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<h2>Frequently Asked Questions - NLRB</h2>	<h2>常見問題解答—NLRB</h2>
<p>What are my rights under the National Labor Relations Act?</p>	<p>《全國勞資關係法》(National Labor Relations Act) 賦予我哪些權力?</p>
<p>The NLRA is a <a href="#">federal law</a> 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 <a href="#">Employee Rights page</a>.</p>	<p>NLRA 是一項<a href="#">聯邦法律</a>，賦予員工成立或參加工會的權力、參與受保護的協同活動以解決或改善工作條件的權力或不參與這些活動的權力。如需更多信息，請查看我們的<a href="#">員工權力頁面</a>。</p>
<p>What is the National Labor Relations Board's role?</p>	<p>國家勞工關係委員會 (National Labor Relations Board) 起到什麼作用?</p>
<p>The NLRB is an independent federal agency created to enforce the National Labor Relations Act. Headquartered in Washington DC, it has <a href="#">regional offices</a> 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 <a href="#">What We Do</a> page.</p>	<p>NLRB 是一個獨立的聯邦政府機構，其建立的目的是執行《全國勞資關係法》。委員會總部設在華盛頓哥倫比亞特區 (Washington DC)，並在全國設有<a href="#">區域辦公室</a>，方便員工、雇主以及工會提交非法行為的指控或提交請願書以就工會代表進行選舉。如需更多信息，請查看<a href="#">我們的工作</a>頁面。</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>我面臨著與工作場所相關的問題，但是我不確定 NLRB 是否是能處理我的情況的地方。其它哪些政府機構可為我提供幫助?</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 <a href="#">Related Agencies</a> page.</p>	<p>如果您的問題是關於未支付的工資、工作安全、就業歧視、工人報酬或其它與工作相關的問題，您必須聯繫其它政府機構。網站鏈接和電話號碼可在<a href="#">相關機構</a>頁面上找到。</p>
<p>Is my employer subject to the National Labor Relations Act (NLRA)?</p>	<p>我的雇主是否受《全國勞資關係法》(NLRA) 管轄?</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 Railway Labor Act (interstate railroads and airlines). See this <a href="#">Jurisdictional Standards page</a> for more information.</p>	<p>NLRA 適用於大多數私營行業的雇主，包括製造商、零售商、私立大學以及醫療保健設施。NLRA 對聯邦、州及地方政府、僅僱用農業工人的雇主以及受《鐵路勞工法》(Railway Labor Act) 管轄的雇主（州際鐵路和航空公司）不適用。請查看<a href="#">管轄標準頁面</a>以瞭解更多信息。</p>

Which employees are protected under the NLRA?	受 NLRA 保護的員工有哪些？
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).	私營行業的大多數員工屬於 NLRA 管轄範圍。該法律並不涵蓋政府員工、農業工人、獨立承包商以及管理人（除一些特例外）。
Do I have to be in a union to be protected by the NLRA?	我是否需要加入工會以受 NLRA 保護？
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 <a href="#">Protected Concerted Activity page</a> .	工會員工以及非工會的工作場所所有權通過分享信息、在請願書上簽字以及試圖以多種方式來改善工資及工作條件實現互助。如需瞭解更多有關這方面法律規定的信息，包括最近案件的描述，請查看我們的 <a href="#">受保護的協同活動頁面</a> 。
What are an employer's and union's obligations under the NLRA?	按照 NLRA 規定，僱主和工會應履行哪些義務？
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 <a href="#">Employer/Union Obligations page</a> .	僱主和工會不得限制或壓制員工行使 NLRA 規定的權力。在存在工會的工作場所內，僱主和工會按照法律規定應履行就雇用條款和條件進行誠意談判的義務以達成協議或陷入僵局。更多信息可在我們的 <a href="#">僱主/工會義務頁面</a> 上找到。
I believe that my rights have been violated. How do I file a charge with the NLRB?	我覺得我的權力受到了侵犯。我該如何向 NLRB 提交指控？
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 <a href="#">Investigate Charges page</a> .	指控通常在信息官（Information Officer）的幫助下在有關情況發生後的 6 個月內向區域辦公室提交。區域辦公室將調查該指控。如果覺得指控有理有據，辦公室將提出投訴。如需相關表格以及更多信息，請查看我們的 <a href="#">調查指控頁面</a> 。
How do I start the process for an election to bring in a union (or decertify an existing union)?	我該如何開始選舉過程以引入工會（或取消現有工會資格）？
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	為開始選舉過程，一份請願書必須提交給最近的 NLRB 區域辦公室，以表明至少 30% 的員工對成立工會的興趣（或對取消工會資格的興趣）。NLRB 工作人員隨後將展開調查以確定委員會是否對此享有管轄權以及是否存在禁止選舉的勞工合同。更多信息可在我們的 <a href="#">進行選舉頁面</a> 找到。

election. More information is available on our <a href="#">Conduct Elections page</a> .	
What are the rules governing collective bargaining for a contract?	針對合同集體談判的規定有哪些？
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 <a href="#">Employer/Union Obligations page</a> .	如果工會被選為員工代表，那麼僱主和工會必須在合理時間會面以就工資、工時以及其它義務事項進行誠意談判。即使在合同到期後，在過期合同條款繼續有效的同時，當事方必須就後續合同或合同的終止進行誠意談判。有關誠意談判的更多信息可在我們的 <a href="#">僱主/工會義務頁面</a> 找到。
Do I have to pay union dues if there is a union at my workplace?	如果我的工作場所存在工會，我是否需要支付工會會費？
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 <a href="#">Employer/Union Obligations page</a> .	聯邦法律、州法以及法庭裁決對工會會費有所規定。NLRA 允許工會和僱主達成協議以要求談判單元內的所有員工支付工會會費。儘管如此，27 個州已通過了所謂的“工作權”法來禁止此類協議。更多信息可在我們的 <a href="#">僱主/工會義務頁面</a> 找到。
Is it legal to strike or picket an employer?	針對僱主進行罷工或糾察是否合法？
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 <a href="#">Right to Strike page</a> . 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.	在特定情況下，罷工和糾察在不同程度上受 NLRA 保護。如需有關罷工活動規定的重要信息，請查看 <a href="#">罷工權頁面</a> 。工會不得對僱主進行罷工或糾察以迫使其終止與是勞工爭議主要目標的其它僱主的業務。對於諸如建築工地之類存在一名以上僱主的工地，糾察只有在抗議顯然專門針對主要僱主的情況下才能進行。
How do I make a Freedom of Information Act (FOIA) request?	我該如何提出《信息自由法案》(Freedom of Information Act, FOIA) 請求？
To request public records under the Freedom of Information Act, see our <a href="#">FOIA page</a> which includes a sample FOIA letter and an electronic request form.	如需受《信息自由法案》管轄的公共記錄，請查看我們的 <a href="#">FOIA 頁面</a> ，內含 FOIA 信函樣本以及一份電子請求表。
What if I have a question that's not on this list?	如果我的問題不在該列表上該怎麼辦？
If you have a question that isn't on this list, you may send a <a href="#">question by email</a> , or contact your local	如果您的問題不在該列表上，您可以 <a href="#">通過電子郵件發送您的問題</a> ，或聯係您當地的 NLRB 辦公

NLRB office ( [click here for a map of offices](#)) to speak with an information officer.

室 ( [點擊這裏以查看辦公室地圖](#)) 以便跟信息官交談。