

# XEERKA MASUULIYADA WASAQDA TAANGIGA KAYDKA SHIDAALKA DABKA EE WASHINGTON

KUWAANI WAA CODSIYDA LADIRAY IYO XEERKA LASOO GUDBIYAY FADLAN SI TAXADAR LEH U AKHRI

## BIXINNADA

Shirkada Caymiska ee Colony (Shirkada) waxay kula heshiinaysaa Qofka Caymislaha ah ee Magaciisu kamuuqdo Bayaanka Shaacinta sida soosocota:

### I. HESHIISKA CAYMIS SIINTA

A. Shirkadu waxay dhiibaysaa cadadkaas lacageed ee qofka caymis laha ahi sharciyan xaq uleeyahay in lasiiyo kuwaasoo ah:

1. “talaabo sixitaan ah”, iyo
2. “dhaawaca jirka” ama “waxyelo hantiyeed”

sabab laxariirta “siidaynta” “shidaalka dabka” oo kasoo baxday “taangiga shidaalka dabka” oo kasoo baxday taangi diiwaangashan kaasoo kujira waxyaabaha uu daboolaaayo caymiskaan.

B. Shirkadu waxay xaq iyo masulliyad kuyeelanaysaa inay kadifaacdo qofka caymiskeeda kujira “sheegashada” lagu dalbanaayo “talaabo sixitaan ah” ama waxyeelooyinka dhacdada kashashay oo laxariira “dhaawac jirka ah” ama “waxyelo hantiyeed”. Hase yeeshee Shirkadu wax masuuliyad ah kuma yeelanayso inay qofka caymiska kujira kadifaacdo “sheegasho” kasta oo lagu dalbanaayo “talaabo sixitaan ah”, “dhaawac jirka ah” ama “waxyelo hantiyeed” kuwaasoo aan kujirin waxyaabaha caymiskaan uu daboolaaayo. Shirkadu ama “PLIA” waxay, inta karaan keeda ah, baaraysaa “daadasho” kasta waxayna xalinaysaa “shegasho” kasta taasoo kadhalaan karta daadashada shidaalka. Laakiin:

1. Cadadka lacageed ee shirkadu kumagayso waxyeelooyinka ayaa kukooban inta lagu qeexay Farqada III. **XADIYADA GO'AN EE CAYMISKA;**
2. Xaqa iyo waajibka saaran Shirkada ee difaacu wuxuu dhamaanayaa marka shirkadu dhamaysato xadiga caymiska quseeya dhacdadaas ee dhiibista qarashka “talaabada sixitanka ah”, waxyeelooyinka kadhasha dhacdada oo laxariira “dhaawac jirka ah” ama “waxyelo hantiyeed”, ama qarashaadka kubaxa difaaca kiiska;
3. Qarashaadka kubaxa difaaca kiiska waxaa lagusoo darayaa Xadiyada Ugo'an Caymiska sida kuqeehan Farqada III. **XADIYADA GO'AN EE CAYMISKA;** iyo
4. Majiraan waajibaad kale ama daynta dhiibista cadad lacageed ama samaynta talaabooyin ama adeegyo kale oo laga doonaayo shirkada.

C. Caymiskaan ayaa kaliya dhacdada daboolaaaya kaliya hadii:

1. “Daadashadu” katimid “taangiga kaydka shidaalka dabka” kaasoo aan ahayn mid “laxooray” ama “shaqo gab ah”;
2. “Daadashadu” ay marka koobaad dhacdo kadib “taariikhda ladiiwaangashay” “taangiga shidaalka dabka”; iyo
3. **In “daadashada” si qoraal ah loosoo sheego loona sheego “PLIA” kadib taariikhda uu caymisku dhaqan galo iyo kahor taariikhda uu dhacaayo Xeerku ama Mudada Dheeriga ah ee Soosheegida Dhacdada, haday kuhaboon tahay.**

D. Dhamaan “sheegashooyinka” laxariira “talaabo sixitaan ah” ama “dhaawaca jirka” ama “waxyelo hantiyeed” ee kadhasha “daadashada shidaalka” waxaa loo aqoonsanayaa in lasameeyay markii koobaad ee “sheegashooyinka” kadhanka ah qofka caymiska kujira lasoo gudbiyay loona sosheegay “PLIA” aa Shirkada.

### II. WAAYO QOFKA CAYMISKA LEH

Shaqsiyaadka iyo xaasaskooda kuwaasoo haysta “taangiga shidaalka dabka” kana diiwaangashay taangiga caymiska shirkada “PLIA” ayagoo raacaaya Sharciga Difaaca Khataraha Kadhalaan kara Wasaqda Shidaalka (Cutubka 70.149 RCW) ayaa ah kuwa caymis kuleh xeerkaan.

### III. XADYADA UGO'AN CAYMISKA

- A. Wadarta qarashka guud ee shirkadu kabixinayso “sheegasho” kasta oo marka koobaad loosoo sheego “PLIA” inta lagu jiro “mudada caymiska” iyo Mudada Dheeriga ah ee Soosheegida Shilalka, haday jirto, waa inaysan kabadan \$60,000 “sheegasho” kasta, halkii guriba, sanadkiiba. Mudada Dheeriga ah ee Soosheegida Shilka waxaa lagu qeexay Farqada **IX. MUDADA DHERIGA AH EE SOOSHEEGIGA SHILKA** waa inaysan wax kabadalin aysana kordhin Xadiga Ugo'an Caymiska ee Xeerkaan kuqoran.
- B. Ayadon laga fiirinayn tirada “sheegashooyinka”, dadka magdhawga sheeganaaya ama dadka caymiska kujira, wadarta guud ee shirkadu asuulka katahay inay kabixiso “sheegashooyinka” inta lagu jiro mid ama kabadan oo “mudooyinka caymiska” ah kuwaasoo laxariira “sunta kasoo baxda” taangiga ee iskumidka ah, goosgoos ah, iskuxiran, iskumid ah, soo noqnoqda ama joogto ah waa in loo aqoonsadaa hal “sheegasho” taasoo qusaysa adi kasta oo Ugo'an Caymiska kaasoo kuqoran bayaanka Shaacinta Xeerka shaqaynaaya marka “sheegashada” koobaad lagusoo wargaliyo “PLIA” ama Shirkada, waana in loo aqoonsadaa mid marka koobaad loosoo sheegay “PLIA” ama shirkada intii lagu jiray “mudada caymiska” ee “sheegashadii” koobaad lasoo sheegay markii koobaad “PLIA” ama Shirkada.
- C. “Sheegashoyin” Badan: Iskudarka halkaan kujira ee wax kabadan halqof oo caymiska kujira ama “sheeganaaya” magdhaw ama keenaaya “sheegasho” ama dacwad ay soo gudbiyeen wax kabadan hal qof ama urur kama shaqayn karaan kordhinta Xadiga Shirkadu udajisay Caymiska. Hal ama kabadan “sheegashooyinka” kadhasha “siidaynta wasaqda” oo iskumid ah islana xariirta waa in loo aqoonsadaa hal “sheegashi”, Xadiga Caymiska ee kujira Bayaanka Shaacinta si waafaqsan Sheegasho Kasta waa in laraacaa.
- D. Si waafaqsan Xadiga Caymiska oo ah \$60,000 kuna qeexan farqada **III. A** ee kore, dayactirka waxyelada hantida qolada sadexaad ee dhismayaasha ay leeyihiin qolyo aan ahayn qofka caymiska kujira, ayna kujiraan qurxinta dhulka, waxay kukooban tahay lacag dhan \$1,500 “sheegasho” kasta, halkii meel, sanadkiiba. Xadidaadaan waxay kujirta gudaha waxayna dhimaysaa xadiga Sheegasho Kasta oo caymiska laxariirta.

### IV. QEEXITAANO

Erayada laqexaayo waxay kujiraan calaamadaha qawska hadalka dhamaan inta aan kahadlayno Xeerka waxayna noqon karaa erayo kali ah ama kuwo jamac ah, sida kuhaboon.

- A. “Taangiga shidaalka dabka ee laxooray” waxaa looga jeedaa “taangiga shidaalka dabka” kaasoo la iskaxooray aana kuxariirsanayn isha dabka shidaalka kadhaliisa ee loo adeegsado kululaynta guryaha dadku kunoolyahay ama goobaha shaqada ee dhismayaasha meesha uu taanguu yaalo.
- B. “Dhaawaca jirka” waxaa looga jeedaa dhaawaca jirka, xanuunka ama udurka qofku qaado, ayna kujiraan dhimashada xili kasta, oo kadhasha dhaawac, xanuun ama cudur.
- C. “Sheegashooyin” waa looga jeedaaa:
1. Sida Kucad Heshiiska Caymiska A.1., ogaysiis qoran oo loodiray “PLIA” intii lagu jiray “mudada caymiska” oo laxariira sunta “laga siidaayo” “shidaalka dabka” kaasoo laga siidaayay “taangiga shidaalka dabka” oo caymiska kadiiwaangashan;
  2. Sida kucad Heshiiska Caymiska A.2., waa ogaysiis qoran oo loodiray “PLIA” intii lagu jiray “mudada caymiska” ee bayaan kasta oo sheegaaya masuuliyad imaan karta ama dalbashada lacag laga doonaayo qofka caymiska kujira ee lagu eedaynaayo waxyeeloyin laxariira “dhaawaca jirka” ama “waxyelo hantiyeed” oo katimaada “sunta kasoo baxda” “shidaalka dabka” ee “taangiga shidaalka dabka” oo caymiska kadiiwaangashan.
- D. “Talaabo sixitaan ah” waxay kadhigan tahay talaabooyinka loo baahan yahay in sifo macquul uu uqaado qofka caymiska kujira si uu usaar, udaaweeyo, uxaliyo, umaareeyo, ama unadiifiyo “daadashada sunta” oo si kama' ah udhacda si uu uraaco hanaanka, qaanuunka, xeerka, sharciga, tilmaanta, amarka, ama shardi lamid ah oo sharci, kaasoo waafaqsan xiliga shirka kama' ah ee “siinta suntu” dhacday, talaabadaas oo ah mid waafaqsan Sharciga Maraykanka, Gobalka Washington, ama waax siyadeed katisan Maraykanka ama Gobalka Washington. “Talaabooyinka sixitaanka” waxaa kamid ah, markii la iskuraaco si qoraal ah, xili hore ayna ogolaato Shirkadu ama “PLIA”, talaabo lagu saaraayo, lagu daawaynaayo, lagu xalinaayo, lagu xakamaynaayo, aa lagu nadiifinaayo dhacdada kama'a ah ee “siidaynta sunta” si loo joojiyo, looyareeyo, ama loobaabi'iyoo daynta lagu yenaayo qofka caymiska kujira ee kadhalanaysa “talaabada sixitaanka ah”, “dhaawac jirka ah”, ama “waxyelo hantiyeed”. “Talaabo sixitaan ah” waxaa sidoo kale kujira talaabooyinka sida macquulka ah muhiimka u ah si loola socdo, loo qiimeeyo, daraasayna loogu sameeyo “siidaynta sunta” sida kama'a ah kudhacday. “Talaabada Sixitaanka” waxaa lagu dhamaystirayaa qaabka ugu qarash yar ee suuragalka ah.
- E. “Taangiga shidaalka dabka oo shaqo gabay” waxaa looga jeedaa “taangiga shidalaka dabka” kaasoo aan kuxariirsanayn isha dabka kadhaliisa shidaalka ee loo adeegsado kululaynta guryaha dadku kunool yihiin ama goobaha shaqada ee dhismayaasha uu taagigu yaalo kaasoo lga saaray shaqada si waafaqsan Xeerka Dabka ee Caalamiga ah iyo wixii sharciyo maxali ah oo qabanaaya.

- F. “Shidaalka dabka” waxaa looga jeedaa maado kasta oo batrool ah oo loo adeegsado kululaynta baraha dabka, kululeeyaasha, qalabka wax kaiya, ayna kujiraan baasiinta shoolada, naaftada, ama gaas cadaha. “Shidaalka dabka” kuma jiraan madooyinka batroolka ee loo adeegsado in lagu shubo “gaariyaasha matoorka kushaqeeya”, maraakiibta badda, tareenada, basaska, diyaaraha, ama nooc kasta qalabka jidadka lagu kaxeeya ah oo aan loo adeegsan kululaynta guriga, ama hawlaha warshadaha ama dhalinta tamarta korontada.
- G. “Taangiga shidaalka dabka” waxaa looga jeedaa taangi iyo tuubooyinka kuxariisan, haday dhulka kasareeyaan ama ay dhulka kuxabaalan yihiin ba, ama ay yaalaan qaybta hoose ee guriga, tubooyinka kuxariisan taangiga dabka lagu kululeeyo guriga dadku kunoolyahay ama goobta shaqada ee dhismaayasha eesha taangigu yaalo. “Taangiga shidaalka dabka” kuma jiraan “taangiga dabka” ee “shaqo gabka ah” ama “la isxooray” ama taangiga loo adeegsado kaliya shaqooyinka dabka warshadaha ama laga dhaliyo tamarta korontada.
- H. “Rarida ama dajinta” waxaa looga jedaa keenista ama qaadista “shidaalka dabka” oo lageeyo ama lagasoo qaado “taangiga shidaalka dabka” ee caymiska kadiiwaangashan.
- I. “Gaari atoor ah” waxaa looga jeedaa gaari kasta oo matoor ah kuna socda dhulka, tareele ama tareele yar kaasoo loogu talagalay inuu kusafro wadooyinka dadwaynaha.
- J. “MTCa” waxaa looga jeedaa Sharciga Naqshada Sunta (Cutubka 70.105D RCW).
- K. “PLIA” waxaa looga jedaa Wakaalada Caymiska Magdhawga Sunta Wasaqda ah ee Gobalka Washington taasoo loodhisay inay raacdo Cutubka 70.148 RCW. “PLIA” waa wakiilka loo aseeyay Shirkada e barnaamijkaan.
- L. “Mudada caymiska” waxa alooga jeedaa mudada lagu qeexay bayaanka Shaacinta, ilaa in horay loogu joojiyay si waafaqsan Farqada **VIII. SHURUUDAHA**, E. ee xeerkaan.
- M. “Waxyeelada hantiyeed” waxaa looga jedaa:
1. Dhaawaca jireed, burburka, ama sumaynta hanti lataaban karo, ayna kujiraan luminta adeegsiga hantida sababo laxariira dhaawac, burbur ama sumayn kudhacday; ama
  2. Luminta adeegsiga hanti lataaban karo taasoo aan jir ahaan udhaawacmin, looburburin ama sumoobin laakiin meesha laga raray, laga saray goobta isticmaalka, ama loo aqoosaday midaan la isticmaali karin sabab laxarirta “siidaynta sun” si kama'a ah.
- N. “Taariikhda diiwaangalinta” waxaa looga jeedaa taariikhda ay “PLIA” ay hesho ayna aqbasho foomka diiwanagalinta barnaamijka.
- O. “Siidaynta sunta” waxaa looga jeedaa dareer, dilaac, dooshan, daadasho ama butaaca shidaalku kubutaalo bii’ada.

## **V. WAXYAALAHA KAREEBAN XEERKA**

Xeerkaan maqabanaayo:

- A. “Sheegasho” kasta oo laxariirta ama ka imaanaysa “siidaynta sun” layaqanao ama aan la aqoon taasoo dhacday kahor intaan ladiiwanagalinta “taangiga shidalaka dabka”.
- B. “Shegasho” kasta oo kadhatala “siidaynta sunta” oo layaqanao taasoo dhacday intaan Xeerkaan laga diiwanagalin.
- C. “Sheegasho” kasta oo kadhatala ama ka imaata waajibaadka qofka caymiska kujira oo ay inuu baxsho qarashaadka waxyelooyinka sabab laxariirta aqbalaada masuuliyada oo uu ku aqballo heshiis ama qandaraas ilaa in qofka caymiska kujira ay sharciyan masuuliyad uga saaran tahay ayadoo uusan jirin qandaraas ama heshiis.
- D. “Sheegasho” uu soo gudbiyay shaqaale, lamaane, saamile ama qayb hantida leh oo caymiske kasta ah ama ay soo gudbiso shirkad caymis ama shaqsi ama wakaaladaheeda, shaqaalaheeda, wakiiladeeda ama shaqaalaheeda hoose kuwaasoo gabi ahaan ama qayb ahaan leh, kiraysta, maamula, maareeya ama hadii kale xukuma qofka caymiska kujira.
- E. “Sheegasho” kasta oo kadhatala ama ka imaanaysa waajib kasta oo saaran caymis laha oo kujirta sharciga magdhawga shaqaalaha, gunooyinka naafada ama magdhawga dadka shaqo la’aanta ah ama sharci lamid ah.
- F. “Sheegasho” kasta oo kadhatala ama ka imaanaysa “dhaawac jirka ah” oo gaara:

1. Shqaale kushaqeeya qofka caymiska kujira kaasoo kayimaada lana xariira:
  - a. Shaqada qofka caymiska kujira; ama
  - b. Fulinta waajibaad laxariira shaqada ganacsiga qofka caymiska kujira; ama
2. Lamaanaha, caruurta, waalidka, wiilka walaalka ah ama gabadha walaasha ah ee shaqaalaha sida kuqeexan farqada 1. ee kor kuqoran.

Reebistaan waxay qabanaysaa:

1. In qofka caymiska kujira uu masuul kanoqonaayo qarashka asagoo ah shirkada looshaqeeyo ama ganacsi nooc kale ah; iyo
  2. Waajibaad kasta oo ku aadin qaybisa waxyeelooyinka ama bixinta qarashka qofkale oo ay qasab kutahay inuu dhiibo waxyeelooyinka kadhasha dhaawaca.
- G. “Shegasho kasta” oo kusalaysan ama ka imaanaysa talaabo kasta oo kas loo sameeyo taasoo ah sharci daro, been, khiyaano, danbi, musuq ama khalad ah, cilad ama qadaf uu galay, tilmaantiisa lagu sameeyay ama asagoo og lasameeyay qofka caymiska kujira, wakiiladiisa, qandaraas layaasiisa ama lataliyaashiisa, ayadoon laga fiirinayn in falka noocaas ah lagalay iyo inkale gudaha iyo xeendaabka shaqada ama waajibaadka uu samaynaayo ama lagu sameeyo wakaalada qofka caymiska kujira.
- H. “Sheegasho” kasta taasoo kusalaysan ama ka imaanaysa mulkiyada, qayb kulahan shaha, adeegsiga, kushaqaynta, “rarissta iyo dajinta” nooc kasta oo “gaari matoor ah”, diyaarad, gaadiidka badda ama tareenada xamuulka.
- I. “Sheegasho” kasta oo kadhatala ama ka imaanaysa falka kaska ah, loo qasdo ama indho la’aanta ah loogu tunto ama si kibir ah layskaga indho tiro nooc kasta oo ah xeer, qaanuun, sharciyad, cabashada maamulka, ogaysiiska xadgudubka, waraaqa ogaysiiska ah, amarka maxkamada, amar dawlada ama tilmaanta wakaalad kasta ama haayad kasta oo katirsan dawlada taasoo qofka caymiska kujira uu sababay, garab siiyay, caawiyay, dhiirigaliyay ama qariyaya falka noocaas ah ee sharciga baal marsan.
- J. “Sheegasho” kasta oo kadhatala ama ka imaanaysa cawaaqib kasta, toos aha ama aan toos ahayn, oo dagaal, faragalint, talaabo cadaw shisheeye qaado, cadaawad (hadii dagaal la iclaansho iyo hadii kalaba), dagaal sokeeye, kacdoon hubaysam, kacaan, duinta dawlada ama malatari ama awod lamorooqsado, weear, kacdoon, kacdoon bulsho, lawareegida hanti, qaramayn, dib u iibinta ama burburinta ama waxyeelaynta hatida ayna fuliso ama amarkiida lagu fuliyo dawlada ama dadwaynuhu burbuyaan aa dawlada hoose dumiso.
- K. “Sheegasho” kasta oo kusalaysan ama ka imaanaysa “siidaynta sunta” oo dhacda kadib taariikhda marka dhimaha “taangiga shidaalka dabka” ee caymiska kujira uu yaalo la iibshay, laga guuray, cid kale lasiiyay, lakireeyay, qayb ahaan qof laga kireeyay ama uu joojio kushaqaynta ama hadii kale kabaxo maamulka qofka caymiska haysta.
- L. Qiimyaasha, qarashaadka iyo lacagaha lagu baxsho dib uhabaynta ama badalida “shidaalka dabka”.
- M. Qiimayaal kasta, qarashaad ama lacagaha lagu baxsho dayactirka, dib udhiska, badalida, dib u habaynta, ilaalinta, ama saarida “taangi kasta oo dabka ah” ama tuubada, xariiryaasha, ama waayarada taangiga ama weelasha kale.
- N. “Sheegasho” kasta oo laxariirta ciqaab, tusaalayn ama magdhawga waxyeelooyin badan ama qiimaynada sharciga ama qanaaxyo kasta oo madani ah, maamul ama danbi ama qanaaxyo ama soocelinta ama soo magida lacagaha kubaxa sharciga, qiimyaasha ama qarashaadka lagusoo rogo qofka caymiska haysta.
- O. “Sheegasho” kasta oo kusalaysan ama kadhatala “siidaynta sunta” taasoo looga qasday aa laga filaayay mowqifka qofka caymiska kujira.
- P. “Sheegashada” kasta oo ka imaanaysa “taangiga shidaalka dabka” oo “aan shaqayn” ama “laxooray”.
- Q. “Sheegasho” kasta oo ka imaanaysa “taangiga shidaalka dabka” kaasoo aan kadiiwanagashanayn “PLIA”.
- R. Qarashaad kasta oo kubaxa fulinta “talaabada sixtaanka” ah taasoo kabadan inta kucad xeerka “MTCA”.
- S. Qarashaad kasta oo ay bixiso shirkad kale oo caymis sax ah bixisa ama damaanaadyo kale.
- T. Qarashaad kasta ama qiimayaal kasta oo uu galo qofka caymiska kujira si loobaaro meesha ay kasoo baxday iyo waxa keenay “siidaynta sunta” laga shakiyay.
- U. Qarashaad kasta oo kubaxa dayactirka ama badalida qalabka dabka dhalinaaya.
- V. “Sheegasho” kasta oo kusalaysan ama kadhalanaysa sunta kasoo baxda ilo aan ahayn “taangiga shidaalka dabka” ee kadiiwanagashan caymiska.

W. “Siidayn sunta” oo kasta oon loosoo sheegin “PLIA” sida ugu dhakhsaha badan ee macquulka ah kadib marka “taangiga shidaalka dabka” ee caymiska kadiiwaangashan noqdo “id laxooray” ama “aan shaqaynayn”.

## VI. DHULKA

Xeerku wuxuu kaliya qabanayaa “sheegashooyinka” lakeeno gobalka Washington.

## VII. OGAYSIIKA SHEEGASHADA

- A. Qofka caymiska kujira waa inay ogaysiis siiyaan “PLIA” in uu jiro “sheegasho” imaan kara sida ugu dhakhsaha badan ee ugu macquulsan kadib marka “taangiga shidaalka dabka” ee caymiska kadiiwaangashan uu noqdo “mid la xooray” ama “shaqo gab” noqdo. Qofka caymiska kujira waa inuu ogaysiis qoran ugeeyaa “PLIA” sida ugu dhakhsaha badan ee ugu macquulsan kadib “sheegasho” kasta ama dhacdo kasta taasoo qofka caymiska haysta uu helaayo sabab uu ku aamino inay keenayso “sheegasho”. Ogaysiis waa in loodiraa “PLIA”, 300 Desmond Dr SE, Lacey, WA 98503.
- B. Ogaysiiska waa inay kujiraan:
1. Macluumaad kusaabsan qaabka, goorta iyo goobta “siidaynta suntu” kadhacday; iyo
  2. Magacyada iyo ciwaanada ay dagan yihiin qofkasta oo dhaawac ah ama marqaatiyaasha.
- C. Qofka caymiska leh waa inuu usheegaa “PLIA” si qoraal ah midkasta oo kamid ah qodoabada soosocda:
1. “Sheegasho” kasta ama dacwad kadhan ah ama uu helo qofka caymiska kujira;
  2. Talaabo kasta ama dacwad taasoo keeni karta waajib sharci ah oo kadhan ah qofka caymiska kujira ee “sheegashada” loohaysto;
  3. Xaalado kasta, munaasabadaha ama xaaladaha keeni kara “sheegasho” taasoo, hadii marka koobaad loosoo sheego “PLIA” inta lagu jiro “mudada caymiska”, uu dabooli karo caymisku; ama
  4. Xaalado kasta, munaasabadaha iyo xaaladaha loobaahan yahay in la ogaysiiyo wakaalad uun dawlada katirsan.
- D. Qofka caymiska kujira waa inuu ukeena dukumiintiyada “PLIA” kuwaasoo sheegaaya in shirkada caymiska ee mulkiilaha guriga.
- E. Marka ay timaado “siidaynta suntu” dhaafto goobta taangiga, ama laga shakiyo inay meelo kale uguurtay, qofka caymiska kujira waa inuu usheegaa “PLIA” uuna keena hanti dheeri ah oo kuqoran magaca, ciwaanka iyo nambarka taleefanka mulkiilaha guriga.
- F. Qofka caymiska kujira waa inuu kudhaqmaa shuruudaha soosheegida “faafida sunta” ee heer federaal, gobal iyo kuwa maxaliga ah.

## VIII. SHURUUDAHA

- A. Caymis kale: Marka caymis kale oo sax ah lanasoo qaadan karo ay bixiso shirkad kale oo caymis taasoo laxariirta “sheegashooyinka” kujira caymiskaan, caymiska lagu bixinaayo xeerkaan ayaa arintaan uqabanayaa sidaan soosocota:
1. Caymiskaan ayaa noqonaay caymis dheeri ku ah caymis kasta oo kale oo sax ah lana qaadan karo, kaasoo noqonaaya mid aasaasi ah ama dheeraad ah. Caymiskaan dheeriga ah marna lana kordhin karo ama lama balaarin karo sababo laxariira helitaanka, dalaafka dhaqaale ama awoodis la'aanta bixinta qarashka shirkad kasta oo caymis bixisa ayadoo laga fiirinaayo labadaba waajibka bixinta magdhawga iyo waajibka difaaca eedaysanaha.
  2. Marka caymiskaan uu dheeriga kunoqdo caymiska kale ee saxda ah oo laqaadan karo, Shikradu waxay kaliya dhiibaysaa saamiga ugasoo aada cadadka qarashka “sheegashada”, haduuba jiro, kaasoo kabata cadadkaas guud ee dhamaan caymiska noocaas ah uu kabixinaayo “sheegashada” marka caymiskaan uusan jirin.
- Qofka caymiska haysta waa inuu, marka laga codsado, si dhakhso ah ugu keena “PLIA” koobiyada dhamaan xeerarka laga yaabo inay qabtaan “sheegashada” lagu daboolayo Caymiskaan.
- B. Kormeerka iyo Isla xisaabtanka: Shirkada iyo “PLIA” waa in loo ogolaadaa laakiin waajib aan lagu saarin inay kormeer sameeyaan, tusaale kasameeyaan ayna duljoogteeyaan si joogto ah hantida qofka caymiska kujira iyo shaqooyinkiisa, xili kasta. Midkoodna Shirkada ama “PLIA” xaq uma laha inay kormeero sameeyaan, tusaale baxshaan ama duljoogteeyaan, wala waxaysan lahayn asuuliyada markaas ama inay soo sheegaan hadhoow, inay amraan fulinta, ayadoo wakiil u ah qofka caymiska kujira ama dad kale, si ay go'aan uga gaaraan ama udamaanad qaadaan in hantida ama shaqooyinku yihiin kuwo amaan ah, caafimaad leh ama uxaqiijiyaan farsamo la aqba karo ama ay waafaqsan yihiin sharci kasta, xeer ama qaanuun. Shirkada ama “PLIA” ayaa baari kara, xisaab xiri kara, koobi kabixin kara kormeerna kusamayn kara buugaagta, diiwaanada iyo adeegyada ofka caymiska kujira xili kasta inta lagu jiro “mudada caymiska” iyo sadex sano gudahood kadib marka uu caymiska si kama danbays ah udhamaado, ilaa intay quseeyaan mawduuca Caymiska.

- C. Masuuliyada: Masuuliyada dulsaarada kujira Caymiskaan maqusaynayaan Shirkada, marka laga reebo Dalab ay shirkadu soosaartay lagana dhigay qayb kamid ah Caymiskaan.
- D. Kulug lahaanshaha qofka caymiska kujira: Dalaafka dhaqaale ama cayrta dhanka hantida ee qofka caymiska kujira ama hantida qofka caymiska kama dhaafayso Shirkada waxa waajibbaad ah oo xeerkaan uu kuwaajib yeelaayo.
- E. Joojinta iyo Cusboonaysiin la'aanta:
1. Caymiskaan waxaa lagu joojin karaa oglaansho rasmi ah oo dhexmara Shirkada iyo "PLIA"; ama
  2. Caymiskaan waxaa joojin kara Shirkada ama "PLIA" ayadoo ogaysiis qoran boostada caymislaha kadib marka joojintu dhaqan galayso. Taariikhda uu dhaqan galaayo joojinta noocaas ah waa inaysan kayaraan 90 maalmood kadib marka ogaysiiska joojinta labaxsho. Taariikhda rasmiga ah ee joojinta ee kuqoran ogaysiiska waxay noqonaysaa dhamaadka "mudada caymiska".
- Bixinta ogaysiiska noocaas ah e qoran oo ay bixiso Shirkada ama "PLIA" waa inu lamid yahay kan boostada lagu diro. Hadii ogaysiiska lagu diro Boosto Shahaado leh, Risiidka Soocelintu waa inay noqotaa cadaynta rasmiga ah ee ogaysiiska.
- Hadii caymiska lajoojiyo, Shirkadu waxay soocelinaysaa lacagta joogtada ah ee aan caymisluhu qaadan (taasoo latu xisaabshay aasaaska lacag xisaabta kahor ah) sida ugu dhakhsaha badan ee macquulka ah kadib taariikhda rasmiga ah ee joojinta lasameeyo. Balaarin lacagu sameeyo lacagta joogtada ah ayaa lasamayn karaa midkood xiliga joojintu dhaqan gasho ama islamarkaba sida macquulka ah kadib marka joojintu dhaqan gasho, laakiin qarashka ama tartanka lacagta joogtada ah ee aan labixin kuma xirna taariikhda joojintu dhaqan galayso.
- Hadii shirkadu doorato inaysan cusboonaysiin xeerkaan oo ay kudarto "mudada caymiska" oo dheeri ah, shirkadu waxay ogaysiis qoran boosto ugu diraysaa "PLIA" ayadoo adeegsanaysa ciwaanka kuqoran xeerka. Ogaysiiska noocaas ah ee qoran ee cusboonaysiin la'aanta waa in boostada lagu diraa ugu yaraan 60 maalmood kahor dhamaadka "mudada caymiska".
- F. Damiinashada: Marka ay Shirkadu qarash kubixiso Caymiskaan, Shirkadu ayadaa damaanad ka ah dhamaan xaquuqaha qofka caymiska kujira ee socelinta qarashkaan oo kadhan ah qof uun ama urur. Qofka caymiska haysta waa inuu fuliyaa uuna bixiyaa qalabka iyo waraaqaha uuna sameeyaa waxkasta oo muhiim ah si uu udifaacdo xuquuqda noocaas ah. Qofka caymiska kujira waa inuusan qaadin talaabo uu fikir qaldan uga bixinaayo xaquuqda noocaas ah.
- Soo celin kasta oo kadhalata dacwadaha damiinashada ee katimaada Caymiskaan kadib marka qarashaadka kubaxa dacwadaha damaanada noocaas ah ay goostaan qolada qarashku kabaxaayo waxaa lagu yeelanayaa qofka caymiska leh iyo shirkada oo kuqaybsanaaya cadadka lacagta dhabta ah ee lagu baxshay xukunka, xalinta dacwada ama difaaca "sheegashada".
- G. Caawimaada iyo Wada shaqaynta: Qofka caymiska kujira waa inuu:
1. Ufasaxayaa "PLIA" ama Shirkada si ay kormeer ugu samayso "taangiga shidaalka dabka" iyo dhismayaasha qofka caymiska kujira;
  2. Waa inuu qaadaa talaabo degdeg ah si uu ujoojiyo ama uxakameeyo "faaid kasta" oo suntu samayso;
  3. Waa inuu lashaqeeyaa "PLIA" waana in marka laga codsado uu keenaa dhamaan macluumaadka laga codsado iyo dukumiintiyada, waqtiga saxda ah oo macquulka ahna uu kukeeno;
  4. Waa inuu kaqaybgalaa baaritaanada iyo warasiyada uu kaqaadoo wakiilkeena, asagoo kitaab kudhaarayaan hadii loo baahdo;
  5. Waa inuu kaqaybgalaa dhagaysiyada, boos wareejinada iyo dacwadaha; iyo
  6. Waa inuu gacan kagaystaa dhaqan galinta dib udajinada iyo xaqiijinta iyo keenista cadaynta, helitaanka xaadirista marqaatiyaasha kiisaska dacwadaha.
- Qofka caymiska lasiinaayo waa inuusan, marka laga reebo inuu jeebkiisa kadhibaayo qarashaadka, samayn wax qarash bixin ah (marka laga reebo qarashaadka uu galo si uu uxakameeyo ama uyareeyo "faafida sunta") ama uusan qiran in lagu leeyahay wax magdhaw ah oo kayimaada "sheegashooyin" kasta. Qofka caymiska kujira aa inuusan, marka laga reebo inuu ogolaansho kahaysto "PLIA", fulin wax "talaabo sixitaan" ah si iskiis ah ama uusan kalahadal qofna ama shirkad inay adeegyada noocaas ah siiso.

- H. Iskudhafka Dhamaan Heshiisyada: Siyaasadaan iyo Dalabaadkaan halkaan kulifaaqan waxay kakooban yihiin dhamaan heshiisyada udhaxeeya qofka caymiska kujira iyo Shirkada ama wakiilo kasta oo shirkada kasocda oo laxariira caymiskaan.
- I. Waajibka Kasaaran Qofka Caymiska kujiraa magaciisa lasheegay Inuu Soo sheego Isbadalada: Xili kasta oo kamid ah “mudada caymiska”, qofka caymiska kujira ee magaciisa lasheegay waxaa saaran waajib ah inuu usheego si dhakhso ah “PLIA” isbadal kasta oo kuyimaada mulkiyada “taangigiisa shidaalka dabka”. Hadaan ogaysiiskaas labixin, majirto wax qarash ah oo caymiskaan uu kabixinaayo “taangi shidaalka dabka” ah kaasoo aan si rasmi ah looga diiwanagalin haayada “PLIA”. Dadka iibsanaaya guri uu yaalo “taangiga shidaalka dabka” waxaa qasab ku ah inay soo gudbiyaan foomka diiwaangalinta oo cusub unaso gudbiyaan “PLIA” si ay ugu qalanto qarash laga caawiyo, ayadoon laga fiirinayn in “taangiga shidaalka dabku” horay ugu diiwaangashanaa caymiska qofkii hore.
- J. Adeegga Dacwada: Waxaa la isku raacay hadii shirkadu kufashilanto dhiibista qarash noocuu rababa hanoqdee kaasoo ladoonaayay in caymiskaan lagu baxsho, Shirkadu waxay halkaan, markuu codsado qofka caymiska kujira, dacwad ay ugudbiso maxkamad xukun karidi karta Gobalka Washington ayna kudhaqmi doonto dhamaan shuruudaha muhiimka u ah bixinta xukun noocaas ah iyo dhamaan arimaha kadhaha arintaan waxaa go'aan looga gaarayaa si waafaqsan sharciga iyo xeerka maxkamadaas.

Waxaa kaloo lagu heshiiyay in hanaanka adeegga dacwada noocaas ah lagu samayn karo:

Colony Insurance Company  
Attn: Claims Vice President  
8720 Stony Point Parkway, Suite 300  
Richmond, VA 23235

Pollution Liability Insurance Agency  
Attn: Director  
300 Desmond Drive, S.E. Lacey,  
WA 98503

iyo in dacwad kasta oo lagasoo gudbiyay qof kasta oo kujira heshiiskaan, shirkadu caymisku waxay ogolaan doonaa go'aanka kama dabaysta ah ee maxkamadaas ama Maxkamad kasta oo Racfaan marka qofka laxukumo racfaan qaato.

Dadka magacooda kor lagu sheegay waxay fasax uhaystaan lagana dalbanayaa inay aqbalaan adeegga shaqada dacwada ayagoo wakiil ka ah shirkada caymiska ee kujirta dacwada noocaas ah iyo/ama markuu codsado qofka caymiska kujira si qoraal ah taasoo cadaynaysa in uu ay axkamada sooxaadiri doonaan ayagoo wakiil ka ah shirkada caymiska hadii dacwad noocaas ah ladhagaysanaayo.

## **IX. MUDADA DHEERIGA AH EE SOOSHEEGIDA SHILKA**

Hadii caymiskaan lajojiyo ama ladiido in lasoo cusboonaysiiyo, Mudada Dheeriga ah ee Soosheegida Shilka ayaa si ootomaatig ah loo bixinayaa. Mudadaan waxay bilaabmaysaa markay dhamaato “mudada caymiska” waxayna soconaysaa muddo 30 maalmood ah. Kordhintaan mudada caymiska maqusayso hadii caymiska “sheegashada” lagu dalbanaayo “talaabada sixitaanka” ah ama waxyeelooyinka kadhaha “dhaawaca jirka” ama “waxyelo hantiyeed” ay bixinayso shirkad kale oo caymis.

Mudadaan dheeriga ah ee caymisku waa inay waafaqdaa dhamaan shuruudaha iyo Xeerarka Caymiskaan waxayna qabanaysaa “sheegashooyinka” marka koobaad laga gudbiyay qofka caymiska kujira loona sheegay “PLIA” kuwaasoo kadhaha “siidaynta sunta” “shidalaka dabka”, kasoo baxday “taangiga shidaalka dabka” kaasoo aan ahayn “mid laxooray” ama “shaqo gab ah”, kaasoo dhacay kadib “taariikhda diiwaangalinta” iyo kahor dhamaadka “mudada caymiska”.

Xaqiiqada ah in mudadaan “sheegashooyinka” loogusoo gudbinaayo “PLIA” sida waafaqsan caymiskaan oo lagu kordhinaayo hanaanka Mudada Dheeriga ah ee Soosheegida Shilka sinaba uma kordhinayso Xadiyada udagsan Caymiska Xeerkaan kujira.