

# 依據工會法第35條

## According to Article 35 of the Labor Union Act

⊘ 僱主或代表僱主行使管理權之人，不得有下列行為 ⊘

An employer or supervisory employees who represent the employer in exercising the managerial authority shall not have the following practices:

一.對於勞工組織工會、加入公會、參加工會活動或擔任工會職務，而拒絕雇用、解雇、降調、減薪或為其他不利之待遇。

Refusing to hire, dismiss, demote, reduce the wage of, or render other unfair treatment to an employee who organizes or joins a labor union, participates in activities held by a labor union, or assumes the office of a labor union.

二.對於勞工或求職者以不加入公會或擔任公會職務為雇用條件。

Requiring an employee or job applicant not to join a labor union or assume the office of a labor union as a condition of hiring preceding paragraph.

三.對於勞工提出團體協商之要求或參與團體協商相關事務，而拒絕雇用、解雇、降調、減薪或為其他不利之待遇。

Refusing to hire, dismiss, demote, reduce the wage of, or render other unfair treatment to an employee who requests collective bargaining or participates in related activities concerning collective bargaining.

四.對於勞工參與或支持爭議行為，而解雇、降調、減薪或為其他不利之待遇。

Dismiss, demote, reduce the wage of, or render other unfair treatment to an employee who participates in or supports industrial action.

五.不當影響、妨礙或限制工會之成立、組織或活動。

Improperly influence, impede or restrict the establishment, organization or activities of the labor union.

僱主或代表僱主行使管理權之人，

為前項規定所為之解雇、降調或減薪者無效。

Any dismissal, demotion, reduction of wage made by the employer or supervisory employees who represent the employer in exercising the managerial authority as prescribed in the preceding paragraph **shall be null and void.**