



GUHUZA IBIKORWA UBURENGANZIRA BWAWE

GUHUZA IBIKORWA NI IKI?

Igikorwa gihuriweho ni igihe umwe cyangwa benshi bakorana baturira hamwe kugirango baganire na / cyangwa baharanire impinduka mu bikorwa byabo. Igikorwa gihuriweho gishobora kubamo kumenyekanisha uburyo bw'imikorere itameze neza cyangwa aho amategeko yirengajije kuri leta cyangwa kuri leta zunze ubumwe. Ndets'e n'umukozi umwe ukora wenyine ashobora kwitabira igikorwa gihuriweho niba bikozwe kubw'inyungu zabo bose bakorana.

INGERO Z'IGIKORWA GIHURIWEHO

- Igikorwa gihuriweho gishobora kuvuganwaho n'abakozi mukorana kubyerekeye umushahara wawe, inyungu, cyangwa uburyo bw'imikorere.
- Igikorwa gihuriweho gishobora kubamo imyigaragambyo, gukubita, cyangwa gukwirakiza icyifuzo gisaba amasaha meza.
- Igikorwa gihuriweho kirimo itsinda ryanze gukora mubihe bibi cyangwa kuvuga ku mugaragaro umushahara wawe n'inyungu.
- Igikorwa gihuriweho kandi kirimo kwifatanya n'abakozi mukorana (ndets'e no ku mbuga nkoranyambaga) kuganira n'umukoresha wawe, guverinoma, cyangwa itangazamakuru ku bibazo biri ku kazi kawe.

Umukoresha ntashobora kuguhanu ku bikorwa birinzwe keretse niba agututse.

- Itsinda ry'abakozi bo mu iduka rya Aluminium bava ku kazi kuko hakonje cyane mu iduka imbere bajya ku kazi.
- Itsinda ry'abatwara amakamyo bose banze gutwara ikamyo idafite umutekano.
- Abakozi batanu bakorana kuri Facebook baganira ku bijyanye n'akazi kabo, harimo imikorere yabo n'inzezo z'abakozi.
- Kuvuga ku mushahara wawe cyangwa kwishyura ibikureba hamwe n'abakozi mukorana.
- Kureka akazi hamwe n'abakozi mukorana kwamagana politiki irenganya no kubwira abanyamakuru imyigaragambyo yanyu.
- Kwanga gutangaza amazina y'abakozi basinye amasezerano yo kwamagana ubuyobozi.

KUBERA IKI IGIKORWA KIDAHURIRWAHO

Hariho aho ibikorwa byawe bitarebwa n'amategeko y'igihugu yerekeye umurimo (NLRA). Ibi bishobora kubamo:

- Kutanyurwa n'umukoresha wawe
- Gukora kugirango wifashe ubwawe
- Gukora iyo abo mukorana banze kubikora
- Amarangamutima yo kurakara ashobora kurogoya ahantu ho gukorera

- Wakoresha imbuga nkoranyambaga uri gutuka umukoresha wawe
- Imiyitwarire mibi ku bagenzuzi cyangwa abo mukorana, ni ukuvuga gutukana cyangwa urugomo.

Ibyo Umuyobozi wawe adashobora gukora

Niba wowe cyangwa abo mukorana mugerageza guhuza, vugana n'umukoresha ku byerekeye umutekano muke, cyangwa ubundi mwavuga ku miterere yaho ukorera;

NTIBYEMEWE KO UMUKORESHA WAWE AKWIHORERA WOWE NA:

- Kwerekana, guhagarika cyangwa ku kwirukana
- Guhindura uko bishakiye gahunda yawe y'akazi
- Kugabanya umushahara wawe cyangwa inyungu; guhakana amasaha y'ikirenga cyangwa kuzamurwa mu ntera
- Gutoteza, gutera uwobwa, iterabwoba cyangwa kuguhana mu buryo butemewe
- Kukubuza kuvugana n'abakozi mukorana ku bibazo byawe

Icyo Ushobora Gukora

Niba utekereza ko uburenganzira bwawe bwahungabaniwe, ugomba guhamagara ikigo cy'igihugu gishinzwe umurimo (NLRB). Mubisanzwe ufite amezi atandatu yo kumenyesha amakosa. Urashobora kuvugana na NLRB utabwiye umukoresha wawe, ubumwe, cyangwa abo mukorana. Ugomba gutanga ikirego ku mukoresha cyangwa ihuriro kugira ngo utangire iperereza, ariko umuntu uwo ari we wese ashobora gutanga ibirego, ndetse no ku wundi mukorana. Niba utekereza ko ushobora kuba ufite ikibazo, hamagara ibiro by'akarere ka Buffalo. Birabujije ko umukoresha cyangwa ihuriro ryihorera ku bakozi kubera gutanga ibirego cyangwa kugira uruhare mu bikorwa bya NLRB.

Amategeko ya Leta

Niba NLRB yemeje ko uburenganzira bwawe bwahungabaniwe, bufite imbaraga zo gukora ibintu mu buryo. NLRB ishobora gutegeka abakoresha guha akazi abakozi no kwishyura umukozi wabuze umushahara n'inyungu. NLRB ishobora kandi gutegeka umukoresha cyangwa ubumwe guhagarika kwica amategeko no kumenyesha abakozi uburenganzira bwabo.

Amategeko ya Leta

New York ifite amategeko agamije kwagura NLRA kurinda amatsinda amwe y'abakozi, harimo n'abakozi bakora mu mirima. Bitewe n'ubwoko bw'ikirego, bishobora kuba byiza kuvugana na NYS ishami ry'umurimo cyangwa ishami ry'uburenganzira bwa muntu aho kuba NLRB.

Ninde utapfukiranwa?

Abashoramari bigenga ntibibareba, kandi abakozi bo mu rugo n'abakozi bita ku bana ntibashobora gupfukiranwa bitewe n'uko bahawe akazi. Niba ufite ibibazo bijyanye nuko wapfukiranwe na NLRA, hamagara ikigo cy'abakozi cya WNYCOSH kuri 716-206-3550.

Ninde Wahamagara Niba Ufite Ikibazo

Ibiro bya NLRB Buffalo

130 S. Elmwood Ave , Ste 630
Buffalo, NY 14202
Hamagara ku buntu
1-844-762-6572
www.nlrb.gov/region/buffalo

NYS DOL

Hamagara ku buntu
1-877-466-9757
www.labor.ny.gov/secure/contact/form.asp?subject=9

WNYCOSH Ikigo Cy'abakozi

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Buffalo, NY 14213
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