

English	Simplified Chinese
KNOW YOUR WORKPLACE RIGHTS:	知道您的工作场所权力
Weingarten Rights	温加顿权力 (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.	工会代表的员工有权要求获得代表并让该代表出席员工有理由认为会导致处分的面谈。
Representatives are entitled to provide advice and active assistance to employees during these investigatory interviews.	代表有权在这些调查面谈中为员工提供建议及积极援助。
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.	如果雇主因员工要求工会代表而威胁或报复员工或如果雇主在无视员工要求的情况下进行面谈，那么雇主违反了法律。
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.	按照现有法律规定，无代表的员工无权在这些面谈过程中有代表，但 NLRB 有可能在以后的案件中恢复这项权力。
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.	国家劳工关系委员会 (National Labor Relations Board) 是一个独立的联邦政府机构，保护私营行业员工在有或没有工会的情况下联合起来的权力以改善工资和工作条件。