

依據團體協約法第**12**條規定

According to article 12 of collective agreement laws,

團體協約得約定下列事項

collective agreements can agree below matters.

一.工資、工時、津貼、獎金、調動、資遣、退休、職業災害補償、撫卹等勞動條件。

Wage、 hours of work、 allowance、 bonus、 transfer、 layoff、 retirement、 Workers' Compensation、 relief payment、 other labor conditions, etc.

二.企業內勞動組織之設立與利用、就業服務機構之利用、勞資爭議調解、仲裁機構之設立及利用。

The using and establishing of the labor institutions in business、 the using of the employment services institutions mediation of labor dispute the using and establishing of arbitration institutions

三.團體協約之協商程序、協商資料之提供、團體協約之適用範圍、有效期間及和諧履行協約義務。

The negotiation process of collective agreement、 providing the information of negotiation、 range of application with collective bargaining、 due date、 the obligation of performing the agreement peacefully.

四.工會之組織、運作、活動及企業設施之利用。

The organizing and operating of union、 activity and the use of business' facility.

五.參與企業經營與勞資合作組織之設置及利用。

Attending the operation of business、 the setting and using it with a labor management cooperation organization.

六.申訴制度、促進勞資合作、升遷、獎懲、教育訓練安全衛生、企業福利及其他關於勞資共同遵守之事項。

The system of grievance、 improving labor management cooperation、 promotion、 rewards and penalties、 education training、 safety and health、 welfare of enterprise and other things which are followed by labor and management jointly.

七.其他當事人間合意之事項。

The matter which agree by other clients.