

Your Right to a Safe Workplace

*Xuquuq u la'haanshahaaga
ku aadan **Goob shaqo**
oo **Ammaan***



OSHA is the Agency that Protects Your Safety and Health Rights
OSHA waa Hay'ad Ilaalisa Xuquuqahaaga Amniga iyo Caafimaadka

What is OSHA?

OSHA is the Occupational Safety and Health Administration. It is a federal government agency that protects worker safety and health.

This booklet explains your rights and your employer's responsibilities under OSHA. **The rights that are described here cover workers regardless of immigration status.**

Waa maxay OSHA?

OSHA waa Maaraynta Ammaanka Shaqada iyo Caafimaadka Waa hay'ad dowladda dhaxe ka tirsan oo ilaalisa ammaanka iyo caafimaadka shaqaalaha.

Buug-yarahan wuxuu kuu macneynayaa xuquuqdaada iyo mas'uuliyadda loo shaqeeyaha ee hoos timaada xeerka OSHA. **Xuquuqaha halkan lagu sifeeyay shaqaalaha ayay ku tacalluqsan yihiin iyadoon loo eegayn xaaladda socdaalka [sharci].**

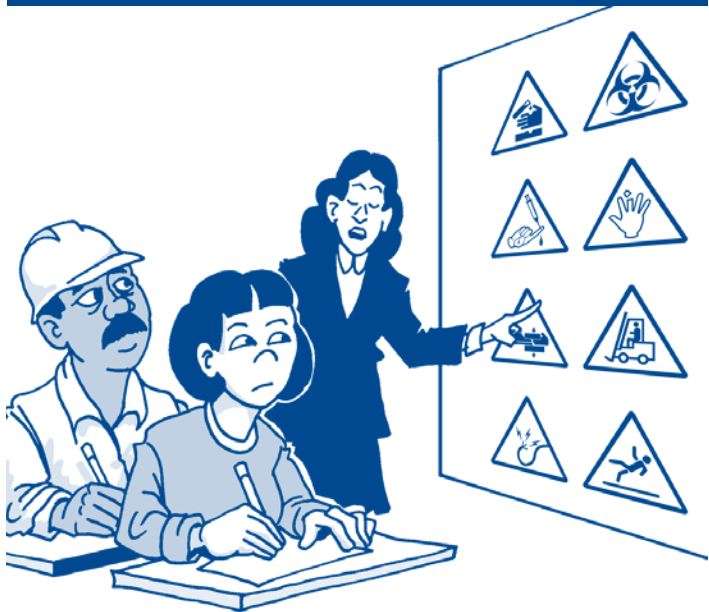
What Are My Rights Under OSHA?

Maxay yihiin Xuquuqahayga Hoose yimaada xeerka OSHA?



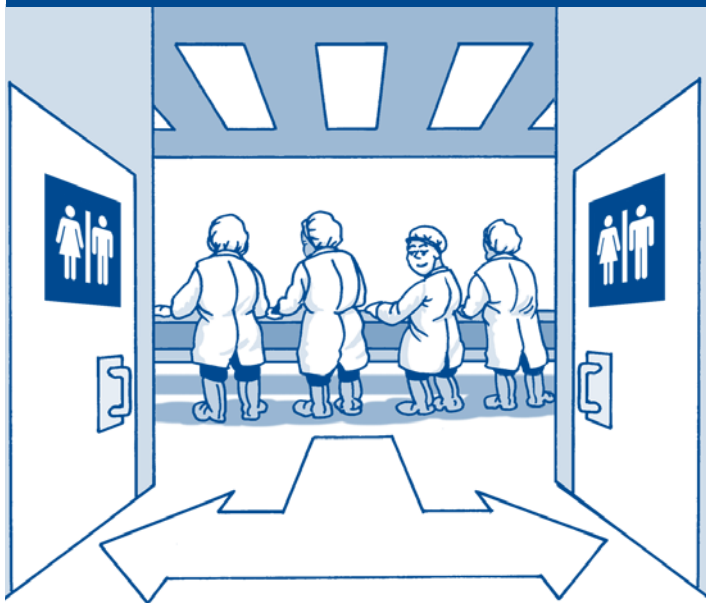
1. You have the right to be safe when you are working.

Goorta aad shaqaynayso waxaad xaq u leedahay in aad ku sugnaato goob ammaan ah.



2. You have the right to be trained on safety and health problems at your job.

Waxaad xaq u leedahay in lagu siiyo tabbar ku aadan dhibaatooyinka dhanka ammaanka iyo caafimaadka ee shaqadaada la xiriira.



- 3.** You have the right to use the bathroom during work hours.

Inta lagu jiro saacaddaha shaqada in musqusha aad isticmaasho ayaad xaq u leedahay.



4. You have the right to ask for information about things you think are dangerous at work. Your employer has to give you the information you ask for (types of chemicals, air tests, etc.)

Waxaad xaq u leedahay in aad waydiiso macluumaad ku saabsan waxyaabaha goobta shaqada yaalla ee aad isleedahay waa wax halis ah. Kuwa aad ushaqayso waa in ay macluumaad kaa siiyaan macluumaadka aad waydiiso sida (noocyada kiimikal, tijaabada hawada, iwm.)



- 5.** You have the right to see your medical records and information about your exposure to harmful chemicals.

Waxaad xaq u leedahay in lagu tuso oo aad aragto diiwaangelinta iyo macluumaadka caafimaadkaaga ee ku saabsan u nuglaanshahaaga ku aadan kiimikalka waxyeellada leh.



6. You have the right to see copies of OSHA rules that are important to your workplace.

Waxaad xaq u leedahay in lagu tuso oo aad aragto nuqdooyinka xeerarka OSHA ee muhiimka u ah goobtaada shaqo.



- 7.** You have a right to know about people who have gotten sick or hurt at work.

Waxaad xaq u leedahay in aad ogaato dad ku xanuunsaday ama waxyeello ka soo gaartay goobta shaqada.



- 8.** You have the right to complain to OSHA about hazards at work. OSHA will not give your name to your employer.

Waxaad xaq u leedahay in OSHA aad u gudbin karto cabasho ku saabsan halista goobta shaqada ka jirta. OSHA uma gudbinayso magacaaga kuwa aad ushaqayso.



- 9.** If OSHA inspects your workplace, you have the right to speak privately with the inspector about unsafe conditions.

Haddii OSHA ay soo kormeerto goobtaada shaqo, waxaad xaq u leedahay in si gooni ah aad ula hadli karto kuwa samaynaya baaritaanka ku saabsan xaaladdaha helista ee goobta shaqada ka jirta.



- 10.** You cannot be punished or fired for using your safety rights under OSHA.

*Laguuma ciqaabi karo ama shaqada lagaama
soo burin karo adiga oo isticmaalaya
xuquuqdaada hoos timaada xeerka OSHA.*

What Does My Employer Have to Do?

Maaxay Tahay Waxa Laga Doonayo kuwa aan Ushaqeeyo?



1. Your employer has to provide a safe and healthy workplace.

Kuwa aad ushaqayso waa in ay fidiyaan goob shaqo oo caafimaad iyo ammaan ah.

What Does **My Employer** Have to Do?



2. Your employer has to obey all OSHA rules.

Kuwa aad ushaqayso waa in ay addeecaan ama ay fuliyaan dhammaan xeerarka OSHA u yaalla.



- 3.** Your employer has to put up the OSHA Job Safety and Health poster where all workers can see it.

Kuwa aad ushaqayso waa in sawirdarbiga OSHA ee Ammaanka Shaqada iyo Caafimaadka ka hadlaya ay ku dhejiyaan meel shaqaalaha ay ka arki karaan.



4. Your employer has 8 hours to tell OSHA about any workplace accident that kills a worker and 24 hours to report any workplace accident that results in a hospitalization, loss of an eye or amputation.

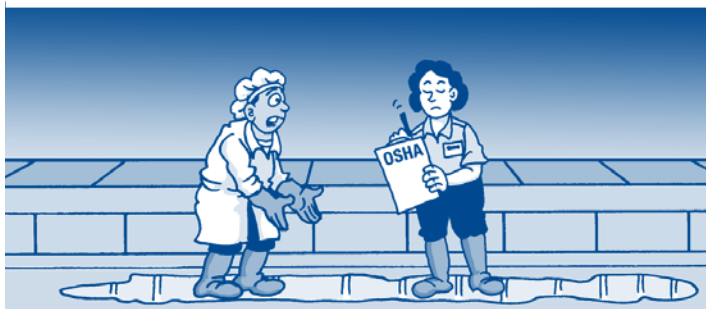
Kuwa aad ushaqaysid waxay haystaan 8 saacaddood oo laga doonayo in ay soo sheegaan shil kasta oo shaqaale ku dhinta ee ka dhaca goobta shaqada iyo waxay haystaan 24 saacaddood oo looga baahan yahay in ay ku soo gudbiyaan shil kasta oo ka dhaca shaqada iyadoo la joogo ee keena in shaqaalaha isbitaal loo jiifiyo, ama waxyeello ka soo gaarta isha ama goysmo gacan ama lug.

OSHA 300 OO KOOBAN



5. Your employer has to keep lists (called “OSHA 300 logs”) of people who get sick or hurt at work and put up a summary every year (from February 1-April 30) that every worker can see.

Kuwa aad ushaqayso waa in ay keydiyaan qoraallada (loogu yeero “OSHA 300 logs”) oo ku qoran dadka shaqada ku xanuunsada ama waxyeello ka soo gaarta oo waa in sannad kasta ay soo dhejiyaan (laga bilaabo 1 bisha Fibraayo-30 bisha Abriil) si shaqaale kasta uu arko.



- 6.** Your employer has to allow a worker representative to go with an OSHA inspector during an inspection.

Kuwa aad ushaqayso waa in wakiilka shaqaalaha ay u ogolaadaan in ay kormeeraha OSHA ka socda inta kormeerka lagu jiro.



7. Your employer has to put up a written notice of OSHA violations at or near the place where they happened. This has to stay up for at least three days or until the problem is corrected.

Kuwa aad ushaqayso waa in gef-fafka ay OSHA ku heshay loogu baahan yahay in ay ku soo dhejiyaan halka ama meel udhow goobta shilka uu ka dhacay. Ogeysiiskan waa inuu ku dhegsanaadaa ugu yaraan seddex maalmood ama inta dhibaataada laga xallinnayo.



- 8.** Your employer has to correct hazards within the time period set by OSHA.

Kuwa aad ushaqayso waa in waxyaabaha halista ah ay ku saxaan muddada OSHA ay uqabato.



- 9.** Your employer cannot punish a worker for using their OSHA rights. Workers have 30 days to file a complaint after a discrimination or termination action.

Kuwa aad ushaqayso qof shaqaale ah uma ciqaabi karto qofka shaqalaha marka uu isticmaalo xuquuqdiisa OSHA. Shaqaalaha 30 maalmood ayay haystaan in ay ku soo gudbiyaan cabsho la xiriirta tallaabo takoor ama shaqo burin ah.



- 10.** Your employer has to offer safety and health information and training in a way that workers can understand it (in other languages, at different reading levels, etc.)

*Kuwa aad ushaqayso waa in ay fidiyaan
macluumaad iyo tababar ku saabsan ammaanka
iyo caafimaadka waa in ayn aku bixiyaan qaab
shaqaalayaasha ay fahmi karaan (luqaddo kale,
heerar kala duwan ee aqriska, iwm.)*

What Other Safety & Health Protections Do I Have?

1. You have the right to refuse dangerous work if you follow all three of these rules: a) You can refuse work that you really believe could kill or hurt you badly. b) You can refuse dangerous work if you have asked your employer to fix the danger. c) You can refuse dangerous work if you offer to do other, safe work until the danger is fixed. You cannot be fired for refusing unsafe work if you follow these three rules.
 2. If you are a member of a union, your contract may contain more safety and health protections. Ask a steward or union representative.
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Maxay yihiin Xuquuqaha kale aan Leeyahay ee dhanka Ammaanka & Caafimaadka?

1. Waxaad xaq u leedahay in aad diido shaqada halista ah haddii aad raacdo seddexdan xeerar oo dhan: a) Waad diidi kartaa in aad qabto shaqo aad aaminsan tahay in waxyeello xun ay kaa soo gaari karto ama aad ku dhiman karto. b) Waad diidi kartaa shaqooyinka halista ah haddii kuwa aad ushaqaysoaad waydiistay in halista wax ay ka qabtaan. c) Waad diidi kartaa howsha halista ah haddii aad ballan qaadayso in howl ammaan ah ee kale aad qabannayso, ilaa iyo halista la xallinnayo. Ma lagaa soo burin karo diidmo aad diido in aad qabato shaqo halis ah haddii aad raacdo seddexdan xeerar.
2. Haddii urur iskaashato [union] aad xubin ka tahay, heshiiskaaga waxaa dhici karta in ay ku jirto heshiisyo caafimaad iyo mid ammaan oo dhowr ah. Horjoogaha ama wakiilka ururka iskaashatada weydii.



For more information / Macluumaad dheeraad ah

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Qoraalkan soo saaristiisa qarashka ku baxay waxay ka timid deeqda SH-23561-12-60-F-11 waxayna ka timid Maaraynta Ammaanka Shaqada iyo Caafimaadka, Waaxda Shaqada ee Maraykanka. Daruuri ma ahan in ay soo gudbiso aragtida ama sharciyada u yaalla Waaxda Shaqada ee Maraykanka, sidoo kale mana magacaawiso magac ganacsi, badeeco ganacsi, ama ururo iska dhigaya in ay matalayaan Dowladda Mareykanka.

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bug in
white?