

# Mushaharka Ugu Yar iyo Shuruudo Kale

**2027 Mushaharka ugu yar** – Wuxuu khuseeyaa dhammaan shaqo-bixiyeyaasha Minnesota.

**\$11.87**/Saacaddii

**2027 Mushaarka Tababarka** – Waxaa loo oggol yahay in mushaharka tababarka la siiyo shaqaalaha ka yar 20- sano muddada sagaashanka maalmood ee xiriirka ah ee bilowga shaqadooda.

**\$9.68**/Saacaddii



[dli.mn.gov/minwage](https://dli.mn.gov/minwage)

## SAACADAHA DHEERAADKA AH

Saacadaha dheeriga ah waa lacag-bixin waajib ah oo u dhiganta hal-iyobar (1.5) qiimaha saacadada ee caadiga ah ee uu shaqaaluhu qaato.

**Shaqo-bixiyeyaasha iyo shaqaalaha ay daboolaan oo keliya gobolka**

Kadib **48** saacadood toddobaadka shaqada gudaheed

**Shaqo-bixiyeyaasha iyo shaqaalaha ay daboolaan heer federaal**

Kadib **40** saacadood toddobaadka shaqada gudaheed

## XATOoyADA MUSHAARKA

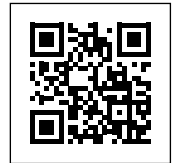
Xatooyada mushaharka waxay dhacdaa marka loo-shaqeeye uusan bixin mushaharka ay shaqaaluhu kasbadeen, oo ay ku jiraan mushaharka ugu yar, lacagta saacadaha dheeraadka ah, ama heerarka kale ee mushaharka ee sharcigu waajib ka dhigayo.



[dli.mn.gov/wagetheft](https://dli.mn.gov/wagetheft)

## WAKHTIGA JIRRADA IYO BADBAADADA

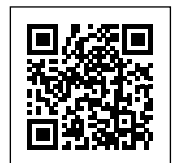
Wakhtiga jirrada iyo badbaadadu waa fasax lacag leh oo ay shaqo-bixiyeyaashu waajib ku tahay inay siiyaan shaqaalaha Minnesota, kaas oo loo isticmaali karo sababo gaar ah, oo ay ku jiraan marka shaqaaluhu xanuunsan yahay, daryeelka xubin qoys oo xanuunsan, ama raadinta caawimaad haddii shaqaaluhu ama xubin qoyska ka mid ahi la kulmo rabshad guri, faraxumayn galmo ama daba-gal. Waqtiga Jirrada iyo badbaadadu waa ka duwan yahay Fasaxa Lacag-bixinta ee Minnesota (Paid Leave Program).



[sickleave.mn.gov](https://sickleave.mn.gov)

## NASASHO IYO NASASHADA CUNTADA

Shaqo-bixiyeyaashu waa inay oggolaadaan ugu yaraan 15 daqiiqo oo nasasho ah afartii saacadood ee shaqo ee isku xiga, iyo ugu yaraan 30 daqiiqo oo nasashada cuntada ah haddii shaqadu socoto lix saacadood ama ka badan oo isku xiga.



[dli.mn.gov/breaks](https://dli.mn.gov/breaks)

## AAR-GUDASHO WAA LA MAMNUUCAY

Shaqo-bixiye ma eryi karo, ma ciqaabi karo, ma ganaaxi karo, ma faragelin karo, ma hanjabi karo, ma xannibi karo, ma qasbi karo, ama si kale ugama aargoosan karo ama uguma takoori karo shaqaale ku saabsan isticmaalka xuquuqdooda sharciga hoos yimaada, oo ay ku jirto soo sheegista xadgudub ama ka qaybqaadashada baaritaan.



[dli.mn.gov/retaliation](https://dli.mn.gov/retaliation)

## SOO SHEEG XADGUDUBYADA

Si aad u soo sheegto xadgudubyadan iyo sharciyada kale ee shaqada, la xiriir Qaybta Heerarka Shaqada: [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us) ama 651-284-5075.



**DEPARTMENT OF  
LABOR AND INDUSTRY**

Ogeysiiska mushaharka ugu yar waa in sharci ahaan lagu dhejiyaa meel ay shaqaaluhu si fudud u arki karaan.

Oktoobar 2026