

依據大量解僱勞工保護法第10條規定

According to Article 10 of the Act for Worker Protection of Mass Redundancy:

- 經預告解雇之勞工於協商期間就任他職，原雇主仍應依法發給資遣費或退休金。
 - 但依大量解僱勞工保護法規定協商之結果條件較優者，從其規定。
 - 協商期間，雇主不得任意將經預告解雇之勞工調職或解雇。
- In the event that a worker finds a new job during the negotiation period, the original employer shall remain liable for the payment of a severance pay or retirement pension in accordance with related acts and statutes.
 - However, if the conditions are better after negotiation in accordance with the Act, the latter shall apply.
 - During the negotiation period, the employer shall not arbitrarily transfer or discharge any worker who is noticed to be laid off.

Labor Affairs Bureau of
Tainan City Government



依據大量解僱勞工保護法第10條規定

According to Article 10 of the Act for Worker Protection of Mass Redundancy:

大量勞工解僱保護法所稱大量解僱勞工，指事業單位有勞動基準法第十一條所定各款情形之一、或因併購、改組而解雇勞工，且解雇人數達相關門檻(如下圖)。

The term "mass redundancy of workers" as used in the Act shall mean the circumstance where a business entity has a need to lay off its workers on account of any of the conditions set forth in Article 11 of the Labor Standards Act, including merger and restructure, and is under any of the circumstances mentioned below.

	雇用勞工人數	單日 解僱勞工人數	60日內 解僱勞工人數
同一廠場	未滿<30人		愈10人
	30人以上 未滿200人	愈20人	愈所雇用 勞工人數1/3
	200人以上 未滿500人	愈50人	愈所雇用 勞工人數1/4
	500人以上	愈80人	愈所雇用 勞工人數1/5
同一事業單位	無人數限制	愈100人	愈200人

	Number of workers	Number of workers been laid off in <u>1 day</u>	Number of workers been laid off in <u>60 days</u>
In a site of the business entity	Fewer than 30		More than 10
	More than 30 but fewer than 200	More than 20	Over 1/3 of the total number of workers
	More than 200 but fewer than 500	More than 50	Over 1/4 of the total number of workers
	More than 500	More than 80	Over 1/5 of the total number of workers
In the business entity	Any number of workers	More than 100	More than 200