

English	Simplified Chinese
<h2>Frequently Asked Questions - NLRB</h2>	<h2>常见问题解答—NLRB</h2>
<p>What are my rights under the National Labor Relations Act?</p>	<p>《全国劳资关系法》(National Labor Relations Act) 赋予我哪些权力?</p>
<p>The NLRA is a <a href="#">federal law</a> that grants employees the right to form or join unions; engage in protected, concerted activities to address or improve working conditions; or refrain from engaging in these activities. For more information, see our <a href="#">Employee Rights page</a>.</p>	<p>NLRA 是一项<a href="#">联邦法律</a>，赋予员工成立或参加工会的权力、参与受保护的协同活动以解决或改善工作条件的权力或不参与这些活动的权力。如需更多信息，请查看我们的<a href="#">员工权力页面</a>。</p>
<p>What is the National Labor Relations Board's role?</p>	<p>国家劳工关系委员会 (National Labor Relations Board) 起到什么作用?</p>
<p>The NLRB is an independent federal agency created to enforce the National Labor Relations Act. Headquartered in Washington DC, it has <a href="#">regional offices</a> across the country where employees, employers and unions can file charges alleging illegal behavior, or file petitions seeking an election regarding union representation. For more information, see our <a href="#">What We Do</a> page.</p>	<p>NLRB 是一个独立的联邦政府机构，其建立的目的是执行《全国劳资关系法》。委员会总部设在华盛顿哥伦比亚特区 (Washington DC)，并在全国设有<a href="#">区域办公室</a>，方便员工、雇主以及工会提交非法行为的指控或提交请愿书以就工会代表进行选举。如需更多信息，请查看<a href="#">我们的工作</a>页面。</p>
<p>I have a workplace issue, but I'm not sure the NLRB is the right place. What other government agencies might be able to help me?</p>	<p>我面临着与工作场所相关的问题，但是我不确定 NLRB 是否是能处理我的情况的地方。其它哪些政府机构可为我提供帮助?</p>
<p>If your question is about unpaid wages, safety on the job, employment discrimination, workers' compensation, or a number of other work-related issues, you will have to contact a different government agency. Website links and phone numbers are available on this <a href="#">Related Agencies</a> page.</p>	<p>如果您的问题是关于未支付的工资、工作安全、就业歧视、工人报酬或其它与工作相关的问题，您必须联系其它政府机构。网站链接和电话号码可在<a href="#">相关机构</a>页面上找到。</p>
<p>Is my employer subject to the National Labor Relations Act (NLRA)?</p>	<p>我的雇主是否受《全国劳资关系法》(NLRA) 管辖?</p>
<p>The NLRA applies to most private sector employers, including manufacturers, retailers, private universities, and health care facilities. The NLRA does <i>not</i> apply to federal, state, or local governments; employers who employ only agricultural workers; and employers subject to the Railway Labor Act (interstate railroads and airlines). See this <a href="#">Jurisdictional Standards page</a> for more information.</p>	<p>NLRA 适用于大多数私营行业的雇主，包括制造商、零售商、私立大学以及医疗保健设施。NLRA 对联邦、州或地方政府、仅雇用农业工人的雇主以及受《铁路劳工法》(Railway Labor Act) 管辖的雇主（州际铁路和航空公司）不适用。请看<a href="#">管辖标准页面</a>以了解更多信息。</p>

Which employees are protected under the NLRA?	受 NLRA 保护的员工有哪些？
Most employees in the private sector are covered under the NLRA. The law does <i>not</i> cover government employees, agricultural laborers, independent contractors, and supervisors (with limited exceptions).	私营行业的大多数员工属于 NLRA 管辖范围。该法律并不涵盖政府员工、农业工人、独立承包商以及管理人（除一些特例外）。
Do I have to be in a union to be protected by the NLRA?	我是否需要加入工会以受 NLRA 保护？
Employees at union <i>and</i> non-union workplaces have the right to help each other by sharing information, signing petitions, and seeking to improve wages and working conditions in a variety of ways. For more information on this aspect of the law, including a description of recent cases, see our <a href="#">Protected Concerted Activity page</a> .	工会员工以及非工会的工作场所有权通过分享信息、在请愿书上签字以及试图以多种方式来改善工资及工作条件实现互助。如需了解更多有关这方面法律规定的信息，包括最近案件的描述，请查看我们的 <a href="#">受保护的协同活动</a> 页面。
What are an employer's and union's obligations under the NLRA?	按照 NLRA 规定，雇主和工会应履行哪些义务？
Employers and unions may not restrain or coerce employees who are exercising their rights under the NLRA. In a union workplace, the employer and union are obligated by law to bargain in good faith with each other over terms and conditions of employment, either to agreement or impasse. More information is available on our <a href="#">Employer/Union Obligations page</a> .	雇主和工会不得限制或压制员工行使 NLRA 规定的权力。在存在工会的工作场所内，雇主和工会按照法律规定应履行就雇用条款和条件进行诚意谈判的义务以达成协议或陷入僵局。更多信息可在我们的 <a href="#">雇主/工会义务页面上找到</a> 。
I believe that my rights have been violated. How do I file a charge with the NLRB?	我觉得我的权力受到了侵犯。我该如何向 NLRB 提交指控？
Charges must be filed in a Regional Office, usually with the help of an Information Officer, within six months of the occurrence. The Regional Office will investigate the charge and, if found meritorious, will issue a complaint. For forms and more information, see our <a href="#">Investigate Charges page</a> .	指控通常在信息官（Information Officer）的帮助下在有关情况发生后的 6 个月内向区域办公室提交。区域办公室将调查该指控。如果觉得指控有理有据，办公室将提出投诉。如需相关表格以及更多信息，请查看我们的 <a href="#">调查指控页面</a> 。
How do I start the process for an election to bring in a union (or decertify an existing union)?	我该如何开始选举过程以引入工会（或取消现有工会资格）？
To start the election process, a petition must be filed with the nearest NLRB Regional Office showing interest in the union (or interest in decertifying the union) from at least 30% of employees. NLRB agents will then investigate to make sure the Board has jurisdiction and there are no existing labor contracts that would bar an	为开始选举过程，一份请愿书必须提交给最近的 NLRB 区域办公室，以表明至少 30% 的员工对成立工会的兴趣（或对取消工会资格的兴趣）。NLRB 工作人员随后将展开调查以确定委员会是否对此享有管辖权以及是否存在禁止选举的劳工合同。更多信息可在我们的 <a href="#">进行选举页面</a> 找到。

election. More information is available on our <a href="#">Conduct Elections page</a> .	
What are the rules governing collective bargaining for a contract?	针对合同集体谈判的规定有哪些？
If a union is selected as the representative of employees, the employer and union are required to meet at reasonable times to bargain in good faith about wages, hours, and other mandatory subjects. Even after a contract expires, the parties must bargain in good faith for a successor contract, or the termination of the agreement, while terms of the expired contract continue. Further information on good faith bargaining is available on our <a href="#">Employer/Union Obligations page</a> .	如果工会被选为员工代表，那么雇主和工会必须在合理时间会面以就工资、工时以及其它义务事项进行诚意谈判。即使在合同到期后，在过期合同条款继续有效的同时，当事方必须就后续合同或合同的终止进行诚意谈判。有关诚意谈判的更多信息可在我们的 <a href="#">雇主/工会义务页面</a> 找到。
Do I have to pay union dues if there is a union at my workplace?	如果我的工作场所存在工会，我是否需要支付工会会费？
The question of union dues is subject to federal and state laws and court rulings. The NLRA allows unions and employers to enter into agreements that require all employees in a bargaining unit to pay union dues. However, 27 states have banned such agreements by passing so called “right to work” laws. More information is available on our <a href="#">Employer/Union Obligations page</a> .	联邦法律、州法以及法庭裁决对工会会费有所规定。NLRA 允许工会和雇主达成协议以要求谈判单元内的所有员工支付工会会费。尽管如此，27 个州已通过了所谓的“工作权”法来禁止此类协议。更多信息可在我们的 <a href="#">雇主/工会义务页面</a> 找到。
Is it legal to strike or picket an employer?	针对雇主进行罢工或纠察是否合法？
Strikes and picketing are protected by the NLRA under certain conditions and to varying degrees. For important information on the rules regarding strike activity, see this <a href="#">Right to Strike page</a> . A union cannot strike or picket an employer to force it to stop doing business with another employer who is the primary target of a labor dispute. At worksites with more than one employer, such as a construction site, picketing is only permitted if the protest is clearly directed exclusively at the primary employer.	在特定情况下，罢工和纠察在不同程度上受 NLRA 保护。如需有关罢工活动规定的重要信息，请查看 <a href="#">罢工权页面</a> 。工会不得对雇主进行罢工或纠察以迫使其终止与是劳工争议主要目标的其它雇主的业务。对于诸如建筑工地之类存在一名以上雇主的工地，纠察只有在抗议显然专门针对主要雇主的情况下才能进行。
How do I make a Freedom of Information Act (FOIA) request?	我该如何提出《信息自由法案》(Freedom of Information Act, FOIA) 请求？
To request public records under the Freedom of Information Act, see our <a href="#">FOIA page</a> which includes a sample FOIA letter and an electronic request form.	如需受《信息自由法案》管辖的公共记录，请查看我们的 <a href="#">FOIA 页面</a> ，内含 FOIA 信函样本以及一份电子请求表。
What if I have a question that's not on this list?	如果我的问题不在该列表上该怎么办？
If you have a question that isn't on this list, you may send a <a href="#">question by email</a> , or contact your local	如果您的问题不在该列表上，您可以 <a href="#">通过电子邮件发送您的问题</a> ，或联系您当地的 NLRB 办公

NLRB office ( [click here for a map of offices](#)) to speak with an information officer.

室 ( [点击这里以查看办公室地图](#)) 以便跟信息官交谈。