



# Cov lus qhia tseem ceeb txog NLRB kev soj ntsuam rau cov neeg tsiv teb



**Lub National Labor Relations Act (NLRA) tiv thaiv feem ntau ntiav-sector neeg ua hauj lwm, tsis hais lawv teb chaws raws li txoj cai. Tus NLRA muab cov neeg ua hauj lwm txoj cai:**

- Form, koom, los yog pab ib pab neeg sib tham txog nyiaj ua haujlwm thiab lwm yam mob ua hauj lwm.
- Tham txog nyiaj ua haujlwm thiab lwm cov neeg ua hauj lwm nrog coworkers, ib pab neeg ua hauj lwm, ib tsoom fww qhov chaw ua hauj lwm, ib tsoom fww lub koom haum, tawm, los yog pej xeem.
- Take collective action nrog coworkers sim ua hauj lwm zoo thiab lwm yam mob ua hauj lwm rau cov neeg mob.
- Xaiv tsis koom tes nrog tej yam no.

**Hauv qab no yog ib qho tseem ceeb heev rau koj paub txog peb txoj kev tshawb nrhiav tsis pub leej twg paub:**

- Vim hais tias cov ntaub ntawv immigration raws li txoj cai tsis yog hais tias nws twb tau txhaum cai NLRA lawm:
  - Peb yuav TSIS nug koj txog koj txoj cai immigration raws li txoj cai.
  - Koj TSIS TAS yuav faib cov ntaub ntawv kho mob tawm rau peb txog koj txoj cai immigration.
  - Koj TSIS TAS YUAV MUAB cov ntaub ntawv qhia txog koj tus nqi tam sim no/qub coworkers.
- Peb tsuas tswj cov NLRA thiab tsis muaj kev koom tes nrog cov tub ceev xwm ntawm cov kev cai lij choj hauv teb chaws.
- Peb yuav TSIS faib tej ntaub ntawv hais txog koj uas koj nrog rau Lub Department of Homeland Security (DHS), nrog rau teb chaws thiab kev lis kev cai lij choj (ICE), los yog lwm cov tub ceev xwm teb chaws, tshwj tias ntshe koj thov kom peb muab koj cov ntaub ntawv los pab koj mus nrhiav kev pab teb chaws, raws li tau piav nyob rau hauv cov ntaub ntawv no kawg ntawm daim ntawv no.
- Yog koj muaj kev txhawj xeeb txog kev tshwm sim rau peb qhov chaw ua hauj lwm vim li cas, thov hais lus nrog lub Rooj Tswjhwmm Saib cov ntaub ntawv hais txog lwm txoj kev koom tes rau hauv qhov kev tshawb nrhiav, nrog rau kev noj koj cov affidavit sab nraum peb qhov chaw ua hauj lwm los yog yees duab.
- Peb cov kev soj ntsuam no tsis pub leej twg paub, uas txhais tau tias peb yuav tsis qhia koj tus kheej rau ib tug tswv num, tshwj tias ntshe koj mus hais rau ib rooj plaub, lossis peb mus nrhiav kev pab rau tseem fww los tu.
- Yog koj tsis nyiam nrog peb ua lus Askiv, peb yuav ua ib tug neeg txhais lus rau koj muab kev pab thiab cov lus qhia uas koj najnpawb.
- Yog koj paub hais tias ib tug tswv num los yog ib pab neeg tau nrog tus cwjpwmm raws li tus cwjpwmm no, thov qhia rau lub Rooj Tswjhwmm Saib cov Neeg Saib Xyuas txog nws vim hais tias nws yuav ua txhaum txoj cai:
  - o Neeg txoj sia hu rau DHS los yog ICE los yog ua lwm yam ntshai heev txawm vim hais tias koj los yog lwm cov neeg ua hauj lwm tau nrog pab neeg ua hauj lwm los yog lwm yam kev ua hauj lwm los yog lwm yam kev ua hauj lwm.
  - o Nug cov neeg ua hauj lwm muab ntaub ntawv tshiab los sis ntaub ntawv immigration/ntaub ntawv los yog reverifying cov neeg ua hauj lwm cov kev tso cai tsis muaj ib valid, uas tsis yog-discriminatory vim li cas, uas yuav ua txhaum cov NLRA los yog lwm cov kev cai.
- • Yog hais tias, thaum kawg ntawm qhov kev tshawb nrhiav, peb txiav txim seb puas yuav coj tus nqi (tus tswv num los yog pab neeg tau yuam cai lij choj) thiab peb yuav tsum tau litigate rooj plaub ua ntej tus Administrative Law Judge, peb yuav ua txhua dag zog los tiv thaiv tus tswv num los yog pab neeg uas nug txog koj txog koj txoj cai immigration.
- • Yog hais tias koj tau ua ntawv thov los yog ib tug timkhawv thiab koj los yog koj tus neeg sawv cev qhia rau peb tias muaj NLRA tiv thaiv kev ua hauj lwm ntawm ib tug worksite thiab teb chaws nyem yog tsim nyog los tiv thaiv cov neeg ua hauj lwm uas muaj kev qoj ib ce los yog koom hauv txoj kev NLRB, tus NLRB yuav xav nrhiav kev pab teb chaws nyem rau cov neeg ua hauj lwm uas ua haujlwm nrog deferred tes hauj lwm, Parole, U los yog T visa raws li txoj cai, los yog lwm yam nyem raws li muaj thiab tsim nyog. Lub NLRB tsis muab tswv yim teb chaws. Yog koj xav tau ntaub ntawv immigration counsel, ib daim ntawv teev cov chaw muab kev pab dawb uas muaj nyob ntawm no: <https://www.justice.gov/eoir/list-pro-bono-legal-service-providers>.

**Yog xav paub ntxiv txog lub NLRB, thov mus saib peb lub website,  
<http://www.nlrb.gov>**