

8.2.8 Employment practice appeal process

1. MCUT Regulations for the Establishment of the Faculty Grievance Review Committee

明志教職員工申訴管道暢通，設置教師申訴評議委員會

明志科技大學
Ming Chi University of Technology

規章編號 Regulation No.
A210030016

教師申訴評議委員會設置辦法 Regulations for the Establishment of the Teacher Grievance Review Committee

制定部門：明志科技大學秘書室
Established by: Office of the Secretariat
中華民國 110 年 5 月 19 日 修訂
Amended on May 19, 2021

第二條 教師對本校有關其個人之措施，認為違法或不當，致損害其權益者，得提請申訴、再申訴。
教師因本校對其依法申請之案件，於法定期間內應作為而不作為，認為損害其權益者，亦得提起申訴、再申訴；法令未規定應作為之期間者，其期間自本校受理申請之日起為二個月。
本校為辦理教師申訴案件之評議，設置教師申訴評議委員會（以下簡稱申評會）。

Article 2 Teachers may file a grievance or re-grievance if they believe that the University's measures against them are unlawful or improper and that

教師申訴評議委員會設置辦法

1

they have damaged their rights and interests.

If teachers believe that their rights and interests have been damaged by the University's failure to act within the legal period for handling their applications, they may file a grievance or re-grievance; if the law does not specify the period within which the University must act, the period shall be two months from the date the University receives the application. The University shall establish a Teacher Grievance Review Committee (below, the "Teacher Grievance Review Committee") to review teacher grievances.



About Secretary Committee About MCUT Admissions information MCUT News Mobile smart assistant

Home / Committee / Teacher Grievance Review Committee

Teacher Grievance Review Committee

- To provide guidelines for handling grievances of the University's teachers, and per the Guidelines for the Organization and Review of Teacher Grievance Review Committees published by the Ministry of Education, as well as Article 24 of the University's Articles of Organization, these Regulations for the Establishment of the Teacher Grievance Review Committee (below, the "Regulations") are established.
- Teachers may file a grievance or re-grievance if they believe that the University's measures against them are unlawful or improper and that they have damaged their rights and interests.
- If teachers believe that their rights and interests have been damaged by the University's failure to act within the legal period for handling their applications, they may file a grievance or re-grievance; if the law does not specify the period within which the University must act, the period shall be two months from the date the University receives the application.
- The University shall establish a Teacher Grievance Review Committee (below, the "Teacher Grievance Review

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/102945364.pdf>

<https://secretary.mcut.edu.tw/p/412-1002-10290.php?Lang=en>

2. MCUT provides clear grievance channels for employees and faculty, and has established an Appeals Review Committee for administrative staff

明志教職員工申訴管道暢通，設置職員工申訴評議委員會

明志科技大學 Ming Chi University of Technology 規章編號 Document No. A220460002 職員工申訴評議委員會設置暨 評議辦法 Guidelines for Establishment and Review of the Appeals Review Committee for Administrative Staff 制定部門：明志科技大學人事室 Established by: Personnel Office 中華民國 102 年 11 月 28 日 修訂 Revised on November 28, 2013	第二條 申訴時機 Article 2: Timing of Appeal Submission 本校職員工對其調職、解職、解雇及懲處等行政處分或措施，認為損害其個人權益，經正常行政程序協調處理仍不服者，得於知悉或收到通知後三十日內依本辦法以書面向人事室提起申訴，逾期不予受理，但因不可抗力致逾期限者不在此限。 人事室接獲申訴案件後，應即簽辦知會本會主席召開會議，並請校長核定。 Administrative staff of the university who disagree with administrative decisions or measures such as transfer, dismissal, termination, or discipline that they believe infringe upon their personal rights, and who remain dissatisfied after normal administrative procedures have been attempted, may file a written appeal with the Personnel Office within thirty days of becoming aware of or receiving notification of such decisions or measures, according to these Guidelines. Appeals submitted after this period will not be accepted, except in cases of Guidelines for Establishment and Review of the Appeals Review Committee for Administrative Staff 1 force majeure that prevent timely submission. Upon receiving an appeal, the Personnel Office shall promptly handle the matter and notify the Chairman of the Committee to convene a meeting, which must then be approved by the President.																																																												
● 職員工申訴評議委員會委員名單 113-114學年度職員工申訴評議委員會委員名單 111-112學年度職員工申訴評議委員會委員名單 109-110學年度職員工申訴評議委員會委員名單 107-108學年度職員工申訴評議委員會委員名單 105-106學年度職員工申訴評議委員會委員名單 103-104學年度職員工申訴評議委員會委員名單	明志科技大學 113~114 學年度職員工申訴評議委員會委員名單 <table><tr><th>No</th><th>姓名</th><th>職稱</th><th>性別</th><th>備註</th></tr><tr><td>1</td><td>王琪芸</td><td>教師代表</td><td>女</td><td></td></tr><tr><td>2</td><td>陳瓊安</td><td>教師代表</td><td>女</td><td>主管</td></tr><tr><td>3</td><td>彭坤增</td><td>教師代表</td><td>男</td><td></td></tr><tr><td>4</td><td>鄭明顯</td><td>教師代表</td><td>男</td><td></td></tr><tr><td>5</td><td>李孟鎬</td><td>教師代表</td><td>男</td><td></td></tr><tr><td>6</td><td>林均茂</td><td>職員代表</td><td>男</td><td></td></tr><tr><td>7</td><td>丘慧蓉</td><td>職員代表</td><td>女</td><td></td></tr><tr><td>8</td><td>吳馨然</td><td>職員代表</td><td>女</td><td></td></tr><tr><td>9</td><td>胡宛屏</td><td>職員代表</td><td>女</td><td></td></tr><tr><td>10</td><td>吳宇婷</td><td>職員代表</td><td>女</td><td></td></tr><tr><td>11</td><td>蔡孟彥</td><td>法律專家</td><td>男</td><td></td></tr></table> 說明： 1. 本會置委員十一人，均為無給職，任期二年，連選得連任，由校長遴聘教師代表五人，職工代表五人及法律專業人員 1 人共同組成。 2. 已擔任職員工人事評審委員者不得擔任。 3. 兼行政職務者不得超過委員總人數三分之一。(3 人) 4. 任一性別委員應佔委員總數三分之一以上。(4 人)	No	姓名	職稱	性別	備註	1	王琪芸	教師代表	女		2	陳瓊安	教師代表	女	主管	3	彭坤增	教師代表	男		4	鄭明顯	教師代表	男		5	李孟鎬	教師代表	男		6	林均茂	職員代表	男		7	丘慧蓉	職員代表	女		8	吳馨然	職員代表	女		9	胡宛屏	職員代表	女		10	吳宇婷	職員代表	女		11	蔡孟彥	法律專家	男	
No	姓名	職稱	性別	備註																																																									
1	王琪芸	教師代表	女																																																										
2	陳瓊安	教師代表	女	主管																																																									
3	彭坤增	教師代表	男																																																										
4	鄭明顯	教師代表	男																																																										
5	李孟鎬	教師代表	男																																																										
6	林均茂	職員代表	男																																																										
7	丘慧蓉	職員代表	女																																																										
8	吳馨然	職員代表	女																																																										
9	胡宛屏	職員代表	女																																																										
10	吳宇婷	職員代表	女																																																										
11	蔡孟彥	法律專家	男																																																										
https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/738400933.pdf https://personnel.mcut.edu.tw/p/404-1003-12459.php?Lang=zh-tw																																																													

3. MCUT provides clear grievance channels for all employees and has established the Labor-Management Committee in accordance with the Labor Standards Act
明志教職員工申訴管道暢通，設置勞資會議委員會

明志科技大學 Ming Chi University of Technology 規章編號 Document No. A220510003 適用勞基法人員勞資會議設置要點 Guidelines for Labor-Management Meetings for Personnel Covered Under the Labor Standards Act 制定部門：人事室 Established by: Personnel Office 中華民國 107 年 10 月 16 日 制訂 Revised on October 16, 2018	Article 4 The term of office for representatives of this Meeting is 4 years. Labor side representatives are eligible for re-election, and management side representatives are eligible for reappointment. The term commences the day after the expiration of the previous representatives' term. However, the term for substitute representatives starts from the date of substitution and lasts until the end of that term. 第五條 本會之主席，由勞資雙方代表各推派一人輪流擔任之。但必要時，得共同擔任之。 Article 5 The Chair of this Meeting is to be alternately appointed by representatives from both the labor and management sides. If necessary, the position can be jointly held. 第六條 本會至少每三個月舉辦一次，必要時得召開臨時會議。 Article 6 The Meeting shall be held at least once every 3 months, with special meetings convened as necessary. 第七條 本會應有勞資雙方代表各過半數之出席，協商達成共識後做成決議；無法達成共識者，其決議應有出席代表四分之三以上之同意。本會代表因故無法出席時，得提出書面意見。前項未出席代表，不列入出席及決議代表人數之計算。 Article 7 The Meeting should have more than half of the representatives from both labor and management sides in attendance. Decisions are made by consensus after consultation; if a consensus cannot be reached, decisions require the agreement of at least three-quarters of the attending representatives. 3 約聘人員勞資會議設置要點 Guidelines for Labor-Management Meetings for Personnel Covered Under the Labor Standards Act																																																																											
● 勞資委員會委員名單 114-117年度勞資委員會委員名單 110-113年度勞資委員會委員名單 106-109年度勞資委員會委員名單 104-105年度勞資委員會委員名單	明志科技大學 114-117 年度勞資會議委員會委員名單 <table><tr><th>No</th><th></th><th>職稱</th><th>性別</th><th>備註</th></tr><tr><td>1</td><td>孟魁</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>2</td><td>周金萬</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>3</td><td>劉豐瑞</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>4</td><td>翁偉泰</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>5</td><td>郭宜雅</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>6</td><td>陳勝吉</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>7</td><td>林義楠</td><td>資方代表</td><td>男</td><td></td></tr><tr><td>8</td><td>徐雅玲</td><td>勞方代表</td><td>女</td><td></td></tr><tr><td>9</td><td>祝明勤</td><td>勞方代表</td><td>女</td><td></td></tr><tr><td>10</td><td>趙煥鈞</td><td>勞方代表</td><td>男</td><td></td></tr><tr><td>11</td><td>王思謙</td><td>勞方代表</td><td>男</td><td></td></tr><tr><td>12</td><td>郭育銘</td><td>勞方代表</td><td>男</td><td></td></tr><tr><td>13</td><td>陶韻然</td><td>勞方代表</td><td>女</td><td></td></tr><tr><td>14</td><td>徐宛琪</td><td>勞方代表</td><td>女</td><td></td></tr></table> 說明：1. 本會置委員 14 名，資方代表 7 名（當然委員），勞方代表 7 名（男 3、女 4），均為無給職，任期四年，連選得連任。 2. 勞方代表任一性別委員應達委員總數之 1/3 以上。	No		職稱	性別	備註	1	孟魁	資方代表	男		2	周金萬	資方代表	男		3	劉豐瑞	資方代表	男		4	翁偉泰	資方代表	男		5	郭宜雅	資方代表	男		6	陳勝吉	資方代表	男		7	林義楠	資方代表	男		8	徐雅玲	勞方代表	女		9	祝明勤	勞方代表	女		10	趙煥鈞	勞方代表	男		11	王思謙	勞方代表	男		12	郭育銘	勞方代表	男		13	陶韻然	勞方代表	女		14	徐宛琪	勞方代表	女	
No		職稱	性別	備註																																																																								
1	孟魁	資方代表	男																																																																									
2	周金萬	資方代表	男																																																																									
3	劉豐瑞	資方代表	男																																																																									
4	翁偉泰	資方代表	男																																																																									
5	郭宜雅	資方代表	男																																																																									
6	陳勝吉	資方代表	男																																																																									
7	林義楠	資方代表	男																																																																									
8	徐雅玲	勞方代表	女																																																																									
9	祝明勤	勞方代表	女																																																																									
10	趙煥鈞	勞方代表	男																																																																									
11	王思謙	勞方代表	男																																																																									
12	郭育銘	勞方代表	男																																																																									
13	陶韻然	勞方代表	女																																																																									
14	徐宛琪	勞方代表	女																																																																									
https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/273398564.pdf https://personnel.mcut.edu.tw/p/404-1003-12459.php?Lang=zh-tw																																																																												