysiis 14 cisho gudahood. Ogaysiisku waa inuu si cad u fasiraa falalka iyo sababaha ay ku rumaysteen in dhaawacaaga ama jirradaada aanay ka imaan sababo shaqadaada la xariira ama sababta sheegashada mushaarku kaa baaqday aanay dhawacaaga ku taxaluqin.
Haddii aadan ku waafaqsanayn diidmada, la hadal hagaajiyaha dacwadaha caymiska ee kiiskaada gacanta ku haya. Haddii aadan ku qancin oo weli aadan waafaqsanayn diidmada, **wac Waaxda Shaqaalaha Minnesota iyo laanta Magdhowga Shaqaalaha (Minnesota Department of Labor and Industry's Workers' Compensation) Telefoonka deg-degga 1-800-342-5354.**

Magaca Caymiyaha Khiyaamada

Qaadashada waxtarrada magdhowga shaqaalaha oo aadan xaq u yeelan waa mid tuugo ah. Haddii aad qabto tuhun ah in qof uu samaynayo khiyaamo ku saabsan magdhowga shaqaalaha, wac 1-888-FRAUD MN (1-888-372-8366).

Wixii macluumaad dheeraada oo ku saabsan magdhowga shaqaalaha ama haddii aad u baahantahay dacwadda lagaa caawiyo, la soo xariir:

Department of Labor and Industry
Workers' Compensation
443 Lafayette Road N.
St. Paul, MN 55155

(651) 284-5032
1-800-DIAL-DLI (1-800-342-5354)
dli.workcomp@state.mn.us
www.dli.mn.gov

Magaca shirkadda caymiska

Lambarka telefoonka

Sharciga ayaa qaba in meelo muuqda lagu dhajiyo meelaha uu loo shaqeeyuhu ugu hawlan yahay ganacsiga.

Qalabkan waxaa lagu siin karaa qaabab kala duwan (farta Indhoolayaasha, farta waaweyn) haddii aad wacdiid (651) 284-5005; telefoonka lacag'aanta ah 1-800-DIAL-DLI (1-800-342-5354); ama TTY telefoonkat (651) 297-4198.