

我們工會的故事

一 緣起

1957年台灣省電信工會成立，1976年內政部核准屬中央輔導，更名台灣電信工會。1996年電信總局改制為中華電信股份有限公司，台灣電信工會正式更名為中華電信股份有限公司產業工會。台灣南區電信分公司企業工會前身為高雄市中華電信工會，在中華電信工會理事長張緒中任內，基於憲法結社自由精神，工會在地化發展政治影響力需要，鼓勵各縣市分會組織加入當地總工會。以中華電信工會高雄分會會員為主體，於2005年3月31日獲高雄市政府勞工局核准成立，成為台灣第一個，也是唯一分會，獨立自主向當地市政府申請工會組織。因100年5月1日，行政院公佈實施新修正工會法，正式更名。

Our Story

1. The Beginning

Taiwan Province Telecommunication Union was established in 1957, soon after, in 1976, it was approved by the Ministry of the Interior (Republic of China) for central counselling and the name was then adjusted to *Taiwan Telecommunication Union*.

In 1996, the *DGT (Directorate General of Telecommunications)* was reconstructed into *Chunghwa Telecom Co*; Therefore *Taiwan Telecommunication Union* was then officially renamed as *Chunghwa Telecom Workers' Union*. *Chunghwa Telecom Southern Workers' Union* was formerly known as *Chunghwa Telecom Workers' Union*. During the President Chang Hsu-Chung's tenure, based on the Constitution of Republic of China with respect of free spirit, workers' union developed locally and creates the needs of political influences.

Encourage *Chunghwa Telecom* employees in each and every city to join their local workers' union, with *Chunghwa Telecom Southern*

Workers' Union as their main body. On the 31st of March, 2005, *Chunghwa Telecom Southern Workers' Union* was approved by the *Labor Affairs Bureau of Kaohsiung City Government*. It was the very first union in Taiwan that has independently applied as a union organization, due to the Executive Yuan promulgated the new Trade Union Law in May, 2011; the name was therefore changed to *Chunghwa Telecom Southern Workers' Union*.

解嚴覺醒

從1987年7月台灣宣佈解嚴，在1987年10月31日，電信員工成立國營事業第一個體制外團體「電信實習員佐權益促進會」，後來陸續成立士差聯誼會、雇工聯誼會、不定期契約工聯誼會、電信團結工聯、建技教員佐權益促進會、業務服務員權益促進會，到基於理念結合、跨越身份、挑戰電信政策的「關懷電信改制基金會」等體制外組織，前後歷經十年組織經營，在1996年11月6日，第一屆中華電信工會理事長由張緒中當選，正式擺脫政黨及資方控制，開起啟工會獨立自主新頁。

Waking up from the Martial Law

The Martial Law was lifted in July 1987.

Soon after, on the 31st of October 1987; the employees of telecommunication established the first labor organizations outside the Legal Regulations and system from a state-owned enterprise called "*Telecommunication Apprentice and Equality Enforcement Group*"; and later on, others followed. Many *Labor Organizations* outside the Legal Regulations were also established.

These organizations are based on combining similar ideology across different hierarchy and position in the system, challenging the telecommunication policies. After one decade of operating, on the

6th of November, 1996, Chang Hsu-Chung was elected as the first president of *Chunghwa Telecom Workers' Union*, and officially discards the imbalanced control of the political parties and the employers, opening up a new page for the workers' union.

獨立自主

2000年3月，由國民黨、政、資全力支持的陳潤洲當選第二屆理事長，2000年6月30日，陳潤洲以工會名義發函證券交易所，為資方民營化背書。2003年3月，張緒中在新執政黨反輔選下，重新當選第三屆理事長，繼續執行反對民營化政策，推動公民營事業實施產業民主制度中華電信工會自主工運發展歷史，展現電信員工經營一個三權分立工人政府的企圖心與使命感。喚醒勞工自覺，堅持職業道德，胸懷國際視野，腳踏實地經營，參與公共事務。揮別藍綠，超越統獨，拒絕分化，集結勞工力量，當台灣社會真正的主人。

Independence

On March, 2000, with interference of KMT, government and employers' support, Chen Run-Zhou was elected as the second president of *Chunghwa Telecom Workers' Union*.

On 30th of June, 2000, Chen Run-Zhou sent an endorsement letter on behalf of the workers' union to the stock exchange, for the employers to privatize *Chunghwa Telecom*.

In March, 2003, with the support of the new ruling party, Chang Hsu-Chung was re-elected as the 3rd president, continuing to oppose and compete with company privatization policy. Promoting and implementing industrial democracy under public-private enterprise.

Chunghwa Telecom Workers' Union independently cultivates the

history of labor movement, demonstrating telecom employees' passion and ambition by running a power separated labor government.

Awaken the awareness of labors, adhere the ethical aspect, obtain global perspective with down-to-earth management, participate in current affairs.

Unite labor power, beyond political parties; prevent separation and becoming the person who is in control of the Taiwan society.

二 南方思潮 高雄揚帆

築夢踏實

自 1993 年台灣電信工會高雄分會，正式脫離政黨獨立自主，走過電信三法，公司化，民營化艱辛路，歷經台灣兩次政黨輪替，打壓逼退。一轉眼，二十年過去了。20 年代表一個成長的歲月，從知識到意識的認知；20 年好像一捲打拼的底片，從黑白到彩色的轉念。對電信員工而言，南方高雄工會代表一種追求頂真自律精神，一個公平正義品牌，更是一種民主平權價值的代名詞。誠如工會顧問邱鐙鋒大師開示，拼就是手牽作伙，一路到底，久久長長。

2. Southern ideology, rise from Kaohsiung

Building the Dream

Since 1993, *Chunghwa Telecom Workers' Union* has formally become independent, free from political parties. It was a tough journey for CTWU; it has been through the three Telecommunication Acts changes, from corporatization to privatization, and changing of governing parties. However, time flies, after 20 years of maturing and solidating, from knowledge to experience; this 20 years period is like a roll of film, witnessing the changes of CTWU from black & white to

color. To Chunghwa Telecom employees, CTWU is a brand of itself, representing self-discipline and justice, fighting for the rights of employees.

實踐反省

回想20年前，台灣電信工會高雄分會參與主導電信三法修法過程，不僅改變了中華電信工會，更造就了今日中華電信公司免於財團分食的命運。我們深切瞭解：會員是我們推動企業文化改革的動力，會員是我們追求公平正義職場的靠山，會員更是我們監督公司落實正派經營的希望。所以，我們一路推動工會理事長、勞工董事由會員直接選舉，董事長不信案、總公司南遷案、理事長會員直選案網路公投民調等，實踐工會是會員的、由會員決定的、為會員存在的工會理念，轉換為民主透明制度。更促成高雄市產業總工會、中鋼工會理事長直選制度的實施。

Self-Reflection

Thinking back of the 20 years period, *Chunghwa Telecom Workers' Union* was involved in the refining Telecommunication Acts, by doing so, it does not only changes the role of CTWU, but it also prevented Chunghwa Telecom from eating up by corporate groups. Furthermore, the members are our motivation; motivate us to revolutionize the corporate culture. They are our partners as well, to supervise Chunghwa telecom, and we are the back-up for our members pursuing a fair working environment. Therefore, we believe in transparent democracy, the president and directors are voted by the members, after many incidents, we still believe that the union belongs to the members, we are for members. This system is also accustomed by the Kaohsiung City Confederation of Trade Union and the Labor Union of China Steel.

自覺內化

從高雄工會理事長由會員直接選舉，我們依然獲得近九成會員的支持，那股由下而上的關心與相挺，證明我們 20 年頂真、專業、自律的作法，得到會員的認同。現在唯一能回報會員的支持，就是過河卒子，勇往向前，讓人性待遇、尊嚴工作、分享經營成果的口號，化作真實的故事與制度。同時，電信員工民營化抗爭過程，承蒙友會兄弟姐妹逗陣相挺，特別是 2003 年 9 月 23 日，在公司全力打壓下，若不是友會全力動員相挺，中華電信公司的經營，電信員工的勞動條件，必然被政商惡勢力侵蝕。

Self-awareness

The union president is directly elected by the members; we received ninety percent of member support from bottom to top, this represents that the members appreciate the efforts that we put in, fighting for a better working environment in that past 20 years. In order to return members' appreciation, we are their soldiers; we will conquer challenges, so that employees will have a fair treat and work with dignity. In the meantime, during the privatization protest, we appreciate all the members' support and assistant. Especially on the 23rd of September, 2003 when we were pressured by the company, if it wasn't the support of all members, the condition of working environment for employees will not be as pleasant as it is today.

三 夢想揚帆

「南方思潮，高雄揚帆」。南方代表頂真，樸實，平等，分享。高雄不僅是一個地名，象徵山海河人文的思考，大器行動的代名詞。因此，我們期許未來，結合南方自主獨立公民的力量，展現豪放、率真、大

器勞工城市的本色，建立一個反剝削、真平等、要分享的公義社會。

3. Dream Rises

「南方思潮，高雄揚帆」(Southern ideology, rise from Kaohsiung)
Southern represents Top, Simple, Down to earth, Equality and Share.
And Kaohsiung, it is not just a city, but it symbolize for rational
thinking and responsibilities. Therefore we hope in the near future,
gather southern labor power, showing the characteristic of the labor
city, and build a fair equal and anti-exploitation society.



**The “S” in the logo represents Southern,
Challenging and opposing the northern belief,
Illustrating the inequality between the North and the South
Building an affirmative thought**

**The use of color Blue, Green and Yellow represent “the sky, land
and the people”**

**Reaching out with boundless internet
To show the world the beauty of Taiwan**

**Yet this logo is circular, like the Chinese philosophy Tai-chi
With the heart of *Balance, Equality and Share*
Pursuing a harmony dream, with individual thought
Rising from Kaohsiung**