

[**Employers:** This is a sample notice employers can use to inform workers about the Safe Workplaces for Meat and Poultry Processing Workers Act as well as the Packinghouse Workers Bill of Rights, as required under [Minnesota Statutes § 179.877.](#)]

Cov kev cai koj muaj uas yog tus neeg ua hauj lwm ntim nqaij los yog ntim nqaij qaib

Tsab cai Packinghouse Workers Bill of Rights (Minn. Stat. § 179.86) thiab tsab cai Safe Workplaces for Meat thiab Poultry Processing Workers Act (Minn. Stat. § 179.87 to 179.877) muaj cov kev tiv thaiv tom hauj lwm raws li cov hauv qab no rau cov neeg ua nqaij thiab ua nqaij qaib:

- **Koj muaj cai kom ua huaj lwm yam muaj kev nyab xeeb thiab noj qab nyob zoo tom hauj lwm.** Koj qhov chaw ua hauj lwm yuav tsum muaj kev tshawb fawb txog txoj dej num tsim los ntawm ib pawg neeg. Koj qhov chaw ua hauj lwm yuav tsum cob qhia kom ua cov hauj lwm tshiab yam tsis muaj kev phom sij; txoj kev cov qhia no yuav tsum qhia yam siv hom lus uas koj nkag siab. Koj qhov chaw ua hauj lwm yuav cob qhia tsawg kawg mas 8 teev ntawm ib lub xyoos twg los cob qhia kev noj qab nyob zoo thiab kev nyab xeeb uas muaj feem txoj koj lub luag hauj lwm thiab txoj hauj lwm; txoj kev cob qhia no yuav tsum siv koj hom lus thiab cov lus uas koj to taub zoo. Tsawg kawg mas yuav tsum siv ob teev los tshawb fawb txog kev tiv thaiv kom txhob raug mob thiab cov txheej txheem yuav ceeb toom li cas thaum muaj kev raug mob. Koj qhov chaw ua hauj lwm yuav tsum muab sij hawm kom tsim nyog rau koj mus so mus siv chav dej, mus ntxuav tes thiab mus hle thiab looj cov khoom siv los tiv thaiv.
- **Koj muaj cai tsis kam ua cov hauj lwm uas muaj kev phom sij.** Yog tias koj tsis kam ua cov hauj lwm muaj kev phom sij, koj yuav tsum tau txais nyiaj nqi tes thiab yuav tsum tsis muaj kev saib tsis taus los yog pauj kev ntsim siab.
- **Koj muaj cai kom muaj kev tiv thaiv zoo thaum muaj kev kub ntxhov.** Koj qhov chaw ua hauj lwm yuav tsum muaj kev kom noj qab nyob zoo, kev nyab xeeb thiab kev huv thaum muaj kev thaj yeeb txoj txhua tus yog muaj kev kub txog rau cov kab mob loj yuav sib kis tau los ntawm kev ua pa. Cov kev no muaj xws li, tsis txwv, kev nyob sib nrug, muaj ntswg thaiv, muaj ntaub thaiv qhov ncauj qhov ntswg thiab thiab thaiv ntsej muag yam tsis tsub nqi, tshuaj tua kab mob ntawm chav ua hauj lwm thiab lwm yam.
- **Koj muaj cai los sib koom thiab sib khom ua ke.** Koj muaj cai tsis kam los sib koom thiab sib khom ua ke. Yog xav paub tshaj no, hu rau ntawm lub koso haum National Labor Relations Board ntawm 612- 348-1757.
- **Koj muaj cai kom tsis txhob raug kev saib tsis taus tom hauj lwm.** Koj muaj cai kom txhob raug kev saib tsim taus los ntawm koj haiv neeg, xim nqaij tawv, kev ntseeg, kev cai dab qhuas, tuaj teb chaws twg tuaj, poj niam los txiv neej, puas muaj txij nkawm, kev xiam oob khab, txais kev pab ntawm tsoom fwv, muaj pes tsawg xyoo, nyiam poj niam los txiv neej, tsev neeg zoo li cas thiab koom nrog cov yeeb yam pab neeg kom muaj kev cai. Yog xav paub tshaj no ntxiv, hu rau lub koos haum Minnesota Department of Human Rights ntawm 833-454-0148.

