

中華電信工會新聞稿 2004.10.14

國際網路工會亞太地區第二屆大會於 2004 年 10 月 10-13 日，假菲律賓宿霧舉行。國際網路工會 (union network international UNI) 在 2000 年合併成立，國際網路工會包電信、郵政、金融、商業等四大部門勞工，涵蓋超過 150 國家，1000 家工會，1500 萬會員，大會每四年召開一次。台灣加入該組織之工會有中華電信工會、中華郵政工會及中國時報工會。

國際網路工會亞太地區第二屆大會針對全球化、人力派遣趨勢對四大部門勞工及工會之影響，進行研討。中華電信工會理事長張緒中在大會中以「公司財務透明化與企業社會責任」作專題報告，張理事長報告內容指出：

- 一、從美國恩隆弊案及 WORLDCOM 破產案，到近來台灣科技產業負責人惡意掏空公司案，顯示公司財務透明化及企業社會責任之重要性與迫切性。張緒中理事長更進一步強調：公司經營過程中，員工比獨立董事更了解公司，更在乎公司成敗，因此，一定規模企業的經營成敗不僅是個人成敗而已，更關係整個社會安全。
- 二、由中華電信工會推動之產業民主勞工董事制度，台灣國營事業工會擁有五分之一董事制度，各國代表表達高度驚訝及肯定。針對中華電信工會計畫在 2005-2006 年繼續推動擁有 500 或 1000 員工數以上公、民公司，應有一席董事之『產業民主入憲』行動方案，及計畫修改章程吸收外包勞工加入工會，各國代表對給予高度支持，並希望中華電信工會將推動勞工董事之過程相關資訊上網分享各會員工會。

國際網路工會電信部門大會無異議通過中華電信工會三項提案：

- 一、國際網路工會及所有會員工會發函中華民國政府陳水扁總統及行政院游錫堃院長，針對中華電信公司民營化釋股，要求政府應遵守立法院決議，政府在中華電信未訂定團體協約保障員工權益前。應停止民營化政策。(如提案中英文附件)
- 二、國際網路工會發函關切中華民國政府陳水扁總統及行政院游錫堃院長，針對多家民營電信公司至今未成立工會，嚴重影響勞工勞動條件，也違反國際勞工組織宣示勞工應擁有勞動三權規定，表達關切。
- 三、國際網路工會反對人力派遣方式降低勞工勞動條件，破壞消費者服務。為對抗人力派遣問題，國際網路工會應採取保障安全工作及優質服務品質的行動計畫。大會同意亞太地區人力派遣論壇由中華電信工會主辦。

針對政府完全無視立法院決議，只為財政赤字，企圖賤賣國營事業求現買武器，不僅枉顧國營事業企業化經營，更嚴重違反誠信及法制精神，。張緒中理事長十四日兼程回國，立即投入十月十九日所有國營企業集體向政府陳情絕食規劃工作。張緒中呼籲：所有勞工不要再迷惑政客的謊言，超越藍綠意識型態，讓沒有誠信的政府付出代價，共同為勞工權益團結戰鬥。

聯絡人：中華電信工會理事長張緒中 0937678228

中華電信工會張麗芬 0937098918

第 2 屆 UNI 亞太區電信大會 2004 年 10 月 10-13 日，於菲律賓宿霧

一、電信工作委外決議案

第 2 屆 UNI 亞太電信大會在 2004 年 10 月 10-13 日於菲律賓宿霧舉辦。決議 UNI 亞太電信部將反對把主要電信工作委外或者發包給臨時工人。大會強烈反對把像是客戶服務及設置電信配備及維修等主要電信工作委外處理。

委外不但破壞員工的工作並且嚴重影響客戶服務。不顧國家的操作，使穩定工作持續成長，對永續經營的電信企業及其平價的全球寬頻服務是極為重要的。因此、UNI 亞太區電信大會代表決議將反對主要電信工作委外及發包給臨時工，以及向亞太區電信企業決策者像是立法機關、政府、跨國公司及電信公司，提倡穩定工作、優質服務及優質工作，納入行動計畫中。

就這一點而言，大會同意接受中華電信工會的要求，UNI 召開有關委外及擬定反對委外計畫的論壇時，將主辦權優先授與中華電信工會，並向中華電信工會大方地要求主辦論壇致意。

提案人： Mohamed Shafie BP Mammal

四、呼籲台灣政府暫停實施中華電信民營化

第 2 屆 UNI 亞太電信大會在 2004 年 10 月 10-13 日於菲律賓宿霧舉辦。做出以下決議：台灣政府多年來不斷企圖以不合民主程序之手段將中華電信民營化，均遭到中華電信工會強烈阻擋、抗議，也受到來自社會輿論的批評，甚至監察院的彈劾，所以時至今日中華電信公司仍維持國營。然而台灣政府單純只爲了彌補財政赤字，增加國庫收入，採購軍火，竟不顧各方呼籲以及勞工抗議，更加速推動中華電信民營化。中華電信工會強力抵擋政府部門愈來愈強大的壓力之時，亟需國際間友好工會仗義協助和支持。

台灣政府以目前這種方式將中華電信公司民營化，對台灣社會與勞工將帶來無可彌補之傷害。理由如下：

一、賤價釋股圖利財團，造成國庫損失。台灣政府對於國營事業民營化的紀錄一向不佳，民營化往往成爲財團與政黨之間私相授受，賤賣國產的管道。二〇〇二年的一次中華電信巨額釋股案，政府以令人爭議的方式將股票售予台灣的兩大財團，該次釋股案後來經工會檢舉，遭到監察院調查，並發文糾正交通部，顯示監察院亦同意工會的看法。工會認爲，在台灣目前政商關係過於緊密的環境中，政府倉卒推動民營化的舉措，必須加以遏止。

二、違反立法院決議，不符民主程序。在上述引人爭議的釋股案之後，立法院爲了避免類似事件再度發生，對於釋股之程序做出約束性決議，如必須先經過十次全民釋股，方可洽特定對象等等。然而，台灣政府後續的民營化計畫，並未遵守立法院的決議，破壞民主憲政的運作規則。

三、尙未與工會談妥團體協約，勞工權益沒有保障。民營化對勞工的衝擊相當大，然而政府對於勞工權益沒有做出妥善規劃與處置，就要倉卒民營化，完全不顧勞工的處境。至今中華電信工會與公司談判達成共識的團體協約條文，也被交通部擱置。另外，立法院也做出決議，要求行政部門在中華電信員工權益未獲保障之前應該暫停釋股。然而，台灣政府似乎完全置民意於不顧，打算一意孤行。

四、中華電信公司的前途不明，蒙上陰影。由於台灣政府的釋股方案一向黑箱作業，不遵守立法院決議，也由於勞工的強烈抗議，民營化政策已成為中華電信公司經營上最大的不確定因素，影響中華電信的未來經營甚鉅。本次大會討論的主題是「公司財務透明」與「企業治理」，好的企業治理除了需要強化企業內部的管理機制之外，也需要穩定的政策大環境，廉潔的政府，以及政府政策的透明化與向人民負責。目前就中華電信公司的「企業治理」而言，最大的干擾因素在於政府，而不是經營管理。

中華電信工會反對台灣政府實施民營化的手段和方式，不僅不向立法院負責，也無視於勞工權益受損。因此，我們的目標是要求政府暫時停止民營化，全面檢討並修正其中的弊端，這其實也是現任總統陳水扁在競選上一任總統之時，對勞工做出的承諾。

個人代表工會懇請大會支持中華電信工會之提案，並做成以下呼籲台灣政府之決議文字：

- 一、請台灣政府應遵守立法院通過之各項相關決議，並且信守對工會之承諾，在工會與公司的團體協約尙未簽訂之前，暫停一切民營化的釋股動作，以維護勞工權益。
- 二、請 UNI 發函所屬會員工會，函請台灣陳水扁總統及行政院游錫堃院長表達嚴正關切。

五、呼籲台灣其他電信公司允許員工成立工會

第 2 屆 UNI 亞太電信大會在 2004 年 10 月 10-13 日於菲律賓宿霧舉辦，做出以下決議。雖然台灣有其他數家民營電信公司，然而、只有一個電信工會—中華電信工會。這樣的情況嚴重的影響勞工勞動條件，也違反國際勞工組織宣示勞工英庸有勞動三權的規定。因此、大會決議由 UNI 及參加此次大會的所有會員寄發抗議函給中華民國政府陳水扁總統及行政院游錫堃 院長，以表達大會關切沒有機會成立工會的電信員工。

提案人：中華電信工會張理事長緒中

**2nd UNI Apro Telecom Sector Conference
10 - 13 October 2004, Cebu, Philippines**

No. 1 : Resolution on Outsourcing of Telecom Work

The 2nd UNI Apro Telecom Sector Conference being held in Cebu City, Philippines on 10 - 13 October 2004 resolves that UNI Apro Telecom will fight the outsourcing or contracting out and subsequent casualisation of core telecom work. The Conference strongly opposed the outsourcing of core telecom work such as customer service work and telecom equipment installation and maintenance.

Outsourcing is destroying workers jobs and customer service is being badly affected. The growth of secure jobs regardless of country of operation is vital for a sustainable telecom industry along with an affordable universal broadband service. Therefore, the delegates at this UNI Apro Telecom Sector Conference resolve to assist UNI to put in place an action programme to fight the outsourcing and casualisation of core telecom work and to promote the need for the growth of secure jobs, quality services and quality jobs with the telecom industry decision makers such as regulators, governments, multinationals and telecom companies operating in the region.

In this regard the conference agrees to accept the CTWU request that UNI convene at the earliest opportunity a forum to discuss the implications of outsourcing and to develop an action programme to fight outsourcing in the Apro region. Conference notes also the generous offer by the CTWU to host such a forum.

Mover: Mohamed Shafie BP Mammal

**No. 4 : Appeal to the Taiwan Government
to Stop Privatizing Chunghwa Telecom Company**

The 2nd UNI Apro Telecom Sector Conference being held in Cebu City, Philippines from 10 - 13 October 2004 notes that the Taiwan government tries to privatize Chunghwa Telecom Company for many years and have been strongly stopped and protested by Chunghwa Telecom Workers' Union. The government is also criticized by the public voice and impeached by the Control Yuan. Hence, Chunghwa Telecom Company could remain a state-run enterprise up till now. However, disregarding the appeal from all circles and protest from employees, Taiwan government further accelerate the privatization of the Chunghwa Telecom Company merely to make up the financial deficit and increase the income of the state treasury. While Chunghwa Telecom Workers' Union fighting against gradually

strengthened pressure from the government, we urgently need the assistance and support from friendship unions all over the world.

If Taiwan government privatizing the Chunghwa Telecom Company in recent way, it will cause an unrecoverable impairment to the society and employees in Taiwan. The reasons why we made such a statement are as below.

I. Releasing the share in low price to benefit the corporations caused the loss of the state treasury. Government's record on privatizing the state-run enterprises is always not good enough. Privatization used to become the way that corporations and political parties benefit each other and sells the national property at a low price. A great sum of releasing Chunghwa Telecom Company's share in 2002, the government sold the share to two big corporations in Taiwan. The releasing of the share this time was accused by CTWU then investigated by the Control Yuan. The Control Yuan also dispatched to correct the Ministry of Transportation and Communications, which shows that they also agree with our point of view. The relationship between the government and enterprises is over intimate. Our union thinks that government's hurry movement to privatize should be scotched.

II. Privatization violates the resolution made by Legislative Yuan that didn't fit in with the democratic procedure. After the controversial releasing the mentioned above, in order to avoid such an event happen again, Legislative Yuan made a resolution to restrain the privatization. It says that only after release for the public 10 times then the government could release it share to specific corporations. Yet Taiwan government's privatizing plan didn't follow the resolution that made by Legislative Yuan and spoil the running rule of the democracy.

III. The company hasn't sign up collective contract with CTWU, which means that the rights and interests of the employee aren't ensured. The privatization brings a great impact on the employee. Yet, disregarding the situation that employees are facing, the government hurries privatizing but didn't make any well-arranged plan and disposal. Up till now, the articles of the collective contract that CTWU and the Company that reach to a common consensus is left aside by the Ministry of transportation and Communications. Furthermore, the Legislative Yuan also made a resolution that the administration should stop releasing share before the rights and interests of Chunghwa Telecom Company's employees are ensured. Even so, Taiwan government seems to ignore the public opinion and takes its own course.

IV. Chunghwa Telecom Company does not have a bright future and even covered by the shade. Because Taiwan government's releasing of share always proceeds unopened that doesn't follow the resolution made by the Legislative Yuan. Due to the strong protest from employees, privatization policy already becomes the biggest uncertainty of Chunghwa Telecom Company's management that greatly influenced its future. The topics that the Conference discussed this time are "Corporate financial transparency " and "Corporate management". A good corporal management need not only strengthening internal managing system, but also need an honest and responsible government and its transparency on policy. As for the "Corporal management" of Chunghwa Telecom Company, the interference is not

the management but the government.

CTWU don't fight against the privatization policy. What we fight against is the way and trick that Taiwan government used to privatize. The government not only doesn't responsible to the Legislative Yuan, but also disregarding employees' rights and interests being impaired. Therefore, we are asking the government to stop privatization temporary and fix its abuses in all aspects. This demand is in fact the promise to employees that President Chen made while he campaigning for the presidency last time.

The Conference resolved that UNI and all UNI Apro telecom affiliates protest to the Taiwan government by mailing following statement to UNI affiliates and the President Chen Shiu-bian and the Minister of the Executive Yuan Yo, Shih-Kun:

While carrying out privatization of Chunghwa Telecom Company, UNI strongly demand Taiwan government to follow every resolution that made by the Legislative Yuan and keep to the promise that made to the CTWU. The government should stop the privatizing before the Union and Company sign up the collective contract to maintain the rights and interests of employees.

No 5 :Call on Telecom Companies in Taiwan to allow their workers to set up their own Unions

The 2nd UNI Apro Telecom Sector Conference being held in Cebu City, Philippines on 10 - 13 October 2004 notes that there is serious concern with the situation in Taiwan that where there is only one union in the telecom sector, the CTWU, and currently there is no other telecom union even though there are several private telecom companies. This severely influences the telecom workers' working conditions and doesn't comply with the ILO Declaration of Fundamental Rights. Therefore the conference resolves that UNI and all affiliates attending this conference will send protest messages to the National President Chen, Shiu-bian of the Republic of China (Taiwan) and the Premier Yu to express the conference's concerns that the telecom workers do not have the opportunity to organize trade union representation.

Mover: Chang, Hsu-Chung