



**QOYSASKA BADQABKA (HEALTHY FAMILIES) & XEERKA GOOBAHA SHAQADA (“HFWA”):  
Xuquuqda Shaqaalaha ee Fasax lacag Siin**

**Loo shaqeyayaasha Colorado Waa inay bixiyaan Fasax Lacag Bixin ah oo loogu talagalay Baahiyaha COVID-19 Illaa 31ka Dis. 2020**

- Loo-shaqeyayaasha Colorado waa inay siiyaan fasaxa mushaharka ah ee 2020 oo ay siiyaan shaqaalaha:
  - qaba **Calaamadaha COVID-19** oona raadsanaya baaris caafimaad;
  - ay wakiil ama daryeel bixiye caafimaad ay fartay in ay is **karantiilaan ama go'doomiyana** sababo la xiriirta khatarta COVID-19 darteed; ama
  - daryeel siinaya qof kale** sababo la xiriira taxaddarro cudurka COVID-19 awgood – ha noqoto qof lagu amrey inuu iskarantiilo ama go'doomiyo darteed, ama canug iskuulkiisa, goobta daryeelka, ama xanaanada caruurta la xiray hay ama aan la heli karin.
- Laga bilaabo sanadka 2021, HFWA u baahan ka yar bixiyay bax (1) saac per 30 saacado shaqeyay, leh a ugu badnaan ee 48 saacadood ' bixiyay sanad bixi laakiin waxay dabooshaa shuruudo badan oo ballaaran, oo ku dar 32 saacado badan ' fasax fasax ah (80) wadarta) xaaladaha degdegga ah ee caafimaadka bulshada.

**Waa Immisa Lacagta la Siinayo: Illaa Laba Toddobaad (80 saacadood)**

- Shaqaalaha waxay qaadan karaan **illaa 2 toddobaad** fasax mushar la siinayo ah: **illaa 80 saacadood**, waxay kuxirantahay saacadahooda usbuuclaha.
- Lacagta fasaxa la siinayo waa **heerka mushaharka joogtada ah** ee shaqaalaha la siiyo, ama waxay noqon kartaa  $\frac{2}{3}$  ee **bixinta qeybta # 3** (daryeelidda qof kale). Xaddiga mushaarku kuma jiraan saacadaha dheeraadka ah ama gunooyinka. Haddii mushaarku yahay dhammaan ama qayb ahaan mushar inta qofka uu iibiyo ku salaysan, mushaharka fasaxa waa inuu noqdaa mid saacaddiiba ah ama heerka mushaharka lagu qaato, ama mushaharka lagu saleeyaa ugu yaraan musharka ugu yar ee lagu shaqeyo (hadba midka sarreeya).
- Haddii shaqaale uu mar horeyba helay ama la siiyay fasax mushahar la isku siiyo ee sanadkii 2020 ee la xiiira baahiyaha cudurka COVID-19, taasi waxaa loo xisaabayaa inay qayb ka tahay 2 toddobaad ee HFWA ay u baahan tahay, laakiin fasax la siiyay *aan ahayn*-Xarumaha shuruudaha COVIDID looma xisaabiyo waxa HFWA u baahan tahay.

**Aargudasho ama Faragalin Xuquuqda ku aaddan HFWA**

- Loo shaqeyyuhu ma eryi karo, ma u hanjabi karo, ama haddii kale ka ma **aargoosan karo ama ma faragelin karo**, shaqaalihii: (A) codsado ama qaato fasaxa HFWA; (B) ku wargeliya qof kale wax ku saabsan xuquuqda HFWA, ama taageera xuquuqda qofkaas ku dhaqmaya xuquuqdiisa HFWA; (C) soo gudbiya cabasho HFWA; ama (D) gacan ka geysta/kala shaqeyya baaritaan ku saabsan suurta galnimada xadgudub HFWA ah.
  - Haddii cabashada HFWA ee shaqaalaha, codsi, ama waxqabad kale ay tahay wax aan *sax ahayn*, loo shaqeyyuhu uma baahna inuu oggolaado ama ugu deeqo - laakiin weli ma eryi karo ama kale ka ma qaadi karo *tallaabo ka dhan ah* shaqaalaha sababtaas awgeed, ilaa iyo inta sida aaminsanaanta shaqaaluhu uu u ahaa mid macquul ah oo niyad sami lagu sameeyay. Shaqaalaha waxay wajah *karaan* cawaaqib xumo ka timaada si xun u isticmaalka fasaxa mushaharka lagu siiyo ama dhaqan xumo kale.

**Caysanaanta: Dhamaan Loo-shaqeyayaasha iyo Shaqaalaha, oo leh Xaddidaado ka Reeban**

- Dhamaan loo shaqeyayaasha Colorado, iyadoo aan loo eegayn tirada**, waa in ay bixisaa fasaxa mushaharka ah ee HFWA, marka laga reebo dawladda dhexe (loo shaqeyayaasha kale ee dawladda lagama dhaafo) iyo kuwa hoos yimaada sharciga Caymiska Baagamuudada ee Waddanka.
  - Loo shaqeyayaasha u shaqeyya in **ka yar 16 shaqaale ayaa la daboolay 2020, laakiin waa laga dhaafay 2021 (ka dibna dhammaan loo shaqeyayaasha ayaa daboolay 2022)**
  - Loo-shaqeyayaasha bixiya fasax “u dhigma ama ka badan” oo ah heshiis gorgortan wadareed ayaa laga dhaafay shuruudaha HFWA qaarkood, illaa iyo inta aysan yareynaynin xuquuqda, sida aargoosiga ama ay xaq u leeyihiin in ay ashtako soo gudbiyaan.
- Heshiisyada shaqaalaha ama sharciyada loo shaqeyyaha ka **ma tanaasuli karaan xuquuqda HFWA**, oona waa kuwo aan wax ka jirn oo aan la amri karin.

**SHARCIGA SOO SHEEGAHA XAALADAHAA CAAFIMAADKA DADWEYNAHA EE DEG-DEGGA (FALISKA):  
Xuquuqda Shaqaalaha si ay muujiyaan Welwelka Caafimaadka Goobta shaqada & Adeegsiga Qalabka Difaaca**

**Xuquuqda Shaqaalaha ay uga soo horjeedaan Xadgudubyada/Badbaadada Caafimaadka Goobta Shaqada Inta lagu jiro Xaaladdaha Degdegga ee Caafimaadka Bulshada**

- Waa sharci darro in laga aarguto, ama faragalin lagu sameeyo, falalka soo socda inta lagu gudajiro, iyo laxiriira, xaaladaha degdegga ah ee caafimaadka dadweynaha:
  - ka hadalkawelwellada macquulka ah**, ha ahaato cabasho rasmi ah ama aan rasmi ahayn qofkasta, oo ku saabsan ku xadgudubka goobta shaqada ee xeerarka caafimaadka ama amniga dowladda, ama ku saabsan halis weyn oo goobta shaqada ee caafimaadka ama amniga;
  - ka soo horjeedsiga** xad gudub (nooca qaybta 1); ama
  - marag furka, caawinta, ama kaqeybgalka** talaabooyinka la xiriira xadgudubka (nooca qaybta 1).
- Haddii cabashada HFWA ee shaqaalaha, codsiga, ama waxqabad kale ay tahay wax aan *sax ahayn*, loo shaqeyyuhu ama mehraddaha kale uma baahna inuu oggolaado ama ugu deeqo - laakiin weli ma eryi karo ama kale ka ma qaadi karo *tallaabo ka dhan ah* shaqaalaha sababtaas awgeed, ilaa iyo inta sida aaminsanaanta shaqaaluhu uu u ahaa mid macquul ah oo niyad sami lagu sameeyay. Shaqaalaha waxay wajah *karaan* cawaaqib xumo ka yimaada ku xadgudubka xuquuqda PHEW ama dhaqan xumo kale.

**Xuquuqda Shaqaalaha ku aaddan inay Adeegsadaan Qalabkooda Difaaca Shaqsiyeed (“PPE”)**

- Shaqaalaha waa in loo oggolaadaa **si iskooda ah inay u xirtaan PPE ee u gaarka ah**, sida maaskaro, waji daboolo, ama gacmo gashi, haddii PPE gaas:
  - bixiyo **ilaalin dheeraad ah** mid ka badan qalabka lagu bixiyo goobta shaqada;
  - ay **ku talisay** wakaalad caafimaad ee dawladeed (dowlad dhexe, tan gobol, ama tan deegaan); iyo
  - oo aan shaqaalaha ka dhigayn mid **awooddi kari waayo inuu qabto shaqada**.

**Caysanaanta: Dhamaan Loo shaqeyayaasha iyo Shaqaalaha, iyo Qandaraasleyaalka Madax banaan ee qaarkood**

- PHEW waxay isticmaashaa ereyada “**mabda**” iyo “**shaqaale**” (oo ma aha loo shaqeyyaha/ shaqaale) maxaa yeelay waxay khusaysaa qandaraaslayaasha madax-bannaan.
  - Loo shaqeyyaha kasta oo ka jira Colorado, *iyo ganacsi kasta oo Colorado ku dhex yaal oo u shaqeyya 5 ama in kabadan oo ah* qandaraasleyaal madax-bannaan, ayaa waxaa daboolo “mabda” oo ay tahay in loo hoggaansamo PHEW. Dawladda dhexe way ka reeban tahay sharcigan.
  - Shaqaaale *ama* qandaraasle madax-bannaan ee “mabda” waa “shaqaale” ay daboolayso PHEW.

**XUQUUQAHA CABASHADA (ee hoos timaada labada HFWA) & PHEW)**

- Ku xadgudubyada suurta galka ah waxaa loo gudbin karaa in ay soo baaraan qeybta (qaab loola xiriirayo hoos ka eeg).
  - Ku guuldaraysiga in la bixiyo lacagta fasaxa** sida hoos timaada HFWA waa a mushahar aan la bixin sheegasho ah in Qeybta **waa** in ay baaritaan ku samayso.
  - Aargudasho ama faragelin** ku aaddan xuquuqda PHEW ama HFWA waa sheegasho ah in Qaybta sharci ahaan **laga yaabaa** in ay baaritaan ku samayso. Qaybta ayaa dib u fiirin doonta dhammaan sheegashooyinka noocaas ah, oo haddii go'aanka *aanu* noqon mid la baaro, Qeybta ayaa ogeysiin doonta soo sheegashaha.
- Xadgudubyada suurta galka ah ayaa bedelkeeda lagu xareyn karaa maxkamada sidii dacwad oo kale, laakiin kaliya kadib markay dhameeyaan dawooyinka hore ee dacwadaha:
  - HFWA**: dacwad maxkamadeed (A) lama gudbin kari karo *ilaa* loo shaqeyyaha laga siinayo codsi qoraal ah iyo 14 maalmood oo uu kaga soo jawaabo, iyo (B) looma gudbin karo *haddii* Qeybta ay baarto oo go'aan ka gaarto sheegashada (kaas oo qayb kastaba ay racfaan ka qaadan karaan).
  - PHEW**: Dacwad maxkamadeed lama gudbin karo iyadoon marka koowaad laga xareyn Qeybta, markaa ka dibna (A) waxaa laga feel gareyn karaa *karaa* haddii Qeybta ay sameyso *ma aha* baaro, iyo (B) *la ma* soo gudbin *karo* haddii Qeybta ay baarto oo ayna *go'aansato* sheegashada (dhinacyada ay racfaan ka qaadan karaan).

Sawirkan wuxuu soo koobayaa laba sharci caafimaad dadweyne ee goobaha shaqada ee Colorado, SB 20-205 (ee bixitaan lacag la isku siiyo) iyo HB 20-1415 (soo sheegida iyo qalabka badbaadinta shakhsiga). Ma daboolayso sharciiyo, xeerar, iyo amarro kale ee caafimaadka ama badbaadada, oo ay kujirto sharciga badbaadada Shaqada iyo Caafimaadka ee OSHA, ee Waaxda Caafimaadka Bulshada iyo Bay'adda Colorado (CDPHE), ama wakaaladaha caafimaadka dadweynaha ee deegaanka. La xiriir hay'adahaas wixii macluumaad dheeri ah ee la xiriira caafimaadka iyo amniga.

**Sawirkan waa in lagu muujiyaa halka ay marin u heli karto shaqaalaha, oo lala wadaago shaqaalaha fog-fog si qaab elektaroonig ah ama warqad ah, laguna beddelo sawirka 2021 ka ma dambayn 1da Janaayo, 2021.**

**Wixii macluumaad dheeri ah, ama haddii loo baahdo in loo turjumo luqaddo kale, la xiriir: Qaybta Heerarka Shaqada & Xisaabaadka Qorshaynta, coloradolaborlaw.gov, cdle\_labor\_standards@state.co.us, 303-318-8441 / 888-390-7936.**