

NASEMTE RIGHTS

NATIONAL LABOR RELATIONS ACT NUAI PAN IN A KI KHUNGKHIA HI

NLRA in nasepte (employees) leh naseppiate (emplyers) kikal ah thuvaihawmna leh thaman tawh kisai nasepte (employees) ten ngettheihna rights bek-tham-lo in adang a kivaihawm khia sepna bawlna a tuam tuam ah a kihel theih na ding in armahkhan hi. NLRA theihpihna nuai ah a om nasepte (employees) pen naseppiate (emplyers) leh gamukte i vaihawmkhialhna tuam tuam te pan kidal in kipanpih ding hi. Hih theih sakna-lai in NLRA nuai a om nasepte (employees) ngahhuai rights te a hizongin naseppiate (employers) leh kumpi kipawlna lam ten a zuih hamtang ding thu te ong tel sak ding hi. Anuai ah ong ki pia contact theihna te zang in NLRA thukhun nuai pan in lungkimlohna (Complaints) te ong kantel sak ding leh ong leptuah sak ding in National Labor Relations Board a hi Federal agency te kiang ah na nasepna mun tawh kizui in ngahhuai na sak rights te tawh kisai in dotnop tuam tuam na neih leh kiko, kidong thei hi.

NLRA nuai ah nang i rights te pen a nuai a bang a hihi,

- **Naseppiate (employers) tawh thaman**, nasep-hun leh a dang nasep kicialna tawh kisai thukhun tuam tuam te leptuah theih nang leh kikap theih nang kipawlna (Union) khat phaut theihna.
- **Tua kipawlna (union) ah kihel theihna, huh theihna leh phuat theihna.**
- **Nasepte (employees)** lam pan a tang ong dinpih ding a tel ngiat uh mite (Representatives) tungtawn in naseppiaten (emplyers) contract sung a amau sehsa thaman te, hamphatna te, nasephun te leh nasep tawh kisai thukhun na tuam tuam te dektuak

NLRA nuai ah nang tanga a ding ding kipawlna (union) in nasep acialte tawh kikupkidekna(Negotiation) a neih ciang in a nuai a thuteng a bawl khak vua leh thukhunpalsat a hihi:

- **Kipawlna (union) na panpih** kei leh na nasep na suplawh ding ci in vauna.
- **Kipawlna (union) ah member** na lutloh na hangin ahihkeileh kipawlna (union) a thuneite na gensiatkhakna hang tawh na tuah lemlohna te ong vaihawmpih noplohna.
- **Nasepzonsakna pan in nasep** ong zonsak uh ciang in deidanna

NLRA nuai ah naseppiaten (employers) a nuai a thute a bawl leh thukhun a palsat a hihi:

- **Naseploh hun a hi**, nasep kipat ma, nasep man khit hun leh tawngak hun, nasep tawh a kisailo hun te ah kipawlna (union) pian nang nget theihna pan ong khaktan na: ahihkeileh nasep tawh kisai lo hun te ah, nasep tawh kisai lohna mun a hi, parking lots te leh tawngakna-khan te ah kipawlna (union) lai te hawmtheina pan ong khaktanna.
- **Kipawlna (union) na thapiakna** ahihkeileh nasepkhiatna te tawh kisai in na lungkiat theih nang ahihkeileh a tua sepkhiatna te ah na kihel a thadah theih theih nang thudotna ong neih leh.

te dek in leptuahtuak te leptuah theihna.

- **Nasepcialna tawh kisai** thukhunte nasep pih te tawh a hizong, a kiphaun kipawlna (union) te tawh a hizong kikap theihna.
- **Nasepzia te leh nasepna** thukhun te a khan-toh theih nading naseppih te tawh kipawl in, lampi dang a om sung pan, nasep ong piate ahihkeileh kumpi kipawlna te kiang kohna bawl in a ki phuan khia kipawlna (union) khat pan huhna nget theihna.
- **Lungphona leh deihnggetna** bawlna I ahang leh I zat lungphonadan nam tawh kizui in lungpho theihna.
- **A tung a sepkhiattheihna te,** kipawlna (union) ah lut na leh kipawlna ah member in om suakna te a kipan, I ut kei leh hih loh zuih loh theihna.

Thukhupalsat sepkhiatna te kiphallo ding hi. Nang ngahhuai rights te ahizongin midang te ngahhuai rights ahizongin ki palsatsak in na up leh, ahuamin tua thukhun tawh kituak lo sepkhiatna a pian ni pan kha guk sung in NLRB tung ah ko pah in nang ngahhuai rights te havi kik ding hi teh. Thukhupalsatna dan a om zen zen leh naseppiate (employers) leh a dang te theisak lo in tua thu kantel ding hi teh. Zumkongmangkong a tun ding pen mi khempuuh in tun thei a, a thubawlding pen a rights kipalsatna a thuk kha nasempa (employee) bek in thubawl thei ding hi. NLRB in naseppiate (employers) kiang ah thukhupalsat in nasep a khawlsak uh nasempa (employee) a cial kik nang uh ong gen sak ding uh hi. Tuabekthamlo in a sup thaman te leh hamphatna te ngetsak ding uh hi. Tuakhitciang in naseppiate (employers) ahihkeileh kipawlna te kiang ah thukhampalsatna khawl sak ding uh hi. Nasemten (employees) a hih leh a naaipen regional NLRB zum pan a kisan bang in huhna panpihna kingen thei hi. Tua zum te omnamun pen agency website www.nlrb.gov. pan in kizong thei hi.



standard leh deidanna sepzia te zatna leh kepcingna.

- **Kipawlna (union) tawh kisai** in na kihelna leh nasepkhiatna thupawl khat hang in naseppiaten ong deidan na ding in bawlna ahihkeileh a mau ngiat in ong deidanna.
- **Kipawlna (union) ah na kihel leh kihel loh,** na panpih leh na panpihloh en in nang tung thusia ong bawlna.

Nang leh na naseppih te in no tang a ading ding leh thu ong viahawmpih ding in kipawlna (union) khat na tel khit uh ciang in, tua kipawlna (union) leh naseppiate (employers) kikal ah khat leh khat ki muanna tawh kikumkidek in, a tawpna ah nasepkicialna thukhun tung ah kilungkimnalai (binding agreement) a ngah dong lungsimsiang tak in a sep ding uh kisan ding hi. Kipawlna (union) in thuman tak in nang a ding ong dekpindhing leh kilungkimna a ngah nang ong seppih ding kisan hi,

NLRB te sum beilo (toll-free) tawh hopihin zong na kizom thei ding hi. **1-844-762-NLRB (6572)**. Pauleham panpihna kipia hi. Bengzakna Thanem a, NLRB palaite tawh a kiho nuam phone sam dingte in relay.service@nlrb.gov ah laikhak ding hoih hi. NLRB palai in mailam ah ki hopih kik theih nading hun leh vai kisan email pan hong khakkik ding hi.



A kicingzaw theihna ding in scan in

- **Hih kipawlna (union) na panpihna** leh kihelna te hangin ahihkeileh khat leh khat ki huhna ki panpihna ading sepkhiatna te hangin or a tung a sepkhiatna te ah kihel lohna hangin nasep tansakna, zakhiatna, nasepmun ong laihsakna, nasep hun ong khiapsakna , shift ong laihsakna te, ahihkeileh zong tuate tawh a kibang thusia te ong bawlna.
- **Nasemten (employees) kipawlna (union)** khat kiang ah amautang ading ding in a tel ciang, a nasepmun uh khaksak ding ci in vauna.
- **Kipawlna (union) panpih** na ah thakiat nang ahihkeileh thakhannang in zakhatna, thamankhansakna leh adang hamphatna tuam tuam tawh zawlna ahihkeileh kamciampiakna.
- **Thuphamawhlo** hun te ah kipawlna tawh kisai lukhu, angkilh, puan leh lingkhei te ong zatsaklohna
- **Kipawlna tawh kisai sepkhiatna** leh kikaihkhopna te etcikna ahihkeileh videolakna ahihkeialeh tua dan a ahih keneihna.

National Labor Relations Act pen kumpi tawh kisailo a tangdin nasepcialte a tamzaw a ding a haum hi. LRA pen kumpi nasem lamte, lokhawt leh inn nasep tuam tuam a nasemte, atangdin contractor te, Nu leh pa te ahihkeileh innkuanpih ten a cialpak nasemte, Railway Labor Act in a huam sa a hi Vaileng leh meileng lam tawh kisai a nasemte leh nasemuk te (NLRA thukhun te palsat noploh man in deidan na a thauk nasepuk te huam khathei ding hi)