Haddii aad aamminsan tahay in aad la kulantay xaditaan mushahar ama in xuquuqdaada ku aaddan Waqtiga Kasbashada Bukaan iyo Ammaan ama Mushaharka Ugu-Yar inuu ku xadgudbay loo-shaqeeyahaagu. Fadlan buuxi foomka cabashada ama kala xidhiidh xafiiskayaga lambarkan 651-266-8966 ama Laborstandards@ci.stpaul.mn.us haddii aad u baahan tahay caawinaad luqadeed ama meelayn kale.

Xafiiskayaga ayaa dibu-eegi doona macluumaadka aad ku soo gudbisay foomkan si loo go'aamiyo in cabashadaadu ay ku awoodda gacmaheenna. Haddii aad siisay macluumaadkaaga xiriirka baaraha shaqada ayaa kula soo xiriiri doona si uu u dhammaystiro kulan wadahadal. Fadlan ogsoonow xaraynta aad xarayso cabasho si toos ah uma bilaabeyso baaritaanka. Sida ku xusan qodobka 233.13 (a) Agaasimuhu wuxuu leeyahay go'aan kaligiis ah inuu go'aansado in la baaro ama la sii wado xadgudubka cutubkan.

1. Magaca Dacwoodaha

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1. Codso inaad Ahaato Qarsoodi

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| Haa |  |
| Maya |  |

1. Iimaylka Dacwoodaha

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1. Cinwaanka Boostada (Ikhtiyaar)

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1. Lambarka Taleefanka ee Dacwoodaha

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1. Waa goorma waqtiga ugu wanaagsan ee aannu kula soo xiriiri karno?

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| --- | --- |
| 8am – 12pm |  |
| 12pm – 4:30pm |  |
| Midkoodna |  |

1. Luqadda uu Doorbidayo Dacwoodaha

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1. Magac-uyaalada Dacwoodaha

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1. Loo-shaqeeyaha

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1. Cinwaanka Loo-shaqeeyaha

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1. Macluumaadka Xiriirka ee Loo-shaqeeyaha

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1. Doorka Shaqada

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1. Qiimaha Mushaharka

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1. Aagga Eedaynta

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| Jirrada Kasbashada leh iyo Waqtiga Badbaadada |  |
| Mushaharka ugu Yar |  |
| Xatooyada Mushaharka |  |

1. Sharraxaadda Cabashada

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1. Immisa saacadood ayuu dacwooduhu ka shaqeeyaa toddobaadkii gudaha xudduudaha juqraafiga ah ee Saint Paul?

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**Ogeysiiska Digniinta ah ee Tennessen ee Heerarka Shaqada ee Saint Paul**

**Fadlan dibu-eeg ogeysiiska xogtan ee habdhaqannada la-talinta oo qir  inaad ka akhriday bogga xiga. La xidhiidh Qaybta Heerarka Shaqada wixii su'aalo ah 651-266-8966 ama** [**laborstandards@ci.stpaul.mn.us**](mailto:laborstandards@ci.stpaul.mn.us)**.**

Sharcigu waxa uu nooga baahan yahay in aanu ku siino ogaysiiskan khaaska ah maadaama aanu ururinayno xog gaar ah ama sir ah. Macluumaadka ay Waaxda Xuquuqul Insaanka ee Magaalada Saint Paul iyo Fursad Dhaqaale Loo Simanyahay (HREEO) ay ku waydiinayso inaad bixiso waxa loo isticmaali doonaa in lagu baaro, lagula xaajoodo, lagula heshiiyo, lagu dacweeyo ama haddii kale lagu xaliyo xad gudubka Jirrada Kasbashada leh iyo Waqtiga Keydka ee Magaalada (ESST) (Xeerka Sharci Dejinta ee Saint Paul Cutubka. 233) Xeerarka Mushaharka Ugu Yar (Xeerka Sharci Dejinta ee Saint Paul Cutubka. 224), iyo/ama Xatooyada Mushaharka (Xeerka Saint Pau Cutubka. 224A). Macluumaadkani waxa uu noqonayaa qayb ka mid ah gal dacwadeed waxaana hayn doona HREEO inta uu kiisku furan yahay (aan la xallin) iyo kadib marka la xidho kiiska. HREEO waxay isticmaali doontaa macluumaadka ay kaa hesho si ay u xalliso eedaymaha ESST, Mushaharka ugu Yar, iyo/ama Xadgudubyada Xeerka Xatooyada Mushaharka. HREEO waxa laga yaabaa inay samayso macluumaadka kiiska la heli karo si loo xalliyo xadgudubka ama si ay u gudato mid ka mid ah waajibaadkeeda kale ee maxkamadaha iyo/ama mid ka mid ah wakaaladaha shuraakada ah ee hoos ku qoran. Xogtan waxaa laga yaabaa in loo bandhigo marqaatiyaasha, baarayaasha dhageysiga, garsoorayaasha sharciga maamulka, shaqaalaha garsoorka gobolka ama federaalka. Haddii ay jirto dhageysi ama maxkamad kiiskan, garsooruhu wuxuu amri karaa in dhammaan xogta la shaaciyo. Isticmaalka macluumaadkan ee HREEO si ay u buuxiso waajibaadkeeda sharciga ah iyo helitaanka macluumaadkan ee dadkak kale waxaa xukuma Cutubka 13 ee Xeerarka Minnesota.

**Wakaaladaha maxaliga ah, gobolka, iyo dawlada dhexe ee HREEO ay u oggolaatay inay la wadaagaan macluumaadka lagaa codsanayo inaad bixiso waxaa ka mid ah:**

* Qaybta Dhaqangelinta Heerarka Shaqada ee Minneapolis
* Waaxda Shaqada iyo Warshadaha ee Minnesota
* Xafiiska Xeer Ilaaliyaha Guud ee Minnesota
* Waaxda Shaqada ee Maraykanka

**Waxaa laga yaabaa inaad diido inaad bixiso macluumaadka aanu codsanay. Si kastaba ha ahaatee,**

* Haddii aad tahay a **Dacwoode**, diidmadu waxay dib u dhigi kartaa baaritaanka xadgudubka ama waxay keeni kartaa eedeymahaaga in la joojiyo.
* Haddii aad tahay a **Jawaab bixiye**, diidmo ayaa laga yaabaa in ay keento in la ogaado in eedaymo jirto si loo rumaysto inaad samaysay xad-gudub.
* Haddii aad tahay a **Markhaati**, diidmadu waxay dib u dhigi kartaa baaritaanka xadgudubka.

1. Qiritaan

  Waan akhriyay oo waan fahmay Digniinta sare ee Tennessen ee ku saabsan xuquuqahayga hoos yimaad xogta dawladda.

1. Fadlan saxeex adiga oo ku qoraya magacaaga (Haddii aad u buuxinayso si qarsoodi ah uma baahnid inaad saxeexdo)

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1. Taariikhda Qiritaanka

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1. Wadaagista xogta

Fadlan calaamadee haddii aad diidan tahay in HREEO ay la wadaagto macluumaadkan hay'ad dibadda ah, sida Waaxda Shaqada iyo Warshadaha ee Minnesota, haddii HREEO ay go'aamiso inaysan awood u lahayn inay baarto cabashadaada.

**Lifaaqyo:** Haddii aad rabto inaad keentid dukumintiyo, fadlan iimayl ugu soo dir [laborstandards@ci.stpaul.mn.us](mailto:laborstandards@ci.stpaul.mn.us).

Xafiiskayagu waxa uu dibu-eegi doonaa macluumaadka aad ku soo gudbisay foomkan si loo go'aamiyo haddii cabashadaadu ku jirto gacmaheenna. Haddii macluumaadkaaga xiriirka aad siisay baaraha shaqada ayaa kula soo xiriiri doona si uu u dhammaystiro kulan wadahadal. Fadlan ogsoonow xaraynta aad xarayso cabasho si toos ah uma bilaabeyso baaritaanka. Sida ku cad qaybta 233.13 (a) Agaasimuhu waxa uu leeyahay go'aan kaligiis ah in uu go'aansado in la baaro ama la sii wado xadgudubka cutubkan.  
  
Waad ku mahadsan tahay soo gudbintaada!