

Ogeysiiska Shaqaalaha Hooyooyinka Nuujinaya (ama Hooyooyinka Caanaha Lisaya), Shaqaalaha Nuujinaya, iyo Qorshaha U-diyaarinta Uurka

Sharciga Gobolka Minnesota ee ku saabsan Hooyooyinka Nuujinaya, Shaqaalaha Nuujinaya, iyo Qorshaha U-diyaarinta Uurka (Minnesota Statutes § 181.939) wuxuu siinayaa shaqaalaha uurka leh iyo kuwa nuujinaya xuquuqo sharci ah oo gaar ah.

Qorshaha U-diyaargarowga Uurka

Shaqaalaha uurka leh waxay xaq u leeyihiin inay codsadaan oo helaan fududeyno macquul ah (reasonable accommodations) goobta shaqada. Loo-shaqeeyaha waa inuu siiyo shaqaalaha uurka leh fududeynta soo socota haddii ay codsato, iyadoo aan looga baahnayn caddayn caafimaad ama warqad dhakhtar: in la xaddido qaadista culays ka badan 20 rodol, in la siiyo kuraas lagu fariisto, iyo in la siiyo nasashooyin dheeraad ah ama dheer si ay musqusha u tagto, u cunto ama biyo u cabto.

Shaqaalaha uurka leh sidoo kale waxay xaq u leeyihiin inay codsadaan fududeymo dheeraad ah oo macquul ah, kuwaas oo ka mid noqon kara, laakiin aan ku koobnayn: nasashooyin badan ama mid waqti dheer ah, fadhiyo ku filan, in laga xaddido qaadista culaysyo culus, in si ku-meelgaar ah loogu wareejiyo xil kale, in la siiyo fasax ku-meelgaar ah, ama in wax laga beddelo jadwalka shaqada ama hawlaha la qabto. Loo-shaqeeyuhu ma khasbi karo shaqaalaha inuu qaato fasax ama uu aqballo fududeyn uu diido.

Nasashooyinka iyo Meesha Lagu Nuujiyo

Shaqaalaha nuujinaya waxay xaq u leeyihiin nasashooyin macquul ah oo la bixiyo (paid) si ay caanaha u soo saaraan (express milk) inta ay shaqada ku jiraan, ilaa iyo inta aysan sameynayn inta lagu jiro nasasho aan la bixin sida waqtiga qadada. Loo-shaqeeyayaashu waa inay siiyaan qol nadiif ah, gaar loo leeyahay, oo ammaan ah (aan ahayn musqul) kana dhow goobta shaqada, kaas oo leh koronto ay ku isticmaalaan shaqaaluhu marka ay caanaha soo saarayaan.

Mamnuucidda Aargudashada (Retaliation)

Waa ka soo horjeedda sharciga in loo-shaqeeyuhu aargudo ama tallaabo xun ka qaado shaqaale uur leh ama nuujinaya sababtoo ah uu adeegsaday xuquuqdiisa ku hoos jirta sharcigan. Shaqaalaha aaminsan in xuquuqdooda lagu xadgudbay sida uu dhigayo sharcigan waxay la xiriiri karaan Waaxda Shaqada iyo

Warshadaha ee Minnesota (Minnesota Department of Labor and Industry's Labor Standards Division) iyangoo u qoraya dli.laborstandards@state.mn.us ama wacaya 651-284-5075 si ay u helaan caawimaad. Shaqaaluhuna sidoo kale waxay xaq u leeyihiin inay dacwad madani ah (civil lawsuit) u gudbiyaan si ay u helaan magdhaw. Macluumaad dheeraad ah oo ku saabsan sharcigan, booqo <https://dli.mn.gov/newparents>.