

系所組：勞工關係學系碩士班

日期節次：101 年 3 月 17 日第 3 節 13:00~14:30

科目：勞動政策與法令

1. Please write down the five just causes for an employer to legally fire his employees listed in articles 11 of our Labor Standards Law. (25 分) (The answer can be written in Chinese)
2. Please write down the names of five statutes having to do with the regulation of our workers' compensation. (25 分) (The answer can be written in Chinese)
3. Please write down the requirements for a retired worker to claim monthly pension payment stipulated in the Labor Pension Act. (25 分) (The answer can be written in Chinese)
4. If an employer has a motive to fire an employee because he is elected to be a Union Officer (Representative) but the employer mixes his real motive with a fake motive with an excuse complying with the just causes listed in articles 11 of our Labor Standards Law and the employee is fired. What is the legal effect of the firing action under the article 35 of our Union Law? (25 分) (The answer can be written in Chinese)