

# Heshiiska Adeegga Foomka Xaqiijinta iyo Racfaanka



Sharciga Utah wuxuu qabaa in LEA soo jeedin doonto talooyin kale baddalkii ka-dhaafidda khidmadaha ku filan "si loo habsado in ardayga aan loo diidin fursad uu uga qeybgalo fasal ama hawl uu dugsiga mas'uul ka yahay ama taageero maxaa yeelay waxaa jirta awood yarri oo lagu bixiyo khidmadda." Haddii loo soo jeediyo, ardayga wuxuu dooran karaa in uu fulliyo adeegga baddalkii ka-dhaafidda khidmadda hase ahaatee **dugsiga dagmada kama dalban karo ardayga in uu fulliyo adeegga baddalkii ka-dhaafidda khidmadda.** Haddii ardayga doorto in uu fulliyo adeeg, waxaa jira fursado loo baahan yahay in la doorto si uu u dhamaystiro. Fursadaha adeegga waxaa ka mid ah:

- Adeegga dugsiga, sida kaalmada tababarka la siiyo ardayda kale, ama adeegga saacadaha dugsiga caadiga sida kaaliyaha ardayga uu siiyo shaqaalaha dugsiga;
- Adeegga bulshada sida guriga xanaanada ama isbitaalka; ama
- Marka ay jirto baahida gaarka ah, adeegga guriga dhexdiisa.

\_\_\_\_\_ wuxuu waafaqsan yahay in uu dhamaystiro \_\_\_\_\_ saac oo adeeg ah \_\_\_\_\_  
(Magaca ardayga) (sharaxaad gaaban)

Waa in la dhamaystiro: \_\_\_\_\_ ka hor. Tani waxay ku filan tahay waajibka ardayga ka saaran khidmadda \$ \_\_\_\_\_.  
(Taariikhda)

Dhamaana adeegyada waxaa lagu dallici doonaa xisaabata \$ \_\_\_\_\_ halkii saac. Kaddib marka aad buuxisid, waxaa laga dhaafi doonaa khidmadaha dugsiga ee ardayga.

## SAXIIXYADA:

Ardayga: \_\_\_\_\_ Taariikhda: \_\_\_\_\_

Waalidka/Ilaaliyaha: \_\_\_\_\_ Taariikhda: \_\_\_\_\_

Maamulaha Dugsiga: \_\_\_\_\_ Taariikhda: \_\_\_\_\_

Dugsiga dagmada waa in uu habsado in hawsha adeegga ku habboon tahay da'da ardayga, xaaladda jirka ardayga, iyo garashada ardayga. Sidoo kale, hawsha waa in ay waafaqsan tahay sharciyada gobolka iyo federaalka, sida Sharciga Heerarka Caddaaladda Hawsha Federaalka (Federal Fair Labor Standards Act). Tan waxay u baahan tahay in adeegga la fulliyo 1) muddo macquul ah gudaheeda, 2) halkii saac kasta adeegga waxaa lagu xisaabaa lacag ugu yaraan la'eg mushaarka ugu yar ee iminka jira, iyo 3) saacadaha adeegga ee la shaqeeyo halkii maalin iyo halkii todobaad waa kooban yahin sida waafaqsan da'da ardayga.

*Tusaale ahaan, haddii ardayga xaqa u yeesho lagu soo dallaco \$100 xagga khidmadaha dugsiga marka siyaasadda dugsiga ku saleysan tahay \$10 halkii saac oo adeeg ah, markaas waxaa dhici karto in ardayga la weydiiyo in uu shaqeeyo ilaa 10 saac oo adeeg ah.*

Hawlaha adeegga waa in loo fulliyo si ardayda aan loo ceebeynin, loo qajilinin, ama loo yassin, iyo waa in aysan fa'iido gaar iyo toos ah siinin shaqaalaha dugsiga ama qoysaskooda. Dheeraad, hawlaha adeegga waa in ay iska ilaaliyaan in ay culeys badan saaraan ardayda iyo qoysaskooda iyo in ay tixgelin ku habboon siiyaan baahida gaadiidka iyo waxbarashada ardayga iyo mas'uuliyadda kale.

**Haddii ay soo baxaan daruufo aad ugu adkeeyo ardayga in uu dhamaystiro adeegga, isla markiiba ogeysii**

**agaasimaha dugsiga si loo ogaado habeynta loo baahan yahay in la sameeyo.**

Ardayda adeegga looma tixgelin doono in ay shaqaale u noqdaan kuwa ay siiyaan adeegga, mana dhici doonto in lacag la siiyo ardayda ama dugsiga oo loogu baddalo adeegga. Lama baddali karo shaqaalaha caadiga ee ka shaqeeyo meelaha ay ardayda ka fulliyaan adeegyada, mana la yareyn karo saacadahooda, taasoo ugu wacan hawlaha adeegga ardayda. Adeegga waxaa loogu talagalay in lagu kabo adeegyada jira, ee ma aha in lagu baddalo wixii ay sameeyeen dadka kale.

**XAQIIJINTA ADEEGGA**

Goobta Adeegga: \_\_\_\_\_ Adeegga la Fulliyay: \_\_\_\_\_

Kormeeraha: \_\_\_\_\_ Saacadaha: \_\_\_\_\_

Taariikhda Bilowga: \_\_\_\_\_ Taariikhda Dhamaadka: \_\_\_\_\_

Goobta Adeegga: \_\_\_\_\_ Adeegga la Fulliyay: \_\_\_\_\_

Kormeeraha: \_\_\_\_\_ Saacadaha: \_\_\_\_\_

Taariikhda Bilowga: \_\_\_\_\_ Taariikhda Dhamaadka: \_\_\_\_\_

\_\_\_\_\_, wuxuu dhamaystiray dhamaan saacadaha adeegga sida ku qoran kor, iyo wuxuu fulliyay  
(Magaca Ardayga)

dhamaan saacadaha adeegga lagu heshiyay sida macquulka ah ilaa heerka suurtoogalka sida waafaqsan daruufaha ardayga iyo dugsiga labadaba.

Waalidka/Ilaaliyaha: \_\_\_\_\_ Taariikhda: \_\_\_\_\_

Kormeeraha: \_\_\_\_\_ Taariikhda: \_\_\_\_\_

Aniga waan fiiriyay adeegga la bixiyay iyo waxaan ka xaqiijistay Kormeeraha in dhamaan adeegga la dhamaystiray sida lagu sheegay kor ilaa inta suurtoogalka iyo macquulka ah oo waafaqsan daruufaha ardayga iyo dugsiga labadaba. Sidaas darteed, sida lagu heshiyay, waa laga dhaafay dhamaan khidmadaha ardayga.

Maamulaha Dugsiga \_\_\_\_\_ Taariikhda: \_\_\_\_\_

iimaylka: \_\_\_\_\_

Taleefanka: \_\_\_\_\_

Mareegta: \_\_\_\_\_