

# KEV THOV ROV HAIS DUA QHOV KEV TXIAV SE

Daim ntawv no muaj cov lus qhia tseem ceeb txog koj cov cai nyob rau hauv Txoj Cai Lij Choj Saib Xyuas Kev Ruaj Ntseg Kev Ua Hauj Lwm. Nws muaj cov ntsiab lus txog kev sau ntawv thov thiab nrhiav kev ntsuam xyuas hais txog qhov kev txiav txim tsis zoo hauv rooj plaub kev lav them se.

Yog tias koj tsis ua raws li cov kev thov los ntawm txoj cai lij choj, koj yuav poob koj txoj cai foob kom rov los hais dua.

## KEV SAU NTAWV THOV ZAM KEV TXIAV SE & KEV THOV TSHAWB FAWB XYUAS ROOJ PLAUB KEV TXIAV SE

Luam tawm los ntawm lub North Carolina Lub Tsev Ua Hauj Lwm Saib Xyuas Kev  
Lag Luam

Los ntawm NCUI 571-E (Kho Tshiab . 1/2016)

**Lub rooj sib hais se tau xaus lawm, thiab kuv nyuam qhuav tau txais cov tswv yim se tuaj ntawm North Carolina Department of Commerce, Board of Review. Qhov no txhais li cas?**  
Cov thawj saib xyuas (Pawg neeg tswj hauj lwm) tau ntsuam xyuas tag nrho cov pov thawj muab nyob rau hauv rooj plaub thiab tau txiav txim siab. Qhov kev txiav txim no, hu tias Kev Pom Zoo Them Se, uas raug xa mus rau tag nrho cov tog neeg hauv lub rooj plaub lawm. *Saib* 04 N.C. Admin. Code 24D .1107.

### **Kuv yuav ua li cas yog tias kuv tsis pom zoo nrog qhov Kev Pom Zoo Them Se?**

Koj tuaj yeem lees txais qhov kev txiav txim hauv qhov Kev Pom Zoo Them Se, los yog koj tuaj yeem thov cov Tsav Xwm kom rov txiav txim dua. Yog xav kom Cov Thawj Tswj Xyuas ntawv rov qab txiav txim dua, koj yuav tsum sau daim ntawv thov zam qhov kev txiav txim ntawv ua ntej tso. *Saib* N.C.Gen. Stat. § 96-4(q).

### **Kev thov zam yog dab tsi?**

Txoj kev thov zam yog cov laj thawj tshwj xeeb uas koj tsis pom zoo nrog qhov kev pom zoo Cov Lus Kev Txiaiv Se. Daim ntawv kev zam ntawv yuav tsum muab sau ua ntaub ntawv xa mus rau Pawg Tsav Xwm. Nws tsis muaj ib daim ntawv tshwj xeeb rau kev ua diam ntawv kev zam cov lus pom. *Saib* N.C.Gen. Stat. § 96-4(q).

### **Hnub twg yog hnub kawg ntawm kuv daim ntawv thov zam?**

Pawg Tsav Xwm yuav tsum tau txais daim ntawv thov zam tsis pub dhau kaum (10) hnub tom qab koj tau txais daim ntawv ceeb toom ntawm cov Lus Txiaiv Se. *Saib* N.C.Gen. Stat. § 96-4(q).

### **Yuav muaj dab tsi tshwm sim tom qab kuv sa daim ntawv thov zam?**

Cov Thawj Tswj Hwm yuav soj ntsuam koj cov kev thov zam, cov ntaub ntawv ntawm rooj plaub, thiab cov kev cai ntawm txoj cai Employment Security Law. Cov Thawj Tswj Hwm ntawv mam li sau ib tsab ntawv txiav txim qhia txog koj cov kev thov zam. Cov kev txiav txim siab feem ntau hu ua *Ntawv Xaj Kom Zam Daim Ntawv Thov Zam, Tsab Ntawv Xaj Tso Tseg Cov Kev Thov Zam* los yog *Ntawv Xaj Kom Zam Ib Feem Daim Ntawv Thov Zam thiab Tsab Ntawv Xaj Tso Tseg Ib Feem Cov Kev Thov Zam*. Lub npe ntawm daim ntawv xaj no yuav tsum muaj nyob rau sab xis saum

kawg nkaus ntawm nplooj ntawv xub thawj ntawm qhov kev txiav txim no. *Saib* N.C.Gen. Stat. § 96-4(q).

**Ntawv Xaj Kom Zam Daim Ntawv Thov Zam yog dab tsi?**

Ntawv Xaj Kom Zam Daim Ntawv Thov Zam yog txhais tau hais tias Cov Thawj Tswj Fwm tau txiav txim hais txog cov laj thawj uas koj tsis pom zoo nrog qhov Kev Pom Zoo Them Se. Tej zaum cov Thawj Tswj Hwm yuav xyuas qhov Kev Pom Zoo Them Se yog tias nws muaj qhov txhawb koj kev thov zam thiab txiav txim seb puas yuav tsum tau ua dua lwm qhov kev txiav txim tshiab.

**Tsab Ntawv Xaj Tso Tseg Cov Kev Thov Zam yog dab tsi?**

Tsab Ntawv Xaj Tso Tseg Cov Kev Thov Zam yog txhais tau hais tias Cov Thawj Tswj Fwm tsis txiav txim hais txog cov laj thawj uas koj tsis pom zoo nrog qhov Kev Pom Zoo Them Se, thiab yuav tsis hloov qhov kev txiav txim txog qhov Kev Pom Zoo Them Se.

**Tsab Ntawv Xaj Kom Zam Ib Feem Daim Ntawv Thov Zam, thiab Tsab Ntawv Xaj Tso Tseg Ib Feem Cov Kev Thov Zam yog dab tsi?**

Ntawv Xaj Kom Zam Ib Feem Daim Ntawv Thov Zam, thiab Tsab Ntawv Xaj Tso Tseg Ib Feem Cov Kev Thov Zam yog txhais tau tias cov Thawj Tswj Hwm txiav txim siab rau qee qhov uas koj thov zam, thiab txhawb nqa qhov kev txiav txim siab yav dhau los nrog rau koj cov kev thov zam.

**Yog tias kuv tsis pom zoo rau qhov kev txiav txim txog kuv qhov kev thov zam los ntawm cov Thawj Tswj Hwm, kuv puas tuaj yeem koj rooj plaub no mus rau hauv tsev hais plaub tau?**

Tau. Koj tuaj yeem thov kom lub tsev hais plaub loj rov ntsuam xyuas rooj plaub. Qhov kev thov rau lub tsev hais plaub qib siabrau kev ntsuam xyuas yog hu ua daim ntawv kev thov kom rov soj ntsuam dua. Koj yuav muaj cij fim mus koom lub rooj sib hais ua ntej tus kws txiav txim plaub ntug. Yog tias koj npaj yuav koj rooj plaub mus rau lub tsev hais plaub, koj yuav tsum xub ua cov ntaub ntawv thov zam Kev Pom Zoo Them Se thiab tau kev txiav txim los ntawm Pawg Thawj Tswj Hwm ua ntej nrhiav kev rov hais plaub. *Saib* N.C.Gen. Stat. § 96-4(q).

**Hnub twg yog hnub kawg rau kuv ua ntawv ceeb toom hais tias kuv xav kom ua kev ntsuam xyuas qhov kev txiav txim?**

Koj yuav tsum tau sau ntawv ceeb toom rau Cov Neeg Tswj Fwm tsis pub dhau kaum (10) hnub suav txij li hnub uas koj tau txais ntawv ceeb toom los ntawm Cov Neeg Tswj Fwm tias koj qhov kev thov zam raug tso tseg. *Saib* N.C.Gen. Stat. § 96-4(q). Cov ntaub ntawv piav qhia yuav tsum yog sau raws li tau hais hauv N.C. Gen. Stat. § 96-4(r). *Saib* N.C.Gen. Stat. §§ 96-4(q) thiab (r).

**Kuv yuav tsum ua dab tsi tom qab kuv tau hais rau Cov Thawj Tswj Fwm tias kuv xav koj qhov teeb meem no mus txiav txim hauv lub tsev hais plaub loj?**

Tsis pub dhau kaum (10) hnub tom qab xa koj daim ntawv ceeb toom rau Cov Thawj Tswj Hwm, koj yuav tsum sau ib tsab ntawv tsis txaus siab hais txog koj cov laj thawj tshwj xeeb kev tsis pom zoo rau qhov kev txiav txim rhuav tshem koj cov kev thov zam. Daim ntawv cov nqe lus yuav tsum muab sau ua ntaub ntawv nrog Pawg Tsav Xwm. *Saib* N.C.Gen. Stat. § 96-4(q).

**Yuav muaj dab tsi tshwm sim tom qab kuv xa cov lus tsis txaus siab piav qhia cov laj thawj kuv tsis pom zoo nrog Cov Thawj Tswj Hwm qhov kev txiav txim qhuav tshem kuv qhov kev thov zam?**

Nyob hauv peb caug (30) hnub tom qab tau txais koj daim ntawv tsis txaus siab, cov Thawj Tswj Hwm yuav sau cov ntaub ntawv ntawm rooj plaub, nrog rau koj cov kev zam, nrog lub tsev hais plaub loj hauv lub nroog koj nyob, chaw ua lag luam los sis ua hauj lwm. Yog hais tias tog neeg foob tsis nyob los yog ua lag luam hauv xeev, cov ntaub ntawv foob yuav raug xa mus rau lub Tsev Hais Plaub Loj nyob Cheeb Nroog Wake huav North Carolina. Txhua tog neeg yuav tau txais ib tsab ntawv sau qhia txog lub sij hawm, hnub tim, thiab qhov chaw ntawm lub rooj sib hais plaub.

**Tus kws txiav txim plaub ntug yuav nrhiav txog dab tsi thaum saib cov ntaub ntawv uas tau khaws tseg hauv lub rooj plaub?**

Lub tsev hais plaub ntug loj yuav ua tus hais plaub thaum rov ntsuam xyuas qhov kev txiav txim siab ntawm Cov Thawj Tswj Hwm. Tus kws lij choj yuav tsis muab pov thawj ntxiv. Cov ntaub

ntawv pov thawj hauv qhov teeb meem raug muab thaum lub rooj sib hais ua ntej Pawg Thawj Saib Xyuas. Tus kws txiav txim plaub ntug yuav rov xyuas tag nrho cov ntaub ntawv ntawm rooj plaub. Cov ntaub ntawv no muaj xws li cov ntaub ntawv thiab lwm yam pov thawj uas tau muab pov thawj rau lub rooj sib hais ua ntej Cov Tswj Hwm. Tom qab xyuas cov ntaub ntawv lawm, tus kws txiav txim plaub ntug yuav tsum ua kev txiav txim: (1) seb puas muaj pov thawj ua pov thawj ua ntej Cov Tswj Hwm los txhawb qhov nws tshawb pom qhov tseeb; thiab (2) seb cov lus tseeb puas pab txhawb qhov kev txiav txim ntawm txoj cai lij choj los ntawm Pawg Thawj Tswj Hwm.

**Kuv puas yuav tsum muaj tus sawv cev raug cai rau tus neeg txiav txim los mloog kuv daim ntawv thov kom rov soj ntsuam dua?**

Tej zaum. Kev sawv cev raws cai lij choj hauv cov txheej txheem kev hais plaub ntug, xws li hauv lub tsev hais plaub loj, yuav tsum ua raws li Tshooj 84 ntawm North Carolina Cov Cai Lij Choj Dav Dav thiab North Carolina Cov Kev Cai Tswj. Koj yuav tsum tau nrog ib tug kws lij choj tham txog kev cai lij choj txog koj rooj plaub thiab cov txheej txheem uas koj yuav tsum ua raws.

**Kuv tuaj yeem nrhiav tus kws lij choj qhov twg?**

Koj tuaj yeem hu rau lub North Carolina Bar Association's Lawyer Referral Service ntawm 800)662-7660, Legal Aid of North Carolina tus xov tooj hu dawb ntawm (866) 369-6923, los yog saib phau ntawv qhia xov tooj hauv koj lub zos.

**Kuv tuaj yeem tau txais daim ntawv luam ntawm Txoj Cai Lij Choj Saib Xyuas Kev Ruaj Ntseg Kev Ua Hauj lwm nyob rau qhov twg?**

Txoj Cai Kev Ruaj Ntseg Kev Ua Hauj Lwm muaj nyob rau hauv Tshooj 96 ntawm North Carolina Cov Cai thiab Nqe 4, Tshooj 24 ntawm txoj cai North Carolina Administrative Code. Koj tuaj yeem tau txais ib daim ntawv luam hais txog txoj cai tswj hwm kev ua hauj nyob hauv Division of Employment Security lub website ntawm [www.ncesc.com](http://www.ncesc.com), los yog Lub Xab Phas loj lub website ntawm [www.ncga.state.nc.us](http://www.ncga.state.nc.us), los sis lub Chaw Hauj Lwm Saib Xyuas Kev Hais Plaub lub website ntawm [www.oah.state.nc.us/rules](http://www.oah.state.nc.us/rules).

**Yog xav paub ntix txog cov ntaub ntawv hais txog kev ua ntawv foob hais txog plaub ntug kev them se, mus xyuas "Cov Lus Nug Uas Nquag Nug" (FAQ) hauv North Carolina Lub Tsev Haujlwm Saib Xyuas Kev Lag Luam, Division of Employment Security lub website ntawm [www.ncesc.com](http://www.ncesc.com)**

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*Lub txheej txheem nyiaj tuav pov hwm kev poob hauj lwm hauv North Carolina yog tuav tswj los ntawm lub North Carolina Department of Commerce.*

**NTAUB NTAWV SIB TIV TAUJ**

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