



Tabintinande Kaane Huuwoobe

To a do huuwa ha NYC, a do mari kaane koo to noi joonde jokondiral maɗa.

Battaare Deenoje Soodoobe e Huuwoobe (DCWP) diidi subtinagol sardi tedduɗɗi je Galle, Wuro e Lesdi ngam a humpita kaane ma ha kugal.

tobbannde: “Huuwoowo” be “Akindiraado joonde hoore mun” do ha pennal huuwoobe Min kollitan to Kaane ha babal kuugal hawii akindiraado joonde hoore mun.

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I. Kaane Babal Kugal Dooldude e DCWP

Salindu ngu waangini tabintinande huwneego NYC tedduddi.

Tobbannde: Dum laatai timmidum bo dum gasnai doo tinndinoore sariya.

Walaa baatagal

Dum reway sariya hiitugo, riiwugo, e hoosugo taccinol mettudum ha do huuwoowo je naftiri ko yidi naftira be kaane mun. Maatunu DCWP be law dow tuumude baatagal.

Maatunduru be DCWP

Ngam andugo besdaari haala tabintinande huwneego NYC, yamugo naamnal, ko wiindugo wullandu:

- Yillu **nyc.gov/workers**
- Noddu **311** (212-NEW-YORK yaasi NYC) bo a hollito tabintinande deenoowe huuwobe mai

DCWP nyukkinan annditirdu ma sonaa to sariya waajibin wangungo dum e a dujanin be. DCWP yamata ma haala joonde jokondiral ma.

Yobeteedo e Kisal be Ferweere Nyawude

To ado huuwa feccere wakkati e wakkati kebbindum ha ko maununde haaju toi e kuude wala riba ha NYC ko a do wada golle suudu a ci'e iyaaluuji ha NYC, a woodi kaane ferweere haa njamde wakkati 40 e 56 ha hitaande je hakkilneego e hoore ma ko nderdam ma. Nafturu ferweere ngam:

- njamu, lonnjuki nyawu e hakkilneego so'ere nyawuji;
- ndeenaagu ngam je torla suudu, fukkodaade ko yidaaka, luggagol, e sonnugol himbe.

Ngam beddari humpitaade e wiindugo wullandu:

- Yillu **nyc.gov/workers**
- Noddu 311 a wi'a Yobeteedo e Kisal be Ferweere Nyawude

Waylooji Jaahargal Fade ndeen

A woodi kaane Waylugo jaahargal fade ndeen jey nyalde kude didi ha hitaande ngam kewuuji neddo feere. Dum huubdi kaane hoosugo foomtaango e walaa njobdi. Kewuuji neddo huubdan:

- ndaarangol bidfo;
- faabaaki derdum e mbandum mo mari malal;
- hettinagol himbe faydiniidum;
- kala naftoraade les kaane Yobeteedo e Kisal Ferweere Nyawude NYC pat.

Ngam beddari humpitaade e wiindugo wullandu:

- Yillu **nyc.gov/workers**
- Noddu 311 a wi'a Waylooji Jaahargal Fade ndeen

Kaane Huuwoobe Saare ñameele

To ado huuwa ha saare ñameele, tilsi a heba:

- jaahargal yonteree tabitaadum;
- beyditaangol yobude jey waylonoogu jaahargal;
- teddinngol kuude mbayliiguuji kesi;
- deenal daga riiweego, burtinaaki kugal, e ustinaaki njamde wakkati kuugal.

Ngam beddari humpitaade e wiindugo wullandu:

- Yillu nyc.gov/workers
- Noddu 311 a wi'a Kaane Aadilaaku Nyalde kuugal

Kaane Filobe e Renooe Nyibdi

To ado huuwa ha ndesa filu e ha ndenuye nyibdi, tilsi a heba jaahargal kude yonteree ma njamde wakkati 72 bako mbayliiguuji aran.

Jagganteedo ma fotai wadde waylooji cakkitiidi.

Ngam beddari humpitaade e wiindugo wullandu:

- Yillu nyc.gov/workers
- Noddu 311 a wi'a Kaane Aadilaaku Nyalde kuugal

Kaane Sendooe ñameele

Akindiraabe wonibe joonde hoore mun e Sendooe Ñameele hedi app nodfingel fuu woodi kaane.

To ado sendora ñameele be app nodfingel, tilsi apps majum:

- yoba ma njobdi burndi famdude*;
- anndina ma ngeenaari noy soodoowo hokki ha kala senndol pat;
- anndina ma moobgal njobdi e ngeenaari ma jey nyaloomaare sali;
- accugo ma a hetana daayugo ha a waawata a yaha daga cuudi nyamde bo a sala nafturgo kodorko e loobi fere;
- anndina ma matinolji corfol bako a jaba sendoore;
- njoba ma pettum mai nde gootel ha yonteree.

*Hesditaango njobdi burndi famdude do wade yende lewru Nayaburdu 1 je kala hitaande fu.

Ngam beddari humpitaade e wiindugo wullandu:

- Yillu nyc.gov/workers
- Noddu 311 a wi'a huuwoowo sendinngu

Kaane Liggotoodo e Ndimaagu

To a akindiraado joonde hoore mun (Liggotoodo e ndimaagu) haa NYC, tilsi a heba:

- alkootira wiindiidum;
- njobal kugal ma kebbinde do wakkati.

Gam beydaari habaru, ko windugo wullandu:

- Nyillu nyc.gov/workers
- Ewnu 311 a viya Ligootoodo e ndimaagu

Faydinii jahoowo

To ado huuwa wakkati kebbindum ha haaju e kuude wala riba jey mari huuwobe dum wakkati kebbindum e ngonaa senndikaaji be yotti 20 ko bo ko buri non ha NYC, tilsi jagganteedo mon wanna mon dabare faydinii jahoowo.

Gam beydaari habaru, ko windugo wullandu:

- Nyillu nyc.gov/workers
- Ewnu 311 a viya faydinii jahoowo

Kaane Huwoobe luumo Nyaamri

To a huwi luumo je be sori mo sodi tilsi acca howobe o tawi je balde 90 wakkati mbayliigu.

Gam beydaari habaru, ko windugo wullandu, noddu:

- Nyillu nyc.gov/workers
- Ewnu 311 a wiya huwoobe luumo

II. Kaane Babbal Kugal Dooldude e Jubbul Feereeji

Salndu ngu wannagini tabbintinande sardi galle, wuro, e lesdi je renata huwobe. Dum annitinnde NYC haɗal sendiiru renal huwowo je hobi harbe akindiraaɗo joonde hoore mon.

Tobbande: Dum laatai timmidum bo ɗum gasnai doo tinndinoore sariya.

Njobdi burndi famɗude e kaana yamnde

A ɗo mari hakke jabugo ko njobdi burndi famɗude.

A wawan a heba hakke beddari njobdi beydokki dou njobdi awa burndi famɗude, beydokki:

- *Njobdi beyddagol kugal*: Wakkati be reta njobdi je huwugo buri awa 40 ha yontere.
- *Habrude njobdi*: Njobdi to be yerbima saare law.
- *Sendugo wakkati kugal e njobdi leer*: Njobdi wakkati fudɗadu ñyalnde kugal maa timmonde buri awa 10.
- *Njobdi mo'itinol bornele*: Yobu to a labbinii bornele maa.

Gollanteedo maa tilsi:

- hokku ma winndi matinol e njobdi to hokki ma kugal;
- hokku on haala njobdi laabtuka kala ñyalnde njobdi.

Aɗo mari bedduki kaana renal jeydaa:

- ustanego njobdi ndi rawai sariya daga genari ma;
- sewtare e foofto;
- kugal huwobe les duubi 18.

Gam beydaari habaru, ko windugo wullandu, noddu:

New York State Department of Labor

dol.ny.gov (tefu “kugal je aandin”) | 888-469-7365

Njobdi Jaaltudum

Les sardi wuro be galle, akindirado tilsi fotta be njobdi burndi famɗude e nafooje sardiiiji je huwobe les narral kugal laamu e fedde gollonoore hoorem jabata cede humngo walla jomorgol nafore.

Gam beydaari habaru, ko windogo wullandu, noddu:

New York State Department of Labor

dol.ny.gov (tefu “njobdi jaaltudum”) | 888-469-7365

New York City Comptroller

comptroller.nyc.gov (tefu “njobdi jaaltudumi”) | 212-669-3916

Ferweere Jabbere Jobaadum

Gollanteedo maa tilsi hokka asaweje 12 je faddaande kugal *yobeede* wakkati sewtare heba:

- takkogo bingyel keccel, takkaado, walla bingyel mauni ha sare;
- hakkilingo derdam be nyau catugum; walla
- wallitugo yidbe wakkati gollidoowo, gollodiido sare, bingyel, walla saro yerbamaa leddi yasi dou konuujj sarwiisi leydi.

Gam beydaari habaru, walla ngam wullandu, noddu:

New York State Paid Family Leave

paidfamilyleave.ny.gov | 844-337-6303

Tabintinande Jabbere e Ferweere Larni Lekki

Gollanteedo mari huwobe 50 walla ko buri tilsi hokka huwobe handini sewtare yontere 12 je faddaande kugal *yobeede* be ferweere lekki.

Gam beydaari habaru, walla ngam wullandu, noddu:

U.S. Department of Labor

dol.gov | 866-4-USWAGE (866-487-9243)

Njomnaari Huuwoowo e Faydinii Malal

A do mari hakke njobdi malal e/walla horgal to a nyawi walla nauni ngam dalila kugal maa.

Gollanteedo maa doole hokka faydini malal je nyau ko naunere na ha babbal kugal, hauta be reedu walla be ndaygol malal.

Gam beydaari habaru, walla ngam wullandu, noddu:

New York State Workers' Compensation Board

wcb.ny.gov | 877-632-4996

Walaa Huwneego Doole

Hunnego doole, aibe manga on. Keebbi sadirma o huwa na gam be yiidi gam bawde, ngwika walla doole.

Gam beydaari habaru walla dabbugo wallinde, noddu:

National Human Trafficking Hotline

(U.S. Department of Health & Human Services Administration for Children & Families)

888-373-7888 (24 hours, 7 days a week)

New York State Department of Labor Division of Immigrant Policies and Affairs

877-466-9757 (Altime - Jumbare , 9 a.m. to 5 p.m.)

Don talkuru jokondiral nadde leydi biyata T visa hokkata dadbe sonnugol.

Gam beydaari habaru walla dabbugo wallinde, noddu:

Mayor's Office of Immigrant Affairs Immigration Legal Support Hotline

800-354-0365 (Altine - Jumbare, 9 a.m. to 6 p.m.)

Babal Kugal Hisnunde e Jamdal

Babal kugal ma tilsi latta jamum e renaade ganndi. A do mari kaana hebugo habaru e ekkita hala kugal mari ganndi.

Gam beydaari habaru walla dabbugo wallinde, noddu:

Occupational Safety and Health Administration

osha.gov | 800-321-OSHA (800-321-6742)

A do mari haake a tagude babal kugal renanke komite huwobe e ardiido wola hala renaanke babal kugal.

Gam beydaari habaru walla dabbugo wallinde, noddu:

New York State Department of Labor

dol.ny.gov (tefu "HERO Act") | 888-469-7365

Babal Kugal ngu wala Sendiiru

Galle, wuro, be leydi sardi hadi reewude gidi e employment discrimination. The NYC Hadugo senndiiru sariya wallata huwobe, akindiraado joonde hoore mon, ekkitoodo, dabbitoobe kugal.

Haa NYC, dum reway sariya jagganteedo holla senndindiral ngam caate reentorde, lonnjuki amma lattai keerol haa:

- | | |
|----------------------|-----------------|
| • duubi | • leydi asli |
| • daartol konngol | • debereedaaku |
| • malal | • lenyol |
| • suudu rewru/wordu | • deenanke |
| • hodugol cuudaangol | • jukkere endam |

Cuudi je hanndi

Jagganteedo haa NYC tushi hokka cuudi:

- | | |
|----------------------------------|---|
| • malal (nbandu walla hoore) | • ndaarnude deenanke |
| • debereedaaku, ndaygol, musingo | • joonde do dusbiido torla suudu (lonnjuki natatte risku), dooldugal fukkodoo, e luggagol |

Hodugol cuudi waawan laata be sanji e njubbudi kugal, liimade, e/walla alkooji.

Ngam beddari humpitaade e wiindugo wullandu:

NYC Commission on Human Rights

nyc.gov/humanrights | 311 (wi'u senndindiral) e 212-416-0197

New York State Division of Human Rights

dhr.ny.gov | 888-392-3644

U.S. Equal Employment Opportunity Commission

eeoc.gov | 800-669-4000

Fonndugal Njobdi

A wodi kaane fonndude njobdi je kude fotaadum e yamyamtindiral njobdi ma be gollidiibe ma.

Ngam beddari humpitaade e wiindugo wullandu:

New York State Attorney General

ag.ny.gov (dabbutu "equal pay") | 800-771-7755

Kaane senondirde

A waawan a hauta be gollidiibe ma on wo'ina sartiiji kude mon, lonnjuki Senondirde kawrital. Gollanteebe fotai hoosugo taccinol dow ma gam on Senondiri e woldi be gollidiibe ma haala sartiiji kude mon.

Ngam beddari humpitaade e wiindugo wullandu:

National Labor Relations Board

nlr.gov | 844-762-NLRB (844-762-6572)

Faydinii Swende Kugal

Tilsi gollanteedo ma hoosa faddol swende kugal jeyhokki kebe fade ndeen, ko yotti asaweeje 26, to a falji kugal ma dow ayiibe dum na jee ma bo ado dabbita kugal. Tilsi a mara sariyankoobe kugal bako a waawa hebugo faydinii swende kugal.

Ngam beddari humpitaade, noddu:

New York State Department of Labor

dol.ny.gov (tefu "Swende Kugal") | 888-209-8124

Faddol Njamu

To gollanteedo ma hokki faddol njamu, you a maran kaane toggital faydinii njamu ko a falji tippawol e a waylu kude.

Ngam beddari humpitaade, noddu:

U.S. Department of Labor

dol.gov (tefu “Gollinteedo Nafore Ndeenaagu Ndewgu”) | 866-444-3272

Pennal Huuwoobe Dartingol (Huuwoowo e Akindiraado joonde hoore mun)

Kaana huwobe duddum dawtu dou huwobe je woni gollinteedo.

Ko golliinteedo walla akindiraado joonde hoore mon hunde duddum on hollata be iworrude kugal maa.

Boofal rendinde o laata on wakkati gollanteedo jogitiri huwobe je handi wona golliinteedo do akindiraado joonde hoore mon walla o nyoba huwobe “naftirai deftere” be nyobai jomorgol. Boofal rendinde accintinde huwowo kaana nafore golliinteedo.

Ngam beddari humpitaade, walla a wullan boofal rendinde noddu:

New York State Department of Labor

dol.ny.gov (tefu “boofal rendinde”) | 866-435-1499

III. Kaane Dabboowo Kugal

Salindu ngu waangini kaane tedduddi je Galle, Wuro e Lesdi.

Tobbannde: Dum laatai timmidum bo dum gasnai doo tinndinoore sariya.

Gallu ngu do hokka wallinde saahu e dabbitoobe kugal je mari sariyankoobe kugal. Maatunu Battaare Haaju Famduum jey NYC ngam andugo haala laamorde sanaa'aaji (NYC Department of Small Business Services) Workforce1:

- Yillu **nyc.gov/workforce1**
- Noddu **311** a wi'a Workforce1

Yobude Labki

Tilsi hado Gollanteebe duddum be andina tippawol njobdi ha goyngol mbinndaagol kude.

Ngam beddari humpitaade, walla wullandu noddu:

NYC Commission on Human Rights

nyc.gov/humanrights | 311 (a wi'a Genari Labki)

New York State Department of Labor

dol.ny.gov (tefu "njoba Labki") | 888-469-7365

Hadugol Taariki Njobdi lewru

Gollanteebe wawata ema hala genari andal kiinngal wakkati husugo kugal.

Ngam beddari humpitaade, walla wullandu, noddu:

NYC Commission on Human Rights

nyc.gov/humanrights | 311 (a Wi'a sendiiru (Discrimination))

New York State Department of Labor

dol.ny.gov (tefu "haɗal andal genari kiinngal" ("salary history ban")) | 888-469-7365

Kaane yaake Nafturgo be Jubbule kude

Jubbule feereji tilsi mara DCWP license je huwugo ha NYC.

Jubbule fotai jaba sekaade bako be hokkama kugal. Sekaade fotai bura heyfande sariya leydi burnda dufugo. To a njobi heyfande rewai sariya, a wawan dabbita fiirtande.

Jubbule tilsi hokkama.

Ngam beddari humpitaade, walla wullandu, noddu:

NYC Department of Consumer and Worker Protection

nyc.gov/workers | 311 (wi'u jubbule feereji wulladu (Employment Agency Complaint))

Kuurudum Dartinannde Kude ko Gollotoo e hoore mun

Gollanteebe e jubbule feereji fotai naftira Kuurudum Dartinannde Kude ko Gollotoo e hoore mun ha (AEDT) seto be tabitini hiinyude ndaare wadadum holli huwobe dabbitobe kugal dereji tilay.

Ngam beddari humpitaade, walla wullandu, noddu:

NYC Department of Consumer and Worker Protection

nyc.gov/dcwp | 311 (wi'u AEDT)