COLORADO
Department of Labor and Employment

Boostarka Xuquuqda Caafimaadka Dadweynaha ee Goobta Shaqada ee Colorado:
FASAXA LACAGTIISA LA BIXIYO, SIR SHEEGISTA, & QALABKA ILAALINTA

***Dhaqangal ah 1/1/22:** waxa la cusbooneysiin karaa sannad walba; boostarka-la-cusboonaysiiyay waxa la heli karaa badhtamaha-Disambar kasta*

SHARCIGA QOYSASKA WANAAGSAN & GOOBTA SHAQADA ("HFWA"): Xuquuqda Fasaxa Lacagtiisa La Bixiyo.

Daboolista: Dhammaan loo shaqeeyayaasha Colorado ee cabbir kastaa, waa inay bixiyaan fasax lacagtiisa la bixiyo

- Shaqaaluhu waxay kasbadaan 1 saac oo fasax lacagtiisa la bixiyo ah 30-kii saacadood ee ay shaqeeyaanba ("fasax isbiirsaday"), ilaa 48 saacadood sannadkiiba.
- Ugu badnaan 80 saacadood oo fasax dheeri ah ayaa lagu dabaqaa xaaladda gurmadka caafimaadka dadweynaha (PHE), illaa 4 toddobaad kadib marka PHE ay dhammaato.*
- Saacadaha caadiga ah iyo mushaharku waxay dejiyaan heerka ururinta iyo magdhowga fasaxa, wakhtiyadaas oo ay dheefuhu sii socdaan.
- Ilaa 48 saacadood oo fasax urursan oo aan la isticmaalin ayaa u wareega sannadka xiga si loo adeegsado.
- Si aad u hesho faahfaahinta xaaladdaha gaarka ah (saacadaha aan caadiga ahayn, mushaharka aan saacadaha ahayn, iwm.), eeg Xeerka Ilaalinta Mushaharka 3.5, 7 CCR 1103-7.

Shaqaaluhu waxay u adeegsan karaan fasaxa la ururiyay sababahan badbaadada ama baahiyaha caafimaad ee soo socda:

(1) jirro maskaxeed ama jireed, dhaawac, ama xaalad caafimaad oo ka hor joogsanaysa shaqada, kuwaas oo ay ku jiraan oggaanshaha ama daryeelka ka hortagga ah;
(2) xadgudubka qoyska, weerarka galmada, ama dhibaateynta dembiyeed ee horseeda baahi caafimaad, guurid, sharci, ama adeegyo kale;
(3) uu heysto xubin qoyska ka mid ah oo la kulmay xaalad lagu qeexay qeybta (1) ama (2); *ama*
(4) ku jira PHE, sarkaal dadweyne ayaa xidhay goobta shaqada, ama dugsiga ama goobta daryeelka ilmaha shaqaalaha.

Xaaladdaha gurmadka caafimaadka dadweynaha (PHE), shaqaaluhu waxay u isticmaali karaan fasaxa PHE ee dheeriga ah baahiyahan soo socda*:

(1) Is karantiilid ama ka saarida shaqada sababtuna tahay qaadista, astaamaha, ama oggaanshaha jirro la kala qaado ee PHE;
(2) raadsashada oggaanshaha, daaweynta, ama daryeelka (oo uu ku jiro daryeelka ka hortagga ah) ee jirradaas oo kale;
(3) awoodid la'aanta qabashada shaqada xaalad caafimaad oo kordhin karta u nuglaanshaha ama khatarta xanuunkan oo kale awgeed; ama
(4) xannaaneynta ilmo ama xubin kale oo qoyska ka tirsan oo ku jira qeybta (1)-(3), ama qof dugsigiisa ama xannaanadiisa aan la heli karin PHE awgeed.

Inta lagu jiro PHE, shaqaaluhu weli waxay kasbadaan ilaa 48 saacadood oo fasax ururay ah waxaana laga yaabaa inay isticmaalaan fasaxa dheeriga ah ka hor inta aysan isticmaalin fasaxa ururay.

Siyaasadaha Loo-shaqeeyaha (Ogeysiiska; Diiwaangelinta; Isticmaalka Kordhinta, Asturnaanta, iyo Diiwaanada Fasaxa Lacagtiisa La Bixiyo)

- **Ogeysiiska qoraalka ah iyo boostarada.** Loo-shaqeeyayaashu waa inay (1) siiyaan ogeysiis shaqaalaha cusub wakhti aan ka dambeyn wakhtiga la siiyo dukumentiyada/siyaasaddaha qaadashada ; iyo (2) soo bandhigaan boostarada la cusboonaysiiyay, oo ay siiyaan ogeysiisyada la cusboonaysiiyay shaqaalaha hadda, kahor dhammaadka sannadka.
- **Ogeysiinta fasaxa "la saadaalin karo"** Loo-shaqeeyayaashu waxay adeegsan karaan "habraacyo macquul ah" oo qoraal ah kuwaas oo dhigaya qaabaka ay shaqaaluhu u baahan yihiin inay ku soo sheegaan ogeysiiska haddii ay u baahan yihiin fasax "la saadaalin karo", laakiin uguma diidi karaan fasaxa lacagtiisa la bixiyo u hoggaansanaan la'aanta siyaasaddan.
- **Loo-shaqeeyaha wuxuu u baahan karaa caddeyn si ay ugu muuqato in fasaxa uu ahaa sabab u qalanta kaliya haddii fasaxa la qaatay afar maalin shaqeed ama wax ka badan oo isku xigta.** (*micnaha* maalmaha uu shaqaaluhu shaqeyn lahaa, ee maaha maalmaha kaalandarka).
- **Caddeyn looma baahna si loo *qaato* fasax lacagtiisa la bixiyo**, laakiin waxa loo baahan karaa isla marka uu shaqaaluhu bixin karo kadib marka uu ku soo laabto shaqada ama ka tago shaqada (hadba kii soo horeeya). **Wax caddeyn ah loogama baahna fasaxa PHE.**
- **Si loo caddeeyo fasaxa shaqaalaha (ama xubnaha qoyska shaqaalaha) ee la xiriira baahida caafimaadka**, shaqaalaha ayaa laga yaabaa inuu keeno: **(1)** caddeyn ka timid bixiyaha adeegga caafimaadka ama bulshada *haddii* adeegyada la helay, caddeyntana lagu heli karo wakhti macquul ah iyo si kharash la'aan ah; ***haddii kale* (2)** waxa ku filan qoraalka qofka shaqaalaha ah.
- **Si loo caddeeyo in shaqaalahu (ama xubnaha qoyska shaqaalaha) u baahday fasax la xiriira xadgudubka qoyska, weerarka galmada, ama dembiga dhibaateynta,** shaqaalaha ayaa laga yaabaa inuu keeno: caddeyn ama qoraal hoos yimaada (1) kor (*tusaale* bixiyaha adeegyada sharciga ama hoyga) ama (2) kor, ama caddeyn sharci ah (*tusaale*, amarka xayiraadda ama warbixinta bilayska).
- **Haddii loo-shaqeeyuhu uu macquul ahaan u arko in caddeynta shaqaalahu aysan ku filnayn,** loo-shaqeeyahu waa inuu ku: (A) ogeysiiyaa shaqaalaha toddoba maalmood gudahood oo ka bilaabmaya marka uu helo caddeynta ama ku soo laabashada ama ka tagida shaqada ee shaqaalaha midkood (hadba kii soo horeeya) waana (B) in la siiyo shaqaalaha ugu yaraan toddoba maalmood u maareeyo arrinkan.
- **Isticmaalka korodhka.** Iyada oo ku xidhan siyaasadda loo-shaqeeyaha, shaqaaluhu waxay u isticmaali karaan fasaxa qaab saacad-saacad ah ama korodh lix-daqiiqo midkood.
- **Asturnaanta Shaqaalaha.** Loo-shaqeeyayaashu kama dalban karaan shaqaalaha inay shaaciyaan "faahfaahinta" ku saabsan macluumaadka caafimaadka ama badbaadada ee la xidhiidha HFWA ee shaqaalaha (ama qoyskooda) ; macluumaadka noocaas ah waa in loo tixgeliyaa sidii diiwaan caafimaad oo qarsoodi ah.
- **Diiwaanada waa in la bixiyaa marka la codsado.** Loo-shaqeeyayaashu waa inay bixiyaan caddeynta qaddarka hadda ee fasaxa la lacagtiisa la bixiyo shaqaaluhu waxay haystaan (1) diyaar u ah in la adeegsado, iyo (2) hore loo adeegsaday intii lagu jiray sannadka dheefta ee hadda, taas oo ay ku jiraan wixii PHE ah ee dheeraad ah. Macluumaadka waxa la codsan karaa bishiiba hal mar ama marka baahida fasaxa ee HFWA ay timaado.

Aargoosiga ama Faragelinta Xuquuqda HFWA

- **Fasaxa lacagtiisa bixiyay looma tirin karo "maqnaansho"** keeni kara eryitaan ama fal kale oo xun.
- **Shaqaalaha loogama baahan karo inuu raadiyo "shaqaale beddel" ah ama uu shaqo qabto marka uu qaadanayo fasax lacagtiisa la bixiyo.**
- **Loo-shaqeeyahu ma eryi karo, uma hanjabi karo, ama si kale uma aargoosan karo, mana faragelin karo adeegsiga fasaxa lacagtiisa la bixiyo ee**, shaqaalaha : (1) codsada inuu qaato fasaxa HFWA; (2) ku wargeliya ama ka caawiya qof kale adeegsiga xuquuqda HFWA; (3) xareeya cabasho HFWA; ama (4) ka shaqeeya/gacan ka geysta baaritaanka xadgudubka HFWA.
- **Haddi cabashada, codsiga ama waxqabadka kale ee shaqalaha ee macqulka, daacada ah ee HFWA, uu yahay mid *khaldan***, loo shaqeeyahu uma baahna inuu oggolaado ama fasaxo, laakiin ma *kagama soo horjeesan* karo shaqaalaha. Shaqaalahu waxay la kulmi *karaan* cawaaqibka si xun u adeegsiga fasaxa.

XEERKA SIR-SHEEEGAHA XAALADDA GURMADKA CAAFIMAADKA DADWEYNAHA ("PHEW"):
Xuquuqda Shaqaaluhu Ay Ku Muujiyaan Tabashooyinka Caafimaadka ee Goobta Shaqada & Adeegsiga Qalabka Ilaalinta

Daboolista: Dhammaan Loo-shaqeeyayaasha iyo Shaqaalaha, oo lagu daray Qandaraaslayaasha Madaxa-bannaan Qaarkood

- PHEW ma daboosho "loo shaqeeyayaasha" iyo "shaqaalaha," oo kaliya balse waxay dabooshaa dhammaan"**maamulayaasha**" (loo shaqeeye **ama** ganacsi leh ugu yaraan 5 qandaraasle oo madax-bannaan) iyo "**shaqaalaha**" (Shaqaale **ama** qandaraasleyaal madax-bannaan oo jooga "maamule").

Xaquuqda Shaqaalaha Ay Kaga Soo Horjeestaan Xadgudubyada Caafimaadka/Badbaadada Goobta Shaqada Inta Lagu Jiro Xaaladdaha Gurmadka Caafimaadka Dadweynaha*:

- Waa sharci daro in laga aargoosto, ama la carqaladeeyo tallaabooyinkan soo socda inta lagu jiro, lana xidhiidha, xaaladda gurmadka caafimaadka dadweynaha:
  (1) **soo sheegida tabashooyin macquul ah**, oo ay ku jiraan ugu sheegida si aan rasmi ahayn, maamulaha, shaqaalaha kale, dawladda, ama dadweynaha, wax ku saabsan xadgudubyada goobta shaqada ee xeerarka caafimaadka ama badbaadada ee dawladda, ama khatar caafimaad ama badbaado oo weyn oo ka jirta goobta shaqada;
  (2) **ka soo horjeedsashada** *ama* **ka marag furka, ka caawinta, ama ka qeybqaadashada**baaris ama dacwad ku saabsan aargoosi, ama faragelinta, dhaqanka kor ku xusan.
- Maamuluhu uma baahna inuu wax ka qabto tabashada la xiriira PHEW ee shaqaalaha, laakiin weli ma eryi karo ama ma qaadi karo *tallaabo kale oo dhan ah* shaqaalaha sababtaas awgeed, waa haddii tabashadu ahayd mid macquul ah iyo daacad ah.

Xuquuqda Shaqaalaha ee Adeegsiga Qalabka Ilaalinta Shakhsiyeed ("PPE"):

- Shaqaalaha waa in loo oggolaadaa inuu **si ikhtiyaari ah u xirto PPE-giisa** (maaskaro, weji-dhowre, gacmo-gashi, iwm.) haddii PPE-gu (1) bixiyo**ilaalin ka badan**tan qalabka lagu bixiyo goobta shaqada, (2) ay **ku talisay** Hay'ad caafimaad oo dawladeed (federaal, gobol, ama deegaan), iyo (3) aysan ka hor istaagin shaqaalaha qabashada shaqadiisa .

XUQUUQDA CABASHADA (ee hoos yimaada HFWA iyo PHEW labadaba)

• Ugu soo sheeg xadgudubyada Qeybta qaab cabasho ama tilmaamo qarsoodi ah, ama dacwad ka xareyso maxkamadda ka dib marka ay waxba tari waayaan hababka kale ee dacwadda ka horeeya.

Boostarkani waxa uu soo koobayaa labada sharci ee caafimaadka dadweynaha ee goobta shaqada ee Colorado, SB 20-205 (fasaxa lacagtiisa la bixiyo) & HB 20-1415 (sir-sheegista iyo qalabka ilaalinta shakhsiyeed). Kama hadlayo sharciyada, xeerarka, iyo amarada kale ee caafimaadka ama badbaadada, oo ay ku jiraan sida hoos timaada Xeerka Badbaadada Shaqada iyo Caafimaadka ee federaalka (OSHA), ee Waaxda Caafimaadka Dadweynaha iyo Deegaanka ee Colorado (CDPHE), ama wakaaladaha caafimaadka dadweynaha ee degaanka. Kala xidhiidh hay'adahaas macluumaadka caafimaadka iyo badbaadada. Boostarkan waa in lagu dhajiyaa meel si fudud loo heli karo, lala wadaagaa shaqaalaha fog, lagu bixiyaa luqaddo kale marka loo baahdo, waana in lagu beddelaa noocyada la cusboonaysiiyay ee sannadlaha ah.

Boostarkani waa mid kooban mana noqon karo macluumaadka sharciga shaqaalaha oo dhammeystiran. Dhammaan xeerarka, xaashiyaha xaqiiqda, turjumaada, su'aalaha, ama cabashooyinka, ama xaaladda xaaladda gurmadka ah ee caafimaadka dadweynaha (*xaalad gurmad ah oo u qalanta ayaa dhaqangelaysa Janaayo 2022), la xidhiidh:
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