

# Shaqaalaha Boston, Garo Xuquuqdaada

## Waxaad xaq u leedahay mushahar xaq ah.

Mushaharka Ugu yar: Gudaha Massachusetts, dhammaan shaqaalaha, iyaddoon loo eegin sharciga qofku ku joogo wadanka, waxaa loo qaataa inay yihiin shaqaale iyo wax yar oo shaqaale ka reeban waa in la bixiyaa mushaharka ugu yar Gobolka \$15.00 saacadiiba qiimaha adeega (loo adeegsado shaqaalaha ee siiya adeegyada macaamiisha oo sameeya wax ka badan \$20 bishiiba bakhsiiska \$6.75 saacadiiba. Shaqaalaha adeega waa inuu helaa ugu yaraan mshaharka ugu yar marka tilmaamaha iyo mushaharka la isku daro. 6 saacadood ka dib shaqada, waa in lagu siiyo 30 daqiiqo wakhti cunto ah (in kastoo aan loo baahnayn in lacag la biixyo). Waa in lagu siiyo 1 ½ wakhtiyada qiimahaaga saacadlaha ah ee saacad kasta oo aad shaqaysay in ka badan 40 tobaad; waxaa jira dhow shaqooyin ah kaas oo wakhti dheeraad ah aan loo baahnayn.

Mushaharka Noosha: Shaqooyinka Boston, Xeerka Mushaharka Nolosha iyo Mushaharka Saacadlaha ah waxay u baahan tahay in dhammaan shaqaalaha u shaqaynaya si waafaqsan qandaraaska adeega ama qandaraas hoosaadka lala leeyahay magaalada Boston ee \$25,000 ama ka badan, ama helida tooska ah ee kaalmada ee ka timid Magaalada ee \$100,000 ama ka badan, lagu bixiyo mushaharka nolosha ugu yaraan \$16,38 saacadiidaba (la cusboonaysiiyay Juulay si sanadle ah). Haddii loo shaqeeyahaagu uu ku guul daraystay bixinta qiimahan ugu yar, waxaad xaq u leedahay inaad soo xarayso cabashada mushaharka nolosha addoo soo wacaya 617-918-5499 ama dhexda [foomka onlaynka ah](#) bogga [boston.gov/wage-theft](http://boston.gov/wage-theft). Ogow in keliya loo shaqeeyayaasha macaashka ah ee u shaqaaleeya ugu yaraan 25 Wakhtiga Buuxa Shaqaalaha La midka ah (FTE's) ee loo shaqeeyayaasha aan macaash doonka ahayn ee shaqaaleeya ugu yaraan 100 FTEs ee lagu abaal mariyay qandaraaska adeega ama qandaraas hoosaadka adeega ama kaalmada (waxa loola jeedaa deeqaha, amaahda, taageerada cashuurta, kaabida, iyo ka cafinta daynta) ee Magaalada Boston uu daboolo xeerkan.

Mushaharka Saacadlaha ah: Haddii lagaa shaqaaleeyay mashruuca shaqada dad waynaha, waa in lagu siiyaa mushaharka saacadlaha ah ee ka sareeya mushaharka ugu yar. Gudaha Bosoton, haddii aad bixinayso shaqada si waafaqsan qandaraaska magaalada ee nadiifinta iyo adeegyada amniga ku soo baxday qandaraas ka dib Juulay 1, 2021 waa in lagu siiyaa qiimaha mushaharka saacadlaha ah ee ay dejisay Waaxda Heeraka Shaqada Massachusetts. Haddii aad ka shaqayso qandaraaska magaalada ee nadiifinta ama adeegyada amniga oo waxaanu rumaysanahay inaan lagu siin mushaharka saacadlaha ah, soo gudbi cabashada addoo wacaya 617-918-5499 ama dhexda [foomka onlaynka ah](#) bogga [boston.gov/wage-theft](http://boston.gov/wage-theft).

Haddii loo shaqeeyahaagu aanu ku siin dhammaan saacadaha aad shaqaysay, uu ku siiyo wax ka yar mushaharka ugu yar ama qiimaha khaladka ah, taasi waa **xadista mushaharka**. Haddii aad rumaysan tahay in loo shaqeeyahaagu ku xad gudbay sharciyada mushaharka iyo saacadlaha Massachusetts iyo/ama aad tahay dhibanaha xadista mushaharka, waxaad ku soo xarayn kartaa cabashada Qaybta Shaqada Xaqa ah addoo booqanaya [mass.gov/ago/fld](http://mass.gov/ago/fld) ama soo wacaya 617-727-3465.

Cabashooyinka Xadista Mushaharka waxaa lala wadaagaa Guddida Ruqsad siinta Boston kuwaas oo qaban kara dhegaysiga ama tallaabada anshaxa ku lidka ah loo shaqeeyayaasha raadinaya ruqsada ama dib u cusboonaysiinta (adeega cuntadda, adeega khamrada, hoyga, hoolka bilyaadhka, goobta iyaarta bowlinka, iyo faaliska).

## Waxaad xaq u leedahay goob shaqo oo badbaado iyo caafimaad leh.

Xeerka Badbaadada Shaqada iyo Caafimaadka (OSHA) (Occupational Safety and Health Act (OSHA)) waxay xaq u leedahay meel shaqo oo badbaado ah, iyaddoo aan loo eegin heerka sharciga qofka. Loo shaqeeyahaagu waa inuu ka

ilaaliyaa goobta shaqada iyaddoo ka xor ah khataraha caafimaadka iyo badbaado la yaqaano. Waxaad xaq u leedahay inaad ka hadash khataraha **adiga oo aan k abaqaan aargoosi**. Waxaad sidoo kale xaq u leedahay:

- Inaad hesho badbaadada goobta shaqada iyo tababarka caafimaadka luqad aad fahmayso ah.
- Inaad ku shaqayso mishiinada badbaadada ah.
- Inaa hesho qalabka badbaadada loo baahanyahay, sida galoofyada ama suunka iyo xadkhaha badbaadada ee dhicitaanka.
- In lagaa ilaaliyo kimikada sunta ah.
- Inaad codsato baadhida OSHA, oo aad la hadasho baadhaha.
- Ka warbixinta dhaawac kasta ama jirada, iyo helida koobiyada diiwaanadaada caafimaadka.
- Dib u eeg diiwaanada dhaawacyada iyo jirooyinka shaqada la xidhiidha.
- Arag natiijooyinka la qaaday si loo helo khatarta goobta shaqada.

Haddii aad tahay shaqaalaha qaybta gaarka ah, baro wax badan oo ku saabsan xuquuqdaada iyo sida iyo marka la xaraynayo cabashada OSHA addoo booqanaya [osha.gov/workers](https://www.osha.gov/workers) ama soo wacaya 617-565-6924.

Haddii aad joogto Gobol, Degmadda magaalada, ama Degmadda booqo [mass.gov/workplace-safety-and-health-program-wshp](https://www.mass.gov/workplace-safety-and-health-program-wshp) ama soo wac 508-616-0461.

## **Waxaad xaq u leedahay Magdhowga Shaqaalaha lacag bixinta haddii aad ku dhaawacanto shaqada.**

Magdhowga Shaqaalaha waa nooca caymiska ee uu bixinaayo loo shaqeeyahaagu. Haddii aad dhaawacan tahay ama shaqada aad ku jiranaatay, loo shaqeeyahaagu waxaa looga baahan yahay inuu ku wargeliyo shirkada caymiska magdhowga shaqaalaha wax ku saabsan waxa adiga kugu dhacay. Magaca iyo lambarka telefoonka shirkada caymiska magdhowga shaqaalaha waa in la soo geliyaa xaga shaqada. Waxaa ku daboola sharcigan macno ma leh inta saacadood ee aad shaqayso ama shaqooyinka aad hayso, xataa haddii lacag cadaan ah lagu siiyo, iyo iyaddoon loo eegin sharcigaaga dalka aad ku joogto.

Waxaad xaq u leedahay:

- Lacag bixinta biilasha caafimaadka ee dhaawaca ama jirada xataa hadidi aad sii shaqayso.
- 60% celceliskaaga mushaharka todobaadlaha ah haddii aad ka naafowday shaqada ilaa 5 ama maalmo ka badan.
- Kharashyada gaadiidka macquulka ah ee booqashooyinka dawada.
- Lacag bixinta haddi aanad ku noqon karin shaqada sababtoo ah dhaawac.
- Lacag bixinta waayida maqalka, nabarada, waayida araga ama lugaha ama gacmaha.

Macluumaadka dheeraadka ah ee ku saabsan xuquuqahaaga magdhowga shaqaalaha iyo sida loo soo xareeyo cabashada booqo [mass.gov/workers-compensation-for-injured-workers](https://www.mass.gov/workers-compensation-for-injured-workers) ama soo wac 617-727-4900.

## **Waxaad xaq u leedahay goobta shaqada ee takoorka ka xorta ah, dhibaataynta iyo aargoosiga.**

Sharciga Massachusetts waxa uu sharci darro ka dhigaa ula dhaqanka dadka si aan xaq ahayn oo ku salaysan xubiniimadooda "kooxda ilaashan." *Sharciyada takoorka shaqada Massachusetts waxaa loo adeegsadaa loo shaqeeyayaasha haysta lix ama shaqaale ka badan, iyo loo shaqeeyo kasta oo shaqaalaha guriga ah iyaddoon loo eegin inta uu leeg yahay loo shaqeeyahu.* Loo shaqeeyayaasha waxaa laga mamnuucay takoorka ku lidka ah shaqaalaha ee ku salaysan isirka, midabka, caqiidada diinta, asalka qaranka, tafiirta, sinjiga, jinsiga aqoonsigeeda, da'da, diiwaanka hore ee falka dembi (waydiimo keliya), naafada (curyaan), jirada maskaxda, aargoosiga, dhibaatyanta galmada, qaabka galmada, shaqaalaha shaqaynaya cidan ahaan, iyo hidda sidayaasha. Intaa waxa dheer, loo shaqeeyayaasha waxay leeyihiin masuuliada sharci ahaaneed ee in la siiyo fasaxa waalid waalidka bayolojiyeed iyo kuwa korsaday. Loo shaqeeyahaagu waa inuu lahaadaa xeerka qoran ee ku lidka ah dhibaataynta galmada.

Haddii aad dareento in si aan xaq ahayn laguula dhaqmayn oo ku salaysan nooca ilaashan, waxaad ku soo xarayn kartaa Cabashada Takoorka:

- Guddida Massachusetts Ku lidka ah takoorka [mass.gov/file-a-complaint-of-discrimination](https://mass.gov/file-a-complaint-of-discrimination) ama 617-994-6000.
- Xeer ilaaliyaha Guud ee Massachusetts Qaybta Xuquuqaha Madaniga ah bogga [mass.gov/how-to/file-a-civil-rights-complaint](https://mass.gov/how-to/file-a-civil-rights-complaint) ama 617-963-2917.
- The Equal Employment Opportunity Coalition (Is bahaysiga Fursada Shaqada Loo siman yahay) [eeoc.gov/how-file-charge-employment-discrimination](https://eeoc.gov/how-file-charge-employment-discrimination) ama 1-800-669-4000.

## **Waxad xaq u leedahay Wakhtiga Jirada La xoogsado.**

Sharciga Wakhtiga Jirada La xoogsado waxa uu u baahan yahay in badanka shaqaalaha Massachusetts ay haystaan xaq ay ku shaqaystaan oo ku isticmaalaan ilaa 40 saacadood oo wakhtiga jirada shaqadu ilaaliso sanadkiiba si ay u daryeelaan nafahooda iyo xubnaha qoyska qaarkood. Shaqaalahu waa inay xoogsadaan ugu yaraan hal saac oo fasaxa jirada la xoogsado ah ilaa 30 saacadood oo kasta oo la shaqaystay. Loo shaqeeyayaasha leh 11 ama shaqaale ka badan waa inay bixiyaan wakhtiga jirada lacagta la bixiyo. Loo shaqeeyayaasha leh in ka yar 11 shaqaale waa inay bixiyaan wakhtiga jirada la xoogsado, laakiin aan u baahnay in la bixiyay. Sharciga Wakhtiga Jirada La xoogsado waxaa dhaqan geliya Xafiiska Xeer ilaaliyaha Guud ee Massachusetts. Booqo [mass.gov/ago/earnedsicktime](https://mass.gov/ago/earnedsicktime) macluumaadka dheeraadka ah ee ku saabsan sida loo isticmaalo wakhtiga jirada aad shaqaysato. Haddii loo shaqeeyahaagu dafiro inaad shaqaysatay wakhtiga jirada lacagta la xoogsado ama uu kaa aargoosto adiga isticmaalka wakhtigaaga jirada, waxaad cabasho u soo gudib kartaa Fair Labor Division bogga [mass.gov/ago/fla](https://mass.gov/ago/fla) ama 617-727-3465.

## **Shaqaynaya da ka yar 18.**

Sharciga shaqada ilmaha ee Federaalka iyo Gobolka waxay xadidaan saacadaha dhalin yarada ka yar 18 oo ay shaqayn karaan iyo noocyada shaqooyinka ay qaban karaan. Sharciga gobolka sidoo kale waxay u baahan tahay loo shaqeeyayaasha inay haystaan Oggolaanshaha Loo shaqeeyaha Dhalin yarada (oggolaanshaha shaqada) ee xaraysan ee dhammaan shaqaalaha ka yar 18. Gudaha Massachusetts, carruurta ka yar 14 ma shaqayn karaan, laga reebo xaalado aad u xadidan. Macluumaadka dheeraadka ah booqo [mass.gov/working-under-18](https://mass.gov/working-under-18).

## **Shaqaalaha Dadc waynaha waxay leeyihiin xuquuq sidoo kale.**

Shaqaalaha guryaha waxay xaq u leeyihiin mushaharka u yar, wakhtiga dheeraadka ah, wakhtiga fasaxa shaqada, iyo ilaalinta kale. Waxaad tahay shaqaalaha guriga haddii aad qabto adeegyada guriga gudaha guriga ee qof kale oo aanad qaraabo la ahayn. Adeegyada guriga waxaa ku jira, laakiin aan ku xadidnayn: guri hagaajinta, nadiifinta, iyo maaraynta guriga, daryeelka guriga, hawl ka qabashada guriga, iyo daryeelida kale. Si waafaqsan sharciga gobolka, waxaa jira sharciyo dheeraad ah iyo ilaalinta lagu daray ee shaqaalaha guriga la xidhiidha shaqada iyo xaaladaha nolosha. Wax badan ka baro [mass.gov/ago/dw](https://mass.gov/ago/dw). Haddii aad qabto su'aalo ku saabsan xuquuqahaaga, soo wac Xafiiska Xeer ilaaliyaha Guud ee Qaybta Shaqada Xaq ah khadka tooska ah 617-727-3465.

## **Boston Residents Jobs Policy (BRJP) waxay u baahan tahay shaqooyinka mashruucyada dhismaha gudaha Magaalada Boston inay aadaan dhanka dadka degen, Dadka Midabka ah iyo haweenka.**

Xeerka Shaqooyinka Qofka Degen Boston waxa uu u baahan yahay mashruucyada horumarka gaarka ah oo ka badan 50,000 fuudh oo afar jibaaran iyo mashruuc kasta oo horumarka dad waynaha ah waa inay buuxiyaan heerarka shaqada soo socda:

- Ugu yaraan 51% wadarta saacadaha shaqada ee safarka dadka/shaqaalaha xirfada leh iyo 51% wadarta saacadaha shaqada ee dadka tababarka shaqada qaadanaya ganacsi kasta waa inay u tagaan dadka degen Boston.

- Ugu yaraan 40% wadarta saacadaha shaqada ee safarka dadka/shaqaalaha xirfada leh iyo 40% wadarta saacadaha shaqada ee dadka tababarka shaqada qaadanaaya ganacsi kasta waa inay u tagaan Dadka Midabka ah.
- Ugu yaraan 12% wadarta saacadaha shaqada ee safarka dadka/shaqaalaha xirfada leh iyo 12% wadarta saacadaha shaqada ee dadka tababarka shaqada qaadanaaya ganacsi kasta waa inay u tagaan haweenka.

Ku biir Dadka Degen Boston Xeerka Shaqooyinka Baanka si loo helo macluumaad ku saabsan baahiyaha shaqaalaynta ee mashruucyada soo socda bogga [boston.gov/jobs-bank](https://boston.gov/jobs-bank) ama iimayl ahaan [jobsbank@boston.gov](mailto:jobsbank@boston.gov).

S wax badan loo ogaado oo ku sabasan barnaamijyada tababarka shaqada ee ururka booqo [gbbtu.org/join-the-greater-boston-building-trades-unions/](https://gbbtu.org/join-the-greater-boston-building-trades-unions/).

SI aad u barato wax badan oo ku saabsan barnaamijyada hore ugu tababarka shaqada ee ururka booqo [buildingpathwaysma.org/pre-apprenticeship-program/](https://buildingpathwaysma.org/pre-apprenticeship-program/).

## **Ma si khalad ah ayaa lagu soocay?**

Gudaha Massachusetts, badanka dadka shaqeeya ama bixiya adeegyada waxaa looga fekeraa loo shaqeeyayaasha si waafaqsan sharciga. Tan macnaheedu waxa weeye waxay xaq u leeyihiin mushahar yar, wakhti dheeraad ah, iyo ilaalin kale. Loo shaqeeyaha si khalad ah loogu sooco sidii qandaraaslayaasha madaxa banaan waxa uu la kulmi doonaa xoojinta fal dambeiyeed ama ciqaabo madani ah. Loo shaqeeyaha u sooca qof sidii qandrasle madax banaan oo aan ahayn shaqaale waa inuu muujiyaa in shaqada: (1) waxaa la sameeyaa tilmaan la'aan iyo maamulka loo shaqeeyaha; iyo (2) waxaa lagu sameeyaa dibada qaabka caadiga ah ee ganacsiga loo shaqeeyaha; iyo (3) oo waxaa sameeya qofka haysta kooda, ganacsiga madaxa banaan ama ganacsiga qabanaya noocaas shaqada ah.

Macluumaadka dheeraadka ah [mass.gov/service-details/independent-contractors](https://mass.gov/service-details/independent-contractors).

Haddii aad rumaysan tahay inaad si khaldan laguugu soocay qandaraasle madax banaan, waxaad soo xarayn kartaa cabashada Xafiiska Xeer ilaaliyaha Guud addoo booqanaya [mass.gov/ago/fairlabor](https://mass.gov/ago/fairlabor).

## **Ka ganacsiga dadka ee shaqadu waa sharci darro!**

Ka ganacsiga dadka ee shaqada waxay dhacdaa marka qof isticmaalo hanjabaado, waxyeelo (ay ku jiraan waxyeelada maaliyada), si loogu khasbo qof inuu shaqo qabto. Tan sidoo kale waxaa loogu yeedhaa adeegyada khasabka ah oo waa dambe gudaha Massachusetts. Qof kasta oo ku khasba qof kale inay u shaqeeyaan dadkan, ama dheefaha iyaddoo natiijadu tahay shaqada, waxay la kulmaan xabsi ama ganaaxyo. Ganacsiyadu ku tallaabsada ka ganacsiga dadka ee shaqada waxaa la ganaaxi karaa ilaa hal milyan oo doolar.

Macluumaadka dheeraadka ah ee ka ganacsiga dadka ee shaqada booqo [mass.gov/info-details/labor-trafficking](https://mass.gov/info-details/labor-trafficking).

Haddii aad rumaysan yahay inaad tahay dhibanaha ka ganacsiga dadka, soo wac National Human Trafficking Resource Center lambarka 888-373-7888 ama soo wac khadka tooska ah ee Xeer ilaaliyaha Guud ee Shaqada xaqa ah lambarka 617-727-3465.

## **Waxaad Xaq u leedahay inaan Abaabusho!**

Waxaad si wada jir ah ugu soo biiri kartaa dadka aad wada shaqaysaan ee hawlaha kala duwan ee ku saabsan arrimaha adiga kuu muhiimka ah, ay ku jiraan haddii aad doonayso inuu ku metelo ururku. Loo shaqeeyayaashu kuuma hanjabaan, ma takooraan, ama haddii tallaabo kaama qaadaan adiga abuubulida ama kala hadalka loo shaqeeyayaasha waxa ku saabsan xaaladaha shaqada.

Macluumaadka ama in la soo xareeyo cabashada, la xidhiidh:

- The National Labor Relations Board at 866-667-NLRB (866-667-6572) ama [NLRB.gov](https://www.nlrb.gov).
- Gobolka 1 Xafiiska Boston at 617-565-6700.

**Macluumaadka dheeraadka ah booqo [boston.gov/workers-rights](https://www.boston.gov/workers-rights).**