

摘要

華隆這個個案的具體狀況，是資方在掏空案爆發後，仍繼續以壓縮勞動條件的方式苟延經營；華隆公司掌握著四、五千名員工的家庭生計問題作籌碼，持續向政府要求紓困；另一方面，又抓住工人擔心工作權與退休金不保的心理，對勞工予取予求，實行減薪、欠薪、利潤中心制等經營盈虧與工資連動的政策。華隆工會作為早期曾參與自主工會運動、至今也仍是苗栗縣產業總工會會員之一，近年來卻陷於工會幹部被開除、積極工會代表自殺抗議、工會對於資方的減薪裁員行為默不作聲之惡性循環。資方軟土深堀、工會步步退讓之表象下，工人有沒有過團結抵抗的機會？而這樣的機會又在過程中如何被解消？而台灣的自主工會運動在此場廠工會提供的協助為何？是我想要藉此個案研究加以釐清的問題。

關鍵字

工會組織、勞工運動、華隆

Abstract

This thesis is about a plant trade union's history. In this case, this company faced very serious financial crisis from the end of 1990s. The workers were owed salary for 3 months and then suffered serious salary-deduction problem after a failed wild-strike in Oct, 2001. It's quite clear that the worker's collective bargaining power is very weak in this plant and the internal democracy of this union is critical. I try to answer such problems such as, why can't the workers unite under the leadership of their union committee members and fight back? How comes the labor movement in Taiwan do nothing for this plant trade union?

Keywords

Trade Union, Labor Movement, Hualon