

English	Homong
KNOW YOUR WORKPLACE RIGHTS:	PAUB KOJ QHOV CHAW UA HAUJ LWM TXOJ CAI:
Weingarten Rights	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.	Pab neeg uas muaj tuaj hauv npe muaj txoj cai thov ib tug neeg sawv cev thiab muaj lawv tam sim no thaum muaj kev sib tham tias tus neeg ua hauj lwm reasonably ntseeg hais tias yuav ua rau kev qhuab qhia.
Representatives are entitled to provide advice and active assistance to employees during these investigatory interviews.	Cov neeg sawv cev muaj txoj cai muab tswv yim thiab kev pab rau cov neeg ua hauj lwm thaum cov neeg taug lw sib tham.
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.	Cov chaw ua hauj lwm ua txhaum txoj cai yog hais tias lawv raug teeb meem los yog ua phem rau ib tug neeg ua hauj lwm vim lawv ua ib tug neeg sawv cev rau ib pab neeg sawv cev, los yog hais tias nws proceeds nrog rau kev sib tham dua li ntawm qhov thov.
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.	Unrepresented cov neeg ua hauj lwm tsis muaj ib txoj cai muaj ib tug neeg sawv cev rau cov kev sib tham raws li txoj cai tam sim no, tab sis cov NLRB yuav reinstate tias txoj cai yav tom ntej.
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.	Lub National Labor Relations Board yog ib tug neeg sab nraud tsoom fwv teb chaws cov koom haum uas tiv thaiv cov cai ntawm ntiav sector cov neeg ua hauj lwm koom ua ke, nrog los yog tsis muaj ib pab neeg, kom lawv cov nyiaj ua haujlwm thiab ua hauj lwm rau cov neeg mob.