

XUKUUMADDAADA

WAXAY

MAAMULI

DOORASHO

Daraadaa – shaqada gudaheeda

Wargelinta cod-bixiyeyaasha ee
Guddiga NLRB



Waxaa diyaariyay

GUDDIGA QARANKA EE XIRIIRADA SHAQAALAHA

Hay'ad ka tirsan

DAWLADA MARYKANKA

Macluumaad Guud

Guddiga NLRB intuuusan qaban wax doorasho ah waxuu goobta shaqada ku soo dhejinayaa Ogeysiis Doorasho oo Guddiga NLRB uu soo diyaariyey si lagugu wargeliyo:

- Taariikhda, saacaddaha, iyo goobta doorashada
- Xilliga qaadashada mushaarka si loo qeexo ka qaybqaadashada doorashada
- Tilmaamid unugga doorashada ee shaqaalaha
- Xeerarka Guud ee socodsiinta doorashada

Ogeysiiska Doorashada waxaa la socota muuqaalka waraaqda codaynta oo, **midabka mooyee**, la mid ah tan lagu siinayo wakhtiga codaynta.

Waa inaad akhrisaa Ogeysiiska Doorashada si aysan waraaqda codaynta u noqon wax kugu cusub.

Goobta Codaynta

Goobta codaynta waxaad ka heliysaa miis, meesha loo galo codaynta, iyo santuukha codaynta. Miiska waxaa ku sugnaan doona goob-joogayaal ka kala socda ururka shaqaalaha, loo-shaqeyaha iyo wakiilka Guddiga NLRB, mid walba waxuu xirnaan doonaa aqoonsi rasmi ah. Aqoonsiga goob-joogayaasha waxaa ku qornaan doona “Goob-jooge” (Observer). Wakiilka Guddiga NLRB waxuu xirnaan doonaa aqoonsi ay ku qorantahay “Wakiil” (Agent).

Wakiilka ayaa u xil saaran doorashada. Haddaad aad qabto wax su’aal ah, Wakiilka keliya la hadal.

Habka Codaynta

Tallaabada 1 U dhaqaaq xagga miiska codaynta, saf gal haddii loo baahdo.

Tallaabada 2 Goob-joogayasha u sheeg magacaaga,

lambarka saacada,haddaad mid leedahay. Goob-joogayaasha waxay liiska ka baarayaan magacaaga, markaasay Wakiilka u sheegayaan in la helay.

Hadday noqoto in su'aalo la waydiiyo, la hadal Wakiilka keliya. Goob-joogayaasha ha la hadlin.

Tallaabada 3 Markii la saxo magacaaga, ka qaado Wakiilka warqadaada codaynta.

Tallaabada 4 Gal meesha bannaan ee codaynta. Warqadda codaynta ku calaamadee doorashadaada hal X keliya. Ha saxiixin warqadda codaynta. Isku dabool warqadda codaynta saad u qarisid meeshaad calaamaysay, kaddib ka soo bax meeshaad ku codaysay adoo wadatid warqaddaada codaynta.

Tallaabada 5 Isla adiga ku rid warqaddaada codaynta sanduukha codaynta. Ha u oggolaan inay cid kale taabato warqaddaada codaynta.

Tallaabada 6 Waxaad u fiirsataa in Wakiilka keliya uu bixinayey waraaqaha lagu codaynayey, adiguna aad keligaa sanduukha ku habsatay warqadda codka oo calaamaysan. Mar haddaad warqaddaada codaynta ku ridid sanduukha, waxay ku dhex-darmaysaa kuwa kale oo aan laga sooci karin. Cidina ma garan karto sidaad u codaysay.

Codaynta lagu murmo

Marar badan aa su'aalo ka dhashaan in dadka qaarkood codaynta xaq uu leeyihiin iyo in kale. Waxaa muranka dhalin kara goob-jooge kasta ama wakiilka Guddiga NLRB. Si kastaba ha ahaatee, waa in muranku ku salaysan yahay arrin dhab ah ee aysan ku iman sabab gaara muran-qabaha u ah; tusaale, magac ayaa ka maqnaan kara liiska codaynta, khalad **karraaniga** ka yimid awgeed.

Haddii codayntaadu muran gasho, warqaddaada la gal qolka codaynta, doorashadaada calaamadee, isku laab warqadda si ay codayntu sir u ahaato, ku soo laabo miiska codaynta. Wakiilku waxuu ku siinayaa baqshadda codaynta muranku ku jiro oo cadd yar oo ka mid ah uu ku

qoran yahay magacaaga iyo lambarka saacadda iyo sababta muranka. Adiga ayaa codaynta baqshadda gelinaya. Adiga ayaa baqshadda xiraya, adiga ayaa, haddana, sanduukha ku ridaya.

Waxaad u fiirsataa in magacaaga ku kor qoran yahay cadka yar ee baqshadda, kuma qorna warqadda codaynta

Waa la adkeeyey qarsoonida codayntaada sababtoo ah haddii codaynta muranka gashay la tiriyo oo baaris dambe lagu sameeyo oo ay caddaato inay dadkaasu xaq u leeyihiin codaynta, waxaa baqshadaha laga jeex-jeexi lana tuuri cadadkii uu ku qornaa magaca qofka iyo lambarka saacadda. Waxaa kaddib la isku wada dari doonaa dhammaan baqshadihii codaynta muranka ku jiray.

Wakiilka Guddiga LNRB ayaa waraaqda codaynta ka soo bixin doona baqshadaha oo tirinaya. Nidaamkaas ayaa suurta gelinaya sirmimada codaynta.

Xuquuqda Shaqaalaha

Sharciyaga Dhexe waxuu xaq kuu siinayaa inaad heshid codayn xor ah ay ku dheehantahay caddaalad, daacad, cod-bixin qarsoodi ah, si loo ogaado hadday shaqaaluhu doonayaan matalad uru-shaqaale.

Guddiga Qaranka ee Xiriirada Shaqaalaha (NLRB) waa hay'adda Xukuumadda Maraykanka oo ilaalisa xaqqaas iyo kuwa kale uu ballan-qaaday Xeerka Qaran ee Xiriirada Shaqaalaha (NLRA) ee 1935kii.

Qaybta 7 ee Xeerka Qaran ee Xiriirada Shaqaalaha (NLRA), waxay shaqaalaha leyihiin xaq:

- Inay iskood isu abaabulaan.
- Inay abuuraan, ku darsamaa, ama caawiyaan ururo shaqaale
- In wakiil ay doorteen si wadajir ah uu ugu doodo.
- Inay wadajir u hawlgalaan si ay mid uga noqdaan gorgortanka, u raadsadaan

maslaxo ama isu wada difaacaan.

- Inay diidaan qaar ama dhamaan intaas kor ku xusan.
Si kastaba, ururka shaqaalaha ama loo shaqeeyaha ee Gobollada heshiisyadan laga oggolyahay, waxay si sharci ah u geli karaan heshiis amni urur-shaqaalaha taasoo shaqaalaha ka dalbaysa inay marmar bixiyaan kharash iyo mid bilow. Shaqaalaha diida in lacagtooda loo isticmaalo arrimo aan matalaada la xiriirin waxaa laga dalbi karaa inay bixiyaan kharashka saamigooda hawlaha matalidda ururka shaqaalaha (sida wada gorgortanka, heshiis maamul, iyo xallinta cabashada).

Guddiga Qaranka ee Xiriirka Shaqaalaha waxuu doonayaa in ciddii xaq u leh codaynta ay la socdaan xuquuqda qaanuunka uu oggolyahay, waxuu kaloo Guddiga doonayaa in loo-shaqeyayaasha iyo ururrada shaqaalaha labaduba ogyihiin waxa laga doonayo markii doorasho la qabanayo.

Markii doorasho la qabanayo, Guddiga waxuu ilaalinayaa xaqaaga doorashada ee xorta ah oo sharcigu ku siiyay. Dhaqan aan habboonayn lama oggolaanayo. Waxaan ka sugaynaa cid kasta oo ka soo qayb gasha doorasha inay Guddiga si buuxda ugala shaqeeyaan sidii loo meelmarin lahaa maabaadiida saldhigga u ah doorasho xaq ku dhisan sida sharciga ku tilmaaman.

Maadaama Guddiga Qaranka ee Xiriirada Shaqaalaha (NLRB) uu yahay hay'ad Xukuumadda Maraykanka, ma jirto doorasho ay si gaar ah u taageerayso.

Ilaalinta xuquuqdaada

Guddiga waxuu xeerarkiisa u meelmariyaa si doorashada u ahaato mid loo simanyahay oo daacadnimo ku salaysan. Haddii wakiilka ururka shaqaalaha ama loo shaqeeyaha

midkood soo farageliyo xaqaaga inaad heshid doorasho xor ah,loo simanyahay oo daacad ah, doorashadaas Guddiga ayaa dhinac u saaraya. Markay ku habboon tahay Guddiga ayaa

xal keenaya sida shaqo ku-celin shaqaale laga saaray shaqada xuquuqdooda oo ay isticmaaleen awgeed, ayna ku jirto inay ciddii masuukal ka ahayd shaqo kasaarista ay bixiyaan wixii mushaar horey uga baaqday.

Hoos waxaa ku xusan tusaale xaalado faragelin xuquuqda shaqaalaha oo keeni kara in doorashadaas dhinac loo dhigo:

- In ururka shaqaalaha ama loo shaqeeyuhu ku handadaan xoogsatada inay luminayaan shaqada ama dheefta
- In shaqaalaha loo ballan qaado ama la siiyo dallacaad, mushaar koror, ama dheef kale si cid ballanka fulin kartaa ay u saameyaan codaynta.
- loo shaqeeye shaqada ka saaraya shaqaalaha si ay u joojiyaan ama u dhirri-geliyaan hawlo **urur shaqaalaha ama urur shaqaale** oo sababi kara in xoogsato laga saaro shaqada si loo dhirri-geliyo hawlaha urur shaqaale
- In la qaado olole khudbadayn lagu wargeliyo kooxaha shaqaalaha wakhtiga shirkadda 24 saac gudaheed ka hor doorashada.
- Kicin ka timid loo shaqeeye ama urur shaqaale ayagoo isticmaalaya erayo kulul oo keenaya cuqdad kala sooc jinsi ama diin.
- Handadaad **isticmaal addin**, rabshad ka timaadda urur shaqaale ama loo shaqeeye si loo saameeyo codaynta.

Guddiga Qaranka ee Xiriirada Shaqaalaha waxay ilaalisaa xaqaaga inaad hesho doorasho loo simanyahay oo xorna ah

Guddiga Qaranka ee Xiriirada Shaqaalaha

waa hay'ad adeegga dadweynaha ah oo xafiisyadeeda ku soo dhaweynaysa ciddii macluumaad doonaysa. Haddaad doonayso macluumaad dheeri ah, booqo bogga interenetka NLRB :

www.nlr.gov

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