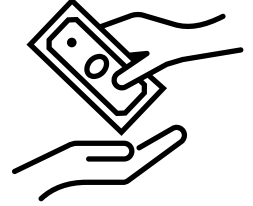


Warqadda Xaqiiqda Xeerka Ilaalinta Qandaraaslaha Madaxbanaan

Nooca dukumeentigan oo la turjumay waxa la heli karaa marka la codsado: (206) 256-5297.

Xeerka Ilaalinta Qandaraaslaha Madaxa-banaan ee Seattle (Seattle's Independent Contractor Protections Ordinance) waxa uu u baahan yahay Hay'adaha Shaqaalaysiinta si ay u siiyaan Qandaraaslayaasha Madaxbanaan ogeysiisyada qoran ka hor intaysan galin heshiiska iyo wakhtiga lacag bixinta. Qandaraaslayaasha madaxa banaan waa in lacagtooda la siiya ka hor taariikhda magdhowga la bixiyo sida waafaqsan shuruudaha qandaraaska, shuruudaha bandhiga qandaraaska ka hor, ama 30 maalmood gudahood.



Daboolista

Waa kuwee shaqaalaha uu sharcigani khuseeyo?

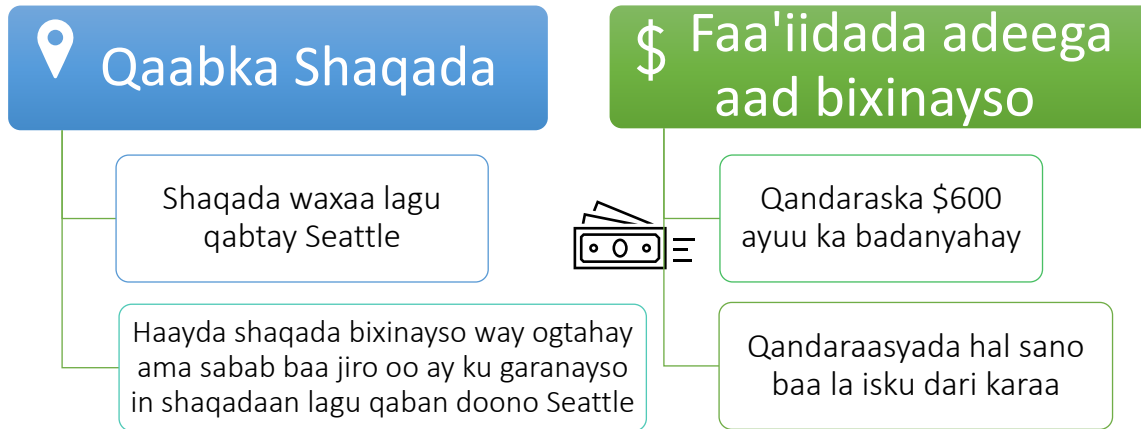
Qandaraaslaha madax-banaan waa qof iskii u shaqeysta oo ay shaqaaleysiiso Hay'ad Shaqaalaysiin ah si uu u bixiyo adeegyo loogu bedelayo magdhow. Sharcigani wuxuu quseeyaa dhammaan qandaraaslayaasha madax-bannaan marka laga reebo wax yar¹ oo hoos ku taxan.

Waa kuwee shirkadaha uu sharcigani khuseeyo?

Sharcigani wuxuu quseeyaa Hay'adaha Shaqaalaysiinta ee sida joogtada ah ugu hawlan ganacsi ama dhaqdhaqaaq ganacsi, oo ay ku jiraan ganacsiyada aan faa'iido doonka ahayn.

Waa kuwee shaqooyinka uu sharcigani khuseeyo?

In shaqada qandaraaska uu daboolayo sharcigaani iyo in kale waxaa lagu saleeyaa nooca adeegyada iyo qiimaha adeegyada.



Shuruudaha

¹ Qandaraaslayaasha madaxa banaan ee aanu sharcigani khusaynin waa qareeno, darawallada Shirkadaha Gaadiidka (tusaale, darawallada Uber iyo Lyft), xaaladaha uu xidhiidhka Qandaraaslaha Madaxbanaan la leeyahay Hay'ad Shaqaalaysi ku kooban yahay heshiiska kiraynta guryaha (tusaale, farsamayaqaan timaha kiraysanaya qolka fadhiga), iyo Qandaraaslayaasha kale ee Madaxbanaan sida uu qeexayo Xafiiska Shaqada Xeerka Agaasimaha Heerarka (Office of Labor Standards). Isku qor [wargeyska OLS](http://wargeyska.OLS) ama ka eeg shabakada OLS wixii ku soo kordha: www.seattle.gov/laborstandards.

Shuruudaha Lacag-bixinta Wakhtiga ku habboon

Hay'adaha shaqaalaysiinta waa inay bixiyaan "lacag-bixin waqtigeedii ku habboon" qandaraaslaha madaxa-bannaan ee hoos yimaada:

- 1) shuruudaha heshiiska;
- 2) shuruudaha ogeysiiska horey loosii qoray; ama
- 3) 30 maalmood gudahood.

Shuruudaha Shaacinta

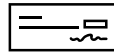
Hay'adaha shaqaalaysiinta waa inay siiyaan ogeysiisyada qoran ee shaqada kahor iyo xogta lacag bixinta oo qodobaysay dhammaan qandaraaslayaasha madax-bannaan. Ogeysiisyada tusaalaha ah ayaa laga heli karaa halkaan oo ah webseedkeena si loo adeegsado.



1. Shuruudaha ogeysiiska horey loosii qoray

▪ Taariikhda	▪ Saldhigga mushaharka
▪ Magaca qandaraasle madax-banaan	▪ Lacagaha Dheeraadka sida Tipska ka yimaado adeega iyo/ama siyaasadda qaybinta kharashka adeegga
▪ Magaca Hay'adda Shaqaalaysiinta + macluumaadka xiriirka	▪ Kharashka shaqada iyo kuwa ay soo celiyaan Hay'adda Shaqaalaysiinta
▪ Sharaxaada shaqada	▪ Ka jarista, khidmadaha, ama kharashyada
▪ Goobta shaqada	▪ Jadwalka lacag bixinta
▪ Heerka ama heerka mushaharka	

2. Shuruudaha xogta Lacag-bixinta Qodobaysan



▪ Taariikhda	▪ Lacagaha Dheeraadka ah, magdhow iyo/ama qaybinta kharashka adeegga
▪ Magaca qandaraasle madax-banaan	▪ Saldhigga mushaharka
▪ Magaca Hay'adda Shaqaalaysiinta	▪ Kharashyada ay soo celiyaan Hay'adda Shaqaalaysiinta
▪ Sharaxaada adeegyada ay bixiso lacag-bixinta	▪ Lacagta guud
▪ Goobaha Adeega ay lacagahaan daboolayso	▪ Wax ka dhimis
▪ Heerka ama heerka mushaharka	▪ Lacag bixinta saafiga dhimista ah ka dib

Khayraadka

Wixii ku soo kordha wararka socda, fadlan booqo websaydkayaga ama iska diiwaangeli warsidahayaga:

www.seattle.gov/laborstandards .

Ka akhri wax badan oo ku saabsan Xeerka Ilaalinta Qandaraaslayaasha Madaxa-bannaan, halkan:

<http://www.seattle.gov/laborstandards/ordinances/independent-contractor-protections->

XAAFIISKA HEERKA SHAQAALAHA EE SEATTLE

Hadafkeenu waa in la hormariyo heerarka shaqaalaha ayadoo la adeegsanaayo wada shaqayn waxtar ah oo lala yeesho bulshada iyo ganacsiyada, hormarinta xeer xoojin iyo hal abuur leh, ayadoo muhiimada la siinaayo sinaan bulsho iyo isir.

Adeegyadeena

Baaritaanka cabashooyinka
Wacyagelinta shaqaalaha
Caawimaad farsamo oo loogu talagalay ganacsiga
Ilaaha iyo gudbinada

Adeega fasiraada iyo turjumaada luuqada ayaa la heli karaa. Qabanqaabooyinka loogu talagalay dadka naafada ah. Adeegyadu waa bilaash.

Macluumaad Dheeraad ah

Wac: (206) 256-5297
Iimayl: Laborstandards@seattle.gov
Booqo: seattle.gov/laborstandards