

English	Hmong
<h2>Frequently Asked Questions - NLRB</h2>	<h2>Feem ntau nug cov lus nug - NLRB</h2>
<p>What are my rights under the National Labor Relations Act?</p>	<p>Kuv txoj cai nyob hauv lub National Labor Relations Act?</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>NIRA yog tsoom fwv teb chaws txoj cai uas tso cai rau cov neeg ua hauj lwm muaj cai los yog koomhaum; txuam yuaj rua kev tiv thaiv, kev hais kwv txhiaj rau qhov chaw nyob los yog ua hauj lwm zoo; los yog refrain los pib nrog rau cov kev ua ub no. Yog xav paub ntxiv, mus saib peb tus Neeg Ua Hauj Lwm Cov Cai.</p>
<p>What is the National Labor Relations Board's role?</p>	<p>Lub National Labor Relations Board lub luag hauj lwm?</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>Lub NLRB yog ib tug neeg sab nraud tsoom fwv teb chaws cov koom haum tsim los tswj lub national Labor Relations Act. Lub tsev hauv paus nyob Washington DC, nws muaj lub regional chaw ua hauj lwm thoob lub teb chaws uas cov neeg ua hauj lwm, cov chaw ua hauj lwm thiab koomhaum yuav tsub alleging cwj pwm tsis raws cai, los yog daim ntawv thov mus nrhiav kev xaiv tsa txog pab neeg sawv cev. Yog xav paub ntxiv, mus saib peb nplooj ntawv Peb Nplooj Ntawv.</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>Kuv muaj ib qhov teeb meem workplace, tab sis kuv tsis paub tseeb tias cov NLRB yog qhov chaw zoo. Lwm cov koom haum hauv tsoom fwv tej zaum yuav pab tau kuv li cas?</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>Yog koj cov lus nug txog nyiaj tsis them, kev ruaj ntseg ntawm txoj hauj lwm, kev ntxub ntxaug, cov neeg ua hauj lwm raug mob, los yog ib tug xov tooj ntawm lwm yam teeb meem hais txog tej teeb meem, koj yuav tau hu mus rau ib lub koom haum sib txawv. Cov website links thiab cov xov tooj muaj nyob rau ntawm no Hais Txog Cov Koom Haum Saib Xyuas Txog Phab Kev Txiav Nyiaj Lwm Cov Koom Haum Qhia Txog Cov Koom Haum Qhia Ntawv</p>
<p>Is my employer subject to the National Labor Relations Act (NLRA)?</p>	<p>Yog kuv qhov chaw ua hauj lwm yuav raug rau lub National Labor Relations Act (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</p>	<p>Tus NLRA siv rau feem ntau ntiav sector chaw ua hauj lwm, xws li manufacturers, retailers, lwm tebchaws, thiab cov chaw kho mob. Lub NLRA tsis siv rau tsoom fwv teb chaws, lub xeev, los yog hauv</p>

governments; employers who employ only agricultural workers; and employers subject to the Railway Labor Act (interstate railroads and airlines). See this Jurisdictional Standards page for more information.	zos governments; cov tswv hauj lwm uas ua zog xwb; Thiab cov chaw ua hauj lwm yuav raug rau railway Labor Act (interstate railroads thiab airlines). Saib daim ntawv jurisdictional Standards nplooj ntawv yog xav paub ntxiv.
Which employees are protected under the NLRA?	Cov neeg ua hauj lwm twg yog tiv thaiv nyob rau hauv cov NLRA?
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).	Feem ntau cov neeg ua hauj lwm hauv lub ntiav sector yog them raws li cov NLRA. Txoj cai tsis npog tsoom fwv cov neeg ua hauj lwm, cov neeg ua zog laborers, ywj siab contractors, thiab supervisors (uas txwv tsis pub muaj kev txwv).
Do I have to be in a union to be protected by the NLRA?	Kuv puas yuav tsum tau nyob rau hauv ib pab neeg yuav tiv thaiv los ntawm cov NLRA?
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 .	Cov neeg ua hauj lwm hauv pab neeg thiab cov neeg ua hauj lwm uas tsis yog-pab neeg ua hauj lwm muaj cai pab sib koom cov ntaub ntawv, kos npe rau daim ntawv thov, thiab mus nrhiav kev txhim kho cov nyiaj ua haujlwm thiab ua hauj lwm rau cov neeg mob nyob rau hauv ntau txoj kev. Yog xav paub ntxiv txog txoj cai no, xws li ib piav txog cov neeg mob tsis ntev los no, saib peb tiv thaiv concerted Kev ua ub no .
What are an employer's and union's obligations under the NLRA?	Tus tswv hauj lwm thiab pab neeg cov kev cai raws li tus 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 .	Cov chaw ua hauj lwm thiab koomhaum yuav tsis khi los yog coerce cov neeg ua hauj lwm uas yog qoj lawv txoj cai nyob rau hauv cov NLRA. Nyob rau hauv ib pab neeg ua hauj lwm, qhov chaw ua hauj lwm thiab pab neeg no obligated los ntawm txoj cai hais nqi nyob rau hauv txoj kev ntseeg zoo nrog sib thiab tej yam kev mob uas ua hauj lwm, xws li pom zoo los yog impasse. Muaj cov ncauj lus ntau ntxiv muaj nyob rau ntawm peb qhov chaw ua hauj lwm/npe obligations nplooj ntawv .
I believe that my rights have been violated. How do I file a charge with the NLRB?	Kuv ntseeg tias kuv txoj cai tau raug yuam. Kuv yuav ua li cas thiaj li yuav tau tus nqi 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 .	Tsub yuav tsum tau ua nyob rau hauv ib lub regional Office, feem ntau nrog kev pab los ntawm ib tug neeg khiav dej num cov neeg khiav dej num, tsis pub dhau rau (6) lub hlis ntawm qhov tshwm sim. Lub regional office yuav soj ntsuam tus nqi ntawd thiab, yog hais tias nrhiav tau meritorious, yuav muab ib tsab ntawv tsis txaus siab. Yog xav paub ntxiv, saib peb soj ntsuam tsub .

<p>How do I start the process for an election to bring in a union (or decertify an existing union)?</p>	<p>Kuv yuav pib txoj kev xaiv tsa koj nyob rau hauv ib pab neeg (los yog decertify ib pab neeg uas twb muaj lawm)?</p>
<p>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 election. More information is available on our Conduct Elections page.</p>	<p>Yuav kom pib kev xaiv tsa, ib daim ntawv thov yuav tsum ua nrog rau qhov ze NLRB Regional Office uas qhia txaus siab rau pab neeg (los yog txaus siab rau decertifying pab neeg) los ntawm tsawg kawg yog 30% ntawm cov neeg ua hauj lwm. NLRB kab mob yuav ces soj ntsuam kom paub tseeb tias lub Rooj Tswjhwms Saib muaj jurisdiction thiab muaj cov tsis muaj cov ntawv cog lus uas yuav bar kev xaiv tsa. Xav paub ntau ntxiv txog peb cov kev xaiv tsa nyob rau peb cov nplooj ntawv kev xaiv tsa.</p>
<p>What are the rules governing collective bargaining for a contract?</p>	<p>Cov cai governing collective bargaining rau ib daim ntawv cog lus?</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>Yog hais tias ib pab neeg xaiv raws li tus neeg sawv cev ntawm cov neeg ua hauj lwm, qhov chaw ua hauj lwm thiab pab neeg yuav tsum tau ntsib lub sij hawm tsim nyog mus hais nqi nyob rau hauv txoj kev ntseeg zoo txog nyiaj, teev, thiab lwm yam mandatory subjects. Txawm tias tom qab ib daim ntawv cog lus expires, ob tog yuav tsum bargain nyob rau hauv txoj kev ntseeg zoo rau ib successor daim ntawv cog lus, los yog lub sij hawm ntawm daim ntawv cog lus, thaum ntawd saib raws daim ntawv cog lus expired tseem. Xav paub ntxiv txog txoj kev ntseeg bargaining muaj nyob rau ntawm peb qhov chaw ua hauj lwm/npe obligations nplooj ntawv.</p>
<p>Do I have to pay union dues if there is a union at my workplace?</p>	<p>Kuv puas yuav tsum tau them npe vim hais tias muaj ib pab neeg nyob kuv qhov chaw ua hauj lwm?</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>Cov nqe lus nug txog pab neeg no yuav raug rau tsoom fwv teb chaws thiab lub xeev cov kev cai thiab tsev hais plaub txiav txim. Lub NLRA tso cai rau koomhaum thiab cov chaw ua hauj lwm nkag mus rau hauv cov lus sib lees uas yuav tsum tau tag nrho cov neeg ua hauj lwm hauv ib bargaining chav them. Txawm li ntawd los, 27 lub xeev muaj banned tej agreements los kis tau sib "txoj cai mus ua hauj lwm" kev cai. Muaj cov ncauj lus ntau ntxiv muaj nyob rau ntawm peb qhov chaw ua hauj lwm/npe obligations nplooj ntawv.</p>

<p>Is it legal to strike or picket an employer?</p>	<p>Nws puas raws li txoj cai strike los yog khaws ib tug tswv hauj lwm?</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 employer.</p>	<p>Strikes thiab picketing yog tiv thaiv los ntawm cov NLRA nyob rau hauv tej yam mob thiab varying degrees. Yog xav paub ntxiv txog txoj cai hais txog strike kev ua, saib txoj cai no mus strike nplooj ntawv. Ib pab neeg tsis tau strike los yog khaws ib tug tswv num quab yuam kom txhob ua lag ua luam nrog lwm qhov chaw ua hauj lwm uas yog lub hom phiaj ntawm ib tug neeg ua zog hais tsis sib haum. Ntawm worksites uas muaj ntau tshaj ib tug tswv hauj lwm, xws li ib qhov chaw siv, picketing tsuas tso cai yog hais tias qhov tawm tsam yog kom meej meej qhia exclusively ntawm tus tswv hauj lwm.</p>
<p>How do I make a Freedom of Information Act (FOIA) request?</p>	<p>Kuv yuav ua li cas ib txoj kev ywj pheej ntawm cov ntaub ntawv Act (FOIA) thov?</p>
<p>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.</p>	<p>Xav thov cov ntaub ntawv nyob rau hauv txoj kev ywj pheej ntawm cov ntaub ntawv Act, saib peb FOIA nplooj ntawv foIA uas muaj xws li ib daim ntawv FOIA tsab ntawv thiab ib daim ntawv thov kev pab.</p>
<p>What if I have a question that's not on this list?</p>	<p>Yuav ua li cas yog kuv muaj lus nug uas tsis nyob rau hauv daim ntawv teev npe no?</p>
<p>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.</p>	<p>Yog koj muaj lus nug uas tsis yog nyob rau hauv daim ntawv no, koj yuav xa ib lo lus nug los ntawm email, los yog hu rau koj lub chaw ua hauj lwm NLRB (nyem no rau ib daim ntawv qhia txog chaw ua hauj lwm) hais lus nrog ib tug neeg khiav dej num.</p>