

**IRI TANGAZO RIGIRA INGARUKA KUBURENGANZIRA BWAWE BWEMEWE N'AMATEGEKO,
URASABWA GUSOMA WITONZE**

Jacinto Gomez Ovando et al v. Mountaire Farms Inc., et al.
United States District Court for the Eastern District of North Carolina,
Civil Action No. 7:23-cv-00004-M-RJ

ITANGAZO RY'IBANZE RYO GUKORA NO GUKEMURIRA HAMWE

To: <<EmployeeName>>
<<Address1>> <<Address2>>
<<City>>, <<State>> <<Zip>>

Re: Gukemura ibibazo mu izina ry'abakozi bakoreshwaga na Mountaire Farms Inc. hamwe na Mountaire Farms yo mu majyaruguru ya Carolina Corp. . ahitwa Mountaire muri Carolina y'Amajyaruguru gutunganya inkoko nk'abakozi batunganya inkoko badasonewe, kubera umushahara uhembwa kuri Mountaire.

Uburenganzira bwawe bwemewe n'amategeko bugira ingaruka wakora utakora. Amahitamo yawe yasobanuwe hano hepfo.

INCAMAKE Y'UBURENGANZIRA BW'AMATEGEKO N'AMAHITAMO MURI IYI NYANDIKO	
TANGA FORM Y'IKIREGO	Kugira ngo wakire ubwishyu ugomba kwuzuzwa byuzuye urupapuro rwabigenewe rutangwa niri Tangazo hanyuma ukarusubiza umuyobozi ushinze gutuza nkuko byateganijwe. Uzagengwa no kurekura ibirego hakurikijwe amategeko agenga ubuziranenge bw'umurimo (“FLSA”) na Carolina y'Amajyaruguru Umushahara n'amasaha (“NCWHA”) byasobanuwe hepfo hanyuma ureka uburenganzira bwo kurega Mountaire n'irekurwa ryayo ukurikije ibirego bivugwa mu irekurwa. Ugomba gusubiza urupapuro rwabigenewe bitarenze October 1, 2025 kugirango wakire ubwishyu.
NTIHAGIRE IKINTU UKORA	Niba ntacyo ukora, kandi ntusubize urupapuro rwabigenewe, ntuzabona ubwishyu bwo kwishura, ariko uzakomeza kurekura ibirego byose ushobora kuba ufite muri NCWHA. Ntabwo, ariko, kurekura ibirego byose muni ya FLSA. Ibidasanzwe kuri ibi nimba wabanje gutanga uruhushya rwo kwinjira muri Jacinto Gomez Ovando nabandi baburana na Mountaire Farms, Inc., nabandi, CA No.: 7: 23-cv-00004-M-RJ. Niba watanze uruhushya rwo kwinjira muri Jacinto Gomez Ovando nabandi baburana na Mountaire

	Farms, Inc., nabandi, CA No.: 7: 23-cv-00004-M-RJ, ntusabwa gutanga urupapuro rwabigenewe kugirango ube umwe mubakemutse.
SHAKA UKO WIKURAMO	Niba udashaka kugira uruhare mu Gutuza, urashobora kwirengagiza ukurikiza amabwiriza yo mu gice cya 14 hepfo. Niba usabye guhezwa, ntutange urupapuro rusaba. Gusa abo bantu bitandukanije nabo bazagumana uburenganzira ubwo aribwo bwose bashobora kuba bafite bwo gukurikirana ikirego cyabo cyangwa ibirego byabo muri NCWHA mugihe kizaza. Abantu basaba guhezwa ntibazasohozwa ibyo NCWHA isaba mu rwego rwo gukemura iki kibazo, ariko kandi ntibazahabwa igihembo cy'amafaranga mu rwego rwo gukemura
INTEGO	Niba warahawe akazi na Mountaire muri kimwe mu bigo byayo bitunganya inkoko ya Carolina y'Amajyaruguru nk'abakozi batunganya inkoko badasonewe igihe icyo ari cyo cyose hagati y'itariki ya 10 Mutarama 2020, na 20 Ukuboza 2024, kandi ntukirinde gukurikiza amabwiriza yo mu gice cya 14 gukurikira, urashobora kwandika Urukiko ku mpamvu wanze gutuza.

Ubu burenganzira n'amahitamo - N'igihe ntarengwa cyo kubikoresha - Basobanuwe muri iri tangazo.

INTANGIRIRO

Urukiko rwemeje mbere na mbere icyifuzo cyo gukemura muri uru rubanza. Iri ni itangazo ryemewe n'Urukiko. Ntabwo ari ugusaba umunyamategeko.

Biteganijwe ko wishyuye (niba uhisemo kubigiramo uruhare) urashobora kubonana numuyobozi ushinze gutuza. Amakuru yaho wabashakira ari hepfo. Amafaranga yo kwishura azakorwa kuri abo bantu batanze urupapuro rwabisabye, niba Urukiko rwemeje gukemura kandi nyuma yubujurire bukemutse.

Wakiriye iri Tangazo kuko inyandiko zerekana ko wakoreshejwe na Mountaire muri kimwe mu bigo byayo bitunganya inkoko ya Carolina y'Amajyaruguru nk'abakozi batunganya inkoko badasonewe igihe icyo ari cyo cyose hagati ya 10 Mutarama 2020, na 20 Ukuboza 2024.

AMAKURU RUSANGE

1. Urubanza ruvuga iki?

Ku ya 10 Mutarama 2023, Jacinto Gomez Ovando na Maria del Carmen Peralta Baeza (hamwe, “Abitwa Abarega”), mu izina ryabo ndetse n'abandi bakozi bavuga ko bari mu gace kabo, batanze ikirego kuri Mountaire, bavuga ko Umusozi wananiwe kubaha amasaha yose yakoraga kandi ko atabahaye umushahara w'amasaha y'ikirenga ukekwa kubahiriza amategeko agenga ubuziranenge bwa Leta ya Carolina. (“NCWHA”). Ababuranyi bavuga kandi ko kugabanyirizwa umushahara rimwe na rimwe byakorewe ibikoresho byo kurinda no kugura inkoko bitemewe.

Mountaire ahakana ibirego byitiriwe abarega bavuga ko yarenze FLSA cyangwa NCWhA, cyangwa yananiwe guhamba neza abakozi bayo amasaha yose yakoraga kandi isaba amasaha y'ikirenga, kandi akomeza guhakana ibirego byitiriwe abarega bavuga ko agomba kuryozwa abarega mu bihe byose. Tutiriwe twemera inshingano, Mountaire yemeye kubikemura

avugako yirinda izindi manza.

Urukiko ntirwigeze rwemeza ko hari umuburanyi muri uru rubanza. Ababuranyi ariko, basabye ko uru rubanza rwakemuka batiriwe bemera uburyozwacyaha cyangwa amakosa ayo ari yo yose, kandi Urukiko rwemeye kumenyesha icyo cyifuzo cyo gukemura abashobora kwemererwa kubigiramo uruhare.

2. "Igikorwa rusange" ni iki, "Igikorwa cyo mu rwego ni iki?", kandi ninde ubifitemo uruhare?

Muri FLSA, niba urukiko rwemeje ko urubanza rugomba gufatwa nk "igikorwa rusange," itsinda ryabantu "basa nkaho" rishobora gushaka kwishyurwa umushahara w'amasaha y'ikirenga utishyurwa hamwe n'indishyi zijyanye nabyo. Mubikorwa rusange, abantu "bahitamo" murubanza batanga uburenganzira bwo kwinjira, bahinduka abarega. Rimwe na rimwe bakunze kwitwa "opt-in abarega." Abantu batangiza uru rubanza, bitwa "abarega," bazana ikirego mu izina ryabo bwite ndetse n'abandi bantu bakekwa ko bafite ibyo basaba kandi bashobora kwemera kwitabira iki gikorwa.

Ubu bwoko bwa "opt-in" ibikorwa rusange bitandukanye nibikorwa bizwi cyane "ibikorwa byamasomo," aho abitabiriye amahugurwa badakeneye gutanga uruhushya rwanditse rwo kwinjiramo. Mu gikorwa cy'ishuri, "abitwa abarega" barega mu izina ryabantu bese bari mu itsinda ryasobanuwe cyangwa "itsinda." Niba urukiko rwemeje ko urubanza rugomba gufatwa nk "igikorwa cyo mu rwego rwo hejuru," abantu bese bari mu itsinda ryasobanuwe bahita bahinduka "abanyamuryango" keretse batanze ikirego mu rukiko basaba ko cyakurwaho. Mu nkiko za federasiyo, ubu bwoko bwimanza bwitwa "Ingingo ya 23" ibikorwa byiciro.

Abitwa abarega hano - Jacinto Gomez Ovando na Maria del Carmen Peralta Baeza - batanze uru rubanza nk'ikirego rusange hamwe na FLSA ndetse n'igikorwa cyo mu rwego rwo hejuru hakurikijwe amategeko ya leta ya Carolina y'Amajyaruguru. Igikorwa rusange giteganijwe muri FLSA kizaba kirimo abakozi bese batunganyirizwa inkoko basonewe bakoreshwa na Mountaire muri kimwe mu bigo byayo bitunganya inkoko muri Carolina y'Amajyaruguru igihe icyo ari cyo cyose hagati yitariki ya 10 Mutarama 2020 na 20 Ukuboza 2024 kandi bahitamo uru rubanza batanga uruhushya rwanditse mu Rukiko. Byongeye kandi, abarega bashatse kurega mu rwego rw'amategeko ya leta ya Carolina y'Amajyaruguru mu izina ry'icyiciro cy'abakozi bese batunganyirizwa inkoko basonewe na Mountaire muri kimwe mu bigo byacyo bitunganya inkoko muri Carolina y'Amajyaruguru igihe icyo ari cyo cyose hagati ya 10 Mutarama 2020 na 20 Ukuboza 2024.

Muri ubwo bwoko bwombi bw'imanza, abarega barashobora gusaba urukiko kwemeza urwo rubanza nk'urwego cyangwa / cyangwa ibikorwa rusange. Niba urukiko rwemeye icyo cyifuzo, urukiko rumwe rukemura ibibazo biri murubanza kubantu bese bashobora guhitamo abarega hamwe nabanyeshuri. Urukiko rw'intara rwo muri Amerika mu karere k'iburasirazuba bwa Carolina y'Amajyaruguru ni urukiko rushinzwe iki gikorwa rusange hamwe n'ibikorwa byo mu rwego. Kugira ngo iki kibazo gikemuke, Urukiko rwemeje icyemezo cy'icyiciro cy'Abarega hamwe

n'ibikorwa rusange kugira ngo bikemurwe gusa kandi byemerewe koherezwa ku banyamuryango bujuje ibisabwa / ibyiciro mbere yuko Urukiko rufata icyemezo cyo gutanga icyemezo cya nyuma cy'imiturire.

3. Ninde Ushyirwa Mubibazo Byatanzwe?

Urukiko rwemeje itsinda / itsinda rikurikira, bivuze ko ayo matsinda azashobora kubona ubwishyu avuye mu bwumvikane, nibaramuka bohereje urupapuro rwabigenewe.

- a) Abanyamuryango ba FLSA: Abakozi bose batunganya inkoko basonewe na Mountaire muri kimwe mu bigo byayo bitunganya inkoko muri Carolina y'Amajyaruguru igihe icyo ari cyo cyose hagati ya 10 Mutarama 2020 na 20 Ukuboza 2024.
- b) Ingingo ya 23 Abagize itsinda ryo gutuza: Abakozi bose batunganya inkoko basonewe bakoreshwa na Mountaire muri kimwe mu bigo byayo bitunganya inkoko muri Carolina y'Amajyaruguru igihe icyo ari cyo cyose hagati yitariki ya 10 Mutarama 2020 na 20 Ukuboza 2024.

4. Nkeneye gutanga urupapuro rusaba?

Niba wemerewe kugira uruhare mu gutuza kandi ukaba ushaka kugira uruhare muri iki kibazo ugomba gutanga ku gihe gikwiye urupapuro rwabugenewe rusaba umuyobozi ushinze gutuza na Mail yo muri Amerika ku buryo rwashyizweho ikimenyetso bitarenze October 1, 2025. Niba mbere watanze uruhushya rwo kwinjira mu ifishi muri Jacinto Gomez Ovando n'abandi baburana na Mountaire Farms, Inc., n'abandi, CA No.: 7: 23-cv-00004-M-RJ), ntugomba gutanga urupapuro rusaba kugira ngo witabire iki kibazo.

INYUNGU ZO GUKEMURA - ICYO URABONA NICYO UTANGA

5. Ni izihe nyungu n'amabwiriza yo gutuza?

Ababuranyi bemeranjweho amafaranga angana na \$ 7.260.000 ("Amafaranga yo kwishyurwa yose") akubiyemo umushahara wose uvugwa ko utishyuwe, igihe cyagenwe, indishyi z'amasaha y'ikirenga, indishyi zaseswa, inyungu, igihembo cya avoka w'abavoka bo mu cyiciro, amafaranga n'amafaranga yakoreshejwe, Ibihembo bya serivisi ku barega amazina, amafaranga yo gucunga no gukemura ibibazo byose.

Hazaba iburanisha ryemeza burundu gutuzwa ("Iburanisha ryanyuma"). Niba Urukiko rwemeje gukemura, kandi ugatanga urupapuro rwabigenewe kandi mugihe gikwiye, uzakabwa ubwishyu. Niba wakiriye ubwishyu bwo kwishyura, uzaba ushinze kwishyura imisoro yose winjiza ugomba kwishyura.

Nyuma yigihembo cyemejwe na avoka, ikiguzi nibisohoka, ibihembo byose bya serivisi byemewe kubarega bitwa abarega, hamwe namafaranga yubuyobozi bwo kwishyura yishyurwa bivuye kumafaranga yatanze, amafaranga asigaye ("Net Settlement Amafaranga") azahabwa abanyamuryango bose bujuje ibyangombwa hamwe n'amafaranga buri muntu ku giti cye afite uburenganzira bwo guhabwa hashingiwe ku isesengura ry'abavoka bo mu cyiciro cya Leta. Buri muntu wemerewe gutanga urupapuro rwabigenewe ku gihe azaba afite uburenganzira bwo

kubona umugabane wabo wagenewe amafaranga yo kwishyurwa (“Kwishyura umuntu ku giti cye”). Kwishyura kugiti cyawe bizagabanywa gusa kubantu batanze urupapuro rwabigenewe. Igikorwa cyo gukwirakwiza imicungire kizayoborwa numuyobozi wigenga, uwagatatu ushinzwe gukemura ibibazo byemejwe kandi bigenwa nUrukiko.

Niba abantu bemerewe kugira uruhare mu bwumvikane badatanze ku buryo bwihuse urupapuro rwabisabye (usibye abinjiye mbere) igice cy’imiturire cyahawe abo bantu ntikizishyurwa, bikagabanya umubare rusange w’ubwishyu. Amafaranga ayo ari yo yose atasabwe mu gice cy’imiturire yahawe umuntu ku giti cye witandukanije n’umudugudu azakomeza kuba umutungo wa Mountaire kandi ntazashyirwa mu kwishura umusozo wishyura umuyobozi ushinzwe gutuza.

6. Ni ibihe birego ndekura niba nsigaye cyangwa nkagira uruhare mu gutuza?

Niba witabiriye gukemura no / cyangwa udasaba guhezwa mumiturire, uzarekura ibirego bimwe.

Buri munyamuryango w’ingingo ya 23 yo gutuza utitandukanije n’igihe cyo kwishyurwa, kandi atitaye ku kuba nabo basaba bityo batitaye ko bakira amafaranga y’imiturire y’umuntu ku giti cye, azarekura umushahara wose n’amasaha yose hamwe n’impamvu zitera, yaba azwi cyangwa atazwi, mu mategeko cyangwa mu burunganire, haba mu mategeko rusange, muri leta, muri Leta, cyangwa / cyangwa amategeko agenga amategeko, Carolina, Itegeko ryamasaha, N.C. Gen. § 95-25.1, n’ibikurikira. § 201, hamwe n’ibikurikira, ayo Mategeko agenga 23 yo gutuza hamwe n’abanyamuryango ba FLSA hamwe n’abanyamuryango ba FLSA bavugaga muri icyo gikorwa, cyangwa bashoboraga kwemeza mu gikorwa, barega Amashyamba Yarekuwe, harimo, ariko ntibigarukira gusa ku birego bikomoka, bikomoka, cyangwa bifitanye isano n’ibintu bivugwa mu kirego cyangwa ibirego byose, ibirego, uburenganzira, hamwe n’ibisabwa, ibirego, uburenganzira ku mushahara, agahimbazamushi, komisiyo, amasaha y’ikirenga, umushahara w’ikiruhuko, umushahara w’ikiruhuko, hamwe n’indishyi zose zijyanye, amafaranga, ibihano, indishyi zaseswa, indishyi z’ibihano, inyungu, igihembo cya avoka, amafaranga yo kuburana, gusubizwa, ubutabazi bungana, cyangwa ubundi butabazi ubwo aribwo bwose bujyanye no kutishyura umushahara wose cyangwa izindi ndishyi zishyurwe, cyangwa kwandika neza cyangwa amasaha y’inguzanyo yakoraga

Ibi bigomba kuba bikubiyemo ibirego byose bivugwa ko arenganya kandi / cyangwa bidakwiye (1) kutishyura umushahara kumasaha yose yakoraga; (2) gukuramo indishyi na / cyangwa umushahara; (3) kunanirwa kwishyura umushahara muto; (4) kunanirwa kubara no / cyangwa kwishyura indishyi z’amasaha y’ikirenga; . (6) kunanirwa kubika no kubika inyandiko zose nkuko bisabwa hakurikijwe amategeko agenga umushahara n’amasaha; (7) kunanirwa gutanga inyungu cyangwa andi mafaranga bitewe n’indishyi zose cyangwa gahunda yinyungu, gahunda, gahunda, cyangwa amasezerano hashingiwe ku bivugwa ko atigeze yishyura umushahara, harimo ariko ntagarukira ku mushahara muto cyangwa umushahara w’amasaha y’ikirenga; na (8) kwihorera kubera kwinubira ukurenga ku mushahara uwo ari wo wose n’amasaha y’isaha. Ibyasohotse muri iki gika birimo ibirego byose bya leta, leta, n’ibanze byemewe n’amategeko hamwe n’ibisabwa n’amategeko bijyanye n’amasaha yakoraga n’umushahara uhembwa, ariko ntabwo bikubiyemo ibirego bishingiye kuri FLSA cyangwa ibindi birego byose bidashobora kuvaho nk’amategeko.

INAMA NJYANAMA N'INDISHYI Z'INAMA NJYANAMA Z'IBANZE, IZINA , N'UBUYOBOZI BWO GUSHYIRA MU BIKORWA

7. Umujyanama ni nde?

Mu rwego rwo gukemura, Urukiko rwashyizeho abanyamategeko bakurikira nk'Umujyanama mu byiciro:

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Ushobora guhamagara Umujyanama niba ufite ibibazo bijyanye nuru rubanza. Ntukeneye gushaka avoka wawe kuko abajyanama bagukorera. Ushobora, ariko, guhitamo gushaka avoka wawe bwite, ariko ugomba kubikora kumafaranga yawe.

8. Amafaranga y'abavoka, ikiguzi, n'amafaranga akoreshwa birashakishwa?

Yego. Umwunganira mu byiciro azasaba Urukiko kwemeza kwishyurwa kugeza kuri kimwe cya gatatu cy'amafaranga yishyurwa rusange (\$ 2,420.000.00) kugira ngo abishyure ibikorwa byabo muri iki kibazo kandi yishyure amafaranga yakoreshejwe muri uru rubanza. Urukiko rushobora guhitamo gutanga amafaranga atarenze aya mafaranga. Urukiko ruzafata icyemezo cya nyuma kijyanye no gushyira mu gaciro icyifuzo cy'abavoka bo mu cyiciro cy'iburanisha ryanyuma. Igihembo cya avoka, ikiguzi, n'ibisohoka ntibizakurwa mu Kwishyura kwawe ku giti cyawe, ariko umugabane wawe ugereranije n'igihembo cya avoka uzagererwa nkinjiza kandi utangwe raporo kuri I.R.S Ifishi 1099-Misc. Amafaranga y'Abajyanama b'Icyiciro n'amafaranga azishyurwa ahereye ku mubare w'amafaranga yishyurwa mbere yo kwishyura.

9. Ese abitiriwe abarega bahabwa amafaranga yinyongera?

Yego, niba byemejwe n'Urukiko. Buri muntu urega uzasaba Urukiko kwemeza igihembo cya Serivisi ingana na \$ 15.000.00 bo ubwabo, mu kuzana iki gikorwa mu izina ryabo bwite ndetse n'abandi bavugwa ko baherereye kimwe, mu rwego rwo gushimira ubufatanye n'intererano bitiriwe urega no guha abaregwa kurekurwa muri rusange ibirego bashobora kuba bafite. Urukiko rushobora guhakana aya mafaranga cyangwa gutanga amafaranga atarenze aya mafaranga. Urukiko ruzafata icyemezo cya nyuma kijyanye no kwishyura serivisi kubarega bitiriwe abarega mu iburanisha ryanyuma. Ibihembo bya serivisi bizishyurwa bivuye mu mubare w'amafaranga yishyurwa mbere yuko ushobora kwishyura.

10. Amafaranga yakoreshejwe nubuyobozi bwo gutuza yishyurwa ate?

Amafaranga yo gucunga iyi Settlement azishyurwa hanze yumubare wuzuye mbere yo kwishyura mbere yo kwishyura.

AMAHITAMO YEREKEYE GUKEMURA - TANGA URUBUGA RW'IKIREGO

11. Nabona nte ubwishyu?

Kugirango ubone ubwishyu bwo kwishyura, ugomba kuzaza igihe kandi ugashyiraho umukono ku Ifishi isaba hanyuma ukayisubiza umuyobozi ushinze gutuza na Mail yo muri Amerika mu iposita ibahasha yishyurwe mbere yoherejwe n'iri Tangazo.

Kugira ngo bisuzumwe ku gihe, impapuro zose zujijwe zasubijwe umuyobozi ushinze gutuza na Mail yo muri Amerika zigomba gushyirwaho ikimenyetso bitarenze October 1, 2025.

Niba utakaje, wimuye, cyangwa ukeneye urundi rapapuro rusaba, urashobora guhamagara umuyobozi ushinze gutuza kuri terefone kuri 1-(888) 330-3975 kugirango usabe kopi nshya.

12. Nategereza kwakira angahe?

Dufate ko Urukiko rwemeje gukemura, ubwishyu bwawe buzabarwa ukurikije amatariki y'akazi hamwe nibindi bisobanuro by'imishahara yatanze na Mountaire. Kugira ngo umenye umubare w'amafaranga yishyurwe, nyamuneka hamagara umuyobozi ushinze gutuza kuri terefone kuri 1-(888) 330-3975.

Buri bwishyu bwo kwishyura buzatandukanywa muburyo bubiri: 50% bizagenerwa ibirego byavuzwe mu rubanza rw'indishyi zishingiye ku mushahara, naho 50% bizagenerwa ibirego byavuzwe mu rubanza rw'indishyi zaseswa n'ubundi butabazi. Igice cyagenewe ibirego byavuzwe muri uru rubanza ku masaha y'ikirenga atishyurwe hamwe n'indi ndishyi zijyanye n'imishahara bizagabanywa byose byemewe cyangwa bisabwa, nkaho ari umushahara watanze mu mushahara usanzwe. Igice cyagenewe kwishyurwa kizatanzwa kuri I.R.S Ifishi ya W-2. Igice cyagenewe indishyi zaseswa nubundi butabazi bizamenyeshwa nkumushahara utari umushahara kandi utangwe kuri I.R.S Ifishi 1099, nkuko bikenewe.

13. Nzabona ryari ubwishyu bwanjye?

Niba wemerewe kugira uruhare mukwishyura kandi mugihe gikwiye kandi neza ugatanga Ifishi isaba, uzoherezwa cheque yo kwishyura nyuma yiminsi 21 nyuma yitariki yatangiriye, cyangwa vuba aha bishoboka. Mbere yuko gukemura bitangira gukurikizwa, ariko, abagize itsinda ry'imiturire bagomba guhabwa igihe cyo kwanga gukemura cyangwa guhitamo, Urukiko rugomba gukora iburanisha kugira ngo rusuzume ubutabera kandi rwemeze burundu icyemezo cyo gukemura, kandi ubujurire ubwo ari bwo bwose bw'icyemezo cy'urukiko butanga icyemezo cya nyuma bugomba gukemurwa. Nyamuneka ihangane.

Nyamuneka reba imeri yawe kugirango ugenzure kandi uyishyure igihe uyibonye. **Uzagira iminsi 180 uhagaze igihe watangiriye sheki kugirango uyishyure. Sheki izaba impfabusa nyuma yiminsi 180.**

AMAHITAMO YEREKEYE GUKEMURA – WOVE UTARIMO

14. Nigute Nakwirinda Kwimuka?

Nkumunyamuryango wicyiciro cya 23 cyo gutuza, niba udashaka kwitabira gutura, urashobora gusaba kwitarura wenyine. Niba uhisemo kwitandukanya nuyi miturire, ntuzemererwa kwanga iki kibazo. Itariki ntarengwa yo guhitamo ni October 1, 2025. Niba watanze uruhushya rwo kwinjira muri Jacinto Gomez Ovando n'abandi baburana na Mountaire Farms, Inc., n'abandi, CA No.: 7: 23-cv-00004-M-RJ, ntushobora guhitamo iki kibazo. Iki gihe ntarengwa, kandi impapuro zidashyizweho ikimenyetso cyangwa zatanzwe mbere yigihe ntarengwa ntizubahirizwa. **NIBA WITANDUKANIJE NIMITURIRE, NTUZABONA KWISHYURA.**

Kugirango wirinde, ugomba gutanga inyandiko yanditse kumuyobozi ushinze gutuza ivuga yeruye ko wifuza kvanwa mumiturire. Ibisabwa nk'ibi byo guhezwa bigomba kuvuga hejuru y'amagambo agira ati: "Gusaba guhagarikwa mu gutura muri Jacinto Gomez Ovando n'abandi baburana na Mountaire Farms, Inc., n'abandi." Wemeze gushyiramo izina ryawe, aderesi, numero ya terefone, n'umukono wawe. Ibyifuzo byose byanditse byo guhezwa bigomba koherezwa na Mail yo mu rwego rwa mbere yo muri Amerika, byashyizweho ikimenyetso bitarenze ku ya October 1, 2025 kugeza:

Jacinto Gomez Ovando et al v. Mountaire Farms, Inc., et al.
Settlement Administrator
c/o CPT Group, Inc.
50 Corporate Park,
Irvine, CA 92606
Email: GomezOvandoNCChickenProcessingLawsuit@cptgroup.com
Website: www.GomezOvandoNCChickenProcessingLawsuit.com

Ntushobora kwitandukanya na terefone cyangwa ukoresheje imeri. Kudashyiramo amakuru asabwa muri, cyangwa gutanga ku gihe, icyifuzo cyawe cyo kvanwaho bizagutera kuba umunyamuryango w'icyiciro cya 23 cy'imiturire kandi ugomba kubahirizwa n'urubanza rwa nyuma.

Niba usabye byemewe kandi mugihe gikwiye, ntuzagengwa nurubanza rwanyuma,

kandi ntuzabuzwa gushaka gutanga cyangwa gukurikirana ikirego icyo aricyo cyose ushobora kuba ufite kuri Mountaire muni ya NCWHA. Ariko, amategeko agenga imipaka ishobora kugira ingaruka zitandukanye kubushobozi bwawe bwo kurega Mountaire murubanza rushya.

INTEGO YO GUKEMURA

15. Nabyanga nte cyangwa kubwira Urukiko ko ntakunda gutuzwa?

Nyamuneka menya ko ushobora kwanga gusa gutuzwa niba udasabye guhezwa mumiturire. Nkumunyamuryango wicyiciro cya 23 cyicyiciro cyo gutuza, ushobora kwanga ingingo zijyanye no gutuza, kubisaba avoka wicyiciro cyigihembo cyabavoka, amafaranga, nibisohoka, hamwe na / cyangwa kubisaba Uregwa yitiriwe gusaba ibihembo bya serivisi. Niba wanze kandi Gukemurwa bikemerwa, uzabuzwa kuzana ikirego cyawe bwite cyerekana ibirego bijyanye nibibazo byatangajwe binyuze muri iki Cyicaro, kandi uzagengwa n'urubanza rwa nyuma no kurekurwa hamwe n'amabwiriza yose yinjiye mu

Rukiko. Niba wanze, urashobora, ariko udasabwa, gushaka avoka kugirango uhagararire. Niba ukoresheje avoka, uzabazwa igihembo cya avoka wawe bwite, ikiguzi n'amafaranga.

Kugira ngo wange, ugomba kohereza inyandiko mu Rukiko, Umujyanama w'ishuri, hamwe n'umwunganira wa Mountaire batanga impamvu zituma wanga gukemura ikibazo. Hejuru yamagambo yawe agomba kuba yanditseho izina numero yimanza yuru rubanza Jacinto Gomez Ovando nabandi baburana na Mountaire Farms, Inc., nabandi, CA No.: 7: 23-cv-00004-M-RJ kandi bigomba kuba bikubiyemo: izina ryawe, aderesi yawe, hamwe namakuru arambuye yerekana ishingiro kuri buri nzitizi utanze. Ugomba gushyiramo niba uhagarariwe ninama zitandukanye, kandi, niba uri, izina na aderesi yiyo nama. Ugomba kohereza kopi yinzitizi mu Rukiko, Umujyanama w'ishuri, hamwe n'umwunganira wa Mountaire (aderesi hepfo), byashyizweho ikimenyetso bitarenze **October 1, 2025**

THE COURT

Clerk of Court
U.S. District Court for the
Eastern District of North Carolina
PO Box 25670
Raleigh, NC 27611

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Niba utanze inzitizi yanditse ku gihe, ushobora (ariko ntusabwa) kwitaba Urubanza Rwiza, rwasobanuwe mu gice cya 20, haba ku giti cyawe cyangwa ubinyujije ku mwavoka wawe.

Ingingo ya 23 Abanyeshuri bo mu cyiciro cy'imiturire badashaka ku gihe cyangwa mu gihe gikwiye igihe ntarengwa bazafatwa nkaho bakuyeho uburenganzira bwo kwanga kandi ntibafite uburenganzira bwo kujuririra icyemezo cy'imiturire cyangwa kuvuga mu iburanisha ryanyuma.

Urukiko rushobora gusuzuma inzitizi zose zatanze ku gihe. Ibi ntibisobanura ariko ko byanze bikunze Urukiko ruzafata ibyemezo rushingiye ku nzitizi iyo ari yo yose. Niba Urukiko rusuzumye kandi rukanga inzitizi yawe, uzakomeza gukurikiza amategeko yo gukemura no kurekura ibirego bivugwa mu gice cya 6 hejuru.

16. Niba Nanze, Nkeneye Gutanga Ifishi yo gusaba?

Biterwa. Niba ufite umugambi wo kwanga kwishyurwa, ariko ukaba wifuza kubona ubwishyu bwo kwishyura, ugomba gutanga mugihe gikwiye impapuro zabugenewe zasobanuwe mu gice cya 9 hejuru. Niba Urukiko rwemeje gukemura nubwo wabyanze, ukaba utaratanze ku gihe gikenewe kugira ngo wishyure ubwishyu, ntuzabona ubwishyu bwo kwishyura (keretse niba wabanje gutanga uruhushya rwo kwinjira muri rumwe mu manza).

17. Ni irihe tandukaniro riri hagati yo Kwanga no gusaba guhezwa?

Kwanga ni ukubwira Urukiko ko udakunda ikintu kijyanye no gukemura. Ushobora kwanga gusa mugihe ugumye mumiturire. Niba witandukanije no kwikiranura, ubwira Urukiko ko udashaka kuba mubibazo. Niba usabye guhezwa mu kwikiranura, nta shingiro ufite byo kwanga gukemura, kubera ko urubanza rutakugiraho ingaruka.

AMAHITAMO YEREKEYE GUKEMURA – NTIHAGIRE IKINTU UKORA

18. Bigenda bite iyo Ntakintu na kimwe nkora?

Ufite uburenganzira bwo kutagira icyo ukora. Niba ntacyo ukora, ariko, kandi ukaba utarigeze utanga uruhushya rwo kwinjira muri Jacinto Gomez Ovando nabandi baburana na Mountaire Farms, Inc., nabandi, CA No.: 7: 23-cv-00004-M-RJ, ntuzabona amafaranga avuye muri iki cyifuzo. Uzakomeza guhambirwa no kurekura ibirego byarekuwe byavuzwe mu gice cya 6 hejuru.

KUMVA URUKIKO

19. Ni ryari kandi ni he Urukiko ruzafata icyemezo cyo kwemeza gutuzwa?

Urukiko ruzakora iburanisha ryanyuma (rimwe na rimwe ryitwa kuburanisha ubutabera) kuri iki kibazo kuri **November 3, 2025 at 2:00 p.m.** Uru rubanza ruzabera muri in Courtroom #1, of the U.S. District Court for the Eastern District of North Carolina Alton Lennon Federal Courthouse, 2 Princess Street, Wilmington, NC 28401 Umucamanza Richard E. Myers, Ari II uyobora. Muri uru rubanza, Urukiko ruzasuzuma niba ikibazo giteganijwe gukemurwa-hakubiyemo amafaranga, ikiguzi, n' amafaranga azahabwa avoka w'ishuri ndetse n'ibihembo byose bya serivisi bihabwa abarega amazina - birakwiye, bifite ishingiro, kandi birahagije, kandi bigomba kwemezwa. Haba mu iburanisha cyangwa nyuma y'iburanisha, Urukiko ruzafata icyemezo cyo gutanga icyemezo cya nyuma cyo gukemura. Ntabwo tuzi igihe icyemezo kizatwara. Igihe n'itariki y'iburanisha birashobora guhinduka nta nteguza.

20. Ningomba kuza murubanza?

Oya. Ntugomba kwitabira uru rubanza. Umujyanama w’ishuri azasubiza ibibazo Urukiko rushobora kugira kubyerekeye Gukemura. Urashobora kandi kwishyura avoka wawe bwite kugirango yitabe iburanisha, ariko ntibisabwa.

Niba hari inzitizi zanditse zerekeye gukemura, Urukiko rushobora kubisuzuma icyo gihe. Niba utanze inzitizi, ntugomba kuza mu Rukiko ngo ubiganireho niba udashaka kubikora. Urukiko rushobora ariko kumva ababyanze ku gihe basabye kuvuga mu iburanisha ryanyuma.

21. Nshobora kuvugira mw’iburanisha?

Niba utanze ku gihe inzitizi yemewe, ushobora gusaba Urukiko uruhushya rwo kuvuga mu rubanza rutabera. Kugira ngo ubigereho, ugomba kohereza ibaruwa ivuga ko ari "Amatangazo yawe yo gushaka kugaragara mu iburanisha ku cyemezo cya nyuma cyo gutura mu cyiciro cya Jacinto Gomez Ovando n'abandi baburana na Mountaire Farms, Inc., n'abandi." Wemeze gushyiramo izina ryawe ryuzuye, aderesi, numero ya terefone, n'umukono wawe. Itangazo ryanyu ryo gushaka kwitaba rigomba kumanikwa ku itariki ya **October 1, 2025**, no koherezwa mu bwanditsi bw’urukiko, no ku bunganira mu rwego rw’abavoka n’umwunganira w’umusozi kuri aderesi zavuzwe haruguru mu gice cya 15. Urukiko muri rusange ntiruzemerera abantu bahisemo gutura mu magambo kugira ngo bavuge mu iburanisha.

NTA GUSUBIZWA CYANGWA GUTANDUKANYA

22. Niba ndi Umukozi uriho ubu hamwe nabaregwa kandi mpisemo kugira uruhare muri uku gutuza, ndinzwe kwihorera?

Yego. Birabujijwe n'amategako ko umukoresha yihorera cyangwa avangura umukozi uhisemo kugira uruhare muri iki kibazo. Mountaire ntuzagutandukanya cyangwa kukwihorera muburyo ubwo aribwo bwose kubera icyemezo cyawe cyo kwitabira cyangwa kutitabira urubanza cyangwa iki kibazo

ANDI MAKURU

23. Hariho Ibisobanuro birambuye kubyerekeye Gutura?

Yego. Iri Tangazo rivuga muri make ingingo zifatizo zo gukemura. Andi makuru arahari hamagara umuyobozi ushinze gutuza hamwe na / cyangwa Umujyanama wicyiciro. Reba Igice cya 7 hejuru.

Kubindi bisobanuro ushobora guhamagara umuyobozi ushinze imitirire **kuri** 1-(888) 330-3975 toll free; wandika kuri *Jacinto Gomez Ovando et al v. Mountaire Farms, Inc., et al.* Settlement Administrator, , c/o CPT Group, Inc., 50 Corporate Park, Irvine, CA 92606, cyangwa ugasura urubuga kuri www.GomezOvandoNCChickenProcessingLawsuit.com. In addition, see Section 7 for Class Counsel’s contact information.

NTA BIBAZO BYEREKEYE IYI SETTLEMENT BIGOMBA KUGENDERWAHO MU RUKIKO, UMWANDITSI, UMUSOZI, CYANGWA INAMA YAYO KUBYEREKEYE IKI KIBAZO

Niba, kubishobora kuvugwa cyangwa kohereza ubutumwa, wifuza guhindura izina cyangwa aderesi, nyamuneka menyesha umuyobozi ushinzwe gutuza aho wimukiye hashya. Urashobora kubikora wohereza ibaruwa kuri:. Jacinto Gomez Ovando n'abandi baburana na Mountaire Farms, Inc., n'abandi.

Umuyobozi ushinzwe gutuza
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Irvine, CA 92606

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