

*Markii u danbaysay ee la cusboonaysiiyay Maayo 31, 2022*

### **Xogta Aasaasiga ah**

Gobalka Washington ayaa wax ka badalay Labo sharci oo ku saabsan badbaadada iyo caafimaadka goobta shaqada, “Sharuudaha Soo tebinta iyo Ogeysiinta ee Xaaladaha Degdega ah ee Caafimaadka Dadweynaha ee loogu tala galay Cudurrada Faafa ee la Kala Qaado” Sharciga Maamulka ee Washington (Washington Administrative Code, WAC) 296-62-600, iyo “Isticmaalka Qalabka Badbaadada Shakhisiga ee Iskaa ah ee Xaaladaha Degdega ah ee Caafimaadka Dadweynaha,” WAC 296-62-601. Sharciyada waxaa horay loo dhaqan gashay Agoosto 10, 2021, waxaana la cusbooneysiisay Abriil 2022. Sharciyadaan waxay dhaqan galayaan inta lagu jiro xaaladaha degdega ah ee caafimaadka dadweynaha ee la shaaciyay ee ku lug leh cudurrada faafa ee la kala qaado oo uu ku jiro safmarka COVID-19 ee hadda socda. Waxay dhaqan gasheen shuruudaha soo socda ee sharciga ah oo uu saxiixay Gudoomiye Jay Inslee:

- Shuruudaha wargelinta iyo ogeysiiska loo shaqeeyaha oo ku jiray Sharciga Heerarka Shaqaalaha ee xaalada Degdega ah ee caafimaadka dadwaynaha (Health Emergency Labor Standards Act “HELSEA”), oo hadda la gashay qaybta Xeerka Cusub ee Washington (Revised Code of Washington, RCW 49.17.062 iyo RCW 49.17.064.
- Sharuudaha loogu tala galay loo-shaqeeyayaasha inay ku aqbalaan isticmaalka iskaa ah ee maaskaraatiga iyo qalabka kale ee badbaadada shakhsiga (personal protective equipment, PPE) inta lagu jiro xaalada degdega ah ee caafimaadka dadweynaha, kuna salaysan RCW 49.17.485.

Isbadelka la sameeyay Abriil 2022 waxaa ku jira shuruudaha xarumaha daryeelka caafimaadka ah sida ku cad RCW 9A.50.010. [RCW 9A.50.010: Qeexitaannada. \(wa.gov\)](#)

Su'aalaha iyo jawaabaha soo socda waxay kaa caawin karaan inaad fahamto oo u hoggaansanto sharuucda, WAC 296-62-600 iyo WAC 296-62-601, oo laga helo <https://Lni.wa.gov/HELSEAEmergencyRule>

### **Sidee ayay HELSA uga difaacdaa shaqaalaha takoorka?**

Sharciga HELSA wuxuu ka difaacayaa in shaqaalaha halista badan ugu jiro in shaqada laga cayriyo, si joogto ah loo beddelo, ama lagu takooro goobta shaqada sabab la xariirta inay codsadeen caawimaad ku aadan qaadista cudurka sida daran ufaafa inta lagu jiro xaalad degdega ah oo caafimaadka dadweynaha qusaysa. Waaxda Shaqada iyo Shaqaalaha (Department of Labor & Industries) (L&I) ayaa maamusha HELSA. Sharcigaan ayaa hadda qabanaaya caawimaada ku aadan COVID-19. HELSA wuxuu la shaqeeyaa sharciyada difaaca

ee horay u jiray ee ku jira Sharciga Ameerikaanka Naafada ah (Americans with Disabilities Act, ADA) iyo Sharciga Washington ee kahortaga Takoorka (Washington State Law Against Discrimination). Marka laga hadlaayo sharciga HELSA, takoorka waxaa kamid ah falalka xun ee la xariira shaqada. L&I ayaa ka caawin karta shaqaalaha go'aaminta haddii lagu takooray adeegsiga xaquuqdooda badqabka iyo caafimaadka goobta shaqada ee ku qoran sharciga HELSA ayagoo wacaaya 1-800-423-7233.

### **Sharciga HELSA ma dhaqangal baa hadda?**

Haa. Sharciga ayaa dhaqangal ahaa lagasoo bilaabo Maayo 11, 2021. Difaacyada ka dhanka ah takoorka ee ku cad HELSA ayaa falgalaaya marka xaalad kasta oo caafimaadka dadwaynaha ah oo degdeg ah (tusaale, aafada caabuqa) uu ku dhawaaqo Madaxwaynaha Maraykanka ama Gudoomiyaha Gobalka Washington. Marka la gaaro. 29, 2020, Gudoomiyaha gobalka Jay Inslee ayaa ku dhawaaqay Xeer wuxuuna shaaciyay xaalad degdeg ah oo heer gobal ah si loola dagaalamo COVID-19. Ilaa iyo Maayo 31, 2022 xaalada degdega ah ayaa wali shaqaynaysa.

### **Yaa loo aqoonsadaa shaqaale khatar wayn ku jira?**

Shaqaaale ku jira da'da wayn ama qaba xanuunka uur ku jirta oo gelinaaya khatar wayn inay xanuun xun ka qaadaan (sida ay ku qeexday Xarunta Xakamaynta Cudurka) caabuuq ama cudur faafa oo keenaaya xaalada caafimaadka dadwaynaha oo degdeg ah; IYO

Shaqaaale kasoo qaatay talo xirfadle caafimaad oo lagu amray in laga saaro goobta shaqada sabab la xariirta khatarta wayn ee qaadista xanuun daran.

### **Loo shaqeeye ma ku qasbi karaa shaqaalaha khatarta wayn ku jira inuu keeno cadaynta talada dhakhtarka?**

Haa. Si uu u helo difaaca sharciga HELSA, shaqaaluhu waa inuu keena talada dhakhtarka oo cadaynaysa in uu khatar wayn ku jiro ayna qasab tahay in goobta shaqada laga saaro. Ujeedooyinka aan awgood, ka saarida goobta shaqada waxaa laga wadaa inaan shaqaaluhu sii joogi karin goobta shaqada. Loo shaqeeye ayaa raaci kara hanaankiisa caadiga ah ee hawl fududaynta si uu u helo cadaynta caafimaadka, hase yeeshee HELSA ayaa cadaynaaya in shaqaale aysan qasab ku ahayn inuu sheego xaaladiisa caafimaad ama cudur laga helay uuna u sheego cida uu u shaqeeyo si loo fuliyo shuruudaha sharcigaan. Difaaca shaqaalaha ee ku cad sharciga HELSA ayaan saamayn ku lahayn difaacyada kale ee ku cad sharciyada federaalka ama gobalka ee quseeya caawimaada macquulka ah ee ku aadan takoorka.

### **Shaqaalaha khatarta wayn ugu jira cudurka ee caawimaada codsada ma laga difaacayaa shaqo ka saarid, badelid rasmi ah, ama takoor?**

Haa. Haddii uusan heli karin caawimaad, shaqaalaha khatarta ku jira ayaa sidoo kale la difaacayaa haddii uu adeegsado dookhyada u furan ee fasaxa, ayna ku jirto fasaxa bilaa mushaarka ah iyo caymiska shaqo la'aanta, haddii uu u qalmo, ilaa xaalada degdega ah ee caafimaadka dadwaynuhu dhamaanayso ama caawimaad laga siin karo.

## **Ka waran haddii shaqaale uu codsado caawimaad sida ku cad HELSA, laakiin loo shaqeeyuhu uusan wali go'aan ka gaarin; ama ka waran haddii shaqaaluhu uusan aqbalin go'aanka uu gaaray loo shaqeeyihiisu?**

Shaqaalaha ayaa qaadan kara fasax kasta oo u furan, ayna ku jiraan fasax bilaa mushaar ah iyo caymiska shaqo la'aanta, haddii uu u qalmo, intuu sugaayo go'aan ka soo baxa loo shaqeeyaha. Isla dookha difaaca leh ee qaadashada fasaxa ayaa sidoo kale qabanaaya haddii shaqaaluhu aqbali waayo soo jeedinta loo shaqeeyaha uuna buuxshay:

- Cabashada caawimaada macquulka ah uuna u diray Gudigga Xaquuqda Aadanaha uuna sugaayo go'aan; IYO
- Marka loo shaqeeyaha la siiyo ogeysiis ah in go'aan la sugaayo.

Haddii loo shaqeeye diido inuu shaqaalaha fasaxo marka xaaladaan yimaadaan, L&I ayaa talaabo adag ka qaadi karta taasoo loo aqoonsan karo takoor.

## **Marka shaqaale khatar wayn ku jira uu qaato fasaxa uu heli kao ee ku cad HELSA, xeerka loo shaqeeyaha ee qaadasha fasax ma qabanayaa? Shaqaaluhu dookh ma ku leeyahay qaabka fasaxa?**

Shaqaalaha khatarta wayn ku jira waa inuu heli karo dhammaan fasaxa suuragalka ah, uuna ku jiro fasax bilaa mushaar ah, lagamana cayrin karo shaqada, qof kale laguma badeli karo, ama laguma takoori karo inuu adeegsaday fasaxaan. Shaqaalaha khatarta wayn ku jira ayaa dooran inuu qaato fasax waafaqsan sharciyada gaarka ah ee fasaxa, xeerarka loo shaqeeyaha iyo heshiisyada guud ee gor-gortanka. Hase yeeshee, loo shaqeeyaashu ma go'aamin karaan nooca fasaxa shaqaale dooran karo ama qaabka uu fasaxa u qaadanaayo maadaama uu sharcigu siinaayo shaqaalaha khatarta wayn ku jira inuu adeegsado "dhammaan dookhyada fasaxa ee la heli karo."

## **Loo shaqeeye ma joojin karaa gunnooyinka uu hadda qaato shaqaaluhu?**

Ma jiro shardi dhigaaya in loo shaqeeye usii wado gunnooyinka, ayna ku jiraan caymiska caafimaadka, caymiska nololaha, caymiska naafada mudada dheer, waayeenimada, ama qiimo dhimisyada shaqaalaha, sida ku cad HELSA. Loo shaqeeyaashu waa inay raacaan xeerarkooda caadiga ah ee quseeya gunnooyinkaas.

## **Loo shaqeeye ma ka codsan karaa shaqaale dib u cadayn ka timaada dhakhtarka?**

HELSA ayaa dhaqan galay bishii Maayo 11, 2021. Talo kasta oo ka timaada dhakhtar oo sheegaysa in shaqaaluhu ku jiro khatar wayn, oo loo keeno loo shaqeeyaha markay ahayd ama kadib Maayo 11, 2021, ayaa qasab ka dhigaysa masuuliyada loo shaqeeyaha. Codsiga kasta oo ka danbeeya ama dalab ka yimaada loo shaqeeyaha oo uu ku codsanaayo dib u xaqiijin xaalada khatarta wayn ah waxaana lagu samayn doonaa qiimayn qof iyo kiiskiis ah.

## **Muxuu samayn karaa shaqaale khatar wayn ku jira haddii uu waajaho takoor?**

Ka wac L&I lambarka 1-800-423-7233. Buuxi oo gudbi foomka cabashada takoorka:

- [Cabashada Takoorka ee DOSH \(DOSH Discrimination Complaint\) \(F416-011-000\)](#) (Ingiriis)

- [Cabashada Takoorka ee DOSH \(F416-011-999\)](#) (Isbaanish)

L&I ma aqbali doonto cabashooyinka takoorka ee qarsoodiga ah.

Shaqaalaha ayaa sidoo kale booqan kara [lni.wa.gov/WorkplaceDiscrimination](http://lni.wa.gov/WorkplaceDiscrimination) si uu u helo Buuga xogta Takoorka Badqabka iyo Caafimaadka ee Goobta Shaqada (Safety and Health Discrimination in the Workplace) (ku qoran Ingiriis iyo Isbaanish)

## **Si uu u Helo Xog Dheeraad ah**

### **Hooyga Macquulka ah**

Gudigga Xaquuqda Aadanaha ee Gobalka Washington (Washington State Human Rights Commission) waa wakaalad heer gobal oo loo xilsaaray inay caawimaad siiso ayna xaliso khilaafaadka la xariira caawimaadaha macquulka ah. Loo shaqeeyaasha qaba su'aalaha waa inay la xariiraan [policy@hum.wa.gov](mailto:policy@hum.wa.gov). Shaqaalaha qaba su'aalaha waa inay la xariiraan 360-753-6770 ama [frontdesk@hum.wa.gov](mailto:frontdesk@hum.wa.gov). Loo shaqeeyaasha doonaaya inay gudbiyaan cabasho waa inay buuxshaan foomkaan isdiiwaan gelinta: [www.hum.wa.gov/file-complaint](http://www.hum.wa.gov/file-complaint).

### **Caymiska shaqo la'aanta**

Waaxda Amaanka Shaqada ee Washington (Washington Employment Security Department) ayaa maamusha barnaamijka caymiska shaqo la'aanta ee Washington, waxaana laga heli karaa [www.esd.wa.gov/unemployment](http://www.esd.wa.gov/unemployment).

### **Joojinta shaqada inta shaqaaluhu codsanaayo difaacyada sharciga HELSA**

Waaxda Shaqada iyo Shaqaalaha ee Washington, Laanta Badqabka iyo Caafimaadka Shaqada, ayaa gacan ka gaysanaysa takoorka ku aadan badqabka iyo caafimaadka, waxaana lagala xariiri karaa lambarka 1-800-423-7233