

¿Ay ochwan ha mulnaji? ¡Ahti' ay alon et yib'an!

Heb' cheqb'anil yet mulnajil aton jan txolilal yowalil chi kawxi tol xin chi stayne masanil heb' anima tol lanan ay smulnaji b'ay tx'otx' Estados Unidos yet América, chi ok xol xin heb' mulanjwom k'amto yun, unin k'al ach'ej. Jan cheqb'anil ti chi yaq'a ay yalon yet yin smulnajil b'ay masanil heb' anima.

Man yowaliloq janta ab'ilal, ta ahti lanan ay ha munaji b'ay tx'otx' Estados Unidos yet América, ahti ay alon et yib'an.

Heb' chi aq'on mulnajil yowalil chi yi b'eyoq jan cheqb'anil atak'ala jantaq ab'ilal. Ta ahti manto tz'aqanoq ach 18 ab'ilal, k'am chi sje ha mulnaj okoq yin junoq mulnajil mimantaq ma xiwk'ulalil. Ta ahti ay 14 ma xin 15 ab'ilal, asanej xin chi sje ha mulnaj okoq yet man yorahiloq a kuyuj. Yin mimantaq jan elalil, k'am chi sje ha mulnaj okoq ek'wan junoq: **3 orahil** yul jun k'u yet kuyuj, **8 orahil** yet k'am kuyuj chi yi b'ey sb'a, **18 orahil** yul semana yet kuyuj ma xin, **40 orahil** yul semana yet k'am kuyuj. **K'am chi sje k'ax xin ha mulnaji yet k'amto chi ok las 7:00 a.m. sq'inib' yalilal ma yet max ek'toq las 7:00 p.m. yay k'uh'alilal** ni junoq k'uh'al, asanej xin yet 1 sway junio atak'al yet Sk'uh'alil yet Mulnajil, oq sje ha mulnajoq atok'al las 9:00 p.m. aq'walil. **Jan cheqb'anil k'exk'ex k'al yaq'oni** b'ay mulnajil awtz'un.

Ay junjun taq qonob'laq ma xin maqb'ejal ay k'exk'ex chi yun staynentog heb' mulnajwom.

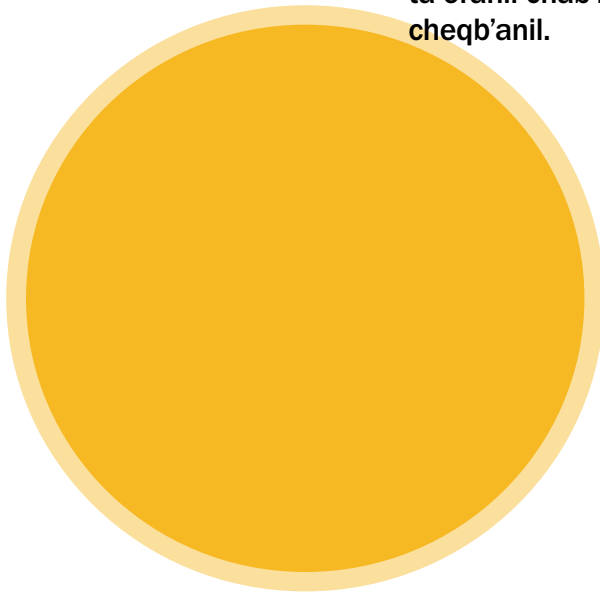
HEB' CHI AQ'ON MULNAJIL MAN CHAB'ILOQ B'AY HEB'

- ▶ K'am chi yoche chach stojlone yuj a mulnajil
- ▶ Ha b'eqon ay ha toj yin ha kuyuj
- ▶ Smaq'waji
- ▶ Yalon ayach tol oq ha tojlone junoq tzet yaq'on hil syel ma junoq heb' et aj nahil
- ▶ Yalon ayach tol oq awjoq b'ay heb' mitx'on anima man aj konob'oq ma xin b'ay heb' chi tayniwitoq konob'
- ▶ Yalon ayach tol cha tz'aaq ab'ilal
- ▶ Yihon ek' un chach stx'oxon ajoq, ha ch'en yet aw ma janoqxa tzet yetal tol et
- ▶ Sq'anon ayach tol cha jatne q'umejb'ahilal
- ▶ Ach yaq'on puralil, ach yet q'anejne ma xin ach scheqon okoq yet ka chach mulnaji
- ▶ K'am chi scha yaq'on ayach tol chach xewi ma janoq ha k'u axka tu
- ▶ Sq'anon ayoq tol heb' yal unin chi sjatne janoq mulnajil yin xiwk'ulal (ta tol manto tz'aqanoq yin 18 yab'ilal)

HEB' CHI AQ'ON MULNAJIL YOWALIL XIN CHI

- ▶ Chach stojlone yuj MASANIL orahil chach mulnaji
- ▶ Stojleneni yuj xawal jun tojb'al paxnaq ayteq (yuj xatawal k'am)
- ▶ Hach stojlone jan orahil chi ek'el yib'an yorahil a mulnajil yi ek'el yib'an 40 orasil yul semana
- ▶ Yaq'on ayach kolwal yib'an tzet chi yun a taynen a kawil k'al a watx'k'ulalil b'ay ha mulnajil yul junoq q'anej tol ahti chi nachaj elapnoq uj
- ▶ Yaq'on ayach ha mitx' q'ab' chach tayneni (axka xin spichil a q'ab' ma smaqqheb'al a ti') ta ahti oq ha q'anb'alne
- ▶ Yaq'on ayach ha b'eq'anil yet ka chi sje a lowi ma toj b'ay txuljub'al
- ▶ Yihon k'al b'ey xin yib'an jantaq orahil b'eqb'il ha mulnajil atak'ala jantaq ab'ilal

¿TZET WAL CHI YUN HIN TAYNENI WALON WET YIB'AN B'AY CHIN MULNAJIL?



HA'A NOJEL HA B'A YETOQ.

Oqtaqnej eloq b'aytet alon et yib'an b'ay lanan ay ha mulnaji.

Ay alon et yib'an ha mulnaji yin watx'k'ulalil, chi tojlejom a b'eqanil, k'al ha mulnaj okoq jantaq ta orahil chab'il yuj cheqb'anil.

TZ'IB'E K'AL AYOQ.

K'ub'e k'al aj xin yin tz'ib'al yet:

- ▶ Jantaq orahil xach mulnaji k'al tzet k'uhailil
- ▶ Jantaq xach tojlejom
- ▶ B'aq'in chach tojlejom
- ▶ Sb'i yin tz'aqanil k'al sb'i b'aytal kajan mak chi aq'on ha mulnajib, syajawilal, k'al sb'i b'aytal chi kan b'ay lanan ay ha mulnaji.

Chi sje ha q'anb'alneni jun application DOL-Timesheet sab'il ma junoq un b'aytal cha k'ub'ej k'al aj xin yin tz'ib'al jan ab'ix ti'.

HAL AB'LAY HA B'A.

Q'anjab'an yetoq junoq icham anima ay ha jichk'ulal yin axka xin junoq mamej, jun ay syajawilal yib'an, junoq alom ajti ay skuyuj yib'an ma xin junoq maxhtolej.

Ta achi chi il syel, yob'taq chi yun ilaytoq, man watx'oq chi yun ab'en ha b'a yin ha mulnajib, ta ay maktxel b'ay heb' lanan ay ha mulnajib max ek' heb' yib'an alon et yib'an, yowalil xin cha tz'ib'e ma k'ub'en yin tz'ib'al tzet yetal mayal ek'toq k'al sk'uhailil yet max yuneni. Ta achi max ach yasji, say xin antem anima, ihelteq yechel sat ha yas tu ka cha k'ub'en ajoq yal k'al b'aytet junoq tzib'wal b'ay amb'al.

JAB'OQXA AB'IX YIB'AN ALON ET YIB'AN

Ta junoq maktxel b'ay maktxel lanan ay ha mulnaji b'ay tx'otx' Estados Unidos yet América k'am chi yi b'ey jan cheqb'anilal, ma ay maktxel lanan ay ach yaq'on puralil ha mulnaji yin junoq mulnajib k'am chi yi b'eyoq jan cheqb'anilal, ach ti chi sje ok yin sik'b'alil yin janoq kolwal txekel yeji k'al kolwal.

Yowalil xin tol achi chach q'anjab'i yetoq junoq alom ajti ay skuyuj. Ta ay junoq alom ajti ay skuyuj yet inmigración, ma xin junoq alom ajti yuj KIND, ha'a heb' xin chi sje ach skoloni yilchaj ok uj junoq alom ajti ay skuyuj yib'an alon et yib'an yet mulnajib tol chi sje yaq'on ha nab'aloq. Chi sje k'axin alon ek'toq yet ay mak chi ek'xal yib'an yin junelnej b'ay snahil yajaw tol chi yaq' skawxejom jan cheqb'anilal yet mulnajib.

- ▶ Yet jab'oqxa ab'ixal yib'an alon et yib'an ha mulnajib axka ach'ej mulnajibom: www.dol.gov/agencies/whd/youthrules/young-workers
- ▶ ¿K'am ach lanan ay a tojlejom ma lanan ay ha mulnaj yin mimantaq orahil? Chi sje awji xin b'ay Wage and Hour Division of the Department of Labor (Smaqanilal yet Tojb'alil k'al Orahil yet Smaganil yet Mulnajib) b'ay 1-866-487-9243 ma xin b'ay www.dol.gov/agencies/whd/contact/complaints
- ▶ ¿Man watx'oq chi yun ab'en ha b'a b'ay Mulnajib? Chi sje awji xin b'ay Occupational Safety and Health Administration (OSHA) (B'ay chi Illayi Tzet chi Yun Skawxi yet Swatx'k'ulali k'al Kawilej yet heb' chi Mulnajib) B'ay 1-800-321-6742 maxin b'ay www.osha.gov/workers/file-complaint
- ▶ K'ub'e ajoq yin tz'ib'al jantaq orahil yetoq junoq aplicación sab'il yet un yet junoq b'eqanil: www.dol.gov/agencies/whd/timesheet-app



¿Tzetaq unalil chi q'ana yet ka chi sje hin mulnaji?

B'ay heb' anima man aj konob'oq yet tx'otx' Estados Unidos yet América, yowalil xin tol ay junoq yun yet mulnajib txekel yeji ma xin junoq tarjeta chi tx'oxon ajoq tol atu' kajan junel nej (tol xin oqtaqb'il k'apax axka "green card" (tarjeta yaxin)) yet Department of Homeland Security (Smaqanil yet Swatx'k'ulalil Konob'), axka k'apax xin akaw sb'isil yet Seguridad Social. Yet ay jun sb'isil yet Seguridad Social k'am chi yal elapnoq xin tol chi sje k'alta smulnaji ka txekel yeji. Ta ay ochwan oqtaqnej eloq yib'an tzet chi yun ha mulnaji ka txekel yeji yul tx'otx' Estados Unidos yet América, yowalil xin chach q'anjab'i yetoq junoq alom ajti ay skuyuj yet inmigración.

Ay jujuntaq heb' yajawilal yet junjun konob'laq chi sq'anay heb' "un yet mulnajib" b'ay masanil heb' unin k'al heb' ach'ej tol lanan ay smulnaji. Chi sje ha q'anleni yib'an junti b'ay yatutal kuyuj.

Taxa tami tol k'am jan un ti', heb' chi aq'on mulnajib ma heb' syajawilal yowalil chi yi b'ey heb' yin txolilal jan cheqb'anil yet mulnajib.

- ▶ **¿Max ach yasjitoq b'ay ha mulnajib?** Cha xin kolwal yet amb'al ka cha q'anoni junoq tx'an un kawxeb'ilxa ajoq yet Stojb'al b'ay Heb' Mulnajibwom b'ay mak chi aq'on ha mulnajib. Chi sje ha chahoni ha tojb'al taxa tami manto tz'aqanoq ach yin 18 ab'ilal ma k'apax tol k'amto' un. Chi sje ha chahoni janoq kolwal taxa tami wal maktxel ay smul. Jan stxolilal yet cheqb'anil chi k'expoji atala' b'aytal ay smaqaqanil, palta xin chi sje ihoni jab'oqxa ab'ix yib'an kayti: www.dol.gov/general/topic/workcomp
- ▶ **K'axin chi sje ha q'anjab' b'ay Department of Labor (Smaqanil yet Mulnajib)** aj b'aytu yilchaj ok uj sb'i maqaqanil b'aytal kajan ach yin jun txolb'al b'ihaj ti: www.dol.gov/agencies/whd/state/contacts
- ▶ **¿Lanan ay yaq'lay puralil ha Mulnajib?** Chi sej awji b'ay National Human Trafficking Hotline (B'aytal Chi Apni Ok Aw Yin Junelnej yet Snahil Konob' yet Chi Txonchaj Heb' Anima) b'ay 1-888-373-7888 ma xin ha tz'ib'entoq junoq tz'ib' ab'ix yetoq jun q'anej INFO b'ay 233733 ma xin www.dhs.gov/blue-campaign

¿Tzetaq mulnajibal tol xiwk'ulalil?

Kayti ay janoq stx'oxb'anilal yet jan mulnajib mimantaq ma xiwk'ulalil:

Ha tx'umun junoq ch'en

Aq'on taj lob'ej yulaq ch'en mimeq ch'en

Minería

Kexoq el yib'anlaq na

Yuchon ayoq mimeq na

Sq'anoni junoq k'och ma xin te andamio

Ilontoq ch'en máquina tol tenb'il ajoq yetoq lus axka ch'en k'upen te', ch'en chi kalon mitx'q'ab'ej ma xin ch'en chi chemen ay junoq tzet yetal

Stxonwi janoq tzetaq yetal yulaq b'e, b'aytaq chi ek' anima ma xin stilaq na

Skawxilaq aj tx'otx' ladrillo, azulejos ma xin janoqxa mitx'q'ab'ej lajan yetoq janti

Ilontoq ch'en máquina chi jatnen no chib'ej ma heb' no alom yet yulaq korral ma k'apax smulnaj okoq yulaq jan mimeq ch'en chi aq'on sikk'oq eloq ma chi k'ub'en ajoq jan chib'ej tu

¡Ahti' ay alon et yib'an!

Taxa tami lanan ay ha mulnaj yin junoq molnajib xiwk'ulalil m aman chab'iloq.



¡OQTAQNEJ ELOQ B'AYTET ALON ET YIB'AN!
¡K'UB'EJ AJOQ YIN TZ'IB'AL YET AY
MAKTXEL CHI EK'XAHAL YIB'AN!
¡HAL AB'LAY HA B'A!



Yet ka cha kuyon jab'oqxa yib'an jan ay alon et yib'an k'al
yilchaj ok uj mitx'q'ab'ej yet cha say il kolwal okantoq:
supportkind.org/worksafe

Jun ab'ix ab'il ti' yet ka cha kuy ha b'a ka k'amok xol yok yin nab'alejal yet yiqelal.

KIND
KIDS IN NEED OF DEFENSE