

[**Employers:** This is a sample notice employers can use to inform workers about the Safe Workplaces for Meat and Poultry Processing Workers Act as well as the Packinghouse Workers Bill of Rights, as required under [Minnesota Statutes § 179.877.](#)]

Xuquuqdaada marka aad tahay shaqaalaha goobaha baakadaynta hilibka ama shaqaalaha ka shaqaynta digaaga

Sharciga Xuquuqda Shaqaalaha Goobaha Baakadaynta (Minn. Stat. § 179.86) iyo Badbaadada Goobaha Shaqada ee Sharciga ka Shaqaaynta Hilibka iyo Digaagga (Minn. Stat. § 179.87 ilaa 179.877) ayaa siinaya ilaalinaha goobta shaqada ee soo socota shaqaalaha ka shaqaynta hilibka iyo digaaga:

- **Waxaad xaq u leedahay inaadku badbaado iyo caafimaad qabto goobta shaqada.** Loo-shaqeeyahaagu waa inuu leeyahay barnaamijka ergonomics oo ay sameeyeen guddi. Loo-shaqeeyahaagu waa inuu kuu tababaro sidii si badbaado leh ugu qaban lahayd howlaha cusub; Tababarkani waa inuu ahaadaa mid lagu bixiyo luuqad iyo erarayo aad ku fahmi karto. Loo-shaqeeyahaagu waa inuu ku siiyo ugu yaraan siddeed saacadood oo tababar badbaado ah sannad kasta oo ku saabsan caafimaadka iyo badbaadada mawduucyada la xiriira shaqadaada iyo howsha shaqadaada; Tababarkani waa inuu ahaadaa mid lagu bixiyo luuqad iyo erarayo aad ku fahmi karto. Ugu yaraan laba saacadood oo tababarkaaga ah waa in ay ku saabsanyihiin ka-hortagga dhaawaca habshaqaynta iyo hababka ka soo warbixinta dhaawacyada. Loo-shaqeeyahaagu waa inuu ku siiyo wakhti kugu filan oo aad ku isticmaasho musqusha, ku dhaqdo gacmahaaga oo aad ku gashato oo aad iskaga bixiso qalabka ilaalinta.
- **Waxaad xaq u leedahay inaad diido inaad ku shaqeyso meelo xaalado khatar ah.** Haddii aad diido inaad ku shaqayso xaalado khatar ah, waa inaad sii wadato helitaanka mushaharka oo aan lagugu samayn takoorid ama aargoosi.
- **Waxaad xaq u leedahay ilaalinta badbaadada la xoojiyay inta lagu jiro xaalad caafimaad oo degdeg ah.** Loo-shaqeeyahaagu waa inuu bixiyo tallaabooyin caafimaad oo la xoojiyay ee badbaadada iyo fayadhowrka inta lagu jiro wakhtiga nabada ee xaaladaha degdegga ah ee caafimaadka dadweynaha ee la xiriirta isu gudbinta hawada. Tallaabooyinkan waxaa ka mid ah, laakiin aan ku xaddidnayn, kala fogaanta jirka, xanibaadaka kala xirka, bixinta maaskarada wejiga iyo gaashaan bilaash ah, jeermiska ka dilista goobta shaqada iyo waxyaabo kale oo badan.
- **Waxaad xaq u leedahay inaad si wada jir ah isu abaabushaan oo aad u gorgortaan.** Waxa kale oo aad xaq u leedahay in aad ka fogaataan is abaabulka iyo u gorgortanka si wadajir ah. Wixii macluumaad dheeraad ah, kala xiriir Guddiga Xiriirka Shaqaalaha ee Qaranka (National Labor Relations Board) 612-348-1757.
- **Waxaad xaq u leedahay inaad xor ka tihin in la idinku sameeyo takoorka shaqada.** Waxaad xaq u leedahay in aad xor ka ahaato takoorka ku salaysan isir, midab, caqiido, diin, asal qaran, jinsi, xaalad guur, naafonimada, heerka kaalmada dadweynaha, da'da, jinsi doorashada, aqoonsiga jinsiga, xaalada qoyska iyo hawlaha la xiriira guddiga xuquuqul insaanka ee deegaanka. Wixii macluumaad dheeraad ah, kala xiriir Waaxda Xuquuqul Insaanka ee Minnesota 833-454-0148.

