

若有二個以上之團體協約可適用時，  
應如何處理？

**What to do when there are more than two collective agreements applicable ?**

依據團體協約法第4條規定：

有二個以上之團體協約可適用時，除效力發生在前之團體協約有特別約定外，

- 優先適用執業範圍較為狹小或職務種類較為特殊之團體協約；
- 團體協約非以職業或職務為規範者，優先適用地域或人數範圍較大之團體協約。

**According to Article 4 of the Collective Agreement Act :**

**When there are more than two collective agreements applicable, unless it is particularly stipulated by the agreement which has become effective first**

- **the collective agreement applicable to the occupation which is more limited in scope or the type of job which is more special shall be given the priority.**
- **If the collective agreement is not for the purpose of governing occupation or job, the agreement applicable to a larger area or more persons shall be given the priority.**



**Labor Affairs Bureau of  
Tainan City Government**

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