

# NASEMTE RIGHTS

## NATIONAL LABOR RELATIONS ACT NUAI PAN IN A KI KHUNGKHA HI

NLRA in nasemte ( employees ) leh naseppiate ( employers ) kikal ah thuvaihawmna leh thaman tawh kisai nasemte ( employees ) ten ngettheihna rights bek-tham-lo in adang a kivaihawm khia sepna bawlna a tuam taum ah a kihel theih na ding in armahkhan hi. NLRA theihpihna nuai ah a om nasemte ( employees ) pen naseppiate ( employers ) leh gamukte i vaihawmkhialhna tuam tuam te pan kidal in kipanpih ding hi. Hih theih sakna-lai in NLRA nuai a om nasemte ( employees ) ngahhuai rights te a hizongin naseppiate ( employers ) leh kumpi kipawlina 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 kipawlina ( Union ) khat phaut theihna.
- Tua kipawlina ( union ) ah kihel theihna, huh theihna leh phuat theihna.
- NASEmte ( employees ) lam pan a tang ong dinpih ding a tel ngiat uh mite ( Representatives ) tungtawn in naseppiaten ( employers ) contract sung a amau sehna thaman te, hamphatna te, nasephun te leh nasep tawh kisai thukhun na tuam tuam te dektuak te dek in leptuahtuak te leptuah theihna.
- NASEpialna tawh kisai thukhunte nasep pih te tawh a hizong, a kipaun kipawlina ( 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 plate ahihkeileh kumpi kipawlina te kiang kohna bawl in a ki phuan khia kipawlina ( union ) khat pan huhna nget theihna.
- Lungphona leh deihngatna bawlina I ahang leh I zat lungphonadan nam tawh kizui in lungpho theihna.
- A tung a sepkiattheihna te, kipawlina ( union ) ah lut na leh kipawlina ah member in om suakna te a kipan, I ut kei leh hih loh zuih loh theihna.

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 kipawlina ( 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 kipawlina ( union ) lai te hawmtheina pan ong khaktanna.
- Kipawlina ( union ) na thapiakna ahihkeileh nasepkhiatna te tawh kisai in na lungkiat theih nang ahihkeileh a tua sepkiatna te ah na kihel a thadah theih theih nang thudotna ong neih leh.
- Hih kipawlina ( union ) na panpihna leh kihelna te hangin ahihkeileh khat leh khat ki huhna ki panpihna ading sepkiatna te hangin or a tung a sepkiatna 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 bawlina.

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

- Kipawlina ( union ) na panpih kei leh na nasep na suplawh ding ci in vauna.
- Kipawlina ( union ) ah member na lutloh na hangin ahihkeileh kipawlina ( union ) a thuneite na gensiatkhakna hang tawh na tuah lemlohna te ong vaihawmpih noplohna.
- NASEpzonsakna pan in nasep ong zonsak uh ciang in deidanna standard leh deidanna sepzia te zatna leh kepcingna.
- Kipawlina ( union ) tawh kisai in na kihelna leh nasepkhiatna thupawl khat hang in naseppiaten ong deidan na ding in bawlina ahihkeileh a mau ngiat in ong deidanna.

- 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.
- Kipawlna ( union ) ah na kihel leh kihel loh, na panpih leh na panpihloh en in nang tung thusia ong bawlina.

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 kisam ding hi. Kipawlna ( union ) in thuman tak in nang a ding ong dekipihding leh kilungkimna a ngah nang ong seppih ding kisam hi,

**Thukhumpalsat sepkhiatna te kiphallo ding hi.** Nang ngahhuai rights te ahizongin midang te ngahhuai rights ahizongin ki palsatsak in na up leh, ahuaamin tua thukhun tawh kituak lo sepkhiatna a pian ni pan kha guk sung in NLRB tung ah ko pah in nang ngahhuai rights te haui kik ding hi teh. Thukhumpalsatna 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 khempeuh in tun thei a, a thubawlding pen a rights kipalsatna a thuak kha nasempa ( employee ) bek in thubawl thei ding hi. NLRB in naseppiate ( employers ) kiang ah thukhumpalsat 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 nasempiate ( employers ) ahihkeileh kipawlna te kiang ah thukhampalsatna khawl sak ding uh hi. Nasemten ( employees ) a hih leh a naaipen regional NLRB zum pan a kisam bang in huhna panpihna kingen thei hi. Tua zum te onnamun pen agency website [www.nlr.gov](http://www.nlr.gov) pan in kizong thei hi.

Toll-free **1-844-762-NLRB (6572)**. pan in zong NLRB ki sam thei hi. Zaktheihna tawh kisai damlohna nei te in NLRB thuzasaknuam na hih a leh hih website <https://www.federalrelay.us/tty>, ah Federal Relay Service website sung ah a om contact number khat peuh peuh tawh sam in thugenna ong huh ding khat cial in NLRB toll free number : **1-844-762-NLRB (6572)**. contact sak ding hi teh.

**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 )

Hih theih saknalai pen kumpi kipsak hi a, kua man lait thei lo ding hi.



**U.S. Department of Labor**