

English	Traditional Chinese
KNOW YOUR WORKPLACE RIGHTS:	知道您的工作場所權力
Weingarten Rights	濫加頓權力 (Weingarten Rights)
Union-represented employees have a right to request a representative and have them present during an interview that the employee reasonably believes could lead to discipline.	工會代表的員工有權要求獲得代表并讓該代表出席員工有理由認為會導致處分的面談。
Representatives are entitled to provide advice and active assistance to employees during these investigatory interviews.	代表有權在這些調查面談中為員工提供建議及積極援助。
Employers violate the law if they threaten or retaliate against an employee because they made a request for a union representative, or if it proceeds with the interview despite the request.	如果僱主因員工要求工會代表而威脅或報復員工或如果僱主在無視員工要求的情況下進行面談，那麼僱主違反了法律。
Unrepresented employees don't have a right to have a representative in these interviews under current law, but the NLRB may reinstate that right in a future case.	按照現有法律規定，無代表的員工無權在這些面談過程中有代表，但 NLRB 有可能在以後的案件中恢復這項權力。
The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions.	國家勞工關係委員會 (National Labor Relations Board) 是一個獨立的聯邦政府機構，保護私營行業員工在有或沒有工會的情況下聯合起來的權力以改善工資和工作條件。