



1月 積極準備迎接挑戰

國營事業在政府民營化政策下，員工權益深受影響，工會如何提出因應當前政治經濟情勢的論述與主張，凝聚共識籌劃策略，成為現階段的挑戰。



2004.01.14
為凝聚工會內部共識，以面對因民營化而來的暗潮洶湧的挑戰，如次如何展開全省罷工說明會，強請中理專長與工會專長小組召集人共同策劃策略，說明罷工方式與準備工作，及如何合法取得罷工權。法律顧問應隨時分析與提供法律建議。透過分組討論激發力量，集思廣益，工會幹部高呼口號展現支持合法罷工、捍衛工作權的決心。

In order to reach the internal consensus of the union to face the challenge of privatization, CTWU convened directors and supervisors of every branches in Southern Taiwan and held the 1st joint meeting. The meeting was hosted by president Chang and illustration of strike was performed by the Strike Team. The convenor of Strike Team, managing director Hong, Shue-kang, illustrated the preparation and the way to go on a strike. Also he had mentioned how to get the legal right to strike under the laws in Taiwan. The law consultant Liu, Si-long analyzed related legal issues. After brainstorming discussion and gathered different opinions on strike, participants hailed slogans to demonstrate their determination of supporting legal strike and defending working rights. The follow-up was continuously discussed. For the coming challenge, we must be well prepared.

2月 國會遊說修法保障

除了直接訴請進行抗議爭取權益，工會透過國會遊說，積極向立法機關黨團及委員尋求支持，爭取立法保障，亦是重要的途徑之一。



2004.02.10
台灣最高民意機關立法院王金平院長會見本會領袖中專專長級幹部，簡詢工會對民營化釋股政策之意見，張理事長特別強調，釋股民營化的方式並不合理，不應在未經充分溝通與協商下，倉促進行民營化政策。在會後，王金平院長與本會幹部合影留念。

The minister of Legislative Yuan, Wang, Jin-ping, and inquired the president of CTWU, Chang, Hau-chung, and inquired unions' opinions of government's privatizing policy. President Chang especially emphasized that privatizing by releasing shares is not good for sustainable management of the enterprises and impair the rights and interests of the labor. He further suggested that the government should review its policy of privatizing state-owned enterprises. The minister Wang took pictures with union leaders after the interview.

3月 勞資競技另類互動

勞資關係除了工作場域的從屬關係，會議桌上的談判協商，以及進行街頭的情懷對抗，工會更嘗試舉辦球類友誼賽，邀請工會組隊參加，變身為顧客分會籃球好手一較高下，透過球類趣味競賽，開展另類勞資互動關係。



2004.03.06
舉辦2004年棒壘球錦標賽，開賽賽由工會隊與公司隊進行友誼賽，工會隊由張理事長率領，由各管理處組隊，陣容堅強，公司隊則由呂學總經理率領，由一級主管組成，來勢洶湧，賽前工會隊齊聲呼口號，展現高士氣，而公司隊則由呂總經理擔任投手，投球技巧也是不遑多讓。最後，這場另類的勞資互動在歡笑氣氛中結束，兩隊並留下難得的合影。

Chunghua Telecom held the "Slow softball championship tournament 2004". The curtain raiser was CTWU team versus Chunghua Telecom team. CTWU team was led by president Chang and composed by union leaders. On the other hand, Chunghua Telecom team was led by managing director Lv, Xue-jin and composed by senior managers of the company. Both two teams were well matched in strength. The CTWU team showed great morale by hailed slogans before the game. The pitcher of Chunghua Telecom team was managing director Lv who has excellent skill of pitching. This interaction between labor and capital was ended in happy atmosphere. Chunghua Telecom team and CTWU team rarely took pictures together after the game.

4月 維護公司永續經營

私營電信業者向政府施壓，逼通中華電信公司低價開放網路供其租用，等於是中華電信公司拱手讓出市場，為維護公司永續經營，本會不遺餘力據理力爭。



2004.04.20
私營電信業者以中華電信網路(ADSL)壟斷收入文庫，向政府施壓要求中華電信公司開放用戶網路，本會展開一連串行動，提出支持ADSL全面降價之主張，並透過開放用戶網路的弊病，論為本會於電信總局以行動說明本會立場。

Private telecom companies raised controversy on the price of Chunghua Telecom's ADSL and asked the government to enforce Chunghua Telecom open its LLU (Local Loop Unbundling) market. CTWU took a series of action to support cutting the price of ADSL and explain the disadvantage of releasing LLU. The picture above shows CTWU expressed its standpoint in front of the Directorate General of Telecommunications.

5月 堅持簽訂團體協約

在勞資不平等的關係下，勞工需要的是能提供保障的團體協約。因應未來民營化對於員工權益的傷害，本會積極爭取簽訂工會版團體協約修正案。



93.05.13 團體協約協商會議
面臨因民營化而來的可能勞動權益之變數，本會積極推動修訂團體協約，以保障會員權益，期限超過十幾場次的團體協約協商會議，雖然多次協商已達成共識之團體協約修正案，卻遭行政主權斷決部分重要條文，並要求「有關勞動條件之修正案應符合新公司規定」，這樣的團體協約本會當然不能接受，所以至今仍未簽訂。本會將繼續爭取訂定工會版團體協約。

Facing the variation of the rights and interests of the labor that may caused by privatization, CTWU eagerly set the collective contract into amendment to protect its member. During this period of time, CTWU have held the meeting to negotiate for collective contract for more than ten times. Yet, part of the critical articles in collective contract that had reached consensus by labor and capital after times of negotiation were overruled by the administrative managing institution. The institution further request CTWU should "accept the working condition that regulated by the new company after privatized". So the collective contract is not sign up yet. CTWU will keep fighting for the collective contract in union's version.

6月 捍衛全體勞工權益

期適用全體會員的立法方向遊說國會修法，以保障會員立法後之勞動條件。而同時，對於行政院勞工委員會提出將限制工會發展與行動的勞動三法修法修正案，本會堅定表達反對立場！



93.06.11
張理事長來自全國各地幹部在立法院持續遊說，爭取各黨派立法委員支持，立法保障電信員工因民營化喪失公務員身分之補償及保障原有月退休待遇之權益。

Labor committee of the Legislative Yuan was trying to fix labor three laws to limit union movement. As the vanguard to protect the rights and interests of the labor, CTWU gathered in front of the legislative Yuan to protect labor three rights (Right to solidify, right to dispute and right to negotiate).

7月 培訓女性工會幹部

現代婦女投入職場，仍深受社會文化及傳統家庭價值的錮網，造成女性在參與公共事務上的不利，所以本會特別舉辦針對女性會員的勞教營隊，培訓女性工會幹部，促進女性參與公共事務的機會，使工會的力量與內涵更為豐富而多元。



2004年7月5日、19日、22日，本會分別於全臺北中南三地，舉辦兩天一夜的女性成長營，讓平日周旋於忙碌工作與家庭的電信女將，得以開拓視野、舒展身心。參與學員從親身時期的陌生進入課程的學習，到分組討論時的熱烈及各分組時展現的智識與活潑，更讓人深信女性實為工會中不可少的生力軍！

CTWU held "Women self-growing camp" separately in northern, mid, southern Taiwan on 5, 19, 22 July to let these female workers who busy at family and career broaden their vision and relax. These participants were first shy but then showed impressive enthusiasm, intelligence and liveliness. The performance of these female worker in camp further convinced us that women is a necessary new force for labor movement.

8月 產業民主參與經營

推動立法，規定國營事業董事，其代表政府股份者，應至少有五分之一席次，由國營事業主管機關聘請工會推派之代表擔任，使勞工得以進入公司決策層，為台灣產業民主的實踐寫下歷史性的一頁。



2004.08.10
勞工董事作為勞工進入公司決策的機制，乃產業民主化的具體實踐，是改變勞資間不平等從屬關係的開始。本會勞工董事由會員代表投票產生，第三屆會員代表大會第三次臨時會議，在經過激烈的競爭下，選出由第三屆勞工董事，第一屆爭取產業民主的尖兵，就此投入戰鬥。

It's the concrete practice of industrial democracy and the beginning of changing unbalanced relationship between labor and capital that Labor director represents labors to join the decision making of the company. The labor director was elected by representatives of CTWU. Under the keen competition, the 3rd labor directors were elected on the 3rd temporary meeting of 3rd representative conference. New elected labor directors will keep fighting for industrial democracy for all members.

9月 國際工運接軌串連

台、日、韓三國電信工會(本會CTWU、日本電信工會NKKF與韓國電信工會KTU) 2000年簽署三方友好合作協定，進而每年輪流主辦「東亞電信工會論壇」，希望透過經驗、技術及見之交流，跨越國籍擴大串連。



2004.09.23
「東亞電信工會論壇」係自2002年起，以每年輪流主辦的形式進行交流、分享專業經驗，2004年東亞電信工會論壇在由台灣由本會舉辦，論壇主題為「WTO及新自由主義的影響」，經過熱烈的討論後，台日韓三電信工會簽署聯合聲明，期透過跨國界的組織，團結世界各地的勞工！

"East-Asia Telecom Union Forum" was held every year since 2002. By holding the forum, three unions exchange and share their experience with each other. "East Asia Telecom Union Forum 2004" was held in Taiwan by CTWU. The topic of the forum is "The impact caused by WTO and Neo-liberalism". After enthusiastic discussion, telecom union leaders of Japan, Korea and Taiwan signed up the joint statement. Hoping that by this international alliance could they solidify more labors in the world.

10月 絕食靜坐嚴正抗議

政府推動國營事業民營化過程中，造成數萬勞工流失失所，國家資產落入財團手中。由全國產業總工會發起，各工會共同參與要求總統民營化的立法院陳情行動，在未經執政黨具體回應之後，各工會理事長繼續以絕食在立法院大門前進行了歷時72小時的絕食陳情抗議行動。



2004.10.19
五千多名勞工集結立法院，要求檢討民營化政策之行動，在未經具體回應的情況下，各工會領導人接連展開72小時絕食靜坐，抗議政府凍結民營化對勞工權益的傷害。工會領導人以絕食靜坐方式，向政府的不當民營化政策表達最嚴正的抗議。結合各工會團結的壓力，本會持續遊說，上述訴求終於在94年1月20日立法院通過三讀成為決議。

More than 5,000 workers gathered in front of the Legislative Yuan and requested the government to review its privatizing policy on 19 October 2004. After get no concrete response from the government, union leaders started a hunger strike that lasted for 72 hours to express their most serious protest against government's improper policy to privatize. Combine with the strength of solidarity from each union, CTWU kept lobbying in the Legislative Yuan. Combine with the strength of solidarity from each union, CTWU kept lobbying in the Legislative Yuan. The request above was finally set into resolution in the Legislative Yuan on 20 January 2005.

11月 挺身拒絕官商勾結

交通部不僅未依法監督私營電信業者違法設定網路建設，且一再介入用戶網路開放的協商，甚至還打算強迫修法，強制中華電信提供低價批發價讓私營財團承接經營，從中獲利。拒絕官商勾結，本會希望透過司法途徑讓主管機關正視問題的嚴重性。



2004.11.05
張理事長在律師團團長應曉暉陪同下，前往台北地方法院檢察署投訴發交法院檢閱電信總局、電信事業主管機關未依法行政，縱容民間網業者取得特許執照卻拒絕建置網路，更欲以修法逼通中華電信開放用戶網路，涉嫌壟斷。

As persons in charge of the directing organization of Telecommunications, Minister of Transportation and Communications (MOTC), Lin, Ling-san and Director of Directorate General of Telecommunications, Jian, Ren-de connive private telecom companies obtained licenses to run their business but not building their infrastructures. MOTC and Directorate General of Telecommunications further enforce Chunghua Telecom to open its LLU (Local Loop Unbundling) market by revising laws. President Chang and law consultant of CTWU Liu, Si-long went to Taipei District Prosecutors Office and sued Lin and Jian for their malfeasance in 10:00 am on 5th November 2004.

12月 會員團結罷工勝利

身為國營事業，中華電信公司連年創造亮麗盈餘，對國庫收入貢獻表現優異，但政府仍執意將中華電信民營化，甚至一再顯露圖利財團，枉顧勞工權益的作為。遍佈全國各地的會員大團結，一舉投票透過司法途徑罷工勝利。



2004.12.05
電信工會成立47年來，第一次召開會員大會，首創以衛星連線視訊會議舉行罷工投票。在全體電信員工團結一致下，即便面臨資方強力打壓，罷工投票仍一舉過半取得罷工權，展現會員對改善勞工權益的抗議。

CTWU held the 1st Member Conference since it established 47 years ago. It's also the first time that trade union vote for strike by videoconference with SNG. Even facing the oppression from the management with the solidarity of all members, CTWU still won its legal right to go on a strike by having more than half of its members voted for it, which shows members' complaint against government's indifference toward the rights and interests of the labor.

