

Noocyadee cabashooyinka xuquuqaha shaqaalaha L&I ay aqbali kartaa?

L&I waxay ka aqbashaa cabashooyinka *Foomka Cabashooyinka Xuquuqaha shaqaalaha ee...*

Qaybtan C ee foomka:

- Mushaharka ugu yar ee aan la bixin, wakhtiga dheeraadka ah, mushaharka u dambeeya, ama saacadaha la shaqeeyay.
- Jar jarista mushaharka la bixiyay ee aanad aqbalin, oo aay ku jirin jarjarista cashuurka loo baahanyahay.
- Tilmaamaha aan la bixin, bakhshiiska, kharashyada adeega.
- Fasaxa bukaanka lacagta la bixiyo.

Qaybtan D ee foomka:

- Cunto ama muddooyinka nasashada ee la bixiyay.
- Xadgudubka sharciyada shaqada carruurta.
- RN ama LPN sharciga wakhtiga dheeraadka ah lama oggolo.
- Loo shaqeeyahu anuu iga aargoostay.

① **MUHIIMKA:** *haddii aanu helno in loo shaqeeyahaagu uu lacag kuugu qaamaysanyahay, ma damaana qaadi karno inaanu awood u yeelano inaanu kuu soo ururino adiga. Sidoo kale, waxaad haysataa **saddex sanadood** maalinta mushaharka la bixinayo ee mushaharkaaga waxaa lagu waday in la soo xareeyo cabashada. Fadlan ku hay tan niyada marka aad go'aan ku gaadho inaad nagu soo xarayso cabashadaada anaga.*

Foomamkagaarka ah ee cabshada, L&I sidoo kale waxay aqbashaa cabashooyinka soo socda. . .

Foomka cabashada Mushaharka Hadda jira ([F700-146-000](tel:7700146000)) fee xad gudubka mushaharka hadda jira.

Foomka Cabashada Fasaxa Dhowran ([F700-144-000](tel:7700144000)) ee fasaxa qoyska, daryeelka qoyska, fasaxa dhibanayaasha xad gudubka guriga, weerarka galmada ama daba galka, fasaxa xaaska ciidanka, fasaxa dab demiyayaasha mutadawica ah ee goobta.

Arag L&I websaydka Xuquuqaha Goobta shaqada soo gudbinta xuquuqaha cabashooyinka goobta shaqada www.Lni.wa.gov/WorkplaceRights. Arag qaybta cinwaankeedu yahay "Cabashooyinka/Takoorka".

Ma aqbalno cabashooyinka mushaharka ku lidka ah. . .

- Ganacsiga aad qayb leedahay (ay ka mid tahay mida qoysku leeyahay).
- Ganacsiga lacag ugu qaamaysay shirkada aad leedahay.
- Loo shaqeeyaha soo gudbiyay musalafid lacageed. Waxaad usoo gudbin kartaa "Caddaynta Sheegashada" Maxkamadda Maraykanka ee musalafida.

Ama marka ay ku saabsantahay. . .

- Fasax aan lacag la bixin, fasax mushahar leh, lacagta la siiyo shaqaalaha marka laga joojiyo goor hore, ama magdhowga kharashaadka lagu daray shidaalka.
- Haddii aad sheeganayso mushahar saacada la shaqeeyay meel ka baxsan gobolka loo shaqeeye aan Washington ahayn.
- Kharashka baanka aad bixisay sababtoo ah jeega lacag baanka kama taalo shirkada.
- Kiiska aad hadda ka hor ku soo gudbisay maxkamadda.

Sida loo soo gudbiyo cabashada mushaharkaaga:

- Buuxi oo saxeex foomka lifaaqan, isticmaal warqad xaashi ah haddii aad u baahantahay meel badan si aad u sharaxdo cabashadaada.
 - Ku lifaaq macluumaad kasta ama diiwaanada, sida xaashida wakhtiga ama kaadhahka, jadwalka taariikhda, ama diiwaana kasta oo gaar ah aad hayso si aad u muujiso maalmaha aad shaqaysay iyo waxay ahayd hawsha aad qabatay. **Tani aad ayay muhiim ugu tahay inay naga caawiso fahanka cabashadaada.**
 - Boosta ku soo dir ama keen foomka iyo diiwaanada xafiiska L&I degmadda ganacsigu ku yaalo. Eeg dhabarka bogga.
- ① **MUHIIM:** *Haddii aad guurayso, aad haysato lambar telefoon oo cusub, ama aad shaqaalaynayso qareen, na ogaysii qaabka saxda ah. Soo wac xafiiska maxaliga ah halka aad ku soo gudbisay cabashada ama 1-866-219-7321. Haddii aanan kula soo xidhiidhi karin, tani waxay daahin kartaa baadhitaanka ama naga hor istaagi kartaa inaanu awoodno inaanu ku caawino.*

Haddii aanu aqbali karno cabashadaada, waxaanu:

- Magacaabi doonaa Wakiilka Xidhiidhka warshaddaha inuu baadho cabashadaada. Badanka kiisaska, L&I waa inay u sheegtaa loo shaqeeyahaaga inaad soo xarayso cabasho oo nuqul aad u dirto loo shaqeeyaha.
 - Samee go'aano ku saabsan cabashadaada gudaha 60 maalmood **AMA** haddii aanu hayno sabab wanaagsan, oo kugu wargelisa inaanu u baahanahay wakhti badan.
- ① **MUHIIM:** *Haddii aanu qaadan kari wayno cabashadaada, waxaad leedahay xaqa aad miduun kula xidhiidho qareenka gaarka ah **AMA** aad ku saoo xarayso dacwada Maxkamadda Sheegashooyinka Yar ilaa \$5000.*
- www.courts.wa.gov/newsinfo/resources/broc-hure_scc/smallclaims.doc

Halka lagu soo xaraynayo cabashadaada

| Qof ahaan: | | AMA | Boos ahaan: |
|--|---|---|--|
| Soo qaado foomka aad u buuxisay xafiiska L&I ee ku yaala isla degmadda halka loo shaqeeyahu uu ganacsiga ku haysto inay tahay: | | | Boosta ugu dir foomkaaga aad buuxisay xafiiska L&I ee ku yaala isla degmadda halka uu ku yaalo ganacsiga loo shaqeeyahaagu. Ku qor galka warqadda: " <i>Industrial Relations Agent, Dept. of Labor & Industries,</i> " ka dibna cinwaanka xafiiska aad dooratay. |
| Xafiisyada L&I | | | |
| Degmadda halka aadka shaqaysay | Isticmaal kan xafiiska(yada) L&I | Cinwaanka | Lambarka Telefoonka |
| Island San Juan Skagit Whatcom | Mount Vernon | 525 East College Way Suite H Mount Vernon WA 98273-5500 | 360-416-3000 |
| | Bellingham | 1720 Ellis Street Suite 200 Bellingham WA 98225-4647 | 360-647-7300 |
| Snohomish | Everett | 729 100 th Street SE Everett WA 98208-3727 | 425-290-1300 |
| King | Bellevue | 616 120 th Avenue NE Suite C-201 Bellevue WA 98005-3037 | 425-990-1400 |
| | Tukwila | 12806 Gateway Drive S Tukwila WA 98168-3346 | 206-835-1000 |
| Pierce | Tacoma | 950 Broadway Suite 200 Tacoma WA 98402-4453 | 253-596-3945 |
| Clallam Jefferson Kitsap | Silverdale | 10049 Kitsap Mall Blvd Suite 100 Silverdale WA 98383 | 360-308-2800 |
| | Sequim | 542 W Washington Street Sequim WA 98392 | 360-417-2700 |
| Grays Harbor Lewis Mason Thurston Pacific* | Olympia | PO Box 44810 Olympia WA 98504-4810 7273 Linderson Way SW Tumwater WA 98501 | 360-902-5799 |
| | Aberdeen | 415 Wishkah Street Suite 1-C Aberdeen WA 98520-0013 | 360-533-8200 |
| Clark Klickitat Skamania | Vancouver | 312 SE Stonemill Drive Suite 120 Vancouver WA 98684-6982 | 360-896-2300 |
| Cowlitz Pacific* Wahkiakum | Kelso | 711 Vine Street Kelso WA 98626-2650 | 360-575-6900 |
| Adams* Grant* (south of I-90) Kittitas Yakima | Yakima | 15 West Yakima Avenue Suite 100 Yakima WA 98902-3480 | 509-454-3700 |
| Benton Columbia Franklin Walla Walla | Kennewick | 4310 West 24 th Avenue Kennewick WA 99338-1992 | 509-735-0100 |
| Chelan Douglas Grant (north of I-90) Okanogan | East Wenatchee | 519 Grant Road East Wenatchee WA 98802-5459 | 509-886-6500 |
| | Moses Lake | 3001 West Broadway Avenue Moses Lake WA 98837-2907 | 509-764-6900 |
| Adams* (SE) Asotin Ferry Garfield Lincoln Pend Oreille Spokane Stevens Whitman | Spokane | 901 North Monroe Street Suite 100 Spokane WA 99201-2149 | 509-324-2600 |
| | Pullman | PO Box 847 Pullman WA 99163-0847 1250 Bishop Blvd SE Suite G Pullman WA 99163 | 509-334-5296 |



Barnaamijka Heerarka Shaqada
360-902-5316 ama 1-866-219-7321

Foomka Canashada Xuquuqaha Shaqaalaha

| | |
|---------------------------------------|----------|
| WA Unified Business Identifier (UBI): | |
| CATS #: | NAICS #: |

| A: Macluumaadka shaqaalaha | | | |
|--|--|--|------------------------------|
| Dookha Luqadda (mid sax) <input type="checkbox"/> Ingiriisi <input type="checkbox"/> Isbaanish <input type="checkbox"/> Ruush <input type="checkbox"/> Kuuriyaan <input type="checkbox"/> Af shiine La fududeeyay <input type="checkbox"/> Af shiine Dhaqanmeed <input type="checkbox"/> Fiidnamiis <input type="checkbox"/> Looshiyaan <input type="checkbox"/> Kaamboodiyaan <input type="checkbox"/> Kale: | | | |
| Magaca (Dambe, Koowaad, MI) <input type="checkbox"/> Mudane. <input type="checkbox"/> Marwo. <input type="checkbox"/> Ms. | Lambarka Sooshal Sekiyuurtiga (ikhtiyaari) | Lambarka Telefoonka Guriga | Lambarka Telefoonka Moobilka |
| Cinwaanka guriga | Cabashadu waa muddada wakhtigan Laga bilaabo: Ilaa: | | Qiimaha Bixintaada \$ |
| Magaalada Gobolka Summada Sibka | Taariikhda aad shaqada la bilowday loo shaqeeyaha | Weli shirkadu ma ku shaqaalaysaa <input type="checkbox"/> Haa <input type="checkbox"/> Maya | |
| Cinwaanka limaylka | Haddii aanad weli la joogin loo shaqeeyahan, taariikhdiis u dambaysay ee la shaqaaleeyay | Sababta looga tegay shaqada <input type="checkbox"/> La eryay <input type="checkbox"/> Tegid <input type="checkbox"/> La dhimay <input type="checkbox"/> Ma garanayo | |
| Shaqo noocee ah ayaad qabatay? | | | |

| B: Macluumaadka Loo shaqeeyaha | | | |
|--|---|---|---------------------------------------|
| Magaca Shirkada | | Magaca Mulkiilaha Shirkada, Maareeyaha ama Kormeeraha | |
| Cinwaanka Boostada Shirkada | | Lambarka Telefoonka Shirkada | Lambarka Telefoonka Moobilka Shirkada |
| Magaalada Gobolka Summada Sibka | Lambarka fagaska Shirkada | Cinwaanka limaylka Shirka, haddii aan aqaano | |
| Cinwaanka halka aad ka shaqaysay haddii aanay ahayn cinwaanka sare | | Nooca shirkada (tusaale, dhismaha, makhaayada, Nadaafadeed) | |
| Magaalada Gobolka Summada Sibka | Shirkadu miyay soo xaraysay musalaf maaliyadeed? <input type="checkbox"/> Haa <input type="checkbox"/> Maya <input type="checkbox"/> Ma garanayo | Shirkadan weli ganacsiga ma ku jirtaa? <input type="checkbox"/> Haa <input type="checkbox"/> Maya <input type="checkbox"/> Ma garanayo | |

C: Macluumaadka cabashada Mushaharka (Ka bood Qaybta D haddii cabashadaadu aanay ku saabsanayn mushaharka.)

① **Muhiim:** Haddii adiga ama qareenkaagu aad hadda ka hor soo gudbiseen cabashada ku saabsan mushaharkan, anagu **ma** aqbali karno sheegashadaada.

| | |
|--|---|
| Noocee cabasho ah ayaad soo xareenaysaa? Waxaad saxi kartaa in ka badan hal bogos hoos. <input type="checkbox"/> Mushaharkii u dambeeyay lama bixin <input type="checkbox"/> Mushaharka ugu yar ee aan lacag la bixin <input type="checkbox"/> Lacagta laga saaray jeegayga mushaharka (aan cashuur ahayn) oggolaansho la'aan* <input type="checkbox"/> Lagu bixiyay jeega NSF (jeega kooto aanay lacag ku jirin) <input type="checkbox"/> Saacadaha la shaqeeyay lama bixin <small>*Haddii aad ka haysatay heshiis qoran loo shaqeeyahaaga waxa uu ka jaray mushaharka jeegaaga mushaharka kaas oo aan si sax ah loo raacin, waxaanu u baahan doonaa nuqul.</small> | Si faahfaahsan noogu sheeg sababta aad u soo xareenayso cabashadan. Waxaad lifaaqi kartaa xaashiyaha haddii aad meel badan u baahato. <small>Haddii aad haysato nuqulo diiwaano kasta oo nagu caawin doona inaan fahamno cabashadaada, fadlan ku lifaaq foomkan.</small> |
| Mushaharkee ayaad rumaysantahay in laguugu qaamaysanyahay? | |
| Qiimaha mushaharka mid kiiba \$ Saacada <input type="checkbox"/> Maalinta <input type="checkbox"/> Todobaadka <input type="checkbox"/> Bisha <input type="checkbox"/> | Qiime kale oo mushahar ah kiiba: \$ Qaybta qiimaha <input type="checkbox"/> Khidmadda <input type="checkbox"/> Jibaaran fuudh <input type="checkbox"/> Qiima go'an <input type="checkbox"/> Kale (caddee) <input type="checkbox"/> |
| Mushaharka lagu qaamaysanyahay: Laga bilaabo: Ilaa: | Ilaa imisa saacadood? Lacag bixinta qayb ahaan la helay? \$ Waxay tahay mushaharka laguugu qaamaysanyahay cashuurta ka hor? \$ |
| Sababta loo shaqeeyahu uu bixiyay inaanu lacag ku siin: | |

| C: Macluumaadka Foomka Cabashada (Sii socda) | | | |
|---|--|--|--|
| Sax bogoska(yada) hoose si ay u muujiso waxay yihiin diiwaanada aad lifaaqayso si aad u taageerto sheegashadaada: <input type="checkbox"/> Heshiiska mushaharka qoran <input type="checkbox"/> Jadwalada xiliyada shaqada <input type="checkbox"/> Diiwaanada wakhtiga gaarka ah <input type="checkbox"/> Kaadhka wakhtiga ama koobiga <input type="checkbox"/> Liiska soo xaadirka <input type="checkbox"/> Buugga diiwaanka <i>Fiiro: Waxaanu sidoo kale ku waydiin doonaa loo shaqeyahaaga wixii diiwaano ah.</i> | | Weligaa ma waydiisatay loo shaqeyahaaga mushaharkaagii? <input type="checkbox"/> Haa <input type="checkbox"/> Maya Haddii "Haa", taariikhdee ayaad waydiisay? Intee jeer ayaa lacag lagu siiyaa? <input type="checkbox"/> Bile ah <input type="checkbox"/> Labba biloodle ah <input type="checkbox"/> Todobaad kasta oo kale <input type="checkbox"/> Todobaadleh <input type="checkbox"/> Maalin kasta | |
| <input type="checkbox"/> Warqaddaha jeega mushaharka lagu bixiyo <input type="checkbox"/> Nuqulada jeegaga xun <input type="checkbox"/> Buug yaraha Shaqaalaha <input type="checkbox"/> Diiwaanada fsaxa jirrada <input type="checkbox"/> Kale: | | Ma haysataa heshiiska shaqada oo qoran? <input type="checkbox"/> Haa <input type="checkbox"/> Maya Haddii "Haa", lifaaq nuqulka. | |
| Miyaad lagu siiyay wakhti dheeraad ah saacadaha wakhtiga dheeraadka ah? <input type="checkbox"/> Haa <input type="checkbox"/> Maya | | Saacada wakhtiga shaqo ee dheeraadka ee la diiwaangeliyay? <input type="checkbox"/> Haa <input type="checkbox"/> Maya | |
| Miyaad leedahay qareen kaas oo ku soo xereeyay fal gudaha maxkamadda si uu u soo urursho mushaharkan? <input type="checkbox"/> Haa <input type="checkbox"/> Maya Haddii "Haa", ma aqbali karno cabashadaada. | | Miyaad heshay wax warqaddaha mushaharka lagu bixiyo? <input type="checkbox"/> Haa <input type="checkbox"/> Maya | |
| Miyaad ka yarayd 18 markii lagu shaqaaleeyay? <input type="checkbox"/> Haa <input type="checkbox"/> Maya | | Miyaad Imaysataa warqaddaha mushaharkalagu bixiyay? <input type="checkbox"/> Haa <input type="checkbox"/> Maya haddii "Haa", lifaaq nuqulada | |
| Haddii uu ka yaryahay 18 marka aad bilowday loo shaqeyeyahan, taariikhda dhalashada: | | Ma haysaa wax hanti ah oo ganacsigan leeyahay? <input type="checkbox"/> Haa <input type="checkbox"/> Maya Haddii "Haa", qor | |
| Haddii ay sidaas tahay, inteein leeq? | | Shaqaalaha kale saamayn iyay kuyeelatay? <input type="checkbox"/> Haa <input type="checkbox"/> Maya Haddii ay sidaas tahay, inteein leeq? | |

| D: Macluumaadka Cabashada aan Mushaharka ahayn | |
|--|---|
| Noocde cabashada aan mushaharka ahayn ayaad soo xareenaysaa? <input type="checkbox"/> Sharciyada shaqada carruurta waa lagu xad gudbay. (Tusaale ahaan: loo shaqeyaha kiraystay shaqaalaha aadka u da'da yar ama muu raacin sharciga saacadaha shaqada ee kurayda shaqaalaha ah.) <input type="checkbox"/> Loo shaqeyaha may bixin wakhtiga loo baahnaa muddooyinka cuntadda <input type="checkbox"/> Loo shaqeyaha may bixin wakhtiga loo baahnaa muddooyinka nasashada. <input type="checkbox"/> Loo shaqeyahu muu bixin dirayska shaqada. <input type="checkbox"/> RN ama LPN kalkaalisada sharciyada wakhtiga dheeraadka ah lama raacin. <input type="checkbox"/> Loo shaqeyahu anuu iga aargoostay. <input type="checkbox"/> Kale" | Si faahfaahsan noogu sheeg sababta aad cabashadaan ugudbinayso. Waxaad lifaaqi kartaa xaashiyaha haddii aad meel badan u baahato. <i>Haddii aad haysato nuqulo diiwaano kasta oo nagu caawin doona inaan fahamno cabashadaada, fadlan ku lifaaq foomkan.</i> |

| E: Nooca la tuhunsanyahay ee Xad gudubka Fasaxa Jirrada Lacagta la bixiyo | |
|--|--|
| <input type="checkbox"/> lima oggolaanayo inaan isticmaalo fasaxa jirrada. <input type="checkbox"/> Aan ii magdhabayn aniga fasaxa jirrada lacagta la bixiyo ee la isticmaalay. <input type="checkbox"/> Aan ii oggolaanay aniga si aan u gudbiyo fasaxa jirrada lacagta la bixiyo ee aan la isticmaalin. <input type="checkbox"/> Aan isiinayn wargelinta caadiga ah ee hadhaaga fasaxa jirrada lacagta la bixiyo. <input type="checkbox"/> Kale" | Goormaad waydiisatay fasax? _____ Intee fasax ah ayaad kaydka kuugu jira? _____ |

| F. Haddii aanu Kula soo Xidhiidhi kari wayno. . . | | |
|---|------------------------------|-----------------------------|
| ① Waxaanu u baahanahay macluumaadka xidhiidhka ee qofka kaas oo had iyo heer garanaya sida laguula soo xidhiidho adiga. (Fadlan ha qorin cinwaankaaga ama lambarka telefoonka.) | | |
| Magaca Xidhiidhkaaga | | |
| Cinwaanka | | |
| Magaalada | Gobolka | Summada Sibka |
| Lambarka Telefoonka Guriga | Lambarka Telefoonka Moobilka | Lambarka Telefoonka Shaqada |

SAXEEXA SHAQAALAHA LOO BAAHANYAHAY

Ilaa inta aqoontayda, macluumaadka aan geliyay foomkan waa rin oo waa sax.

Saxeexa

Taariikhda

Wixii macluumaad dheeraad ah ee ku saabsan xuquuqahaaga goobta shaqada iyo masuuliyada gudaha Washington, booqo:
www.Lni.wa.gov/WorkplaceRights