



Shaqaalaha gobolka California waxay leeyihiin xuquuq badan marka la eego dhicayada musqaayadda iyo xaaladaha lagu shaqeeyo. Waxa jirta inay shaqaalaha California helaan daryeel iyo dano dhowris aan ka jirin dalaka kale iyo gobolada kale ee Maraykanka.

Haddii ay tahay taageero sidii loo heli lahaa mushqaayadda hawl la qabtay, ama loo codsan lahaa lacagta la sii qofka shaqo-waaya, ama loo weydiisan lahaa magta dhaawac shaqada kugu gaaray, waa in la heli karaa cid arrimahas ka kaalmaysa qofka shaqaalaha ah. Haddaba waxa halkan ku xusan xaqaayiq la xiriira danaha shaqaalaha rer California.



Halkee ayaan ka ogaan kara xuquuqdayda shaqaalenimo?

Ururo badan oo ka jira Degmada Santa Clara County ayaa ka caawiya shaqaalaha socotada ahi (immigrant workers) sidii ay u ogaan lahaayeen xaqoodo la xiriira shaqada iyo mushqaayadda: Ururadaasi waa

- Xafiisyada dawliga ah
- Ururada hawlaha sharciga
- Ururada ku salaysan beelaha



Ma raadinaysa fasal Ingriiska lagu barto oo dariskaaga ah? Ka fiiri boqolaalka fasal ee Ingriiska laga barto iyo jadwalkooda oo laga helo Santa Clara County shabakadda internetka www.immigrantinfo.org

- Ururada Shaqaalaha (oo ka caawiya shaqaalaha inay iskaashadaan si ay u helaay mushqaad sare iyo goobaha shaqo oo si fiican loogu habeeyo.)

Maxaan u baahnahay inaan ogaado marka shaqo lay qoro?

Waxaa aad muhiim u ah inaad xaqiijiso lacagta lagu siin doono, saacadaha shaqada iyo nooca hawsha aad qabanay. Haddii ay suurto gal tahay Waa inaad arrimahaas oo dhan qoraal ku heshid. Haddii shaqo lagu ballan qaado ha saxeexin qoraal aadan dhab u fahamsanayn, ama xaashiyo aan qoraal lahayn oo gadaal uu ka buuxin doono loo shaqeeyuhu. Warqad Ikasta oo aad saxeexdo waa inaad nuqul ka qaadataa.

Maxaa u banaan ee ay i weydiin karaan cidda shaqada i siinaysaa?

Intii ka dambaysay November 6, 1986, qof kasta mawaadin iyo socotaba waxa laga rabaa marka ay shaqo galayaan inay buuxiyaan foomka laanta socdaalka ee INS form I-9. Loo shaqeeyaha uma banaan :

- Inuu dalbo warqado gaar ah, ama aqbali waayo warqado u muuqda wax sugan
- Inuu ka dalbo qofka ajnabiga u muuqda ama u hadal eg inuu buuxiyo foomka I-9.
- Inuu diido warqadaha waqtiga dhicistooda aan weli gaarin
- Inuu aqbali waayo xaashida lacag bixinta (risiidka) ee warqadaha aan weli dhicin.

Waa sharci darro in la takooro shaqaalaha ku war geliya xafiisyada dawladda in xaaladda goobta shaqo aysan baadbaado lahayn.

Waxa dhib igu noqotay shaqo helista waxaan qabaa in lay takoorayo, maxaan sameeyaa?

Shaqaaluhu waxa ay xaq u leeyihiin inay ka doonan haddii shaqo loogu diido ama shaqada lagaga saaro sababtoo ah inay si ajnabi u muuqdaan ama u hadalayan, ama qaabka sharci ee qofku dalka ku joogo, ama af Ingriiska uusan aqaan yadoon baahida shaqadu ku xirnayn af Ingriis.

Maxay tahay xuquuqdayda goobta shaqadu?

Shaqaalaha waa in ugu yaraan la siiyo lacag dhan \$6.75 saacadii, sanadka 2002. Mushqaadyadda ug hoosaysaa way kordhi kartaa sanadaha soo socda. Shaqaalaha badankooda waa in la siiyo mushqaad saaco dheeri ah haddii ay 40 saac wax ka badan todoaalkii ay shaqeeyaan.

Maxay tahay mas'uuliyadda saarani cidda aan u shaqeeyo?

Loo shaqeeyaha si badan mas'uulidda saarani waa inuu ugu yaraan laa goor mushqaayad siiyo shaqaalaha. Waxa jirta I wakaaladaha dawladda laga rabo hal mar bishii inay mushahar bixiyaan.

Cidda aad u shaqeysaa waa inay bixiyaan:

Nuqulka bixinta (Pay Stubs): Loo shaqeeyaha waxa laga rabaa inuu qoraal caddeyn u ah bixinta



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mushqaayadda, ha noqto jeeg ama lacag caddaan ah.

Xiliyada nasashada iyo cuntada: Si badan shaqooyinku waxay leeyihiin muddo 10 daqiiqo ah oo nasasho 4tii saacadoodba hal mar oo lacagta lagu siiyo, iyo nus saac cunto cunis ah 5tii saacadood hal mar oo aan lacag lahayn saacadaha la shaqeynayo.

Fasax: California lagama rabo inuu bixiyo fasax lacag leh loo shaqeeyaha. Haddii cidda loo shaqeeyaa ay leedahay qaab fasax ah, waa in qofka lacag lagu siiyaa intii fasax ka baaqatay marka shaqadu Ka dhammaato.

Badbaadada: Shaqaaluhu waxay xaq u leeyihiin inay ku shaqeeyaan goob badbaado leh. Waxa kale oo ay su'aalo ka weydin karaan ama ka caban karaan haddii loo arko in goobtu aysan lahayn badbaado. Shaqaaluhu waxay soo war gelin karaan xafiisyada hoos ku qoran marka arritaasi timaado.

Dhawac/Xanuun: Haddii dhawac shaqada dhexdeeda ku yimaad, shaqaaluhu waxa xuquuq uu ku leeyahay xafiiska Workers' Compensation, aydoo kharashka daaweynta iyo kaalmo dakhli lacageed ah la bixiyo inta uu ka bogsanayo dhawaca. Haddii uu qofku shaqeyn kari waayo ddhawaca dartiis, wuxuu loo fiirin karaa xaq uu u leeyahay Caymiska Naafada ee gobolka.

Cid kasta oo shaqaale ah aydoon loo eegin qaabka sharci ee uu dalka ku joogo, wuxu xaq u leeyahay In Xor uu ka yahay takooris midab, diin, wadan, isir iyo cidda u dhaqan ahaan xiiseeyo rag iyo haween, mid kasta oo u ka yahay.

Xuquuq kale ma leeyahay haddii aan shaqaale Maraykan jooga ahay?

Hawlaha Guud: Shaqada dhsimaha guryaha, beeraha nasashada, jidadka iyo wixii shaqo ah ee dadweynaha u adeega dawladduna bixiso khorashka, waxay shaqaaluhu xaq u leeyihiin in la siiyo mushqaayadda caadi ahaan la bixiyo.

Talaabo wada jir loo qaado: Shaqqluhu waxay xaq u leeyihiin inay si wadajir ah u diidaan shaqada goobta aan badbaadana lahayn ama khatarta leh, ayagoon wax cabsi in laga aar gudan doono ahi, aysan ku jirin

National Labor Relations Board: Shaqaaluhu waxa ay ku biiri ama abaabuli karaan urur shaqaale ayagoon wax cabsi ah ka qabin aar gudasho.



Beer ayaan shaqaale ka ahay, maxaan xaq u leeyahay?

Shaqaalaha beeruhu waxay xaq u leeyihiin inay ku biiri ama abaabuki karan ururo shaqaale. Ayagoon wax cabsi ah ka qabin aar gudasho. La xiriir ururada hoose si aad u heshid warar dheeri ah

Qof ayaa qoyskayga ka jiran, laakin ma daryeeli karo waxaan ka cabsanayaa in shaqada layga saaro, maxaan sameeyaa?

Under certain circumstances, the employee may be able to take a leave from the job to care for a family member who is ill. Contact one of the organizations below to find out more.



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Naafo ayaan ahay shaqana waan u baahnahay maxaan sameeyaa?

Haddii u shaqaale naafo keeni karta inay naaca shaqada ka hor joogsato leeyaha, waxa la coodsan karaa loo shaqeeyuhu inuu u habeeyo qaab uu ku shaqeyn karo qofka naafada ahi, shaqadiisa u sii wato.

Maxaan xaq u leeyahay marka shaqdu iga dhammaato?

Waxaad xaq u leedahay mushqaayaddii ugu dambaysay marka ay shaqadu dhammaato. Shaqaaluhu marka uu iskiis u tago ama laga saaro shaqada wuxuu xaq u leeyahay 72 saac oo digniin a. Waa in lacag lagu siiya maalinta u dambeysa ee shaqada. Haddii shaqaaluhu iska tago muddo ka horeysa 72 saac, waxa lacagtiisa uu lehi karaa 72 saac ka dib.

Shaqada haddii layga saar, marka ama shaqadu yaraato, maxaan yeeli karaa?

Haddii shaqada lagaa fariisiyo, waxaad xaq u leedahay lacagta shaqo-waaga la siiyo. Waxa lagu siin lacag kooban oo ku siman inta aad shaqo kale ka helaysa. La xiriir ururda si aad u ogaato inaad xaq u leedahay iyo in kale.

Waa maxay xaqa aan yeelan karo haddii aan ahay qof sharci la'aan ku jooga?

Ayadoon la eegin qaabka aad dalka ku joogto, waxaad xaq u leedaay in mushqaayad lagaa siiyo hawsha aad qabato. Dadka aan lahayn warqadaha sharciga waxay hoos yimaaddan xeerka Federalka ee xaddiga mushqaayadda, iyo kuwa gobolka ee saacadaha dheriga ah iyo xeerarka shaqada ee kale.

Shaqaalaha aan sharciga lahayi waxay xaq u leeyihiin, inay ku dacwoodaan intii ay shaqeeyeen ee mushqaayadda yar laga siiyay. Xuquuqda waxa fulin kara federaalka iyo gobolka labada.

Mushqaayadda iyo Xaqa Shaqaalaha

Waxa kale oo aad xaqa u yeelan kartaa kaalmada Workers Compensation, haddii aad daawacanto.

Waxa aad xaqa u leedahay iaad ku biirto ama abaabusho urur shaqaale, ayadoon la tix gelin qaabka sharci ee aad dalka ku joogto.

Maxaan sameeyaa haddii cidda aan u shaqeeyaa mushqaayadba i siin weydo?

Waa inaad la xiriirto xafiiska shaqada ee Labor Commissioner Division qeybta qaabilsan Hirgelinta Sharciga Simista Shaqaalaha. Haddii aad kaalmo u baahato la xiriir ururada qeybtan hoose ku taxan.

Maxaan sameeyaa haddii cidda aan u shaqeeyaa hesho warqad ka timid xafiiska badbaadinta bulshada, oo sheegaysa in lambarka xaashidayda badbaadinta bulshadu (social security) qalad yahay?

Waxa dhici karta in dhowr sababood darteed ay xafiiska badbaadinta bulshadu u haystaan lambar qaldan, computerka oo si qalad ah loo gelyio iyo si maamul oo uu lambarku ku qaldami karo ayaa ka mid ah. Haddii ay cidda aad u shaqeysaa hesho warqad tilmaamaysa qaladka lambarka, xaqa uma laha in uu ku yiraahdo aan arko xaashidada Badbaada Bulsha (Social Security) ama warqadda ogolaanshaya shaqada, ama uu kugu handado in shaqada uu kaa joojin doono.

Haddii aad u aragto in cidda aad u shaqeysaa kugu xad gudbeyso, la xiriir qareen (looyar). Eeg qeybta Helintaanka Looyarka booga 95.



Asian Law Alliance

184 E. Jackson Street, San Jose, CA 95112
Tel: (408) 287-9710



Ma raadinaysa fasal Ingrisika lagu barto oo dariskaaga ah? Ka fiiri boqolaalka fasal ee Ingriiska laga barto iyo jadwalkooda oo laga helo Santa Clara County shabakadda internetka www.immigrantinfo.org

Website: www.asianlawalliance-ala.org

Luqadaha: Cantonese, Mandarin. Spanish, Vietnamese
Adeegyada: Sharciga shaqaaleynta ee mushqaayadda, ku gafka saacadaha iwm. Wararka la xiriira shaqaaleynta, takoorka ka dhaca goobta shaqada, iyo Dib u habaynta sharciyada socdaalka (Immigration Reform and Control Act of 1986).

California Rural Legal Assistance

7365 Monterey Street, Suite H, Gilroy, CA 95020
Tel: (408) 847-1408
Website: www.crla.org

Luqadaha: Spanish

Adeegyada: Adeeg la xiriira sharciga shaqada iyo shaqaalahal, oo ay ka mid yihiin mushqaayadda iyo xuquuqda shaqaaluhu.

Cal-OSHA Division of Occupational Safety and Health

2010 N. 12th Street, Suite 401, San Jose, CA 95131
Tel: (408) 452-7288
Website: www.dir.ca.gov/occupational_safety.html

Luqadaha: Spanish, Vietnamese

Services: Fulinta cabashooyinka shaqaalaha, badbaadada shaqaalaha goobta shaqada iyo caafimaadka. Baarista goobaha shaqada.

Department of Fair Employment and Housing

111 North Market Street, Suite 810, San Jose, CA 95113
Tel: 1 (800) 884-1884
TTY 1 (800) 700-2320

Luqadaha: Caaladaha American Sign Language, Cantonese, French, Mandarin, Portuguese, Russian, Samoan, Spanish, Tagalog, Vietnamese

Adeeyaga: Waxay daryeelan xuquuqda dadka rer California oo ka xor noqda takoorka xagga shaqada, guryaha, xafiisyada dawladda iyo isnacaybka iyo gafka.

Mushqaayadda iyo Xaqa Shaqaalaha

East San Jose Community Law Center

1765 Alum Rock Avenue, San Jose, CA 95126

Tel: (408) 254-0444

Website: www.scu.edu/law/ESJCLC

Luqadaha: Spanish, iyo kuwo kale, haddii loo baahdo.

Adeegyada: Wararka ku saabsan xaqa shaqaalaha magta shaqaalaha, iyo caymiska shaqo la'aanta. Goobo layska yiaad oo la atshiyo bixiya, wakiilnimo xagga sharciga dacwadaha la fiiriyay

Employment Development Department (EDD)

Metropolitan San Jose Office

2450 S. Bascom Avenue, Campbell, CA 95008

Tel: English (408) 369-3603

Toll Free: 1 (800) 300-5616

Cantonese and Mandarin: 1 (800) 657-3506

Spanish: 1 (800) 326-8937

Vietnamese: 1 (800) 547-2058

Gilroy Office

7800 Arroyo Circle, Gilroy, CA 95020

Website: www.EDD.cahwnet.gov

Luqadaha: Cantonese, Mandarin, Spanish, iyo Vietnamese

Adeegyada: Liis shaqo doonka u furan, caymiska shaqo-waaga, codsiyada caymiska naafada.

Equal Employment Opportunity Commission (EEOC)

96 N. Third Street, San Jose, CA 95112

Tel: (408) 291-7352

Website: www.eeoc.gov

Luqadaha: Spanish

Adeegyada: Cabashooyinka takoorka xaga shaqada.

Labor Commissioner Division of Labor Standards Enforcement



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100 Paseo de San Antonio Room 120, San Jose, CA 95113

Tel: (415) 557-7878

Website: www.dir.ca.gov/DLSE.dlse.html

Luqadaha Capacity: Mandarin, Spanish, Tagalog

Adeegyada: Ibaarista sharciga xaqada iyo xad gudubka saacadaha. Ka shaqeyta dacwadaha mushqaayadda la xiriira iyo saacadaha dheeriga ah ee aan la bixin, mushqaayadda ugu hoosaysa oo aan la bixin. Wararka ku saabsan mushqaayadda iyo saacadaha dheeriga ah..

La Raza Centro Legal

474 Valencia Street, Suite 295, San Francisco, CA 94103

Tel: (415) 575-3500

Day Labor Program: (415) 252-5375

Website: www.lrcf.org

Luqadaha: Spanish

Adeegyada: Kaalmo xagga sharciga ah oo la siiyo cabashooyinka mushqaayadda iyo saacadaha, iyo arrimaha Kale la xiriira.

Office of Special Counsel – US Department of Justice

Free Call: 1 (800) 255-7688

TDD: 1 (800) 237-2515

Luqadaha: Spanish, AT&T telefonka oo lagu turjuo luqado kale.

Adeegyada: Hirgelinta sharciga IRCA ee ku lid ka ah takoorka goboha shaqada, marka loo shaqeeyuhu dalbo warqado gaar ah, isagoo ula jeeda dadka ajnabiga ugu muuqda ama u hadal eg, ama diida inuu aqbaloo xaashiyo sharci ah oon weli dhicin Iyo arrimo kale oo kuwaas la mid a oo lagu takoorayo dadka.

Santa Clara Center for Occupational Safety and Health (SCCOSH)

760 N. First Street, San Jose, CA 95112

Tel: (408) 998-4050

Mushqaayadda iyo Xaqa Shaqaalaha

Luqadaha: Cantonese, Cebuano, Ilocano, Mandarin, Spanish, Tagalog, Vietnamese

Adeegyada: Iwar siin, ciyaaro dhaqan, aqoon kordhis xagga badbaada iyo caafaaadka goobaha shaqada. Waci gelinta shaqaalaha iyo xiriirinta kaalmada sharci iyo shaqaalaha.

Services Immigrant Rights and Education Network (SIREN)

778 N. First Street, Suite 202, San Jose, CA 95112

Tel: (408) 286-5680

Immigrant Assistance & Information Lines:

Spanish: (408)286-1698

Vietnamese: (408)286-5680 x 1448

Farsi: (408)286-5680 x 108

Chinese: (408)286-5680 x 109

Website: www.siren-bayarea.org

Adeegyada: War siin iyo tilmaan ku saabsan gargaarka bulsh, wacyi gelinta bulshada xagga deeqda guud (Public benefit) u doodistain xeerka loo fududeeyo. Tababar iyo gargaar aqooneed xagga socdaalka iyo arrimaha la xiriira.

South Bay Labor Council – AFL-CIO

2102 Almaden Road, Suite 107, San Jose, CA 95125

Tel: (408) 266-3790

Website: www.atwork.org

Luqadaha: Spanish

Adeegyada: Tiaan siin ururo 100 ka badan iyo 100, 000 in ka badan oo shaqaale ku nool demada Santa Clara County.

State Disability Insurance (SDI) Employment Development Department

297 W. Hedding Street, San Jose, CA 95110

P.O. Box 637, San Jose, CA 95106

Recorded messages only

Tel: (408) 277-9499

(Waa socotaa...)

Luqadahas): Spanish warka dhammaadkiisa.

Adeegyada: War tilmaan ah oo cajal lagu duuban si aad u codsan karto arjiga Caymiska Naafada ee Gobolka (SDI).

St. Joseph the Workers Center Mountain View/Los Altos

4898 El Camino Real, Suite 300, Los Altos, CA 94022

Tel: (650) 962-1902

Luqadaha: Spanish

Adeegyada: Isla adeega lagu bixiya ururka St. Joseph ku yaal East San Jose, hase yeeshe tani ma laha goob lagu qubaysto.

Workers Compensation Appeals Board

100 Paseo de San Antonio, Room 241, San Jose, CA 95113

Tel: (408) 277-1246, 277-1292

Luqadaha: Spanish

Adeegyada: Warar siin iyo kaalmo laga siiyo xaga mata saqaalaa ee dacwadaha workers' compensation.

