

Qoraalkan waxaa si gaar ah loogu tala galay in shaqaalaha laga siiyo aqoon guud xuquuqda ay ku leyihiin goobta shaqada sida ku cad Xeerka Qaranka ee Xiriirada Shaqaalaha, loona yaqaan NLRA.

1. Waa maxay Guddiga Qaranka ee Xiriirada shaqaalaha, ee loo yaqaan National Labor Relations Board (NLRB)?

Guddiga Qaranka ee Xiriirada shaqaalaha waa hay'ad ka tirsan xukuumadda Dawladda Maraykanka oo si gaar ah ugu hawlan ilaalinta sharciyada shaqaalaha looga difaacayo dhaqammada wax-yeelka leh oo uga imanaya loo-shaqeeyaha iyo ururrada shaqaalaha.

2. Halkeebaa laga helaa NLRB?

- Waxaa dalka ku yaal 51 xafiisyo heer degaan oo laga heli karo bogga Internetka www.nlr.gov ama taleefanka lacag la'aanta ah ee 1(888) 667-6572
- Xafiiska weyn ee NLRB waxuu ku yaal Washington D.C. waddada 1099 14th Street, NW.
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3. Waa maxay xuquuqda ay NLRB ilaaliso?

- Xaqqo aad u leedahay inaad koox kala qayb-gashid *dhaqdhaqaaqada xeerka wafaqsan* oo lagu doonayo wanaajinta xaaladaha shaqada, mushaarka iyo daryeelka guud.
- Xaqqo aad u leedahay inaad kala qayb-gashid dhaqdhaqaaqada urur shaqaale iyo inaad taageertid urur shaqaale.
- Xaqqo aad u leedahay inaad ka qayb-gelin dhaqdhaqaaqo koxeed ama mid urur shaqaale.

4. Maxaa ka mid noqon kara dhaqammada ama falalka jebinaya Xeerka Qaranka ee Xiriirada shaqaalaha (NLRA)?

- Xagga loo-shaqeeyaha: handadaad, anshax marin ama shaqo kasaarid shaqaale ka qayb-qaatay dhaq-dhaqaaq xeerka waafaqsan ama dhaq-dhaqaaq urur shaqaale.
- Xagga ururka shaqaale: handadaad ama diidmo wax ka qabashada cabasho ka timid shaqaale ama xoogsata laga qaado tillaabo la xiriirta shaqada sababtoo ah ay taageeri waayeen ururka shaqaalaha.
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5. Maxay NLRB qabataa?

- Waxay baartaa cabashada xad-gudubka ah ama kala soocidda lidka ku ah shaqaale ka qayb-qaatay dhaq-dhaqaaq xeerka waafaqsan oo lagu wanaajinayo xaaladda shaqada, mushaarka iyo daryeelka guud ama ka qay-galay dhaq-dhaqaaq urur shaqaale ama diiday ka qayb-galka hawlahaas.
- Waxay qabataa doorashooyin lagu hubinayo inay shaqaaluhu doonayaan urur shaqaale ama cid kale oo koox ahaan u matasha marka loo-shaqeeyaha lagala doodayo xaaladaha shaqaynta, mushaarka iyo dheefta.

6. Sideebaa shaqaaluhu cabasho ugu soo gudbin karaan NLRB?

Shaqaaluhu waxay la soo xiriiri karaan NLRB ayagoo u soo gudbinaya cabasho ku saabsan fal xaq-darra ah oo loo geystay. Waxay cadeeyaan in lagu xad-gudbay xaqooda ama lagu sameyey kala sooc markay ka qayb-qaateen dhaq-dhaqaaqo xeerka waafaqsan ama mid urur shaqaale amase ay diideen ka qayb-galka hawlahaas.

Sidoo kale shaqaaluhu waxay soo gudbin karaan ka-cabasho fal xaq-darro hadday la tahay in ururka shaqaaluhu ka gaabiyay matalidda dantooda. Waxaa gacan kaa siin kara soo gudbinta cabashada qof ka tirsan Hay'adda. Ma jiro wax kharash ah oo la xiriira xeraynta cabshada.

7. Maxaa dhacaya markii cabasho la soo gudbiyo?

Qof ka tirsan xafiisyada Ha'adda midkood ayaa arrinta loo xilsaari doonaa inuu soo baaro. Waxaa dhacdaas wax laga warsanayaa shaqaalaha iyo cid kastoo markhaati ka ahaa. Loo-shaqeeyaha ama ururka shaqaalaha ayaa la weydinayaa inay soo gudbiyaan waxay eedayntaas isaga difaaci lahaayeen. Waxaa la gaari go'aan eed-la'aan ama mid eedayn.

Haddii Maareeyaha Qaybta Guddiga NLRB uu arko inuu dhacay xadgudub ama shaqaale kala soocid ku salaysan shaqaalaha oo ka qayb-qaatay dhaq-dhaqaaq xeerka waafaqsan ama kuwa urur shaqaale amase diidmo ka qay-gal hawlahaas, Maareeyaha waxuu isku dayayaa inuu sameeyo dhexdhexaadin labada dhinac inta uusan arrinta u dirin maxkamad. Heshiiska dhexdhexaadinta waxaa ka mid noqon kara shaqa ku-celin, bixin mushaarkii baaqday, ka noqosho falkii shaqaalaha lidka ku ahaa, iyo/ama in goobta shaqada lagu soo dhejiyo ogeysiis shaqaalaha la socodsiiinaya xuquuqdooda. Haddii loo baahdo in arrinta loo gudbiyo maxkamad, garyaqaan ka socda Guddiga NLRB ayaa shaqaalaha iyo ciddii kaleba ka dalbaya inay ka marag-kacaan garyaqaanka sharciyada maamulka hortiisa. Guddiga NLRB wax kharash ah kama qaadayso qabashada hawshan. Garyaqaan ka socda Guddiga NLRB ayaa xaakimka xeerka maamulka arrinta hor dhigaya. Si kastaba, haddii aad doonaysid waad qabsan kartaa garyaqaan aad keensatay.

8. **Maxaa dhacayaa markii codsi doorasho la soo gudbiyo?**

Qof ka tirsan xafiiskayaga Hay'adda midkood ayaa loo xilsaari doonaa inuu arrinta maamulo. Haddii ay muuqato in 30% shaqaalaha goobtaas ay doonayaan in wadajir ay urur shaqaale ama cid kale u matalaan, wakiilka Hay'adda ayaa qabanayaa doorasho qarsoodi ah. Haddii shaqaalaha intooda badan ay doortaan in la matalo, Guddiga NLRB waxay caddaynayaan in ciddii ay doorteen ay si guud uga wakiil noqoto kooxda shaqaaleaha marka lala doodayo loo-shaqeeyaha.

9. **Sidee bay NLRB kuu caawin kartaa?**

Guddiga NLRB waxay jawaab u haysaa su'aalo badan oo shaqadaada la xiriira. Haddii arrimaha shaqadaada ku lug leh ay u baahdaan in cabasho la gudbiyo, Guddiga NLRB si buuxda ayey u baaraysaa cabashadaada iyadoo markiiba go'aan ka gaaraysa mudnaanta arrintaada.

Haddii arrintaada ay lugaha la gasho sharci ka baxsan xilka NLRB, saraakiisha xog-ogaalka ah ee xafiisyada Guddiga midkood ayaa ku siinaya sidii aad hay'adaha kale ula xiriiri lahayd. Saraakiisha xog-ogaalka ah si toos ah ayaa lagula xiriiri karaa teleefan, boostada caadiga ah ama tan internetka.

10. **goormay tahay inaad la soo xiriirto Guddiga NLRB?**

Haddii aad tirsanaysid in gar-darro lagu geystay, sababtoo ah aad ka qayb-qaadatay dhaq-dhaqaaq kooweed oo xeerka waafaqsan, ama mid urur shaqaale, ama diidmadaada ka qay-galka hawlahaas, fadlan la soo xiriir Guddiga NLRB lix bilood gudaheed markii gardarrada lagu geystay.

La soo xiriir: www.nlr.gov ama soo wac 1(888)667-6572

Barnaamijka Samafidinta Dadweynaha ee Guddiga NLRB, loona yaqaan (Outreach and Public Information Program), waxuu dadka ku wargeliyaa gargaarka ay u fidiyaan ciddii ka dalbata taageero si loo xoojiyo meelmarka xeerka dhigan. Si arrintaas uu u fuliyo Guddiga NLRB waxuu diyaariyey Xafiis-dhexe oo maamula hawlaha Af-hayeyaalka si ay codsiyada u imanaya NLRB wakiilladu u sharraxaan wixii ay ka qabanayaan.

Wakiillada Guddiga NLRB mar walbaa waa la heli karaa kharash la'aan si loola hadlo, loola yeesho shirar ama kulanno tababar ayagoo la shaqeeya ururrada hoos ku qoran iyo kuwa kaleba:

- Kooxaha shaqaale iyo loo-shaqeeyaha (Employee and employer groups),
- Kooxaha xoogsato u-doodid (worker advocacy group),
- Kooxaha ardayda/dugsiyada (student groups/schools),
- Hay'adaha samafalka (Non-profit entities),
- Saraakiisha la doortay (elected officials),
- Kooxaha Halyeeyada dagaallada (Veterans' groups),
- Ururrada bulshada, iyo
- Xubnaha kale ee dadweynaha

Xirfadleyaasha NLRB ee Xafiiska dhexe ee Af-hayaalku soo tilmaamo waxay NLRB ka bixinayaan macluumaad guud, ujeedooyinkeeda, iyo habka loo gudbinayo cabashooyinka iyo codsiyada. Adeeggan waxaa laga heli karaa dhammaan dalka.

http://www.nlr.gov/about_us/speakers.aspx

Ilaalinta Dimoquraadiyadda Goobta

Shaqada



Hay'adda Qaranka ee Xiriirrada Shaqaalaha

Taleefanka lacag la'aanta

866-667-NLRB

866-667-6572

www.nlr.gov

Waxaa diyaariyey

Xafiiska Taliyaha Guud

Af-Hayeeno

Boston (1)

TEL: 617-565-6700
FAX: 617-565-6725

New York (2)

TEL: 212-264-0300
FAX: 212-264-2450

Buffalo (3)

TEL: 716-551-4931
FAX: 716-551-4972

Albany (Resident Office, 3)

TEL: 518-431-4155
FAX: 518-431-4157

Philadelphia (4)

TEL: 215-597-7601
FAX: 215-597-7658

Baltimore (5)

TEL: 410-962-2822
FAX: 410-962-2198

Washington (Resident Office, 5)

TEL: 202-208-3000
FAX: 202-208-3013

Pittsburgh (6)

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FAX: 412-395-5986

Detroit (7)

TEL: 313-226-3200
FAX: 313-226-2090

Grand Rapids (Resident Office, 7)

TEL: 616-456-2679
FAX: 616-456-2596

Cleveland (8)

TEL: 216-522-3715
FAX: 216-522-2418

Cincinnati (9)

TEL: 513-684-3686
FAX: 513-684-3946

Atlanta (10)

TEL: 404-331-2896
FAX: 404-331-2858

Birmingham (Resident Office, 10)

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FAX: 205-933-3017

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FAX: 336-631-5210

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FAX: 813-228-2874

Jacksonville (Resident Office, 12)

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FAX: 904-232-3146

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FAX: 314-539-7794

Peoria (Subregion 33, 14)

TEL: 309-671-7080
FAX: 309-671-7095

New Orleans (15)

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FAX: 504-589-4069

Ft Worth (16)

TEL: 817-978-2921
FAX: 817-978-2928

Houston (Resident Office, 16)

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FAX: 713-209-4890

San Antonio (Resident Office, 16)

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FAX: 210-472-6143

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FAX: 612-348-1785

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TEL: 515-284-4391
FAX: 515-284-4713

Anchorage (Resident Office, 19)

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FAX: 907-271-3055

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FAX: 503-326-5387

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FAX: 206-220-6305

San Francisco (20)

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FAX: 415-356-5156

Honolulu (Subregion 37, 20)

TEL: 808-541-2814
FAX: 808-541-2818

San Diego (Resident Office, 21)

TEL: 619-557-6184
FAX: 619-557-6358

Los Angeles (21)

TEL: 213-894-5200
FAX: 213-894-2778

Newark (22)

TEL: 973-645-2100
FAX: 973-645-3852

Hato Rey (24)

TEL: 787-766-5347
FAX: 787-766-5478

Indianapolis (25)

TEL: 317-226-7381
FAX: 317-226-5103

Memphis (26)

TEL: 901-544-0018
FAX: 901-544-0008

Nashville (Resident Office, 26)

TEL: 615-736-5921
FAX: 615-736-7761

Little Rock (Resident Office, 26)

TEL: 501-324-6311
FAX: 501-324-5009

Denver (27)

TEL: 303-844-3551
FAX: 303-844-6249

Phoenix (28)

TEL: 602-640-2160
FAX: 602-640-2178

Albuquerque (Resident Office, 28)

TEL: 505-248-5125
FAX: 505-248-5134

Las Vegas (Resident Office, 28)

TEL: 702-388-6416
FAX: 702-388-6248

Brooklyn (29)

TEL: 718-330-7713
FAX: 718-330-7579

Milwaukee (30)

TEL: 414-297-3861
FAX: 414-297-3880

Los Angeles (31)

TEL: 310-235-7352
FAX: 310-235-7420

Oakland (32)

TEL: 510-637-3300
FAX: 510-637-3315

Hartford (34)

TEL: 860-240-3522
FAX: 860-240-3564

