

Establishing Labor-Management Meeting

Business Entity (workplace with over 30 workers) is to elect both labor and management representatives.

Labor representatives
(2-15 people)

election held by
labor union or business entity

Management representatives
(2-15 people)

Management representatives
appointed by business entity

Announce the date and time of the representative election

1. When the number of employees of any single gender is more than held of the total number of employees, the number of labor representatives for the gender shall not be less than $\frac{1}{3}$ of the total number of representatives.
2. Labors 15 years-old have the rights to vote and be voted as labor representatives.
3. High-ranking executives exercising management authority may not be elected as labor representatives.

Note:

1. Each side shall have no less than 5 representatives as the business entity has more than 100 persons.
2. The employees and the employer automatically become representatives of the meeting for business entities no more than 3 employees.
3. A business entity or its branch offices shall notify the union 90 days before each term expires.

10 days after announcement

Election

1. Labor representatives shall be elected through the general meeting of union members or member representatives respectively.
2. Labors in a business entity without a union may set up task forces to deal with election matters.
3. Labors' voting actions should be ultimately confidential.

Management representatives designated by the business entity should be familiar with business operations and labor affairs.

Information accorded to:
-Labor Standards Act
-Regulations for Implementing Labor-Management Meeting

15 days after election

1. A name list of representatives and alternated representatives shall be made and be sent to the local competent authority for reference within 15 days.
2. All meeting representatives shall serve a 4-year term.
3. The meeting shall be organized by equal number (from 2-15) of representatives from both sides.
4. The same procedure shall apply should replacement, by-election, re-designation or reduction of numbers of representatives occurs.

Labor-Management election completed