

社評

困境當前勞資更要互諒互讓

連四日的聖誕假期昨日結束，外遊市民紛紛返港，打工仔更要趕及今日恢復上班，猶幸機場地勤服務公司的勞資糾紛昨日已暫告一段落，否則，返港旅客將會被延誤及蒙受不便。

前天發生的地勤工潮，導致近百班航班升降受影響，其中四十多班航班因無法上齊行李而延時飛出，三十多班航班則落地後無扶梯、無接駁巴士以及行李無人卸貨，以至行李帶大堂一度擠得水泄不通，不少乘客下機後三、四個小時還找不到自己的行李，場面極度混亂，整個地勤服務癱瘓近六小時。

本港是旅遊盛事之都，眼前正值聖誕、新年旅遊黃金檔期，航機都要加班接載乘客，在這個時候發生地勤勞資糾紛，機場大亂，令人十分遺憾，不僅來往旅客蒙受不便，對本港旅遊以及整體經濟都是不小的打擊。

事件中，機場管理局及地勤服務公司資方未能及時化解矛盾，拿出應變辦法，固然為市民、旅客所指責，但職工會勞方因獎金權益問題而鬧罷工，導致他人蒙受不便，旅客對他們也難寄以同情，事件可說既不利人、也不利己，勞資雙方都不是「贏家」。

而更重要的是，從事態發展看來，罷工行動並非完全不可避免，關鍵是誠意與溝通。

事件起因是地勤服務公司前天上午宣布取消千多名員工的第十四個月獎金工資，每人只發給七百五十元獎金，相關職工會要求保留及進行談判，但資方「企硬」不允，於是工會即時發起罷工，後勤工作馬上停擺。到下午四時許，資方見勢色不對，才表示願意把獎金增加至半個月工資，即由三千元至五千元不等，職工會初步接受，結束罷工。

如此後勤服務公司不是「唔見棺材唔流眼淚」嗎？資方如果有能力可以付給員工半個月獎金，為什麼要將之剋扣為七百五十元，非要等到鬧出罷工行動才讓步？

事實是，機場後勤服務公司為國泰航空公司



08年12月底機場地勤罷工，民用航空事業職工總會副秘書長葉偉明（右）與勞聯權益委員會副主任周小松（左）等工會代表到機場與資方開會。（林雨染攝）

所全資擁有，提供三十多家航空公司的大部分地勤服務，作為如此一家具規模、名氣的大機構，應該有良好的企業文化和勞資關係，愛護員工，更應該具有明確的社會責任感和專業承擔，又豈可為了減輕經營成本，以獎金為刀俎、以員工為魚肉，損害員工權利，而且完全罔顧本港旅遊聲譽及旅客的利益？

據說，事件中，資方曾估計員工會有抗爭，但評估現今經濟困難、轉工不易，因此估計參與罷工的員工只會是少數，誰知員工齊心團結，工會一聲令下，一呼百應。如果此說屬實，則地勤

服務公司資方更應好好檢討與員工的關係，員工是公司的資產而不是公司的敵人。

事件中，地勤人員職工會採取了「示警式」罷工，目的是給點顏色資方看，但罷工行動令到來往旅客蒙受不便及損害本港聲譽，亦不值得鼓勵。目下職工會初步答應先收取半個月獎金，餘數希望公司在經營狀況好轉時補發或分期發放，是明智和講道理的。經濟困境當前，勞資雙方，只應互諒互讓、共渡難關，切勿損人利己、兩敗俱傷。

2008/12/29 大叻報社評

中文基本功

「從善如流」不能自喻

新年伊始，祝願香港特區政府能夠檢討過去輕視中文的錯誤，由高官帶頭學好中文，為廣大同胞做個榜樣，因此帶起重視中文的風氣；而港府所屬香港電台同樣要重視中文，減少中文和中文的錯誤，以維持得來不易的信譽。

說到香港高官的中文，今天指出勞工福利局長張建宗濫用了「從善如流」這成語，起碼有兩次：一次在去年十一月二十五日上午十時；一次在同年十二月十日，地點在立法會。那是關於徵收外備稅問題的辯論中，張局長認為政府已經「從善如流」。他錯在何處？且交代一下這成語的出處和用法。

「從善如流」，語出《左傳》。根據記載：春秋時期，晉國統帥樂書

打了勝仗，那是他當初很快吸納莊子、范文子和韓獻子的意見，左丘明就以六個字讚他：「從善如流，宜哉！」其意思是：樂書接納別人的好意見，就像流水向下那麼迅速而自然，所以打勝仗。後來，祖逖和范仲淹也像樂書那樣的態度，都博得別人讚許「從善如流」。

注意：「從善如流」，用於讚許別人，而不能用於讚許自己（或自己方面）。張建宗局長身為政府高官，頻頻稱讚政府「從善如流」，有點「夫子自道」，就像前時環境局長邱騰華自稱「垂詢」別人那樣，都是濫用詞語。各位朋友，大家認為，香港特區的高官要不要加一把勁學好中文呢？

容若

五星級英文



畫家的語言

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很多人說香港的年輕人語文能力低，是因為他們多接觸圖像，少閱讀書籍。例如他們看漫畫、拍照片、看電影。但其實精於圖像的人也可以有出色的語文能力，梵高是當中的佼佼者，看他寫的信就像看文學作品一樣。

上月在倫敦看 Francis Bacon 的畫展，覺得若他去當作家，也定留名後世。Bacon 在世時已成名就，但他認為「No artist knows in his own lifetime whether what he does will be the slightest good, because I think it takes at least seventy-five to a hundred years before the thing begins to sort itself out from the theories that have formed about it。」這是 Bacon 差不多 50 歲時說的，但用在他身上並不見得準確，因為現在不少評論家已說他是 20 世紀最偉大的畫家之一。

It takes time 是英文常用的語，sort it out 也是常用語，it is good 或 it will be good 也很常見。但是在 Bacon

的句子裡，因為他加了精確的形容，例如 the slightest, at least seventy-five to a hundred years, sort itself out from the theories，整句就很鮮明清晰。

展覽廳裡展出了他的言論，展覽圖冊裡也在他的生平部分附上他的話。例如他說過，It's only because I've been the first to admit to using photographs that people think I have used it a lot. But when I say that to me photographs are merely records, I mean that I don't use them at all as a model... A photograph, basically, is a means of illustrating something and illustration doesn't interest me.

如果把這段文字給一些偏重文法的英文教師，大概不會受到讚賞。Use it a lot of it, 嚴格來說應改為 them; I don't use them at all as a model of the at all, 也應移到 model 後面。

Bacon 在愛爾蘭出生，他自己說：You can't really say that I'm Irish. It's true that I was born in Ireland and that there are some things that I like about Ireland, especially the way people construct their sentences. 看到這裡，讀者大概會明白為何 Bacon 精於語言了。

社經「數」描

穩定經濟須先匯率均衡

人民幣 08 年初以來升值約達 20%，現時舉凡匯率大幅升值或貶值，會令外匯市況動盪，間接影響出口貿易甚至令市場逆轉。要穩定經濟，匯率要在合理均衡的水平保持穩定才行。

國家堅持參考一籃子貨幣，考慮多種因素的匯率形成機制，長遠而言是正確的。因為中國還是雙貿易順差國家，暫時的壓力對人民幣造成升值而已，而非貶值。目前的金融海嘯令到出口收縮只是外需減少，非關匯率問題，要通過貨幣貶值促進進出口貿易只會令整體貿易條件惡化，久而久之，是弊多於利。

08 年 12 月初美元兌人民幣匯率中間價跳升 156 個差點，人民幣貶值約

0.2%，是 2005 年 7 月以來的最大單日波幅，之後的連續 4 日，每日波幅達 0.5% 而跌停，尤為近年少見的現象。

人民幣大幅升值，然後略為貶值，與出口貿易多寡無關係，主要是人民幣長期持續升值不合理，市場規律應是有升有貶。理論上，在健康的經濟體系增長的時候，人民幣不會繼續大幅貶值，理由是貨幣貶值令資產價值大幅回落，引起海外資金抽離而尋找其他出路，直接造成內房及股市等出現較大跌幅，對維繫市場穩定背道而馳；其次是人民幣貶值令周邊國家及地區的匯價出現變化，相應行動令其他地方跟隨貶值，不利地區性金融穩定。（二之一）專業教育培訓顧問 呂康

Editorial

Mutual understanding and concession needed in predicament

The four-day Christmas holiday ended yesterday. Citizens who made outbound travels were rushing home, as wage-earners have to go to work this morning. Fortunately, the labour dispute at the Hong Kong Airport Services (HAS) was brought to a temporary close yesterday. Otherwise returning travelers would have suffered delay and inconvenience.

Nearly 100 flights in total were affected by the industrial action launched by ground staff with HAS on the day before yesterday. More than 40 departure flights were held up because their baggage could not be loaded in time. At the same time, some 30-plus airplanes landed to find there to be no passenger stair, no passenger transfer bus and no one to unload baggage, so much so that the baggage claim area was packaged with thousands of arriving passengers. Many passengers were unable to find their baggage even three or four hours after their arrival. The scene was extremely chaotic, with the ground services paralyzed for nearly six hours.

Hong Kong is a capital of tourism. It is now the Christmas-New Year golden season for tourism, with airlines having to operate additional passenger flights. It is regrettably that at such a time labour dispute with ground services should ever happen to cause chaos at the airport, which not only caused inconvenience to passengers but also dealt a blow to Hong Kong's tourist industry and its overall economy.

For this incident, the Airport Authority of Hong Kong (AAHK) and HAS management naturally are blamed by citizens and passengers for unable to come up with a solution to avoid the dispute. Nevertheless, the trade union representing ground staff launched a strike for their year-end bonus issue, to cause inconvenience to others. For this, passenger can hardly be sympathetic with them. It can be said that incident benefit no one. Neither labour nor management is the "winner".

More importantly, viewing from what has been happening, the industrial action was by no means unavoidable. The crux of the matter lies in sincerity

and communication.

What caused the incident was the announcement by HAS in the morning of the day before yesterday to scrap the 14th month's pay to more than thousand ground staff and instead give them HK\$750 each as year-end bonus. With reservation, the trade union concerned asked for negotiations. But the management stood firm, and the union immediately launched the strike to paralyse the logistics of the airport. At about 4.00 pm, the management, seeing things go from bad to worse, said it was willing to increase the bonus to half a month's pay, or from \$3,000 to \$5,000. The union accepted the offer provisionally and called off the strike. Isn't it that HAS would not accept defeat until at the end of its rope? If the employer could afford giving the staff half a month's pay as year-end bonus, why did it want to cut it to \$750 in the first place and then give in after the industrial action?

In fact, HAS is whole owned by Cathay Pacific which provides most of the ground services for more than 30 airlines. As a sizeable and reputable large institution, not only should it have good enterprise culture and labour-management relations and care for its employees, but it must have unequivocal social responsibility and professional commitment as well. How could it ever use the bonus issue to sacrifice employees hurting their interests, and completely ignore the reputation of Hong Kong's tourism and passengers' interests?

It is said that, during the incident, the management expected beforehand resistance from some employees. But it estimated only a minority of employees would join an industrial action as it was difficult for workers to find new jobs given the current economic difficulties. But it was caught by surprise as the workers turned out to be very united and all joined the strike when the union gave the order. If this saying is true, HAS management must have do a good review of its relations with employees. Workers are an asset of the company, not its enemy.

In the incident, the trade union representing

ground staff launched the "warning" strike with the aim of making it hot for the management. But the industrial action caused inconvenience to passengers and hurt Hong Kong's reputation, and as such it must not be encouraged. Now the trade union provisionally agreed on the half a month's pay as (part of) the year-end bonus and hoped the company would make up the payment of another half a month's wage when its business operation improves or in installments. This is wise and reasonable. In face of economic difficulties, both labour and management must understand each other and make concessions so as to ride out the predicament. To seek one's own interests at the expense of the other will only cause destruction to both sides.

29 December 2008

Phrasal Verb : Come up with something - To think of an idea or a solution to a problem; to find or produce something that someone needs. Examples : 1) He comes up with a great idea for increasing sales. 2) I came up with a solution for the problem at the last minute. 3) If you wanted to buy my car, you had to come up with money. Idiom : Make it hot for someone - To make a situation very difficult or uncomfortable for someone. Examples : 1) If you insist on staying here, I'll make it very hot for you. 2) Maybe if we make it hot for them, they will leave. 3) Tom liked making it hot for people. He was sort of mean.

通識記憶體

08年多次工潮爭加薪

2008年香港爆發了多次工潮，在7月期間維他奶、屈臣氏蒸餾水、雀巢香港有限公司，以及雅潔蒸餾水員工，相繼發起罷工以爭取增加薪酬及佣金等。

7月11日，200多名維他奶運輸部員工罷工兩天，爭取加薪6%；7月21日，逾200名屈臣氏運輸

部員工要求公司將佣金提高，罷工兩日後，資方同意提高運輸部員工佣金5%至8%，並建立長遠溝通機制，以及改善多項工作安插；其後，在7月27日，雀巢香港有限公司約200名司機及跟車工人，亦要求加底薪及佣金，雙方經過近3日拉鋸談判後，公司答應增加佣金。

另約50名雅潔蒸餾水運輸部工人就爭取改善工資，在7月29日一度停止出車運水，與資方經過3小時會談後，資方同意佣金加幅高於通脹水平，員工滿意加幅，即時復工。

另一方面，10月3日蒂森克虜伯電梯公司約80名技工罷工一天，要求加薪及改善待遇。