



Iluuji jermal eo aō. Ewōr ke jabledewōt jikin jermal en aō ej muri wōt kake ñan ña? Ewōr ke jabledewōt aō muri ñan er?

❖ Riiti wōt men in eļañne kwōj jokwe ilo state eo an Washington.

laikuj ke riiti men in?

❖ Jet rijermal rej “fire” e er. Jet rej “kabōjrak” er, “kaṃōj” er, ak “lay off” e er.

Men in enaaj jipañ eok meļeļe

- eļañne ewōr jabledewōt an jikin jermal eṇ aṃ muri ñan kwe
- eļañne ewōr jabledewōt aṃ muri ñan jikin jermal eṇ aṃ
- wāween komaroñ jutakpen kōn jimwe im maroñ ko aṃ

Iluuji jermal eo aō. Ta eo ij aikuj kōṃṃane jinointata?

Jeļā etke raar kaṃōj aṃ jermal. Bwe kwōn jeļā etke, jilkinļok ñan jikin jermal eo aṃ juon kajjitōk ilo jeje epād raan eo kwōj je ie, im jilkinļok ilo certified mail. Ekkar ñan kakien, jikin jermal eo aṃ eaikuj uwaak ilowaan 10 raan kōn juon leta ej kwaļok etke raar kaṃōj aṃ jermal.

Kōnnaan ippān juon lawyer, eļañne komaroñ.

Mōkaj im kōṃṃan eṃṃakūt. Elōñ iian kakien ko ikijjeen jermal ewōr joñan iien ñan kōṃṃan eṃṃakūt ie. Jej ṇa etan men kein “statutes of limitation” ak “joñan kōtaan eo enaaj wōr wōt kutien kakien ko.” Jet joñan aer kadu emaroñ jet wōt allōñ ālikin aṃ luuji jermal eo aṃ. Eļañne kwōjab mōkaj im kōṃṃan eṃṃakūt ilowaan iien in, kakien eo emaroñ ban kōjparok eok.

❖ Juon lawyer emaroñ jipañ eok lale ewi wōt joñan iien eo ej jermal ñan kwe.

Ewōr ke jabdewōt jikin jermal en aō emuriki kake ñan ña?

Bōlen. Remaroñ muri ñan kwe:

Check in kōllā eo am āliktata - Jikin jermal eo am eaikuj kōllāik eok ilo iien eo emōkajata aolep joñan oñeam ak kōllā eo am emuriki ñan kwe, ekoba overtime. Men in ej iwōj ilo jikejuul in raan in kōllā ko am ekkā am bōk kōllā eo am ie. Ekkar ñan policy ko aer, komaroñ naaj bar maroñ bōk kōllā ko ñan raan in leave in kakije im ñaninmej ko kwaar ejouji maantak ilo am kar jermal. Emaroñ juon men erube kakien ko eļaññe jikin jermal eo ej omom jān check in kōllā eo am āliktata ñan joñan ko komuriki.

COBRA - Eļaññe kwaar pād ilo plan in taktō eo an jikin jermal eo am, Kakien eo an federal ikijeen COBRA (COBRA Act) ekkā an kōmman bwe kwōn pādwōt ilo kein taktō in iumwin joñoul rualitōk allōñ iiettata. Jikin jermal eo am eaikuj ba waj ñan kwe kake jokāālōt in. Kwaikuj kāālōt eļaññe kwōj pādwōt ilo kein taktō in iumwin COBRA ilowaan 60 raan jān raan eo kwaar luuji jermal eo am. Ekkā am kōllāiki aolepen oñan premium eo, koba ruo bōjjāñ.

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- ❖ Kapaak ak kūrļok jikin jermal eo am ilo iien eo emōkajata eļaññe ejab iwōj ñan eok men ko kwaikuj jaini ñan am pād ilo kein taktō eo an COBRA ñe koluuji jermal eo am. Kwōj aikuj kōmmane ilowaan iien ko emōj an COBRA karōki **im** plan in taktō eo an jikin jermal eo.
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HIPAA - Eļaññe kwaar pād ilo plan in taktō eo an jikin jermal eo, ekkā an plan eo aikuj lewaj juon am pepa ej kwaļok ke ewōr am kein taktō ak certificate in health coverage ālikin an jemļok am jermal. Komaroñ aikuji pepa ak certificate in ñe kobar jino juon jermal kāāl, ñan bōbrae an wōr kaburbur ko ñan kein taktō ko am ilo jikin jermal in ekāāl. Kajjitōke pepa ak certificate in ilo iien eo emōkajata ālikin an jako am pād ilo plan in taktō eo am mokta, eļaññe kein taktō eo am ilo COBRA ejemļok, ak ñe kobar jino juon jermal kāāl.

Kōllā ko jān Kein Jipañ ko - Eļaññe kwaar bōk jipañ ko ikijeen kein taktō ilo iien eo kwaar jermal, im plan in taktō eo an jikin jermal eo am eaar kōllāiki, plan eo eaikuj kōrōļwaj jāñ ko am meñe ejako am jermal. Kanoj ļoori wāween ko ñan kōmmani ilo plan eo. Kwaikuj appeal i jabdewōt likjap in jab kōllāik jipañ ko ak benefit ko ilo iien eo emōkajata. Kōkkaddudu in kōmmeļe in plan eo enaaj jipañ eok meļeļe kōn jimwe im maroñ ko am iumwin plan eo. Eļaññe ejjeļok am kabe in kōkkaddudu in kōmmeļe in plan eo, kajjitōk ippān HR department ñan juon am kabe ilo iien eo emōkajata.

Kōllā eo ñan Rijerbal Ñe Ejemļok aer Jerbal (Severance Pay) - Emaroñ kar wōr an jikin jermal eo būrookraam in kōllā ñan rijerbal ñe ejemļok aer jermal ak severance pay. Jāāke koñ eo am ippān jikin jermal eo am, handbook eo an rijerbal ak kōmeļe ko kōn policy ko an jikin jermal eo.

Jipañ ko ñan Retire - Eļañne kwaar pād ilo plan in retire ko an jikin jermal eo am, ewōr jet jimwe im maroñ kwōnaaj bōki wōt ippam ekkar ñan plan kein ālikin an bōjrak am jermal. Jāāke kōkkaddudu in kōmmeļe in plan eo am ak kepaak ak kūrļok department eo an HR.

Eddo ko am ñan Kōmmani Iumwin Contract eo - Eļañne eaar wōr am koñ ippān jikin jermal eo am, emaroñ wōr jet am jimwe im maroñ ie ñan ālikin an bōjrak am jermal. Kanooj riiti. Lale bwe jikin jermal eo am en lewaj aolep men ko ba kaki ilo koñ eo. Lōmņak in etal in kōnnaan ippān juon lawyer.

Ro renaaj leļok meļe kake kwe (References) - Ekkar ñan kakien, emo an jikin jermal eo am ba jabdewōt kake kwe me rejjab mool im kōmman jorraan ñan kwe. Ejjab aikuj kōmman jabdewōt ñan jumae am kappok am jermal kāāl. Ekkā an jikin jermal ko **maroñ** lelok ñan ro jet **mool ko** kake kwe eļañne renaaj kajjitōk ippaer bwe ren lelok meļe ko kake kwe.

Ewōr ke jabdewōt aō muri ñan jikin jermal eo aō?

Bōlen. Enaaj ekkar ñan koñ eo am ippān jikin jermal eo am ak policy ko an jikin jermal eo am. Komaroñ muri –

- jet raan ak juon tōre mokta jān am bōk juon jermal kāāl ippān bar juon jikin jermal me ej jiae ippān jikin jermal eo kar am, eļañne kwaar jaini juon koñ ikijjeen ejjeļok jiae (non-competition) ippān kar jikin jermal eo am;
- men ko mweien ak kein jermal ko jikin jermal eo eaar liwaji ñan am kōmmane jermal eo am;
- Men ko jet ñan lomnak kaki me remaroñ pād ilo contract eo am.

Kwōjjab aikuj kajejtokjān jimwe im maroñ eo am ñan bōk jikin jermal eo am ñan court kōn an jab jimwe an kar kabōjrak am jermal. Eļañne jikin jermal eo am ej lewaj bar jipañ ak benefit ko jet ak kōllā eo ñe ej jemļok an juon rijerbal jermal ak severance pay bwe kwōn “Jolok Claim ko” ak “Release of Claim ko,” kwōjjab aikuj jaini.

Bōbrae an Waļok Jorrāān Ko Jet: Eļaññe kwōjjab plan in bōk er ñan court kōn an rube kien wāween aer kar kaṃōj aṃ jermal, komaroñ naaj aikuj kaṃool ke kwaar kappok aṃ jermal kãāl. Kōmṃman kabe in résumé ko aṃ kwaar jilkinļok. Kōmṃmane juon aṃ list in ijoko kwaar apply ñani. Eļaññe ejjeļok kein kaṃool, court eo emaroñ kadikļok kōļļã eo aṃ.

Ewi wawee imaroñ kajejjet kūtien jimwe im maroñ ko aō?

Eļaññe kwōj tōmak bwe jikin jermal eo aṃ eaar kōkkure jimwe im maroñ ko aṃ ak eaar rube kien ilo an kar kaṃōj aṃ jermal, komaroñ naaj aikuj kōmṃmane men kein:

Arbitration (ak Leļok abñōñō eo ñan bar juon armej eo im ejjeļok an jep ak kalijekļok bwe en roñjake). Juon armej eo ejjeļok ļok an ie im eban jep, ak juon third-party eo enaaj kōmṃmane jemļok eo ijellokun court. Policy eo an jikin jermal eo ak koṇ eo aṃ ippān jikin jermal eo aṃ emaroñ kōmṃman bwe en aikuj wōr arbitration ak lelok abñōñō eo ñan bar juon armej eo im ejjeļok an jep ak kalijekļok bwe en roñjake.

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- ❖ Jet kain naan ko ikijeen arbitration rejjab maroñ jejjet kūtieer (rejjab maroñ kōmṃman bwe kwōn kōmṃmane) ilo Washington. Kōnnaan ippān juon lawyer. Bōk mejeļe eļaññe kwōj aikuj, ak komaroñ naaj aikuj, lelok abñōñō eo ñan bar juon armej eo im ejjeļok an jep ak kalijekļok bwe en roñjake kajjitōk ko aṃ kōn aer kar kaṃōj aṃ jermal.
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Kilen lelok abñōñō ñan jikin jermal eo, eļaññe ewōr juon koṇ ikōtaan jikin jermal eo im labor union eo (collective bargaining agreement). Kōnnaan ippān eo ej pād ilo etan union eo ilo iien eo emōkajtata. Łoori wāween ko ñan kōmṃmani ñan bōbrae jān aṃ naaj luuji jimwe im maroñ ko aṃ. Lale bwe kwōn mejeļe ta ko ej ba.

Eļaññe claim eo aṃ ekitbuuj kalijekļok ko rerube kakien, komaroñ bōkļoke ñan court ilo court eo an state ilo eja iien eo wōt kwōj file e abñōñō ko ippān opij ko an kien eo an state ak federal.

Opij kein remaroñ jipañ:

- ilo [Human Rights Commission eo an State eo an Washington](#)
- ilo [Equal Employment Opportunity Commission eo an Amedka](#) (“EEOC”)

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- ❖ **Ewōr joñan raan ko aikuj ripoote kalijekļok ko**, ilo iien eo kwaar luuji jermal eo aṃ. Kōnnaan ippān juon lawyer ilo iien eo emōkajata.
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laikuj ke kōnnaan ippān juon lawyer?

Bōlen. Meñe kwōjab file e juon case ilo court, kwōj aikuj kōnnaan ippān juon lawyer ejeļã kōn kakien ko ikijjeen jermal. Enaaj jipañ eok mejeļe kōn jimwe im maroñ ko aṃ.

Eļaññe kwōjjab bōk mejeļe ko kwaikuji jān jikin jermal eo, kajjitōk ippān juon lawyer bwe en jipañ. Innem jikin jermal eo emaroñ bōrokuk ippaṃ.

Kōnnaan ippān juon lawyer eļaññe kwōj ļōmṃak bwe jikin jermal eo ej leļok mejeļe ko rejjab jimwe ak rejjab ṃool. Juon jikin jermal emaroñ āinwōt ñe rej kaṃōj aṃ jermal kōn juon un. Ak ilo ṃool rej lukkuun kaṃōj aṃ jermal kōn bar juon un. Eļaññe ejeļok jipañ jān juon lawyer, emaroñ pen ñan bōk mejeļe ko reṃool ñan jeļã eļaññe jikin jermal eo aṃ eaar kōkkure jimwe im maroñ ko aṃ iuṃwin kakien ke eaar kaṃōje aṃ jermal.

Ewi wāween aō maroñ lo juon lawyer?

Jet doulul in lawyer rej letok etan lawyer ro ak leļok etad ñan lawyer ro. [Ewi Wāween Kappukōt juon Lawyer](#) emaroñ bar jipañ.

la eo imaroñ bōk mejeļe ko jet ie?

COBRA health insurance - U.S. Department eo an Labor: Opiij in Kein Jipañ ko an Riberbal (Employee Benefits Administration): dol.gov/general/topic/health-plans/cobra

Unemployment benefits - [WashingtonLawHelp.org](https://www.washingtonlawhelp.org) ewōr kein bōk jipañ ko komaroñ print i im video ko. Jipede ijo ej ba “Work/farmworker rights,” innem ijo ej ba “unemployment benefits.”

Washington State Employment Security Department - esd.wa.gov

Bōke check in kōļļā eo aṃ āliktata:

- Washington State Department eo an Labor im Industries Division eo an Oṅān Jerbal im Awa, (360) 902-5316; 1-866-219-7321; lni.wa.gov
- Casa Latina Workers Defense Committee ñan low-income King County Workers, (206) 686-2613 ak (206) 816-5824, Mande ñan Bōlaide 10 am – 6 pm

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- ❖ Elōñļok meļeļe ko ñan kajjitōk ko ikijjeen jikin jermal ilo Legal Voice ilo legalvoice.org/tools-employment.
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Kappok Jibañ Jān Juōn Lawyer

- **Apply online** ippān [CLEAR*Online](https://nwjustice.org/apply-online) - nwjustice.org/apply-online
- **Jelmaeiki ke juon apañ ak pok ikijeen kakien ilo King County** (ijellokun Kadiwōj)lok eok jān imōn jokwe eo ak Jān an eo eaar lewaj am loon ñan oñān mween imōm itōn wia kake mween ak joortoklik ko an loon eo kōn likjap in jab kōllāiki loon eo)? Call e 2-1-1 (ak ejje)lok oñān 1-877-211-9274) Mande ñan Bōlaide 8:00 am - 6:00 pm. Renaaj le)ok etam ñan juon rijerbal ej jipañ ikijjen kakien ko ak juon legal aid.
- **Jelmaeiki ke juon apañ ak pok ikijeen kakien ilikin King County** (ijellokun Kadiwōj)lok eok jān imōn jokwe eo ak Jān an eo eaar lewaj am loon ñan oñān mween imōm itōn wia kake mween ak joortoklik ko an loon eo kōn likjap in jab kōllāiki loon eo)? Call e CLEAR Hotline ilo 1-888-201-1014 Mande ñan Bōlaide ikotaan 9:15 am - 12:15 pm ak apply online ilo nwjustice.org/apply-online.
- **Jelmae ke aer itōn Kadiwōj)lok Eok Jān Imōn Jokwe eo am?** Call 1-855-657-8387.
- **Jelmae ke An eo eaar Lewaj am Loon ñan Oñān Mween Imōm itōn Wia Kake Mween Imōm ak Joortoklik ko an Loon eo kōn Likjap in Jab Kōllāiki Loon eo (Foreclosure)?** Call 1-800-606-4819.

❖ [Unemployment Law Project](#) ej letok jipañ ilo an pād ilo etad ilo iien roñjake ko ak administrative hearing ko rej jumae jimwe im maroñ ko am ñan bōk kōllā ko jān unemployment. Remaroñ letok kōkapilōklōk jabdewōt iien ilo iien eo abñōñō eo ej pād ilo appeal. Call e er ilo (206) 441-9178 ak 1-888-441-9178.

Northwest Justice Project ej kwalok an kile im kamoolol jermal eo an Legal Voice, eo me kōm kar bōk elōñ iaan mejeje kein ijin jān bok eo an moktata im kōmman oktak ñani.

Bok in ej letok mejeje ko ikijeen jimwe im maroñ ko am im eddo ko am. Ejjab itōn bōk jikin juōn lukkuun naan in kōkapilōklōk ikijeen kien ak kakien ko.

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(Emōj le)ok mālim in kōmman kabe im leto letak ñan Washington State Alliance for Equal Justice im ñan kajojo armej ñan un ko wōt rejjab ñan wia kake ak business.)