

Xuquuqda Shaqaalaha

Waa Maxay Xuquuqdeyda Ka Shaqaale Ahaan?

Waxaad xaq u leedahay inaad ka shaqeeyso deegaan/goobshaqo oo amniga ah, adigoo ka xor ah takoorka ama xadgudub. Haddii aad dareento inaad takoor ama xadgudub aad kala kulmeysa goobta shaqada, waxaad xaq u leedahay inaad cabasho ugudbisid Xarunta Xuquuqda Aadanaha ee Manitoba [Manitoba Human Rights Commission](#). Haddii aad ka shaqeysid dowladda federaalka ama aad ka shaqeysid meel laga maamulo dowladda federaalka, waxaad xaq u leedahay inaad cabasho udirtid Xarunta Xuquuqda Aadanaha ee Kanada. [Canadian Human Rights Commission](#).

Ma jiraan heerarka ugu yar ee loogu talagalay mushaharka, saacadaha shaqada ee dheeraadka ah, fasaxyada, nasashada, iyo waxa lamidka.?

Haa. Xeerka Shaqaalaha wuu dhigayaa heerka ugu yar taa oo khuseysa inta shaqaalaha Manitoba:

- **Mushaharka ugu yar:** \$15.80 saacaddii (laga bilaabo Oktoobar 1, 2024)
- **Saacadaha dheeraadka ah:** Haddii aad shaqeysid in ka badan 8 saacadood maalintii ama 40 saacadood usbuucii, waxaad xaq u leedahay in lagu siiyo saacadaha dheeraadka ah mushahar 1 ½ jeer kabadan mushaharkaaga caadiga ah. Haddii aad shaqada dheeraadka ah qabato adigoo weydiinin cidda aad u shaqeysid, waxaa laga yaabaa inaad xaq u lahayn mushaharka saacadaha dheeraadka ah. Markii laga reebo xaalado gaar ah, tusaale ahaan shaqaalaha inta badan fulinaya hawlaha maamulka.

- **Fasaxa:** Ugu yaraan laba usbuuc oo fasax ah sanadka afarta sano ee ugu horeysa shaqadada, iyo ugu yaraan seddex usbuuc oo fasax ah kadib shan sanadood oo isku xigta markaad shaqeysid. Cidda aad u shaqeysi waxay bixinkaraan lacagta fasaxa waqtiga fasaxa, ama waxay ku dari karaan mushaharka fasaxa lacagaha shaqadada ee aad heshid sanadka dhexdiisa.
- **Nasashada:** 30 Daqiiqo oo mushar la'aan ah shan saacadood oo shaqo ah kadib. Sidoo kale waxaad xaq u leedahay ugu yaraan hal maalin (24 saacadood) oo fasax ah usbuuciiba.

Shirkadaha/ Dadka loo shaqeeyo, waxay bixin karaan wax ka badan heerarka ugu yar muasharka, laakiin ma bixin karaan wax ka yar, xitaa haddii aad saxiixdo heshiis oggolaanaya taas. Heerarka ugu yar muasharka waxaa usiman shaqaalaha waqtiga buuxa iyo shaqaalaha waqtiga barka ah.

Xeerka Heerarka Shaqaalaha kuma khuseeyo haddii aad tahay shaqaale si gaar ah oo madax-bannaan u shaqeysta, ama aad ka shaqeeyso Shirkad/warshad dawladeed oo federaal ah. Shirkadaha/arshadaha qaarkood waxay leeyihiin waxyaabo u gaar ah oo ku saabsan heerarka musharka ugu yar. Wixii faahfaahin ah, booqo bogga internetka ee Heerarka Shaqaalaha, [website](#). Ama wac 204-945-3352 (telefoon lacag la aan: 1-800-821-4307).

Haddii aan la kulmo cadaadis ama takoor shaqada dhaxdeeda, wamaxay fursahada aan sameyn kara?

Sharci ahaan, goobtaada shaqo waa inay leedahay siyaasadda la tacaalista cabashada dhibaatooyinka. Siyaasadani waa inay kuu sheegto habka cabashooyinka loogu gudbin karo cidda loo-shaqeenaya. Haddii aad doorato inaad cabasho gudbiso, waa inaad la tashatid/ ogaatid siyaasadda si aad u ogaatid nidaamka saxda ah.

Sidoo kale, waxaad xaq u leedahay inaad cabasho u gudbiso Guddiga Xuquuqda Aadanaha ee Manitoba. Looma baahna inaad marka hore raacdo siyaasadda goobtaada shaqo. Cabashooyinka guddiga waa in la gudbiyaa muddo hal sano ah

kadib dhacdada—ama haddii cadaadisku uu sii socdo, muddo hal sano ah oo ka soo bilaabata dhacdadii ugu dambaysay.

Guddiga Xuquuqda Aadanaha ee Manitoba

Telefoon: (204) 945-3007

Toll-Free: 1-888-884-8681

Email: hrc@gov.mb.ca

Haddii aad ka shaqeyso Shirkad/warshad hoostagta xeerarka federaalka, waxaad cabashada u gudbin kartaa Guddiga Xuquuqda Aadanaha ee Kanada:

Toll-Free: 1-888-214-1090

[Website](#)

Haddii aad xubno ka tahay urur shaqaalo, heshiiskaaga guud ayaa laga yaabaa inuu qeexo nidaamka cabashooyinka. Si kastaba ha ahaatee, haddii aad aaminsan tahay in xuquuqdaada aadanaha ah lagu xadgudbay, waxaad xaq u leedahay inaad cabasho u gudbiso Guddiga Xuquuqda Aadanaha ee Manitoba (ama Guddiga Xuquuqda Aadanaha ee Kanada, haddii aad ka shaqeyso warshad hoostagta xeerarka federaalka).

Haddii aad daremeyso inaad la kulmeyso cadaadis goobtaada shaqo iyo inaad rabto macluumaad dheeraad ah oo ku saabsan xulashooyinkaaga, waxaad wici kartaa Barnaamijka Taleefanka Sharciga & Talo-bixinta Qareenada ee 204-943-2382 (Toll-Free 1-800-262-8800 ama email community@communitylegal.mb.ca).

Cida loo-shaqeeynaya hadusan qaadin wax tallaabo ah kadib markaan ugeysiiyay dhibaato /cadaadis, maxaa dhacaya?

Sida ku xusan Xeerka Xuquuqda Aadanaha ee Manitoba, haddii cida loo-shaqeeynaya ay ku guuldareysto inuu qaado tallaabooyin macquul ah si uu u joojiyo cadaadiska, marka la ogeysiiyo kadib, taas ayaabo ah nooc ka mid ah cadaadis. Waxaad dacwad u gudbin kartaa Guddiga Xuquuqda Aadanaha ee Manitoba (ama Guddiga Xuquuqda

Aadanaha ee Kanada, haddii aad ka shaqeyso shirkad/warshad hoostagta xeerarka federaalka).

Haddii aan ku dhaawacmo shaqada dhexdeeda, xaq miyaan uleeyahay magdhow?

Waa laga yaabaa. Haddii aad ku jirtid barnaamijka magdhowga shaqaalaha, si aad u hesho magdhow, waa inaad dalbataa magdhow adigoo u gudbinaya cabashadaada Golaha Magdhowga Shaqaalaha ee Manitoba (WCB). Si aad cabasho u dalbato, raac talaabooyinkan:

1. **Soo sheeg dhaawacaaga:** U sheeg kormeerahaaga, ama maamulahaaga, sida ugu dhakhsaha badan, 30 maalmood gudahood. Buuxi Foomka Ogeysiinta Dhaawaca ee ciddam loo-shaqeynaya. Kaydso nuqul kamid ah warqadaha aad buuxisay, sidookale ureeb nuqul cidda aad ushaqeyneysid . Cidda loo-Shaqeynaya waa ineey dacwada dhaawaca ugudbisaa WCB, shan maalmood oo ah maalmaha shaqa gudahood, kadib markeey heleen ogeysiiska dacwada. Kormeerahaaga ama ciida aad ushaqeyso kaama reebikaraan ama kaama niyad jabikaraan gudbinta dacwada.
2. **Hel daryeel caafimaad:** La xiriir bixiyahaaga adeegyada caafimaadka oo u sheeg in aad ku dhaawacantay shaqada. Waxay buuxin doonaan warqado kaa caawin doona WCB inay habeyso cabashadaada.
3. **Soo sheeg dhaawacaaga WCB:** Wac 204-954-4321 (toll-free 1-855-954-4321), ama kabuuxi foomka cabashada khadka internetka halkan [here](#), ama buuxbuuxi foomka warbixinta Dhaawaca Shaqaalaha oo dhammeystiran kadib na kudir saxiix, oo kudir boostada ama Faks: 204-954-4999; Cinwaanka: 333 Broadway, Winnipeg, R3C 4W3.

WCB waxay qiimeyn doontaa cabashadaada waxayna go'aan kasoo saari doontaa inaad magdhow xaq u leedahay iyo inkale. Haddii cabashadaada la la ogolaado, waxaad xaq u yeelan dontaa magdhow sida; mushaharkaga lumay, daawooyinka, iyo kharashaadka daryeelkaga caafimaad.

Codsigayga magdhowgaw ayaa diiday. Ma gudbin karaa racfaan?

Haa. Haddii aad aaminsan tahay in codsigaaga si khaldan loo diiday, la xiriir maamulahaaga kiiska si aad u eegto haddii xal loo heli karo. Haddii aan xal laga gaarin, waxaad buuxin kartaa foomka Codsiga Dib-u-eegista: [Request for Review](#), waxaadna u diri kartaa: Xafiiska Dib-u-eegista: 333 Broadway, Winnipeg, MB R3C 2X4

Haddii aadan ku qanacsaneyn go'aanka Xafiiska Dib-u-eegista, waxaad codsan kartaa racfaan Guddiga Racfaanka. Wixii faahfaahin ah, wac isku-duwaha jadwalka ee (204) 925-6114 (Kuwac si lacag ala'aan ah hadii aad joogtid meel kabaxsan Winnipeg).

[Website](#)

Sideen u codsan karaa mushaar ama lacag fasax oo aan laisiinin?

Marka hore, waa in aad dhibaataada kala hadashaa shaqaalaha, maadaama ay suuragal tahay inay khalad sameeyeen oo aysan ogaan. Haddii aadan xal u helin, waxaad codsi ka sameyn kartaa Xeerka Shaqooyinka (foomka codsiga waxaa laga heli karaa halkan [here](#)).

Waa inaad dirtaa codsi muddo lix bilood gudaheeda laga bilaabo maalintii ugu dambeysay eed shaqeysay, ama lix bilood gudahood markii mushaarkaga uu diyaar noqday.

Xageen kaheli karaa xog ku saabsan kiiskayga maxkamadda iyo baaritaankiisa?

[CanLII](#) (ama Machadka xogta Sharciga ee Kanada) waa urur aan faa'iido doon ahayn oo ay maamusho Isbahaysiga Ururada Sharciga ee Kanada. CanLII waxay leedahay xog ururin kusaabsan sharciga oo bilaash ah, oo ay ku jiraan kiisaska ka socda gobollada iyo dhulalka kala duwan ee Kanada. Waxaad ka raadin kartaa go'aanada maxkamadaha heerarka kala duwan, maxkamadaha, guddiyada, iyo hay'adaha

maamulka iyo kormeerka. Waxaa sidoo kale laga heli karaa sharciga iyo xeerarka bogga, iyo faallooyin sharciyeed.

Qeybta Manitoba ee *Can LII* waxaa lagahelaya xogta kiisaska ka socda Maxkamadda Racfaanka ee Manitoba, Maxkamadda King's Bench, iyo Maxkamadda Gobolka. Go'aano ayaa sidoo kale laga heli karaa Guddiga Xuquuqda Aadanaha ee Manitoba, Guddiga Shaqaalaha ee Manitoba, Guddiga Amniga ee Manitoba, Guddiga Racfaanka Caafimaadka ee Manitoba, Abaalmarinta Codaynta Shaqada, Guddiga Anshaxa ee Dhaqtarada iyo Qaliinka ee Manitoba, iyo Guddiga Anshaxa ee Ururka Sharciga ee Manitoba.

Maktabadda Sharciga ee E.K. Williams ee kulaato Robson Hall waxay leedahay xog uruurin sharciyeed taaso ay helikaraan dadweynaha. Waxay ku taallaa 224 Dysart Road gudaha Jaamacadda Manitoba waxaana lagala xiriiri karaa 204-474-9995.

Hadii aad rabtid daawashada muqaalada fiiri halkaan: [Introduction to Legal Research](#)

Dhamrynta/ Joojinta Shaqada

Cidda aan ushaqenayo miyeey ubaahantahay sabab ay iiga ceyriso shaqada?

Ciida aad ushaqeyso waxey kugu ceyrin karta sababo sax ah, taasoo micnaheedu yahay inaad jebisay heshiiska shaqadaada ama aad sameysay fal xun (sida xatooyo ama dayacaad shaqadaada). Si kastaba ha ahaatee, cidda loo shaqeeynaya waxeey sidoo kale kugu ceyrin kartaa adigoon sabab lahayn, haddii ay ku siiyaan ogeysiis ku habboon.

Maxay tahay ceyrinta khaldan?

Shaqo Ceyrinta khaldan iskumid mahan, Sida adiga aad daremaysid inaanad xaq u lahayn in lagu ceyriyo. Shaqo ka ceyrintu waxay khalad noqoneysaa haddii cidda loo shaqeynaayo aysan haysan sabab ay kugu ceyriiso oo aynna ku siin ogeysiis ku habboon ama lacag beddelka ogeysiiska. Waxaad ka arki kartaa shuruudaha ugu yar halkan [here](#).

Haddii aad u maleyneyso inaad in si qaldan shaqada lagaaga ceyriyay, waxaad gudbisaa kartaa codsi cabasho. La xiriir Xeerarka Shaqada si aad u heshid xog dheeraad ah adigoo wacaya (204) 945-3352 (la, barka bilaash ka ah: 1-800-821-4307). Sidoo kale waxaa laga yaabaa inaad ubaahantahay inaad la hadasho qareen yaqaano arimaha shaqooyinka si aad u ogaatid inaad xaq u leedahay lacag ka badan inta ugu yar ee ku xusan Xeerka Shaqada, ama ogeysiis iyo in aad xaq uleedahay inaad dacwad ka gudbin kartid ceyrinta qaldan.

Waa Maxay Ceyrinta Dadban?

Ceyrinta dadban waxay dhacdaa marka loo shaqeeyaha uusan si toos ah u ceyrin shaqaalaha, laakiin uu Sameeyo jawi shaqo oo aad u xun ama aan la maareyn karin, taasoo keenta in shaqaaluhu is-casilo. Tusaalooyinka waxaa ka mid noqon kara hoos u dhigista darajada shaqaalaha, hoos u dhigista mushaharka shaqaalaha, beddelka goobta shaqada ee shaqaalaha, ama si aan caddaalad ahayn u dhaleeceynta waxqabadka shaqaalaha.

Si ceyrinta dadban loo tixgeliyo, habdhaqanka cidda loo shaqeynaya waa ineey noqotaa xadgudub weyn oo ka kahor imanayaa heshiiska shaqada, waxaana loo eegi doonaa duruufaha. Tusaale ahaan, haddii loo shaqeeyuhu hoos udhigo saacadaha shaqada ee shaqaalaha sababtuna tahay inuu rabo in uu shaqaalaha ka tago, tani waxay noqon kartaa ceyrinta dadban, laakiin haddii loo shaqeeyuhu hoos u dhigo saacadaha shaqada sababtuna tahay in aysan jirin shaqo kulfilan shaqaalaha, taasi ma ahan ceyrinta dadban.

Si aad u aragto haddii aad leedahay Dacwad sheegasho ceyrinta dadban, la xiriir qareen shaqo.

Cidda loo shaqeynaya miyeey u baahantahay ineey ku ogeysiyan ka hor inta aanay ku ceyrin?

Badanaa, haa. Tirada ogeysiiska waxay ku xiran tahay inta waqti ee aad u shaqeysay Cidda loo shaqeynaya. Sida ku xusan Xeerka Heerarka Shaqada ee Manitoba, muddada ogeysiiska waa:

- Ka yar 30 maalmood: Ogeysiis looma baahna.
- 30 maalmood ama ka badan, balse ka yar hal sano: Hal usbuuc ogeysiis ah.
- Hal sano ama ka badan, balse ka yar saddex sano: Labo usbuuc ogeysiis ah.
- Saddex sano ama ka badan, balse ka yar shan sano: Afar usbuuc ogeysiis ah.
- Shan sano ama ka badan, balse ka yar toban sano: Lix usbuuc ogeysiis ah.
- Toban sano ama ka badan: Siddeed usbuuc ogeysiis ah.

Loo shaqeeyahaaga waxa uu dooran karaa inuu kuu oggolaado inaad shaqeyso inta lagu jiro muddada ogeysiiska, ama uu kuu oggolaado inaad joojiso shaqada wakhti hore isla markaana uu ku siiyo lacagta wakhtiga aad shaqayn lahayd. Tusaale ahaan, haddii aad ka shaqeysay shaqadaada in ka badan tobaneeyo sano, loo shaqeeyahaaga waxa uu dooran karaa inuu ku ceyrayo isla markiiba isla markaana uu ku siiyo mushaharka sideed usbuuc, ama inuu kuu oggolaado inaad shaqeyso afar usbuuc oo uu bixiyo mushaharka afarta usbuuc ee harsan. Tani waxaa loo yaqaannaa “lacag baddelka ogeysiiska” (payment in lieu of notice).

Ogeysiis looma baahna xaalado gaar ah, tusaale ahaan haddii aad ka shaqeyso warshadaha dhismaha ama haddii si caddaalad ah lagu ceyrayo.

Haddii loo shaqeeyahaaga uu si khaldan kugu ceyriso, waxaa laga yaabaa inaad tagto maxkamad (the Manitoba Court of King's Bench) si aad uga dacwooto ceyrinta khaldan. Waa inaad heshaa qareen kuu gaar ah, ama naftaada ku matashaa dacwadda. Haddii maxkamaddu ay go'aamiso in si khaldan lagu ceyrinay, ma amreyso in loo shaqeeyahaaga kugu celiyo shaqada, laakiin waxay amar ku siin kartaa in loo shaqeeyahaaga uu bixiyo magdhow (lacag). Qaddarka magdhowga waxa uu ku xiran yahay dhowr arrimood. Arrinta ugu muhiimsan waa muddada aad shaqeysay. Waxaad la xirii kartaa qareen yaqaano arimaha shaqada si aad u ogaatid inaad xaq u leedahay lacag ka badan inta ugu yar ee labixiyo mushahar ahaan, ama lacagta ogeysiiska inta

ugu yar sida ku xusan Xeerka Heerarka Shaqada, iyo haddii aad dacwo ka gudbin kartid ceyrinta qaldan.

Waa maxay lacagta badalka ah (Severance pay)?

Lacagta badalka ah waa lacag la siiyo shaqaalaha haddii ay shaqada lagatiro sabab la'aan. Sharciga Manitoba si gaar ah uma qoondeyn badalka lacageed ee shaqaalaha. Si kastaba ha ahaatee, haddii aad ka shaqeyso warshad laga maamulo heer fadaraal, waxaad xaq u yeelan kartaa bdal lacageed oo aadna la shaqeysay mudo hal sano ama ka badan. Qandaraaskaaga shaqo ama heshiiska wadajirka ah ayaa sidoo kale laga yaabaa inuu ku siinayo badal lacageed.

Mararka qaarkood, dadka waxay magaca "lacagta badalka" ku qayaxaan "lacagta kadalka ah ogeysiiska" (payment in lieu of notice). Manitoba dhaxdeeda, waxaa lagaa doonayaa in ogeysiis lagu siiyo ama lacag beddelka ogeysiiska, laakiin si toos ah xaq ugmalihid badalka lacageed.

Ogeysiis inaan bixiyo miyaa laiga baahanyahay haddii aan ka tagayo shaqada?

Badanaa, haa. Haddii aad shaqaale ka aheyn meesha aad ka shaqeysay hal sano ama ka badan, waa inaad bixisaa ugu yaraan laba toddobaad oo ogeysiis ah. Haddii aad ushaqeysay inta u dhaxaysa 30 maalmood ilaa hal sano, waxaad u baahan tahay inaad bixisaa hal toddobaad oo ogeysiis ah. Haddii aad shaqeysay in ka yar 30 maalmood, uma baahnid inaad bixisid ogeysiis.

Haddii aad ujirtay qandaraas shaqo ama heshiis wadajir ah, waa inaad hubisaain lagaga baahanyahay inaad ogeysiisid cidda aad ushaqeyneyso muddo ka badan laba toddobaad.

Xaalado gaar ah, uma baahnid inaad bixisid ogeysiis, tusaale ahaan haddii loo cidda aad ushaqeysneyso kugula kacaan fal xadgudub ah ama rabashad. Wixii faahfaahin dheeraad ah, booqo bogga Shuruucda Shaqada. [Website.](#)

Muddo intee la eg ayeey ku qaadanaysa cidda loo shaqenayo Ineey sameeyo diiwaangalinta Diiwaanka Saacadaha Shaqada (ROE)?

Xeerka guud ayaa ah in cidda loo shaqeynaya ay kuu xareyso Diiwaanka Shaqada 5 maalmood gudaheed oo kamid ah maalmaha shaqasa laga bilaabo maalintii ugu dambaysay eed mushahar qadatay shaqadana kugu dambaysay, (sida shaqo joojin, ka tagista shaqada, ama shaqo ka mamnuucid). Si kastaba ha ahaatee, waxaa jira xaalado gaar ah. Wixii faahfaahin dheeraad ah, booq bogga. [website](#).

Looshaqeeyaha Mustaqbalka Miyuu Arki Karaa Diwaanka Saacadaha Shaqada “Record of employment” (ROE)?

Maya, iyadoon oggolaansho kaa helin. **Diwaankaga Saacadaha Shaqada** xogtiisa waxa kaliya isticmaali kara *Canada Service* si ay u go'aamiyaan inaad xaq u leedahay caymiska shaqada (Employment Insurance - EI) iyo inkale. Iyo inta lacag eed xaq u leedahay.

-Dhamaad-