

回首來時路—— 醫師組工會的機遇與挑戰

The Reflection on the Evolution
of Taipei Doctors' Union

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摘要

本文回顧臺北市醫師職業工會自2017年成立至今的發展，聚焦於勞基法納入、COVID-19疫情應對及後疫情時代的挑戰。成立背景包括過勞職災激發醫師勞權意識，並以納入勞基法作為起點。工會在成立初期便透過處理保證金等違法問題，打破醫界的法治盲點。在疫情期間，工會揭露防疫困境，倡導職災認定與醫護津貼保障。後疫情時代，工會延續工時彈性、性別友善推動及健保改革三大主軸，同時拓展社群媒體影響力並支持其他醫院工會成立。然而，面對成員流動及議題推進等挑戰，工會仍需努力尋出路。

This article reviews the development of the Taipei Doctors' Union since its establishment in 2017, highlighting key

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milestones such as the inclusion of medical residents under labor laws, responses to the COVID-19 pandemic, and challenges in the post-pandemic era. Originating from awareness of labor rights sparked by overwork-related incidents, the union initially focused on labor law protections. Early successes included addressing unlawful practices like deposit requirements. During the pandemic, the union spotlighted healthcare challenges, advocated for occupational injury recognition, and ensured fair compensation. Post-pandemic efforts target flexible work hours, gender equity, and healthcare reform, alongside expanding social media influence and supporting new unions. However, challenges like member turnover and advancing agendas remain significant hurdles.

自2017年成立以來，臺北市醫師職業工會的運作已邁入第8個年度，其中歷經住院醫師納入勞基法、COVID-19疫情與數次政權更替等關鍵事件，累積些許成果但也面臨諸多挑戰。誠然，醫師工會並非唯一的醫療產業勞工集結，但這個年輕受僱醫師的勞權初試啼聲，其經驗或許值得往後的基層勞工與組織者參考。以下便就臺北市醫師職業工會（下稱醫師工會）的幾個發展階段與關鍵事件進行回顧，最後則由核心成員的觀點，提出目前是類組織所面臨的幾項挑戰。

壹、邁向成立（～2017）：納入勞基法前的蓄力

談到受僱醫師勞動權益的覺醒，便不能不提指標性的醫師職災事件，包含2009年於工作中急性心肌梗塞導致腦部缺氧及