Takooridda da'da

La soco xuquuqdaada sharciyada Minnesota ee mamnuucaya takoorka da'da

Waa sharci darro haddii loo shaqeeyaha:

- diido inu shaqaaleeyo qof sabab ku saleysan da'da awgeed;
- yareeyo heerka ama boos darajo ama ruqseeyo qof sabab oo ku saleysan da'da awgeed;
- ka saarid ama xilka laga wareejiyo qofka sabab ku saleysan da'da, ama
- qasbo da'da hawlgabka haddii shaqaaleeyuhu haysto wax ka badan 20 shaqaale [29 United States Code §630 (b)].

Loo-shaqeeyayaashu hadii ay ka joojinayaan shaqaalaha da'dooda tahay 65 sano ama ka weyn shaqada sabab ah in ay kaso bixi karin shuruudaha shaqada waa inay bixiyaan 30 cisho oo ogeysiis ah in shaqada laga joojin doono.

Qoraalkan waxa ku jira oo kaliya dulmar ah sharciga Minnesota.
Wixii macluumaad dheeraad ah, la xiriir:

Waaxda Shaqaalaha iyo Warshadaha Minnesota
Telefoonka: 651-284-5070

Waaxda Xuquuqda Aadanaha ee Minnesota
Telefoonka: 651-539-1100

WAAXDA SHAQAALAHA IYO WARSHADAHA
651-284-5070 • 800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Sharciga ayaa qaba in lagu dhajiyo ogaysiskan meel shaqaalaha si fudud u arki karan.

Sebtembar 2017

Caddadyada mushaarka yar

Hirgalaysa: Janaayo 1, 2021

	CADDADKA MUSHAARKA YAR
Loo shaqeeyaha waaweyn – Ganacsi kasta oo leh dakhli guud sanadkiba $ 500,000 ama ka badan	**$10.08**/saacaddii
Loo shaqeeyaha yaryar – Ganacsi kasta oo leh dakhli guud sanadkiba oo ka yar $ 500,000 **Mushaharka Tababarka –** Waxaa la siin karaa shaqaalaha da'doodu tahay 18 iyo 19 90 maalmood ee ugu horreeya shaqada. **Mushaarka dhalinyarada –** Waxaa la siin karaa shaqaalaha da'doodu tahay 17 ama ka yar	**$8.21**/saacaddii
J-1 Visa – Waxaa la siin karaa shaqaalaha huteelada, motelska, xarumaha hoyga iyo goobaha lagu shaqeeyo ee hoos yimaad hey'adda shaqada xagaaga, Fiisaha Bixiyeyaasha (J) ama soo galootiga aan ahayn	**$8.21**/saacaddii

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

XUQUUQDA SHAQAALAHA	Shaaqaaleeyuhu 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.

Eeg warbixin buuxda oo heerka mushaharka adiga oo booqanayo www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota.

DEPARTMENT OF LABOR AND INDUSTRY

651-284-5070 • 800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Sharciga ayaa qaba in lagu dhajiyo meel shaqaalaha si fudud u arki karan.

Oktoobar 2020

Caddadyada mushaarka yar

Hirgalaysa: Janaayo 1, 2022

	CADDADKA MUSHAARKA YAR
Loo shaqeeyaha waaweyn – Ganacsi kasta oo leh dakhli guud sanadkiba $ 500,000 ama ka badan	**$10.33**/saacaddii
Loo shaqeeyaha yaryar – Ganacsi kasta oo leh dakhli guud sanadkiba oo ka yar $ 500,000 **Mushaharka Tababarka –** Waxaa la siin karaa shaqaalaha da'doodu tahay 18 iyo 19 90 maalmood ee ugu horreeya shaqada. **Mushaarka dhalinyarada –** Waxaa la siin karaa shaqaalaha da'doodu tahay 17 ama ka yar	**$8.42**/saacaddii
J-1 Visa – Waxaa la siin karaa shaqaalaha huteelada, motelska, xarumaha hoyga iyo goobaha lagu shaqeeyo ee hoos yimaad hey'adda shaqada xagaaga, Fiisaha Bixiyeyaasha (J) ama soo galootiga aan ahayn	**$8.42**/saacaddii

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

XUQUUQDA SHAQAALAHA	Shaaqaaleeyuhu 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.

Eeg warbixin buuxda oo heerka mushaharka adiga oo booqanayo www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota.

DEPARTMENT OF LABOR AND INDUSTRY

651-284-5070 • 800-342-5354 • dli.laborstandards@state.mn.us • www.dli.mn.gov

Sharciga ayaa qaba in lagu dhajiyo meel shaqaalaha si fudud u arki karan.

Oktoobar 2021

Ilaalinta amaanka iyo caafimaadka shaqada

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 caafimmadka 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-shqeeyahaagu kuu xilsaaro. Goobta shaqada si fudud ugama tagi kartid.
- Xaq waxaad u leedahay in lagu soo wargaliyo ama lagu faahfaahiyo haddii loo-shqeeyahaagu 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 ammanka, 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.
- 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 wargelisaa 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 baarisyada, 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 cafimaadka 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.

Loo-shaqeyeyaasha, shaqaalaha iyo xubnaha ka mida dadweynaha ee doonaya in ay dacwo xareeyaan la xariirta Barnaamijyada MNOSHA waxay u qori karaan waraaq federaaka OSHA Gobolka Xaafiiska 5: U.S. Department of Labor, Occupational Safety and Health Administration, Chicago Regional Office, 230 S. Dearborn Street, Room 3244, Chicago, IL 60604.

OSHA
DEPARTMENT OF LABOR AND INDUSTRY

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

Sharciga ayaa qaba in lagu dhajiyo meel shaqaalaha si fudud u arki karan. Agoosto 2017

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.

DEED-50227 / 15,000 / Sep 2015

Magadhowga Shaqaalaha

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 wargeliyaa 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 mushaarkaaan 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. Wac 1-888-372-8366 si aad u sheegto khiyaano lagu sameynayo magdhawga shaqaalaha.

Magaca shirkadda caymiska iyo macluumaadka xiriirka

DEPARTMENT OF LABOR AND INDUSTRY

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

Sharciga ayaa qaba in lagu dhajiyo meel shaqaalaha si fudud u arki karan.

Agoosto 2017