



Kuv Txoj Haujlwm Qub Tiv Kuv Nyiaj: Foob Nyiaj Haujlwm

My Old Job Owes Me Money - Wage Claims

Foob nyiaj ua haujlwm yog dabtsi?

Yog koj tawm lawm lossis poob koj txoj haujlwm thiab tsis tau raug them tagnrho koj cov nyiaj haujlwm, koj muaj feem ua ib qho “kev foob nyiaj haujlwm” rau koj lub chaw haujlwm. Yog koj yog ib tus neeg ua haujlwm ua vajtse/kho kev, koj muaj feem mus foob qhov chaw ntiav koj ua haujlwm lossis tus neeg ntiav koj ua ib yam haujlwm tshwj xeeb yuav nyiaj – lossis ob qhov tabsis. Yog koj yog ib tug neeg tuaj lwm tebchaws tuaj ua haujlwm ua liaj ua teb, koj muaj txoj cai nyob ntawm lub tsev koj qhov chaw ua haujlwm muab rau koj nyob kom txog thaum lawv them tagnrho koj cov nyiaj rau koj. Koj muaj feem tau tagnrho cov nyiaj koj khwv tau ua ntej koj tsis ua haujlwm lawm, txawm tias koj qhov tawm yog phem. Tej zaum koj muaj feem tau nyiaj ntaus zog rau kev nplua yog koj lub chaw haujlwm tsis ua raws li txoj cai hais txog kev them nyiaj haujlwm tom qab koj tsis ua haujlwm lawm.

Xeev Minnesota txoj cai muaj txheej txheem raws rau kev rub nyiaj haujlwm. Yog koj yog ib tug neeg ua haujlwm rau koj tus kheej lossis muaj ntaub ntawv cog lus ua haujlwm, tej zaum cov cai txawv. Nyeem koj cov ntaub ntawv qhia tus kheej txog cov cai lossis ntaub ntawv ua haujlwm. Tsis yog txhua cov cai lossis ntaub ntawv ua haujlwm yuav mus raws cai lijchoj, ces hu rau ib tug kws lijchoj yog tias koj muaj lus nug. Daim ntawv qhia no tsis yog rau cov neej ua haujlwm rau nws tus kheej.

Mus saib peb daim ntawv qhia [Hom Haujlwm thiab Cov Cai Koj Muaj](#) yog koj tsis paub tseeb.

Nyiaj Ua Haujlwm yog dabtsi?

Nyiaj ua haujlwm yog suav koj cov nyiaj them raws ib teev, “overtime” ua haujlwm ntau tshaj 40 teev thiab/lossis nyiaj hli. Tejzaum cov nyiaj ua haujlwm kuj yog suav cov “bonuses” nyiaj txiaj ntsim thiab cov “commissions” nyiaj muag khoom uas koj khwv tau ua ntej koj poob koj txoj haujlwm. Tejzaum nyiaj ua haujlwm kuj yog suav cov sijhawm so (PTO) uas koj khwv thaum koj tseem ua haujlwm. Cov chaw ua haujlwm tsis tas yuav them cov sijhawm muaj mob thiab kev ruaj ntseg (ESST), tiamsis ib co chaw ua haujlwm txiax txim siab kam them. Nco tsoom saib cov phau ntawv qhia txog txoj haujlwm “employment handbooks,” cov ntawv cog lus ua haujlwm lossis txaus siab txog yuav khwv thiab siv koj cov PTO thiab ESST li cas.



Lawv yuav tsum them kuv sai npaum li cas?

- Yog koj raug rho tawm lossis tshem vim tsis muaj haujlwm ua, xeev Minnesota txoj cai hais tias yuav them koj tsis pub dhau 24 teev tom qab koj nug txog lawm. Koj yuav tsum **sau ntawv mus nug** kom them koj tsis pub dhau 24 teem. Tsis li ntawd, koj yuav raug them rau lwm lub caij raws li ib txwm them nyiaj rau koj tas los.
- Yog koj **tawm lossis sau ntawv tawm**, yuav tsum them koj hnuv ntawd lossis raws li lub sijhawm ib txwm them nyiaj rau koj tsuas yog tshe nws yog tsawg tshaj 5 hnuv tom ntej. Ces lawv mam tos kom txog lub sijhawm thij ob uas yuav them nyiaj haujlwm. Lawv **yuav tsum** them koj tsis pub dhau 20 ntawm koj hnuv kawg uas ua haujlwm.



Yuav tsum them koj ntawm qhov chaw koj ib txwm tau koj cov tshev, tsuas yog tshe koj hais kom lawv xa koj daim tshev kawg tuaj.

Muaj tej txoj kev tshwj tau:

- Yog koj yog tus neeg ua haujlwm tsiv raws txog haujlwm, yuav tsum them koj tsis pub dhau 3 hnuv yog koj tawm. Yog koj raug rho tawm lossis so haujlwm vim tsis muaj haujlwm, cov cai yeej raws li cov muaj saud los –lawv yuav tau them koj tsis pub dhau 24 teev tom qab koj nug txog.
 - Yog koj nyob rau koomhaum haujlwm pab pawg neeg uas muaj kev sablaj kom pom zoo, tej zaum kuj muaj lwm cov cai txawv.
 - Yog hais tias koj qhov chaw ua haujlwm lossis qhov chaw ntiav koj ua haujlwm ua ntaub ntawv poob nyiaj txiag tas ua ntej them koj, mus ua ntaub ntawv hauv tsev hais plaub txog poob nyiaj txiag. Muaj 4 lub tsev hais plaub txog poob nyiaj txiag hauv Minnesota, thiab koj muaj feem tso koj lub npe rau daim ntawv sau cov npe ntawm cov neeg uas yuav tsum raug them.
- Feem ntau, tsev hais plaub txog kev poob nyiaj txiag muab cov rooj plaub txog nyiaj haujlwm los tso ua ntej lwm cov rooj plaub. Qhov no txhais tias koj muaj feem tseem yuav tau nyiaj them txawm tias zoo li lub chaw haujlwm twb tsis muaj nyiaj lawm. Nco ntsoov mus ua ntaub ntawv rub koj cov nyiaj haujlwm!
- Yog koj saib txog nyiaj txiag lossis vajtse hauv koj txoj haujlwm, lub chaw haujlwm siv tau 10 hnuv tom qab koj hnuv kawg uas ua haujlwm los saib xyuas koj tej ntaub ntawv haujlwm ua ntej them koj.

Feem ntau, cov chaw haujlwm **tsis** muaj cai thau nyiaj tawm ntawm koj daim tshev haujlwm rau cov khoom haujlwm uas ploj mus lawm, raug nyiaj, lossis piamsij lawm. Lawv **ua tau** yog koj sau ntawv pom zoo rau nws **tom qab** ploj mus lossis piamsij tshwmsim, lossis yog tias lub tsev hais plaub txiav txim tias koj yog tus txhaum.

Kuv yuav foob nyiaj tom haujlwm licas?

Nug txog cov nyiaj haujlwm uas tsis tau them tuaj kom sai li sai tau tom qab koj tawm koj txoj haujlwm. Qhov no yog hu ua kev hais rub nyiaj haujlwm. **Koj yuav tsum sau ntawv sau mus hais** tiamsis tsis tas yuav hais qhov nyiaj tiv pestsawg.

Muaj ib tsab ntawv pivtxwv los nrog rau daim ntawv no. Sau ua koj cov lus, xee npe thiab sau hnuv tim rau tsab ntawv. Luam ib daig khaws cia. Nug lub chaw haujlwm kom them koj tagnrho koj cov nyiaj haujlwm thiab cov nyiaj uas tau tas haj sai li sai tau.

Yog xav paub ntiv lossis xav tau kev pab ua ntaub ntawv rub nyiaj haujlwm tiv tauj lub MN Department of Labor thiab Industry (DLI) ntawm dli.laborstandards@state.mn.us lossis hu rau lawv ntawm 651-284-5075 lossis 800-342-5354.



Yog lawv tsis them kuv raws sijhawm ne?

Hais tau tias lawv them koj hnuv tim lawv cev daim tshev rau koj lossis hnuv ntaus thwj rau lub hnab ntawv xa tuaj, yog lawv muab koj daim tshev kawg xa tuaj.

- Yog tsis them koj *tsis pub dhau 24 teev* tom qab koj tau hais kom them, thiab lub sijhawm them dhau lawm (saib raws cov lus saud – Lawv Yuav tsum Them Kuv Sai Npaum Li Cas?), lub xeev cov cai tso kev rau koj nplua lawv rau tus nqi them ib hnuv haujlwm tauj txhua hnuv uas lub chaw haujlwm them nyiaj lig rau koj. Qhov no pub mus txog 15 hnuv txwm.

Rau kev xam seb nplua tau txog pestsawg, ua ntej seb koj cov nyiaj feem ntau yog khwv tau li cas tauj ib hnuv. Los ua li no, faib qhov nyiaj them koj rau cov hnuv koj ua haujlwm nyob rau cov hnuv uas lawv them koj ntawd. Ces suav seb lub chaw haujlwm ncuu pestsawg hnuv dhau them koj nyiaj lig tuaj rau koj (mus txog 15 hnuv). Muab ob tug zauv uas xam tau ntawd coj los sib npaug seb tawm tus nqi li cas ces yog tus uas lub chaw haujlwm tseem tiv koj.

Nov yog ib qho piv txwv tias tus nqi nyiaj raug nplua ntawd xam li cas tawm:

Toni raug rho tawm ntawm nws txoj haujlwm rau lub 6 Hli Tim 10. Vim nws raug rho tawm, lub chaw haujlwm twb yuav tsum xa ib daim tsev tuaj rau nws ua ntej 24 teev ntawm hnuv nws hais txog qhov nyiaj them. Nws tau ua haujlwm 5 hnuv tauj ib lub lispiam thiab raug them ib zaug tauj 2 lispiam twg. Feem ntau nws daim tshev yog \$875.00. Nws hais kom lawv them nws cov nyiaj haujlwm tuaj rau lub 6 Hli Tim 12. Nws lub chaw haujlwm xa daim tshev tuaj lub 6 Hli Tim 20.

- Rau kev xam tus nqi nplua, koj yuav tau paub tias Toni cov nyiaj them feem ntau rau ib hnuv yog pestsawg. Ua ntej koj yuav tau xam seb muaj pestsawg hnuv nyob rau lub caij Toni raug them.

5 hnuv haujlwm x 2 lispiam rau lub caij them = 10 hnuv tauj lub caij them

→ Tom qab, koj xam seb Toni cov nyiaj feem ntau tauj ib hnuv yog li cas los ntawm kev faib nws qhov nyiaj ntawm daim tshev rau cov hnuv them ua haujlwm:
 $\$875.00 \div 10 = \87.50 . Yog li no Toni qhov nyiaj tauj ib hnuv yog $\$87.50$.

→ Ces xam seb tau siv pestsawg hnuv rau nws lub chaw haujlwm them cov nyiaj tuaj rau nws.

Lub 6 Hli Tim 20 (hnuv them tuaj) – Lub 6 Hli Tim 13 (hnuv kawg yuav tsum them) = 7 hnuv

Tus nqi raug nplua yog:

$\$87.50$ (feem ntau them tauj ib hnuv) x **7** (cov hnuv lig) = **$\$612.50$**

Yog lawv tsis them kuv, kuv foob puas tau?

Feem ntau, cov chaw ua haujlwm tsis them nyiaj thiab nyiaj tshaj thas sijhawm. Yog koj tus tsis them raws sijhawm, tej zaum koj yuav tau foob lawv. Foob tau ob qhov nyiaj tiv thiab tus nqi nplua uas tsis them thas sijhawm.

Yog cov nyiaj thiab nqi nplua raug $\$20,000$ lossis tsawg dua, koj mus foob hauv Conciliation Court-Chav hais plaub neeg sib foob neeg. Yog hais tias tus nqi tshaj $\$20,000$ koj yuav tau mus nrhiav ib tus kws lijchoj vim hais tias koj yuav tsum mus foob koj rooj plaub hauv District Court-Chav hais plaub loj.



Yog qhov chaw ua haujlwm txiav txim kam them nyiaj rau koj, ua zoo xav ua ntej koj foob lawv. Yog koj mus hais nram tsev hais plaub thiab tus kws txiav txim plaub txiav txim tias qhov chaw ua haujlwm tsuas tau them qhov nyiaj lawv muab rau koj lossis tsawg dua, ces tej zaum koj yuav tau them qhov chaw ua haujlwm tus nqi kws lijchoj. Tiamsis, yog lawv txiav txim hais tias koj yuav tsum tau ntau tshaj li koj qhov chaw haujlwm muab rau koj, ces tej zaum qhov chaw ua haujlwm yuav tau them koj tus nqi kws lijchoj.

Kuv yuav tsum foob sai li cas?

Koj yuav tsum foob ua ntej dhau **2 xyos** ntawm hnuv koj tsis tau txais koj cov nyiaj haujlwm. Qhov no tej zaum yog hnuv kawg ntawm koj kev ua haujlwm, lossis tej zaum yog ua ntej lawm, yog koj twb tsis tau txais nyiaj haujlwm ib ntus ua ntej koj tawm haujlwm. Txoj cai uas tswj sijhawm foob yog 2 xyos ntawm hnuv tim uas yuav tsum raug them daim tshev ntawd tuaj rau koj. Pib koj rooj plaub foob kom sai li sai tau thiaj li tsis poob koj cov khoom pov thawj thiab tim khawv.

Xav Paub Ntxiv

Yog xav paub ntxiv txog Minnesota cov cai txog kev rub nyiaj haujlwm, kev nyiaj nyiaj haujlwm, kev them nyiaj ua haujlwm dhau sijhawm, thiab kev yuam menyuam ua haujlwm, hu rau Minnesota Department of Labor thiab Industry ntawm (651) 284-5070 lossis 1-(800) 342-5354 lossis mus rau lub vassab ntawm www.dli.mn.gov.

Cov ntawv Qhia Tseeb yog qhia kom paub txoj kevcai xwb TSIS yog muab txwv yim txog txoj kevcai. Mus ntsib ib tug kws lij choj rau tswv yim. Tsis txhob siv daim ntawv qhia tseeb yog tias nws qub tshaj ib xyoo lawm. Nug peb txog cov hloov tshiab, daim ntawv qhia txog cov ntawv qhia tseeb, lossis lwm hom ntawv.

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Here is an example of a wage demand letter. It is important that you keep a copy of the signed letter. You should also make note of the date you send the letter. It is a good idea to send it by certified mail or ask at the post office about confirmation of delivery. That way you have proof it was sent, where it was sent and on what day.

(Nov yog ib tsab ntawv piv txwv rau daim ntawv rub nyiaj haujlwm. Nws tseem ceeb heev tias koj khaws ib daim xee npe rau cia. Koj yuav tsum tau sau cia tias hnuv tim koj xa tsab ntawv yog hnuv twg. Nws yog ib lub zoo tswv yim xa ua hom ntawv uas yuav tsum xee npe thaum txais tau lossis nug kom lub chaw xa ntawv muaj ntaub ntawv qhia tias txais tau lawm. Ua li no koj thiaj muaj povthawj tias xa lawm, xa rau qhov twg thiab rau hnuv twg.)

Date *(Hnuv Tim)*: _____

(Write your employer's name and address here)

(Sau koj lub chaw haujlwm lub npe thiab chaw nyob rau qhov chaw nov)

Re: Wage Demand, Request for Employment File and Reason for Termination

(Hais Nyiaj Haujlwm, Hais Kom Muab Cov Ntaub Ntawv Ua Haujlwm thiab Seb Vim Li cas Raug Rho Tawm)

Dear (Employer's name) *(Hawm Txog (Chaw Haujlwm Lub Npe):* _____

Please send me a copy of my complete employment file as well as the reason for my termination. Additionally, I am requesting all outstanding wages due and owing pursuant to Minnesota law to be sent to me within 24 hours from this demand. If I do not receive my wages, I will pursue all statutory penalties available for nonpayment of wages.

(Thov luam thiab xa kuv cov ntaub ntawv ua haujlwm tuaj kom tag rau kuv nrog rau seb vim li cas kuv raug rho tawm. Ntxiv ntawd, kuv xav tau tagrho cov nyiaj haujlwm uas yuav tau them thiab tiv rau kuv raws xeev Minnesota txoj cai kom xa tuaj rau kuv tsis pub dhau 24 teev ntawm tsab ntawv hais no. Yog kuv tsis tau txais kuv cov nyiaj haujlwm, kuv yuav ua raws txhua txoj kev muaj nplua txog kev tsis them nyiaj haujlwm.)

Please send the requested information and wages to me at the following address:

(Thov xa cov ntaub ntawv hais no thiab cov nyiaj haujlwm tuaj rau kuv ntawm qhov chaw nyob:)

(clearly print your name and address) *(sau koj lub npe thiab chaw nyob kom meej)*

Sincerely *(Ua Tsaug),*

(Your signature) *(Xee npe)*