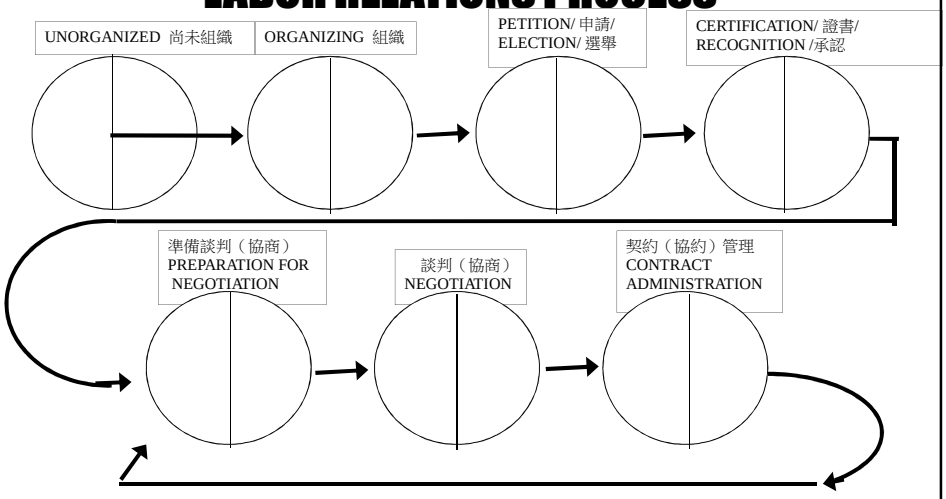
團體協商

講師:　勞委會 潘世偉副主委

勞 工 關 係 程 序

LABOR RELATIONS PROCESS



As soon as contract is negotiated – you start to prepare for the next
契約（協約）談妥簽訂後，即應開始對下次談判做準備

潘世偉®　2

協　商　層　面

DIMENSIONS OF BARGAINING

潘世偉®　3

協　商　層　面

DIMENSIONS OF BARGAINING

HORIZONTAL 水平面(橫的)

(ACROSS THE TABLE WITH OTHER TEAM)(橫越協商桌與另外組)

潘世偉®　4

協　商　層　面

DIMENSIONS OF BARGAINING

INTERNAL　內部的

(WITHIN EACH BARGAINING TEAM)(與每一協商組)

潘世偉®　5

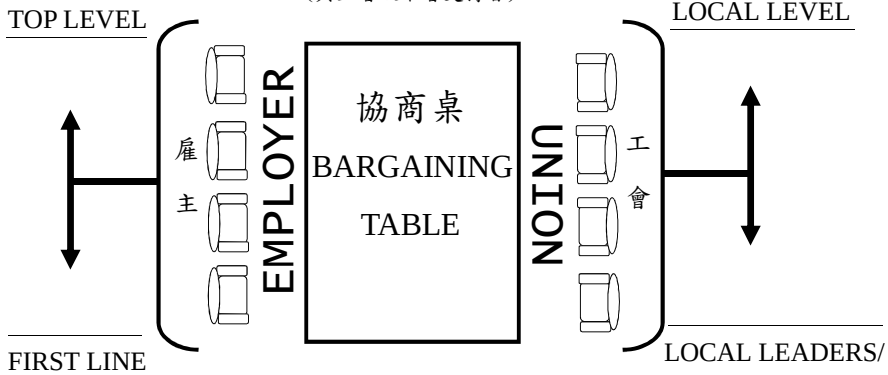
協　商　層　面

DIMENSIONS OF BARGAINING

VERTICAL　垂直的(縱的)

(WITH UPPER AND LOWER CONSTITUENCIES)

(與上層級下層支持者)



潘世偉®

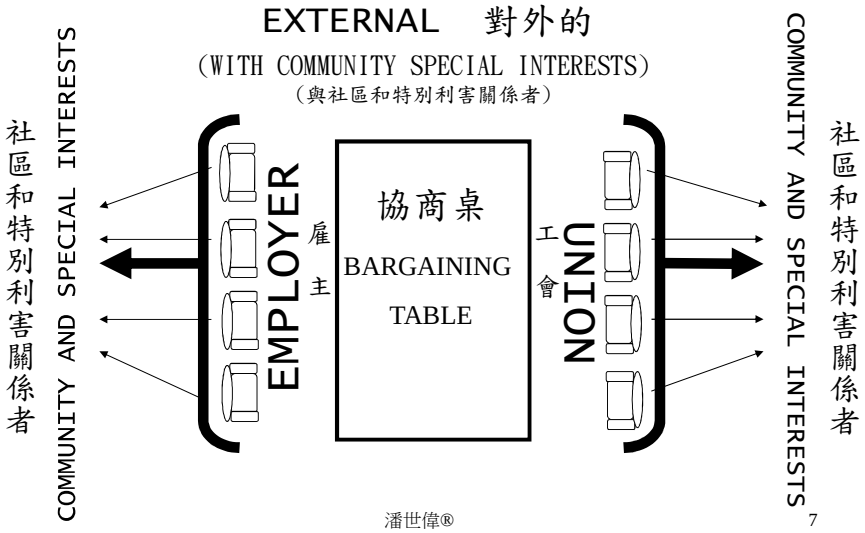
協　商　層　面

DIMENSIONS OF BARGAINING

EXTERNAL　對外的

(WITH COMMUNITY SPECIAL INTERESTS)

(與社區和特別利害關係者)



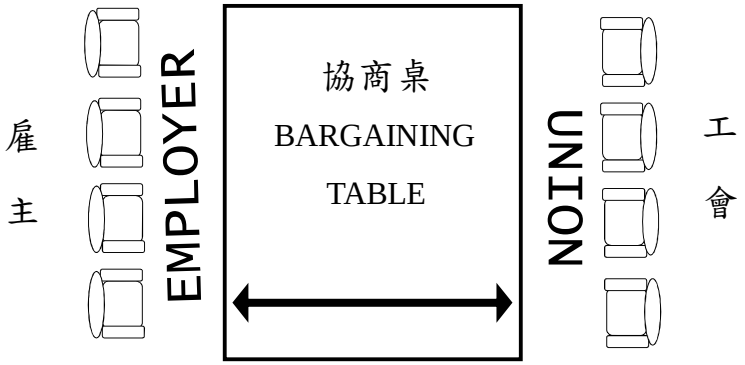
潘世偉®　7

協　商　層　面

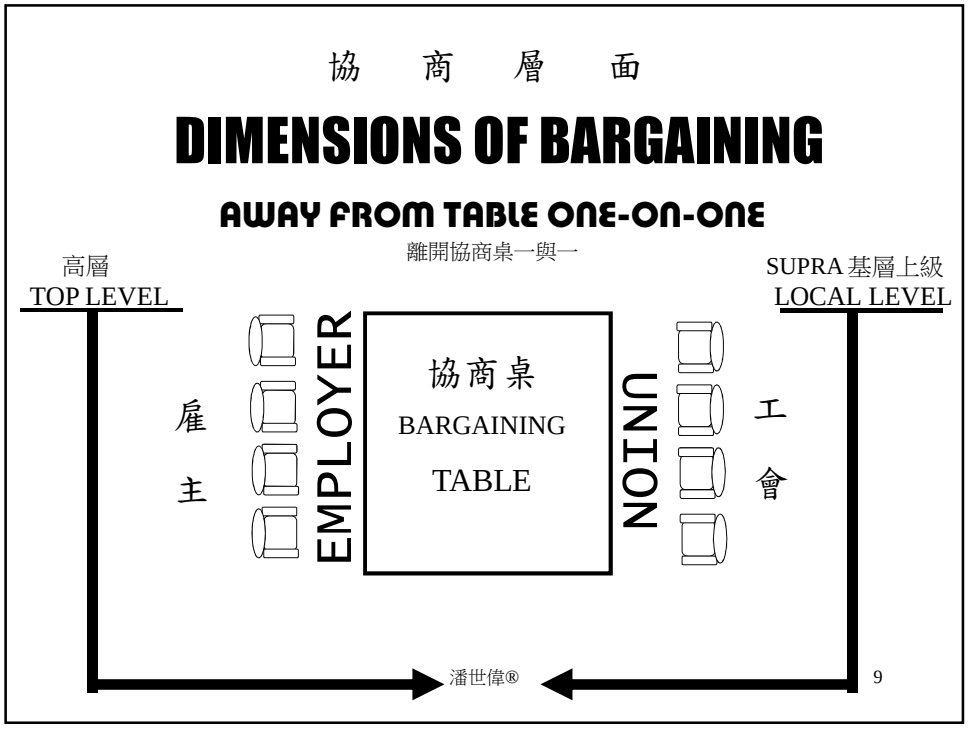
DIMENSIONS OF BARGAINING

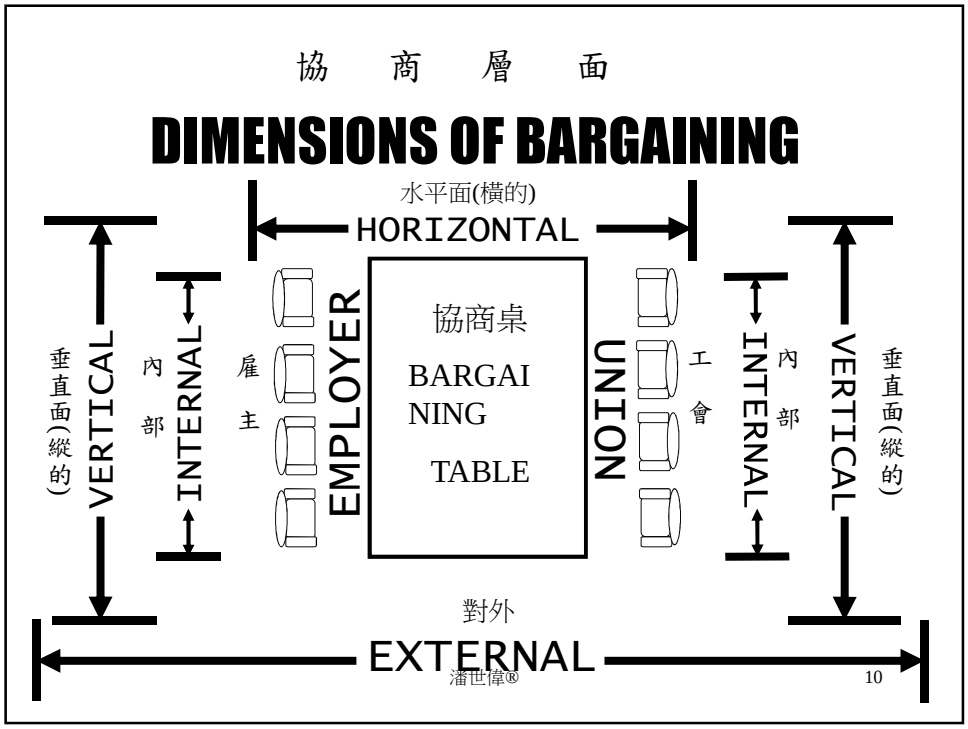
ACROSS THE TABLE ONE-ON-ONE

橫越協商桌一與一



潘世偉®　8


協 商 層 面
DIMENSIONS OF BARGAINING
AWAY FROM TABLE ONE-ON-ONE
離開協商桌一與一
高層
TOP LEVEL
SUPRA 基層上級
LOCAL LEVEL
雇
主
EMPLOYER
協商桌
BARGAINING
TABLE
UNION
工
會
潘世偉®
9


協 商 層 面
DIMENSIONS OF BARGAINING
水平面(橫的)
HORIZONTAL
垂直面(縱的)
VERTICAL
內
部
INTERNAL
雇
主
EMPLOYER
協商桌
BARGAI
NING
TABLE
UNION
工
會
INTERNAL
內
部
VERTICAL
垂直面(縱的)
對外
EXTERNAL
潘世偉®
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