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The Chinese version rules if any contradiction in meaning exists between the Chinese version and English version.

Employers Cannot Legally Refuse Pregnancy Checkups Leaves, Paternity Leaves or Recuperate Leaves to Employees While They Are on Leave Without Pay

受僱者於無薪休假期間，請產檢假、陪產假或安胎休養請假，雇主依法不得拒絕

In order to guarantee employees the right to apply for pregnancy checkups leave, paternity leave or recuperate leave during leave without pay, the Ministry of Labor has notified local labor administrative competent authorities via circulars on February 3 that if employees apply for the aforementioned leaves, employers cannot legally refuse their applications.

The Ministry of Labor states that the so-called 'leave without pay' is an agreement between the employer and employee to temporarily cease the provision of labor in response to the economic climate. Even if the employee has agreed to take the so-called leave without pay, in the spirit of protecting motherhood, the employer cannot refuse an employee's request for pregnancy checkups leave, paternity leave or recuperate leave in accordance to the "Act of Gender Equality in Employment". For both pregnancy checkups leave and paternity leave, the employer needs to pay the employee the amount of wages agreed upon in the original labor contract before the said leave without pay. As for the amount of salary for the recuperate leave, the employer needs to refer to the relevant laws and regulations.

This legislation was passed with the intention of promoting gender equality in the workplace. Employees who apply for maternity protection-related work leave are not to be affected by the employer's implementation of leave without pay. The Ministry of Labor has issued circulars to various local labor administrative competent authorities for them to forward this information to business entities within their jurisdictions. According to Article 21 of the "Act of Gender Equality in Employment", when employees request pregnancy checkups leave, paternity leave or recuperate leave, employers cannot reject them nor "treat them as employee non-attendance and affect adversely employees' full-attendance bonus payments, performance evaluation or take any disciplinary actions that are detrimental to the employees." Violators may be fined a minimum of NT\$ 20,000 to a maximum of NT\$ 300,000, and the names of the employer or employing entity and person(s)-in-charge will be publicly announced. If mandated improvements are not made by the deadline given, they shall be fined for each transgression.

If the public needs consultation or wants to better understand the relevant issues, please contact the nearest local labor administration authority [county (city) Bureaus (Departments) of Labor or Social Affairs] or call the Ministry of Labor's toll-free hotline (0800-085151), and someone will service you and provide you with information and explanations.

為保障受僱者無薪休假期間，產檢假、陪產假或安胎休養請假權益，勞動部於2月3日通函各地方勞工行政主管機關，受僱者如有相關需求提出申請時，雇主依法不得拒絕。

勞動部表示，所謂「無薪休假」係勞雇雙方為因應景氣因素，所為暫時性停止勞務提供之協議，縱使受僱者已同意實施所謂「無薪休假」，然而基於母性保護之意旨，若受僱者提出產檢假、陪產假或安胎休養請假，雇主應依《性別工作平等法》給假不得拒絕，產檢假或陪產假期間，並應依「無薪休假」前原勞動契約所約定之工資數額給付，至於安胎休養請假期間薪資，則依相關法令之規定辦理。

為落實促進性別工作平等之立法意旨，受僱者申請母性保護相關假別之權利，並不因雇主實施「無薪休假」而受影響，勞動部已通函各地方勞工行政主管機關轉知所轄事業單位。依《性別工作平等法》第21條規定，受僱者為產檢假、陪產假或安胎休養請假之請求時，雇主不得拒絕或視為缺勤而影響其全勤獎金、考績或為其他不利之處分，違反者可處新臺幣2萬元以上，30萬元以下罰鍰，並應公布違法雇主姓名或名稱、負責人姓名，經限期令其改善未改善者，將按次處罰。

民眾如欲進一步洽詢或瞭解相關事宜，可就近向當地勞工行政主管機關【各縣（市）政府勞工或社會局（處）】或勞動部免付費電話（0800-085151），將由專人提供說明與服務。

The Ministry of Labor to Provide Educational Subsidies for Children of Unemployed Workers Who Are Involuntarily Dismissed from Work to Reduce Their Economic Burden

勞動部辦理失業勞工子女就學補助，減輕非自願離職勞工子女就學經濟負擔

The Ministry of Labor has enacted the "Implementation Directions for Subsidizing the Education of Children of Unemployed Workers" to help with the education of children of unemployed workers resulting from involuntary dismissal or discharge from the workplace. The ministry has provided educational subsidies to eligible children of such unemployed workers in senior high schools, vocational schools, colleges or universities to help them continue and finish their studies. Since 2003, this assistance has been provided in coordination with the beginning of school terms in February and September each year.

The Ministry of Labor has stated that those eligible for such financial assistance are children of unemployed workers who were involuntarily dismissed or discharged, have been unemployed for more than one month, have claimed unemployment benefits for more than one month, whose combined income with their spouse is less than NT\$ 1.48 million, has not applied for Labor Insurance Old-Age Benefits, and did not participate in any multiple employment development program or other similar measures (programs) promoting employment as of the application's starting date. Children of such persons who are currently enrolled in a high school, vocational school, college or university may apply. The amount subsidized for children attending public high schools is NT\$ 4,000 per semester; for private high schools, NT\$ 6,000 per semester; for public college or universities, NT\$ 10,000 per semester; and for private colleges or universities, NT\$ 20,000 per semester.

In addition, the amount subsidized to families with sole breadwinners or having two or more children attending colleges or universities is increased by 20%. For example, for families with two children studying in private universities, each child will receive a subsidy of NT\$ 20,000 plus an additional 20% for a total of NT\$ 48,000.

Please visit the Ministry of Labor's website (www.Mol.gov.tw) for more information.



為協助非自願離職失業勞工子女順利就學，勞動部訂定「失業勞工子女就學補助實施要點」，自92年起配合學校開學時間，於每年2月及9月針對非自願離職失業勞工子女就讀高中職或大專校院者，提供就學補助。


勞動部表示，凡符合非自願離職的失業勞工，失業期間1個月以上並請領失業給付1個月以上，其與配偶綜合所得總額在新臺幣148萬元以下，且未請領勞保老年給付、至申請起始日止未參加多元就業開發方案或其他同性質促進就業措施(方案)，其子女就讀於高中職或大專校院具正式學籍者，皆可申請。補助金額為就讀公立高中職子女每學期補助4,000元、私立高中職子女每學期補助6,000元、公立大專校院子女每學期補助10,000元，私立大專校院子女每學期補助20,000元。

為此外，對於獨力負擔家計或子女有2人以上就讀大專校院的失業勞工，補助金額加給2成。以同時有2個子女就讀私立大學為例，每名子女可獲得20,000元再加2成的補助，合計48,000元。

相關資訊歡迎至勞動部網站 (www.mol.gov.tw) 查詢。

The Ministry of Labor to Strengthen Early Warning Mechanisms for Mass Redundancy to Effectively Supervise Abnormalities in Operations and Finances in Business Entities to Avoid Damages to Labor Rights

勞動部強化大量解僱預警機制，
有效掌握事業單位營運及財務異常情事，
避免勞工權益受損



In the face of the many cases of mass redundancy because of poor operating conditions in business entities in recent years, the Ministry of Labor is moving towards strengthening the design of early warning indicators for mass redundancy of business entities. In addition to the current statutory indicators of owed wages, owed labor and health insurance fees, and mergers and acquisitions, the ministry has now included an additional six major indicators for business entities: occurrences of major events which significantly impact shareholders' equity or the stock market, frequent replacements of chief financial officers, being publicly blacklisted by a clearinghouse from future dealings, checks bouncing because of insufficient funds, abnormal credit reports from the Joint Credit Information Center, and the removal/transfer of funds or capital equipment. Business entities having any of indicators listed above will be designated as priorities for visits by the ministry in order to achieve the objectives of detecting early warning signs of mass redundancy and improving the protection of labor rights and interests.

面對近年發生多起企業經營狀況不佳大量解僱勞工個案，勞動部朝向加強對事業單位大量解僱預警指標設計，除目前法定「積欠工資」、「積欠勞健保費」及「併購」等指標外，更增列事業單位「發生重大影響股東權益或證券市場波動事件」、「財務長頻繁更換」、「為票據交換所公告拒絕往來戶」、「存款不足致退票」、「聯合徵信中心信用報告異常」及「資金或資產設備移(轉)出」等六大情事，皆列為本部加強入廠查訪對象，以達到先期掌握大量解僱情事及完善保障勞工相關權益目的。

關鍵字: 大量解僱、預警通報、預警指標

Keywords: Mass Redundancy, Early Warning Notifications, Early Warning Indicators

Starting May 1, 2016, the Labor Insurance Salary Cap Will Be Adjusted to NT\$ 45,800. On the Stated Date, the Applicable Monthly Insurance Salary Grade of Labor (Employment) Insurance for Insured Persons Whose Total Monthly Salary Exceeds NT\$ 43,900 Will Be NT\$ 45,800

自105年5月1日起，月薪資總額逾43,900元之勞（就）保被保險人應適用之月投保薪資等級為45,800元

Starting May 1, 2016, the Table of Grades of Insurance Salary of Labor Insurance will include an additional insurance salary grade, Grade 20, which reflects a monthly insurance salary of NT\$ 45,800. Starting on this day, the applicable monthly insurance salary grade of Labor (Employment) Insurance insured persons whose monthly salary exceeds NT\$ 43,900 will be NT\$ 45,800.

Following the revision of the Table of Grades of Insurance Salary of Labor Insurance, the Bureau of Labor Insurance, Ministry of Labor (hereinafter referred to as BLI) will take the initiative to adjust the monthly insurance salary of the following insured persons to NT \$45,800 starting May 1, 2016. On the same date, insurance premiums will be calculated according to the adjusted amount :

1. Employers whose monthly insurance salary for April 2016 is NT\$ 43,900.
2. Insured persons whose monthly insurance salary for April 2016 is NT\$ 43,900, and whose Labor Pension monthly contribution wage or National Health Insurance insured amount is NT\$45,800 (inclusive) or higher (excluding members of occupational or trade unions or fishermen's associations, trainees at vocational training institutions, and insured persons who remain under insurance coverage while they are on leave without pay (in military service, suffering from injuries or illnesses, or on parental leave), suspended or terminated from employment or if they are victims of occupational hazards).

The Table of Grades of Insurance Salary of Labor Insurance, which will take effect on May 1, 2016, and the Table of Insurance Premium Shared are available on the BLI's website homepage under [Labor Insurance] > [Premium] > [Related Tables] (<http://www.bli.gov.tw/en/sub.aspx?a=qlpmp7AGer8%3d>). Insured units and insured persons may view or download these documents online.

自105年5月1日起，「勞工保險投保薪資分級表」將增列投保薪資等級第20級--45,800元，自是日起月薪資總額逾43,900元之勞（就）保被保險人應適用之月投保薪資等級為45,800元。

配合勞工保險投保薪資分級表修正，勞工保險局將自105年5月1日起主動調整下列被保險人投保薪資至45,800元，保險費自當日起按調整後金額計收：

1. 105年4月份月投保薪資為43,900元之雇主。
2. 105年4月份月投保薪資為43,900元，且勞工退休金提繳工資或全民健康保險投保金額45,800元(含)以上之被保險人(職業工會及漁會會員、職業訓練機構受訓者、因入伍、傷病及育嬰留職停薪、因案停職、裁減資遣、職業災害勞工繼續加保者除外)。

105年5月1日起適用之「勞工保險投保薪資分級表」及保險費分擔金額表已置放於勞工保險局全球資訊網首頁「其他便民服務」之「保險費分擔表」、「投保薪資分級表」專區，投保單位及被保險人可上網查閱、下載，亦可至該網站首頁「網路快速服務」之「保險費 / 給付金額試算」專區試算應分擔之保險費。

Exposure to Biohazards During Metal Processing?

金屬加工作業也會有生物性危害暴露？

Metalworking fluids (MWFs) contain organic matter which might induce the growth of bacteria. According to research, unless the workplace is well ventilated, bacterial bioaerosols will accumulate indoors. The Institute of Labor, Occupational Safety and Health of the Ministry of Labor is calling on workplaces which use MWFs to pay more attention to ventilation or set up local exhaust ventilation and to strengthen and implement automatic checks on relevant facilities.

Metalworking fluids are widely used in metal processing and other relevant processes such as CNC lathes and so forth. Researchers sampled such workplaces for bioaerosols and did not find any bacteria in crude straight MWFs fluids and crude semi-synthetic MWFs before dilution. However, bacteria were sometimes found in diluted semi-synthetic MWFs, which suggests that the pollution occurred during the dilution process. In addition, bacteria were detected from most semi-synthetic MWFs that were being used in circulation. After operators open the door to pick up an object, they will often use their spray guns to remove residual metalworking fluids. This causes droplets to escape and leads to a higher concentration of bioaerosols when compared with the period when the equipment is not in operation. Unless the workplace is well ventilated, the concentration of bioaerosols indoors will be higher than the concentration outdoors and may even exceed 10^8 CFU/m³ in some cases.

The study also investigated CNC machines that use mist recycling machines for local exhaust ventilation. Results from the study indicate that this can reduce the bacterial aerosol concentration. The performance of such removal is positively correlated with the measured flow rate of the recycling machine. It is recommended that careful attention be paid to ventilation or setting up of local exhaust ventilation in workplaces, implementation of automatic checks on related facilities be done and also enforcement of wearing of personal protective equipment to reduce worker exposure.

金屬加工液含有機質容易滋生細菌，根據調查除非換氣良好，否則室內會累積細菌生物氣膠。勞動及職業安全衛生研究所呼籲，金屬加工作業環境多加注意換氣或設置局部排氣裝置，加強與落實相關設施自動檢查。

金屬加工液廣泛應用於CNC車床等金屬切削、加工相關作業，藉由採樣瞭解現場生物氣膠濃度，結果顯示切削油及稀釋前的切削液原油皆未檢出細菌，然而切削液稀釋後有時會檢出細菌，可能是稀釋過程污染，但循環使用中的半合成切削液多數會檢出細菌。作業員開門取件後使用空氣噴槍噴除殘留金屬加工液，會造成金屬加工液液滴逸散，使細菌生物氣膠濃度高於未操作時。除非換氣良好，否則室內細菌生物氣膠濃度將高於戶外，甚至超過 10^8 CFU/m³。

研究另以油霧回收機作為局部排氣裝置的CNC機台進行調查，結果顯示可降低細菌生物氣膠濃度，其移除效能與回收機實測風量有正相關。建議注意換氣或設置局部排氣裝置，落實相關設施自動檢查，並藉由加強個人防護具穿戴，降低作業人員暴露。



The Ministry of Labor Increases Subsidies for 3D Jobs and Improves Working Environments in Surface Treatment Companies to Increase Desire for Employment

勞動部擴大補助3K產業，改善表面處理業工作環境，促進勞工就業意願

The Ministry of Labor is providing assistance to companies in the 3D industry to improve overall their working environment, health and safety and to increase employment opportunities for the public. Starting in 2016, the surface treatment industry will become a focused counseled industry to assist their transition into a 3C - Clean, Career and Competitive - industry and to increase worker interest to work in it.

According to the Occupational Safety and Health Administration, there are about 1,400 surface treatment companies in Taiwan, employing approximately 30,000 workers and having a production value of about NT\$ 1 trillion. It is an important basic industry but its companies are mostly small and medium enterprises. These companies are characterized as having narrow workplaces, dirty work environment, many hazardous chemicals, and loud noises-3D in terms of being Dirty, Dangerous, and Demanding (in Japanese, 3K of Kitana, Kiken, and Kitsu). Therefore, workers are unwilling to work in such companies. As a result, the industry faces a long-term shortage of labor, shortage of talents, and an aging worker population. In addition to being detrimental to both labor health and safety, it also hurts our national industrial development. There is an urgent need for the government to invest resources to assist and counsel these companies to transform their manufacturing processes and improve the overall healthfulness and safety of their work environments.

This year, in addition to assisting factories set up health and safety equipment, subsidies will be provided for improving dirty, wet, dark and other problematic working environments. Also, the ministry will seek resources of relevant units to promote industry-university cooperation and to nurture and develop professionals and talents for this industry. The expectation is that the 3D industry can be transformed into a 3C industry through counseling and be transformed to become an internationally competitive one. At the same time, the willingness by workers to serve in this industry will be promoted which will achieve the program objectives of creating win-win situation for all parties.



勞動部為協助3K產業改善工作環境安全衛生，促進國人就業，105年度起增列表面處理業為重點輔導產業，協助其轉型為Clean乾淨、Career具生涯發展性、Competitive有競爭力的3C產業，提升勞工就業意願。

職業安全衛生署表示，國內表面處理業廠商約1,400家，勞工約3萬人，產值約1兆元，為重要基礎產業，但大多為中小企業，普遍有作業場所動線狹窄、環境髒亂、危害性化學品種類多及噪音等3K(骯髒、危險、辛苦)特性，造成國人不願從事該工作，形成產業面臨長期缺工、人才斷層及年齡老化等問題，除影響勞工安全與健康外，亦不利於我國產業發展，亟需政府投入資源協助，輔導製程轉型，並整體改善其工作環境安全衛生。

今年除規劃補助廠房設置安全衛生設備外，更將工作環境髒亂、濕滑、陰暗等問題之改善，納入補助項目，另將尋求相關單位之資源，共同推動產學合作，培育該產業專業人才，期能輔導該產業由3K轉型為3C，蛻變成具有國際競爭力的產業，同時促進國人就業意願，達成多贏的計畫目標。

關鍵字: 表面處理業、工作環境安全衛生、補助

Keywords: Surface Treatment Industry, Workplace Safety and Health, Subsidies