



County of San Diego

Xafiiska Heerarka Shaqaalaha iyo Sharci Fulinta

Xeerka Qoysaska Shaqaynaaya Ogeysiis Shaqaalaha Ku Shaqeynaya Mashruuca Dhismaha ee Gobolka San Diego

Xeerka Qoysaska Shaqeyna 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 ee mashruucyada dhismaha ee ay bixiso Degmada San Diego.

Laga bilaabo Abriil 1, 2022, Qandaraasleyaasha iyo qandaraasleyaasha hoostaga (heer kasta oo ay yihiinba) ee samaynaaya dhisme waafaqsan qandaraas ay bixisay Degmada San Diego oo qiimihiisu dhan yahay in ka badan \$1,000,000, ama ka badan \$25,000 marka dhammaan shaqada ay qabanayaan shaqaale tababar ku jira¹, waxaa qasab ah inay xaqiijiyaan:

1. **Shaqaaale Xirfad leh:** Waa inay adeegsadaan shaqaale xirfad iyo tababar leh² si ay u fuliyaan mashruuca, iyo;
2. **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 sahqeeyaan, 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.

¹ [Xeerka Qandaraaska Dawlada Qaybta 2601.](#)

² [Xeerka Qandaraaska Dawlada Qaybta 2601\(d\).](#)



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3. **Lama Ogola aargoosi:** Loo shaqeeyaashu waa inaysan ku takoorin, shaqada kaa saarin, ku dhibaatayn, ama kaa qaadin talaabo xun ama haddii kale kaaga aargoosan inaad soo bandhigyada walaacyo la xariira shuruudaha iyo xaaladaha shaqadaada.
4. **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.

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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San Diego, CA 92101

Webseedka: <https://www.sandiegocounty.gov/OLSE>

limeelka: olse@sdcounty.ca.gov