

Ku-soo-dhawow Qaybta Victoria ee AMIEU

(Welcome to the AMIEU Victorian Branch)

Ku-soo-dhawow Dhaqada-hilibka waxaana ku leeyahay hambalyo inaad shaqo ka heshay Australia. Waxaan jeclahay inaan kuu soo bandhigo fursadda inaad ka mid noqoto union-ka, kaas oo ilaaliya danaha shaqaalaha ka shaqeeya warshadaha hilibka ee Australia.

Waan ogsoonahay in ururada shaqaalaha ee (*Somalia*) ay gebi ahaanba ka duwan yihiin kuwa ururada (union)-ka ee Australia ka jira, sidaas darteed waxaan jeclahay inaan si kooban kuugu sharxo sida a Unionka Hilibleyaashu (AMIEU) u shaqeeyo.

Badiba shaqaalaha ka shaqeeya hilibka halkan Australia waxay xubno ka yihiin AMIEU waxayna uga mid noqdeen sababtoo ah waxay rumaysan yihiin in Union-ku uu door muhiim ah ka cayaaro asagoo ayaga matalaya. Khasab maahan Australia in laga mid noqdo Union-ka lagumana khasbi karo inaad ka mid noqoto Union-ka. Sidoo kale loo-shaqeeyeyaashu qofna kuma takoori karaan inuu noqdo xubin ka mid Union-ka shaqaalaha.

Xor baad u tahay inaad ka mid noqoto Union-kayaga, loo-shaqeeyahaaguna ma awoodo inuu kugu takooro ama kugu kadeedo haddii aad noqoto xubin. Swift waxaa ka shaqeeya xubno badan oo Union-ka ka mid ah, mid ka mid ahna marna si xun loolama dhaqmin sababtoo inay xubno ka yihiin Union-ka.

Sida uu Union-kaagu U-shaqeeyo (How Your Union Operates)

AMIEU waxay leedahay taariikh wacan oo ka soo bilaabanaysa 100 sannadood. Waxaan nahay haya'd gebi ahaanba dimooqaraadi ah aydoo dhammaan saraakiishayadu la soo doorto afartii sanoba mar. Goobta shaqadaada waxaad ka helaysaa guddiyo la soo doortay. Dadkaas waa kuwa aad degaanka kala xiriiri karto waxayna ku faraxsan yihiin oo keliya inay ku caawiyaan.

Union-kaaga wuxuu kaloo leeyahay isuduwayaal waqti buuxa shaqeeya kuwaas oo arrimaha waaweyn maareeya, sida wada-xaajoodka iyo murannada. Isuduwahaaga jooga Graham Bird or Jim Brittain waa Swift.

Union-kaagu wuxuu Ilaaliyaa oo Hagaajiyaa Mushaarkaaga iyo Xaalladdaada

(Your Union Protects and Improves your Wages and Conditions)

Ka-shaqaynta warshadaha hilibka way adag tahay waana wax soo noqnoqda hase ahaatee waxaad qaadanaysaa mushaar fiican waxaadna helaysaa xaallad shaqo oo fiican. Badiba xaaladahaas waxaa keliya oo la helay sababtoo ah shaqaalaha ayaa xubin ka noqday Union-ka waxayna ku gorgortameen si wadajir ah heer nololeed wanaagsan. Tasman Meats waxaad ka helaysaa mushaar fiican iyo xaaladaha shaqo ee soo-socda:

Afar Toddobaad oo Mushaarka Waqtiga Fasaxa ah (Four weeks paid holiday leave)

Xataa haddaadan qaadan waqti fasax ah waxaa lagu siinayaa mushaarkii waqtiga fasaxa guud markii aad ka tagto shirkadda. Waxaa kaloo laga yaabaa inaad qaadato 17.5% oo leave loading ah oo saai'd ka ah mushaarkii fasaxa. Weydii qofka degaankaaga laga soo doortay ama Isuduwaha waxyaalaha xaqa aad u leedahay ee leave loading-kaaga ah.

Mushaarka Waqtiga Jirrada ah (Paid Sick Leave)

Waxaad helaysaa ilaa 10 maalmood oo fasaxa jirrada ah sannadkiiba, si kastaba ha ahaatee, haddii aadan jirran waxaa lagu siin doonaa mushaarka jirrada fasaxii aadan qaadan markii aad shaqadaada shirkadda ka tagto ama aad qaadato fasaxa weynaha Kirismaska.

Gunnada (Overtime)

Haddii aad shaqayso wax ka badan maalinta caadiga ah waxaad qaadanaysaa mushaar sarreeya ee waqtiga dheeraadka ah.

Superannuation

Waa lacag kale oo dheeraad ah oo la mid ah 9% ee mushaarkaaga caadiga ah ayaad ku qaadanaysaa akoonkaaga superannuation-ka oo magacaaga ku qoran. Superannuation-kaaga waxaa laguugu shubayaa Meat Industry Employees Superannuation Fund (MIESF) taas oo ay samaysay Qaybta Victoria ee AMIEU.

Caafimaadka & Ammaanka Goobta-Shaqada (Occupational Health & Safety)

Wakiillada Caafimaadka iyo Ammaanka, Sarkaalkooda Taageeridda iyo Isduwaha Caafimaadka iyo Ammaanka ee Union-ka, Gwynnyth Evans, ayaa ku taageeri doona si ay shaqadaadu u noqoto mid ammaan ah oo ay ku yar tahay halista inaad ku dhaawacanto.

WorkCover

Haddii aad dhaawacanto Gwynnyth Evans ayaa kaala talinaya kuna matalaya. Haddii qareeno (Lawyers) loo baahdona waxaan kuu gudbin doonaa qareeno kuwaas oo ku caawin kara.

Arrimahaas waa tusaaleyaalka yar yar ee xaaladaha shaqada laga heli karo goobta shaqadaada. Badiba shaqooyinka hilibka mushaarka iyo xaaladaha shaqada waxaa maamula heshiiska Enterprise kaas oo ay ka soo wada xaajoodaan shaqaalaha iyo Union-kooda AMIEU.

WAA RUN – in shaqaalaha Australia ee aan ka midka ahayn Union-ka ay qaataan mushaarrooyin **KA HOOSEEYA** kuwa shaqaalaha heshiiskooda ay ka xaajootay Union-ku.¹ Taasina waa sababta ay muhiimka u tahay in laga mid noqdo Union-ka.

Faai'dooyinka Kale ee Xubinimada (Other Benefits of being a member)

- Matalidda markii aad kala xaajoonayso loo-shaqeeyahaaga arrimaha shaqada.
- Ka-caawinta in goobta shaqada laga dhigo mid ammaan u ah shaqaalaha.
- Matalidda iyo la-talinta dhammaan arrimaha magdhowga shaqaalaha.
- Wargeys joogto ah iyo joornaal Union-ka - “The Meatworker”.
- Helitaanka adeeg sharciyeed iyo la-talin sharciyeed oo lacag la'aan ah.
- Kayd iyo wax-ka-dhimis ku saabsan alaabo iyo adeegyo fara badan ee dukaanka “Union Shopper”.

Takoorka iyo Kadeedka (Discrimination and harrassment)

AMIEU waxay leedahay qorshe adag oo ku saabsan sida xubnahayaga loogala macaamiltamo goobta-shaqada. Waxaan rumaysanahay shaqaalaha oo dhan inay xaq u leeyihiin inay ula dhaqmaan si fiican maareeyaashooda iyo dadka ay isla shaqeeyaanba. Waxaan ka taageeraynaa xubin kasta oo naga mid ah taas oo la kadeeday ama la takooray inaan ku caawino talo-siin qarsoodi ah iyo difaaca xuquuqdooda xagga maamulka iyo ayadoo la raacayo sharciyada Anti-Discrimination Commission.

¹ *Source- “Australia at Work Study”, Centre of Industrial Research and Training*

Lacagta Union-ka waxaa la bixiyaa toddobaadkiiba Waxaana laga jaraa Canshuur

(Union Dues are paid weekly and are Tax Deductable)

Ka dib marka aad buuxiso foomka mushaar ka-jaridda ee AMIEU lacagta lagaaga jarayo Union-ka waxay noqonaysaa toddobaad kasta ee mushaarkaaga in laga jaro. Kharashku waa \$7.70 toddobaadkiiba taas oo wax badan ka yar 1% mushaarkaaga toddobaad kasta.

Waxaad ogsoon tahay in Dowladda Australia ay ka jarto canshuurta dakhliga mushaarkaaga toddobaad kasta. Nidaamka Australia wuxuu yahay in Dowladdu ay qadar lacag ah ka qaadato mushaarkaaga toddobaad kasta waxaadna awood u leedahay inaad codsato qaar ka mid ah lacagtaas laga jaray mushaarkaaga toddobaad kasta marka uu dhammaado sannad maaliyadeedku.

Waxa keliya oo aad dib u codsan kartaa lacagta lagu kharash-gareeyey waxyaalaha qaarkood. Waxyaalahaas waxaa loo yaqaan waxyaalaha laga-jaro Canshuurta (Tax Deductable items), lacagata toddobaadkii lagaaga jaro Union-kana waxay ka mid tahay waxyaalahaas Canshuurta Laga-jarayo. Sidaas darteed maaddaama aad codsan kartid kharashkii lagaaga jaray Unionka ee canshuurta lagaa jari lahaa waxay taasi lacagta Unionka ka dhigaysaa mid aad u jaban.

Waxaan si aad ah kuugu xoojinayaa inaad ka mid noqoto jaalleyaasha kula shaqeeya oo aad ka mid noqoto xubin Union-kayaga. Fadlan soo buuxi foomka Mushaar-ka-jaridda (payroll deduction form) si aad u noqoto xubin buuxda ee AMIEU ah, waxaan kuu rajeynayaa in joogitaankaaga Australia inuu noqdo mid farxad iyo barwaaqo leh.

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