

Muab koj cov laj thawj. Qhov kev thov no yuav raug tso cai lossis tsis pom zoo. Yog tias tsis muaj ib qho lus teb rau koj qhov kev thov los ntawm lub rooj sib hais, koj yuav tsum tau npaj mus rau lub rooj sib hais tom ntej no. *Saib* 04N.C Admin Code24D.1105.

**Dab tsi yuav tshwm siv rau hauv lub rooj sib hais se?**

Tus Neeg Soj Ntsuam Lub Rooj Sib Hais yuav pib los ntawm kev txheeb xyuas txhua tus neeg tuaj koom lub rooj sib hais, thiab muab cov lus qhia txog qhov kev txiav txim ntawm qhov pov thawj thiab qhov kev sib hais yuav ua mus ntxiv. Ob tog yuav muaj sijhawm los muab pov thawj thiab nug cov timkhawv. **CEEB TOOM:** Yog tias tog neeg ua qhov kev tawm tsam tsis tuaj rau hauv lub rooj sib hais se, Feem Tshawb Xyuas Kev Txiaiv Txim yuav muab qhov teeb meem tso tseg. *Saib* N.C.Gen.Stat.§96-4(q).

**Dab tsi yuav tshwm sim tom qab lub rooj sib hais se tas lawm?**

Pawg Tshawb Xyuas kev txiav txim yuav xav txog txhua yam pov thawj uas tau txais hauv lub rooj sib hais thiab muab ib daim ntawv txiav txim uas yuav hais txog qhov teeb meem uas tau ua ntej Pawj Thawj. Feem Tshawb Xyuas cov lus txiav txim hauv cov ntaub ntawv ua se yog hu ua Tax Opinion. Tax Opinion yuav muaj cov lus qhia txog koj txoj cai thov kom rov txiav txim dua, thiab yuav muab xa mus rau ob tog nyob rau hauv rooj plaub. *Saib* N.C.Gen Stat.§96-4 (q);04N.C. Admin. Code24D.1107.

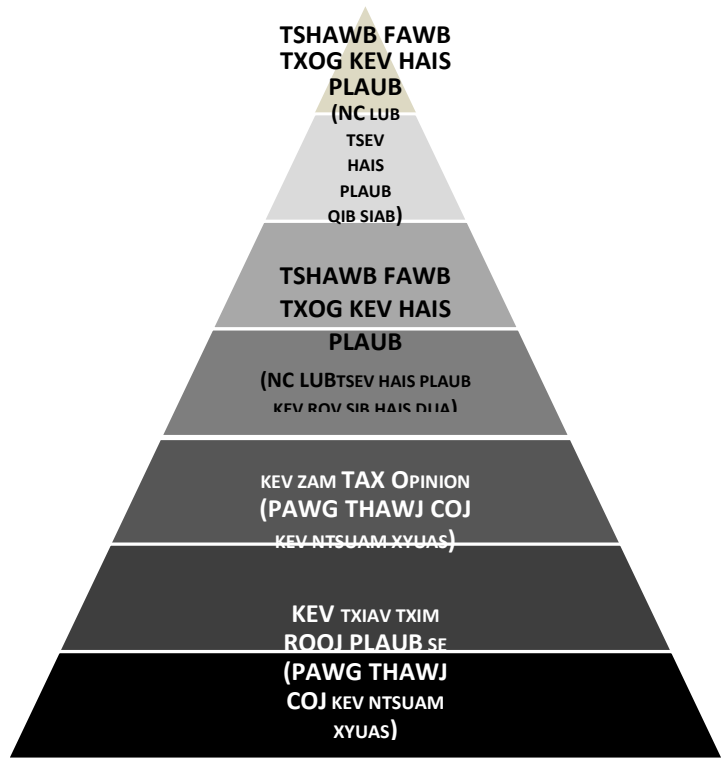
**Kuv yuav muab tau tsab ntawv luam ntawm txoj cai lij choj Employment Security Law qhov twg?**

Txoj cai lij choj Employment Security muaj nyob rau hauv Tshooj 96 ntawm North Carolina thiab hauv Nqe 4, Tshooj 24 ntawm North Carolina Administrative Code. Koj tuaj yeem nkag mus muab tau daim qauv ntawm txoj cai lij choj tswj kav nyob rau hauv DES Web site ntawm [www.ncesc.com](http://www.ncesc.com), General Assembly lub web site ntawm [www.ncga.state.nc.us](http://www.ncga.state.nc.us), los sis Chaw Ua Haujlwm *Saib* Xyuas Kev Ruaj Tseg Lub Rooj Sib Hais Cai lub website ntawm [www.oah.state.nc.us/rule](http://www.oah.state.nc.us/rule).

**NTAUB NTAWS SIB TIV TAUJ**

**Pawj Thawj Coj Kev Ntsuam Xyuas**  
**North Carolina Department of Commerce**  
**Post Office Box28263**  
**Raleigh, NC27611**  
**Xov tooj:(919) 707-1610**  
**Naj Npawb Fej:(919)715-7193**  
**Caw Nyob Email:BOR@nccommerce.com**

**COV QIB THOV SIB HAIS-SE**



**KEV LAV THEM SE**

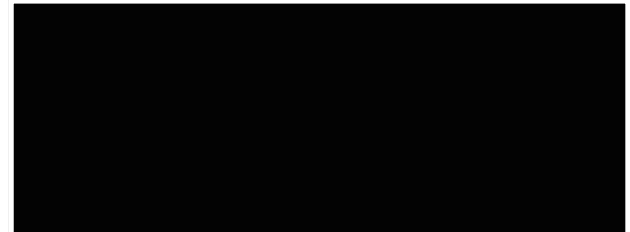
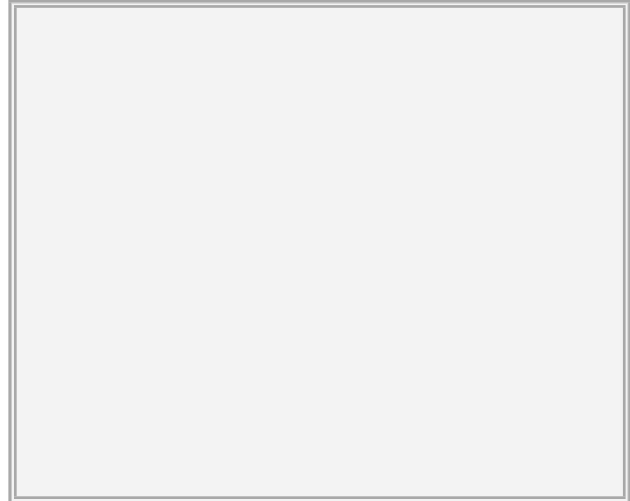
**LUB ROOJ SIB HAIS SE UA NTEJ PAWJ THAWJ COJ KEV NTSUAM XYUAS**

Phau ntawv no muaj cov lus qhia tseem ceeb txog koj cov cai nyob hauv Txoj Cai Lij Choj Kev Ruaj Ntseg Kev Ua Hauj Lwm. Nws piav qhia txog yam koj yuav tsum tau paub thaum koj muaj feem xyuam nrog lub rooj sib hais se ua ntej Pawg Thawj Coj Kev Ntsuam Xyuas hauv North Carolina Department of Commerce.

Yog tias koj tsis ua raws li txog cai lij choj uas muaj los ntawv, koj tuaj yeem poob koj txoj cai thov kom rov txiav txim dua.

**Cov ntaub ntawv thov nyob rau lossis tom qab 30,2013, cov neeg ua ntawv thov yuav raug them rov qab ntawm cov nyiaj pab uas tau txais los ntawm txhua qhov kev txiav txim uas tom qab no raug qhov kev rov sib hais muab ntxeev. N.C. Gen. Stat.§ 96-18(g)(2).**

Yog xav paub ntxiv txog kev thov rov mus hais plaub dua txog ntawm cov nqi them se, mus xyuas “Cov Lus Kheev Nug”(FAQ) hauv lub North Carolina Department of Com-merce, Division of Employment Security’s tus website ntawm [www.ncesc.com](http://www.ncesc.com)



Tsev Tuav Tswj Se (Feem). *Saib* 04N.C.Admin.Code 24D.1101.

**Lub sib hawm kawg ntawm kuv qhov kev ua ntawv tawm tsam yog thaum twg?**

Daim ntawv kev txiav txim los yog qhov tshwm sim ua koj tab tom tawm tsam yuav qhia rau koj txog hnuv kawg rau kev ua koj daim ntawv thov. Lub hnuv tim raug teev nyob rau hauv daim ntawv uas koj tau thov tswj koj lub sijhawm kawg. Yog tias kawg rau kev ua ntawv tsis txaus siab poob rau hnuv so los yog lub xeev hnuv so, ces hnuv kawg ntawm daim ntawv yuav poob mus rau hnuv ua hauj lwm tom ntej. *Saib*04N.C.Admin.Code24D.0104.

**Tam sim no uas kuv twb tau ua ntawv kev tawm tsam lawm, kuv yuav tsum xav txog rau yam dab tsi uas yuav tshwm sim?**

Lub Caw Ua Hauj Lwm Txog Kev Them Se yuav sau cov ntaub ntawv hauv koj rooj plaub thiab yuav muab xa mus rau hauv Lub Tsev Tus Kws Pab Tswv Yim (General Counsel). Lub Tsev Txiax Txim yuav tso ib tus kwv lij choj los txiav txim sawv cev tam rau Lub Tsev Txiax Txim. Tus kws lij choj yuav tsim ib daim ntawv xa mus rau Lub Chaw Ua Haujlwm Saib Xyuas Kev Lag Luam ntawm North Carolina, thiab Pawg Thawj Coj Kev Ntsuam Xyuas (Board), thiab thov kom Board npaj ib tug neeg Tshuam Xyuas Kev Hais Plaub Ntug los ua lub rooj sib hais plaub ntug no. Tom qab ntawd Pawg Thawj Coj yuav muab ib tsab ntawv xaj rau Tus Neeg Ua Hauj Lwm Txog kev Tsuam Xyuav Kev Hais Plaub Ntug.

**Pawg Thawj Coj Kev Tshuam Xyuas yog dab tsi?**

Pawg Thawj Coj Kev Ntsuam Xyuas no tau tsim nyob rau xyoo 2011 N.C.Sess. Cov Cai Lij Choj 401. Muaj peb tus tswv cuab uas tau xaiv los ntawm Tshoom Fwv Tswj Xeev thiab tau lees paub los ntawm Xab Phas los teeb tsa cov cai thiab cov txheej txheem rau kev thov, thiab los mloog rau txiav txim los ntawm lub Division. *Saib*N.C.Gen.Stat.§96-15.3.

**Lub Rooj Sib Hais Txog Kev Them Se yog dab tsi?**

Lub rooj sib hais se los yog kev lav them se yog lub

Lub rooj sib hais se yuav raug ua los ntawm tus kws lij choj uas yog Pawg Thawj Coj tso cai. Cov Kwv Lij Choj uas muaj daim ntawv tsho cai nkaus xwb thiab yuav tsum yog cov tswv cuab ntawm Lub Tsev Ua Hauj Lwm Kev Lag Luam cov neeg ua hauj lwm. *Saib*N.C. GenStat.§96-4(q).

**Dab tsi yuav tshwm sim tom qhab Pawg Thawj Coj xaiv tau tus Kws Lij Choj Hauv Rooj Plaub lawm?**

Tus Kws Lij Choj yuav teem caij rau koj lub rooj sib hais. Tsab ntawv ceeb toom rau koj lub rooj sib hais yog hu ua Summons to Hearing (Lus Tshaj Tawm rau Kev Sib Hais), thiab muaj cov ntaub ntawv sib hais plaub nyob rog hauv, rog rau lub sib hawm ntawm lub rooj sib hais, thiab cov teeb meem uas yuav raug txiav txim los ntawm Pawg Thawj Tswj. Tsab ntawv Summons yuav raug xav rau ob tog ua ntej 14 nhub ntawm nhub teem sib hais. *Saib* N.C.GenStat.§§96-4(q)and(u);04N.C. Admin.Code24D.1102.

**Kuv yuav tsum tau muaj tus sawv cev raws lis kev cai lij choj nyob rau hauv lub rooj sib hais se puas yog?**

Koj tuaj yeem tau, tab sis tsis tas yuav tsum tau muaj tus sawv cev tam koj hauv kev hais plaub ntug. Cov neeg foob los yog chaw ua hauj lwm tuaj yeem ua lawv tus kheej tsab ntawv tsis txaus siab thiab sawv cev rau lawv tus kheej (pro se) thoob plaws tus txheej txheem kev tswj qhov kev tsis txaus siab, los yog tuaj yeem kom ib tug neeg sawv cev raws cai ua daim ntawv tsis txaus siab thiab sawv cev rau lawv. Yog tias koj npaj kom muaj tus neeg sawv cev tam koj raws cai, koj yuav tsum tau npaj ua ntej lub rooj sib hais. *Saib*04N.C.Admin. Code24C.0504.

**Leej twg tuaj yeem yog tus neeg sawv cev raug cai?**

Tus neeg sawv cev raug cai yuav tsum yog tus kws lij choj, lossis tus neeg saib xyuas los ntawm tus kws lij choj uas muaj ntawv tso cai. *Saib* N.C.Gen.Stat.§96-17(b)thiab Chooj 84 ntawm North Carolina General Statutes.

**Kuv yuav nrhiav tau tus kws lij choj qhov twg?**

Koj tuaj yeem hu tau rau North Carolina Bar Association's Lawyer Referral Service tus xov tooj ntawm (800) 662-7660, Legal Aid of North Carolina

*Saib*04N.C.Admin.Code24C.0504.

**Kuv yuav npaj li cas rau lub rooj sib hais plaub no?**

Nyeem cov lus ceeb toom rau lub rooj sib hais kom zoo. Txheeb koj cov ntawv sau, cov ntaub ntawv tsheem ceeb, thaib lwm yam pov thawj uas yuav pab txhawb koj rooj plaub. Yog tias koj muaj cov ntaub ntawv uas koj ntseeg tias muaj feem xyuam pab tau koj nyob rau hauv rooj plaub, koj tuaj yeem xa cov ntaub ntawv pov thawj no tau, tab sis koj yuav tsum muab cov ntaub ntawv luam xa mus rau tus neeg Tshuam Xyuas Kev Txiax Txim Hais Plaub thiab xa rau txhua tus neeg ua ntej hnuv teem tuaj sib hais.

*Saib*

N.C.Admin.Code24C.0505. Yog tias koj tsis muab cov ntaub ntawv luam tawv xa rau txhua tog neeg thiab tus Neeg Ua Hauj Lwm Hauv Rooj Sib Hais, Pawg Thawj Tswj yuav tsis siv cov ntaub ntawv pov thawj ntawv coj los siv rau kev txiav txim rau hauv koj rooj plaub. Ua tib zoo saib cov ntaub ntawv kom zoo uas ntej yuav muab tuaj ua pov thawj hauv lub rooj sib hais. Xaiv koj cov neeg tim khawv thiab teem lawv kom npaj txij rau hauv lub rooj sib hais plaub. Rau cov kev sib hais hauv xov tooj, muab koj cov neeg pov thawj cov npe thiab cov npawb xov tooj sau rau hauv daim ntawv cov lus nug uas yuav xa tuaj nrog koj daim ntawv ceeb toom. *Saib* 04N.C.Admin. Code24D.1103.

**Yog tias kuv thov kom tus neeg ua pov thawj ua pov thawj rau kuv hauv lub rooj sib hais plaub los ntawm kev yeem, los yog muab cov ntaub ntawv los sis cov lus tsheem ceeb uas muaj feem xyuam rau hauv rooj plaub, tab sis tus neeg pov thawj tsis kam pab, es yuav ua li cas tus neeg ua pov thawj thiaj yuav kam koom tes?**

Koj yuav tsum tau hu rau cov Neeg Saib Xyuas Kev Hais Plaub uas teev hauv daim ntawv ceeb toom thiab thov kom tus Neeg Saib Xyuas Kev Hais Plaub xa ib daim ntawv tuaj caw tus neeg ua pov thawj thiab/los yog lwm yam pov thawj. Cov neeg sawv cev raws cai yuav tsum them daim ntawv caw mus hais plaub los ntawm lawv tus kheej thiab kev txiav txim siab. Kev thov caw