

- ☑ 事業單位大量解僱勞工時，於提出解雇計畫書之日起**10日內**，勞雇雙方應即本於勞資自治精神進行協商。

**Within 10 days** from the date of submission of the mass redundancy plan in accordance with the preceding article, the labor and the employer shall enter into negotiations in the spirit of autonomy.

- ☑ 勞資雙方拒絕協商或無法達成協議時怎麼辦？  
What if the labor and employer cannot reach the agreement?

➔ 勞工局於勞資雙方拒絕協商或無法達成協議時，之**10日內**召集勞資雙方組成協商委員會就解雇計畫書內容進行協商，並適時提出替代方案。

Labor Affairs Bureau shall, within **10 days**, invite the labor and the employer to form a Negotiation Committee to negotiate the terms of the mass redundancy plan, and propose alternatives if appropriate.

