



County of San Diego

Xafiiska Heerarka Shaqaalaha iyo Sharci Fulinta

Xeerka Qoysaska Shaqaynaaya

Ogaysiis ku Socda Shaqaalaha ka Shaqeeya Dhismaha ay Leedahay ama u Kiraysan Degmada

Xeerka Qoysaska Shaqeeya ee Degmada San Diego, uuna fulinaayo Xafiiska Heerarka Shaqaalaha iyo Sharci Fulinta ee Degmada San Diego (Office of Labor Standards and Enforcement, OSLE), ayaa kaa difaacaaya qiimeyaasha mushaarka ee khaladka ah iyo xaaladaha liita ee shaqada haddii aad ka shaqaynayso dhisme degmadu leedahay oo shirkada aad u shaqayso ay ka kiraysatay Degmada. Laga bilaabo¹ Abriil 01, 2022, kiraysteyaasha cusub ee dhismaha Degmadu leedahay ama kireysteyaasha kordhiya mudada ama wax ka badela heshiiska kirada ee ay kula jiraan Degmada, dadka ku hoos shaqeeya heshiiskooda kirada ama ruqsadleyaashooda (heer kasta oo ay yihiin ba), ee adeegsanaaya dhismaha Degmadu leedahay waxaa qasab ah inay xaqiijiyaan:

1. **Mushaar Caadi ah:** Shaqaalaha iyo qandaraasleyaasha haya shaqooyinka mashruucyada dhismaha ee dhismaha Degmadu leedahay ee la kiraystay, halkaasoo qiimaha qandaraasku ka badan yahay \$1,000,000, waa in la siiyaa mushaar aan ka yarayn qiimaha mushaarka caadiga ah, hadduu jiro, ee u degsam Waaxda Xariirada Ganacsiga ee California (California Department of Industrial Relations). Mushaarka caadiga ah waa in lagu baxshaa qaab ka baxsan mashruuca waana in la baxshaa keliya marka yoolka \$1,000,000 la gaaro.

Waa sharci daro jebinaysa Xeerkaan in kireysteyaasha dhismaha degmadu leedahay ama shaqaalahooda, ama ruqsadleeydooda ay shaqada kala qaybiyaan si ay uga fogaadaan shardiga ku xiran cadadka \$1,000,000 ee Xeerka Qoysaska Shaqeeya.

2. **Shaqaalaha Xirfada leh:** Waa qasab inay u adeegsadaan shaqaale xirfad iyo tababar leh² si ay u sameeyaan shaqo kasta oo dhisme laguna samaynaayo dhisme Degmadu leedahay oo la kireystay marka qiimaha qandaraasku gaaraayo:
 - i. In ka badan \$1,000,000; ama
 - ii. In ka badan \$25,000 marka dhammaan shaqada uu qabanaayo shaqaale tababar ku jira
3. **Xaaladaha Shaqada:** Waa inay xaqiijiyaan in dhammaan xarumaha ku yaala iyo xaaladaha dhismaha Degmadu leedahay ee la kireystay ay buuxiyaan shuruudaha xeer kasta oo Degmadu dejisay ama siyaasaadka Gudigga maamulaaya xaaladaha goobta shaqada.

¹Shuruudaha Xeerka Qoysaska Shaqeeya ayaa qabanaaya marka kereysteyaashi ay wax heshiis cusub ah la galaan Degmada kadib Abriil 1, 2022, ama kadib isbadel kasta oo kordhinaaya mudada uu jiraayo heshiiska oo ka danbaysa Abriil 1, 2022. [Sharciyada Xeerka Maamulka ee Degmada Qaybta 73.12 \(b\)](#)

² Xeerka Qandaraaska Dawlada Qaybta 2601(d).



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4. **Fasaxa Mushaarka leh ee Qofka Xanuunsan:** Waa qasab inay siiyaan shaqaalaha hal saac oo ah fasaxa mushaarka lagu qaato ee qofka xanuunka 30 kii saac oo kasta oo ay sahaqeeyaan, oo ay la socoto ugu yaraan mudada guud oo 48 saacadood ah sanadkii si aad u daryeesho naftaada ama xubnaha qoyskaaga si aad fasaxa ugu adeegsato maqnaanshaha ka dhashay waxyaabaha soo socda midkood:
- Xanuunka dhimirka ama jirka, dhaawac, ama xaalad caafimaad;
 - baahida la xariirta baaritaan caafimaad, daryeel, ama daawaynta xanuunka dhimirka ama jidhka, dhaawac, ama xaalad caafimaad;
 - baahida loo qabo daryeelka caafimaad ee kahortaga cudurada; daryeel caafimaad oo muhiim u ah kasoo bogsashada dhaawac jireed ama mid maskaxeed ama naafo ka dhalatay rabshada qoyska, kufsi galmo, ama cabsi gelin;
 - baahida loo qabo adeegyada ay baxshaan urur u adeegga dadka dhibaneyaasha ah ama bixiya adeegyada dhimirka ama talo bixin kale oo ku aadan rabshada qoyska, kufsigu, ama cabsi gelinta;
 - baahida qofku u qabo inuu guuro ama uu sugo amaanka gurigiisa sababo la xariira rabshada qoyska, kufsigu, ama cabsi gelinta; iyo
 - baahida qofku u qabo helitaanka adeegyada sharciga, ayna ku jiraan u diyaar garoowga ama ka qayb-galka dacwad kasta oo sharci oo la xariirta kiis madani ah ama kiis danbiyeed, taasoo qusaysa ama ka dhalatay rabshada qoyska, kufsigu, ama cabsi gelinta.
5. **Lama Ogola aargoosi:** Loo shaqeeyaashu waa inaysan ku takoorin, shaqada kaa saarin, ku dhibaateyn, ama kaa qaadin talaabo xun ama haddii kale kaaga aargoosan inaad soo bandhigyada walaacyo la xariira shuruudaha iyo xaaladaha shaqadaada.
6. **Soo sheeg Xad-gudubyada:** Waaxda OSLE ee Degmada San Diego ayaa baari doonta cabashadaada xukuna kasoo saari doonta xadgudubyada ka dhanka ah Xeerka Qoysaska Shaqeeya.

GUDBINTA CABASHO

Xeerka Qoysaska Shaqeeya ayaaayaa kusoo rogaaya labadaba ganaaxyo madani ah, amar dacwadeed, ama isbadelo dhanka qandaraaska ah qandaraaslaha ama qaybta kamid ah qandaraaslaha jebiya xeerkaan.

Haddii aad aaminsan tahay in xaquuqdaada ku cad Xeerka Qoysaska Shaqeeya lagu tuntay, ama haddii uu ku dhibaateeyay, ama uu kaa aargoostay qofka aad u shaqayso sabab la xariirta inaad soo gudbisay walaacyo aad ka qabto shuruudaha iyo xaaladaha shaqada intaad ka shaqaynayso dhismaha degmadu leedahay ee la kireystay, u gudbi cabasho Xafiiska OSLE ee Degmada San Diego.



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SI AAD CABASHO U GUDBISO, FADLAN LA XARIIR:

Taleefanka Xafiiska Heerarka Shaqaalaha iyo Sharci Fulinta ee
Degmada San Diego: (619) 531-5129

Ciwanaka boostada:

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