

English	Haitian Creole
<h2>Frequently Asked Questions - NLRB</h2>	<h2>Kesyon Moun Poze Souvan- NLRB</h2>
<p>What are my rights under the National Labor Relations Act?</p>	<p>Ki dwa mwen genyen anba Lwa Nasyonal konsènan Relasyon Travay?</p>
<p>The NLRA is a federal law 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 Employee Rights page.</p>	<p>NLRA se yon lwa federal ki bay anplwaye yo dwa pou fòme sendika oswa pou antre nan sendika; angaje nan aktivite pwoteje, aktivite nan tèt ansanm pou defann oswa amelyore kondisyon travay; oswa dwa pou yo evite angaje nan aktivite sa yo. Pou jwenn plis enfòmasyon, gade paj nou konsènan Dwa Anplwaye.</p>
<p>What is the National Labor Relations Board's role?</p>	<p>Ki wòl Konsèy Relasyon Travay jwe?</p>
<p>The NLRB is an independent federal agency created to enforce the National Labor Relations Act. Headquartered in Washington DC, it has regional offices 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 What We Do page.</p>	<p>NLRB se yon ajans federal gouvènman an te kreye pou ranfòse Lwa Nasyonal konsènan Relasyon Travay. Ajans lan ki gen biwo santral li nan Washington DC, gen biwo rejyonal toupatou nan peyi a kote anplwaye yo, patwon yo ak sendika yo kapab depoze akizasyon ki endike konpòtman ilegal, oswa depoze petisyon pou chèche jwenn yon eleksyon konsènan reprezantasyon sendika. Pou jwenn plis enfòmasyon, gade paj nou konsènan Sa Nou Fè.</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>Mwen yon pwoblèm nan espas travay mwen, men mwen pa byen konnen si NLRB se bon kote pa pou mwen ale. Ki kèk lòt ajans gouvènman ki ta ede mwen?</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 Related Agencies page.</p>	<p>Si kesyon ou konsène salè patwon an pa peye ou, sekirite nan djòb la, pratik diskriminasyon nan travay, konpansasyon travayè, oswa yon kantite lòt pwoblèm ki gen rapò avèk travay ou, w ap gen p[ou kontakte yon diferan ajans gouvènman. Lyen k ap mennen ou sou sitwèb ak nimewo telefòn yo disponib sou paj Ajans ki Konsène sa a.</p>
<p>Is my employer subject to the National Labor Relations Act (NLRA)?</p>	<p>Èske patwon mwen dwe obsève Lwa Nasyonal konsènan Relasyon Travay (NLRA)?</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</p>	<p>NLRA aplike pou pifò anplwaye sektè prive a, tankou fabrikan yo, detayan yo inivèsite prive yo ak sant swen sante yo. NLRA <i>pa</i> aplike pou gouvènman federal, gouvènman leta oswa gouvènman lokal; patwon ki anplwaye sèlman travayè agrikòl dwe obsève Lwa konsènan Travay</p>

Railway Labor Act (interstate railroads and airlines). See this Jurisdictional Standards page for more information.	nan Chemennfè (chemennfè ak konpayi ayeryen ant eta yo). Gade paj Nòm Jiridiksyonèl sa a pou jwenn plis enfòmasyon.
Which employees are protected under the NLRA?	Ki anplwaye ki pwoteje anba NLRB?
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).	Pifò anplwaye ki nan sektè prive a pwoteje anba NLRA. Lwa a <i>pa</i> pwoteje anplwaye gouvènman ouvriye agrikòl yo, kontraktè endepandan yo ak sipèvizè yo (avèk kèk eksepsyon limite).
Do I have to be in a union to be protected by the NLRA?	Èske mwen dwe se manm yon sendika pou NLRA pwoteje mwen?
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 Protected Concerted Activity page .	Anplwaye sendike <i>yoak</i> anplwaye ki pa sendike yo gen dwa pou youn ede lòt depi nan pataje enfòmasyon, siyen petisyon, epi chèche amelyore salè yo ak kondisyon travay la nan anpil kalite fason. Pou jwenn plis enfòmasyon sou aspè sa a nan lwa a, tankou yon deskripsyon dènye afè yo, gade paj nou konsènan Aktivite Pwoteje nan Tèt Ansanm .
What are an employer's and union's obligations under the NLRA?	Ki obligasyon yon patwon ak yon sendika genyen anba NLRA?
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 Employer/Union Obligations page .	Patwon yo ak sendika yo pa ka mete restriksyon oswa presyon sou anplwaye k ap egzèsè dwa yo anba NLRA. Nan yon espas travay ki gen sendika, patwon an ak sendika a gen obligasyon dapre lalwa pou negosye an bòn-fwa youn avèk lòt sou kondisyon jeneral travay la, swa pou yo jwenn akò oswa pou yo bloke nan yon enpas. Gen plis enfòmasyon ki disponib nan paj nou konsènan Obligasyon Patwon/Sendika .
I believe that my rights have been violated. How do I file a charge with the NLRB?	Mwen kwè yo te vyole dwa mwen yo. Kijan pou mwen depoze yon akizasyon avèk NLRB?
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 Investigate Charges page .	Ou dwe depoze akizasyon yo nan yon Biwo Rejyonal, anjeneral avèk èd yon Fonksyonè Enfòmasyon, nan sis mwa apre vyolasyon an. Biwo Rejyonal la pral fè yon ankèt sou akizasyon an epi, si yo jwenn li gen merit, y ap emèt yon plent. Pou jwenn fòm yo ak plis enfòmasyon, gade paj nou konsènan Ankèt sou Akizasyon yo .
How do I start the process for an election to bring in a union (or decertify an existing union)?	Kijan pou mwen kòmanse pwosesis pou gen yon eleksyon pou mennen yon sendika (oswa pou revoke akreditasyon yon sendika ki la deja)?
To start the election process, a petition must be	Pou kòmanse pwosesis eleksyon an ou dwe depoze

<p>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 election. More information is available on our Conduct Elections page.</p>	<p>yon petisyon avèk Biwo Rejyonal NLRB ki pi pre a pou montre enterè ou nan yon sendika (oswa enterè ou pou revoke akreditasyon sendika a) ansanm avèk omwen 30% anplwaye yo. Answit ajan NLRB yo pral fè yon ankèt pou asire Konsèy la gen jiridiksyon, epi pou asire pa gen kontra travay ki la deja ki ta anpeche gen yon eleksyon. Gen plis enfòmasyon ki disponib nan paj nou konsènan Dewoulman Eleksyon.</p>
<p>What are the rules governing collective bargaining for a contract?</p>	<p>Ki règ ki dirije negosyasyon angwoup avèk patwon pou jwenn yon kontra?</p>
<p>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 Employer/Union Obligations page.</p>	<p>Si anplwaye yo chwazi yon sendika kòm reprezantan nan negosyasyon angwoup avèk patwon an, patwon an ak sendika a gen obligasyon pou rankontre nan moman ki rezonab pou yo negosye an bòn-fwa sou salè yo, kantite èdtan travay, ak lòt sijè obligatwa. Menm apre lè yon kontra ekspire, moun ki konsène yo dwe negosye an bòn-fwa pou jwenn yon kontra ranplasman oswa pou rezilyasyon akò a pandan kondisyon kontra ki ekspire a ap kontinye. Gen lòt enfòmasyon sou negosyasyon an bòn-fwa ki disponib nan paj nou konsènan Obligasyon Patwon/Sendika.</p>
<p>Do I have to pay union dues if there is a union at my workplace?</p>	<p>Èske mwen oblije peye kotizasyon yon sendika ki nan espas travay mwen?</p>
<p>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 Employer/Union Obligations page.</p>	<p>Afè kotizasyon sendika depannde lwa federal, lwa leta ak desizyon tribinal NLRA pèmèt sendika yo ak patwon yo antre nan akò ki egzijè tout anplwaye ki nan yin inite negosyasyon pou yo peye kotizasyon sendika a. Men, 27 eta entèdi pou gen kalite akò sa yo, paske yo te adopte lwa ki rele “dwa pou travay”. Gen plis enfòmasyon ki disponib nan paj nou konsènan Obligasyon Patwon/Sendika.</p>
<p>Is it legal to strike or picket an employer?</p>	<p>Èske li legal pou fè grèv oswa pikèt kont yon patwon?</p>
<p>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 Right to Strike page. 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</p>	<p>NLRA pwoteje grèv yo ak pikèt yo anba sèten sikonstans ak degre diferan. Pou jwenn enfòmasyon enpòtan sou règ ki konsène aktivite grè, gade paj sa a Dwa pou Fè Grèv. Yon sendika pa kapab fè grèv oswa pikèt kont yon patwon pou fòse patwon an sispann fè biznis avèk yon lòt patwon ki se sib prensipal yon konfli travay. Nan espas travay ki gen plis pase yon patwon, tankou yon chantye konstwiksyon, gen pèmisyon pou gen pikèt sèlman si pwotestasyon an dirije aklè sou sèlman patwon</p>

employer.	prensipal la.
How do I make a Freedom of Information Act (FOIA) request?	Kijan pou mwen fè yon demann dapre Lwa konsènan Libète Enfòmasyon (FOIA)?
To request public records under the Freedom of Information Act, see our FOIA page which includes a sample FOIA letter and an electronic request form.	Pou mande dosye piblik dapre Lwa konsènan Libète Enfòmasyon gade paj FOIA nou ki gen ladan yon modèl lèt FOIA ak yon fòm demann elektwonik.
What if I have a question that's not on this list?	Kisa pou mwen fè si mwen gen yon kesyon ki pa nan lis sa a?
If you have a question that isn't on this list, you may send a question by email , or contact your local NLRB office (click here for a map of offices) to speak with an information officer.	Si ou gen yon kesyon ki pa nan lis sa a, ou ka voye yon kesyon nan imèl , oswa ou ka kontakte biwo lokal NLRB ou (klike la a pou jwenn yon kat jewografik biwo yo) pou pale avèk yon fonksyonè enfòmasyon.