DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

GHQ/SCAP Records(RG 331)
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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Kamedo Public Employment Security Office

SCHEDULE FOR INSPECTING LABOR SUPPLY ENTERPRISER

Peiod: From Oct. 18 1948 (monday)

To Oct.23 1948 (Saturday)

The course of practising inspection:

Because elemination of Labor Supply Enterprises is desiganted in Article No.44 of Employment Security Law for the purpose of breaking the feudal tendencies of this nation's labor field, and promoting laborers' emancipation, we are strongly enforcing it continually and systematically making use of every opportunity and every method available. And now we expect to take strict measures through realizing the program inclosed, inorder to eliminate such enterprises more thoroughly.

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80-40
Kumura

Even if company union conclude the agreement with the employer concerning closed-shop or union-shop, it will not be recognized as labor agreement defined in Article 7 of the Trade Union Law. On the basis of this law, if employer ask the member of the other union to withdraw from the union and induce him to join the company union and make it a condition of employment constitute the unfair labor practice. Therefore, above mentioned closed-shop or union-shop agreement is to be invalidated.

To discharge or give discriminatory treatment to a worker by reason of his being a member of a trade union, for his having tried to join or organize a trade union or for his having performed proper acts of [redacted] a trade union; or to make it a condition of employment that the worker must not join or must withdraw from a trade union. Provided, however, that this shall not prevent an employer from concluding a trade agreement with a trade union to require, as a condition of employment, that the workers must be members of the trade union if such trade union represents a majority of the workers in the particular plant or working place in which such workers are employed.

To refuse to bargain collectively with the representative of the workers employed by the employer without fair or appropriate reasons;

To control or interfere with the formation or management of a trade union by workers or to give financial support to it in defraying the trade union's operational expenditure. Provided, however, that this shall not apply to prevent the employer from permitting the workers to confer or negotiate with him during working hours without loss of time or pay or to the contributions for welfare funds; or benefit or similar funds which are actually used for payments to prevent or relieve economic misfortune or accident or to the furnishing of minimum office space.

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The trade agreement between a trade union and the employer or the employer's organizati
organization concerning conditions of work and other matters shall take effect when the
the agreement is put in writing and signed by both of the parties concerned.

Trade agreement shall include a provision fixing a definite termination date
and shall in no event continue in effect for aperiod exceeding three years.

Upon the expiration of the termination date provided in it, no other

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No employer shall calim indemnity from a trade union or members of the same for damages received through a strike or other acts of dispute which are proper acts.

When a trade union intends to use for other purposes the funds specially set up for mutual aid and other welfare work, it shall obtain the resolution of the general meeting of the unit.

The trade union shall be dissolved in the following cases:

Occurrence of the circumstance requiring the dissolution as provided in the constitution of the trade union.

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STATISTICS ON UNEMPLOYMENT

PREFECTURE: TOCHIGI

	Last working day of month	Total		
1. Estimated number of unemployed:	January	15,690		
	February	13,081		
	March	15,801		
	April	14,690		
	May	13,795		
			Permanent workers	Daily workers
2. Job applicants at PESO's:	January			

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B.No

P.No

職種

月分給料明細書

村上正好 殿

基本給		
本俸支給額	日	円
家族手當	A 人 B 人	
勤務地手當		
時間外手當	時間	
宿直手當	時間	
有給休暇	日	
祭日手當	日	
役付手當	%	
特殊作業手當	時間	
臨時手當	時間	
支給總額		
控除額 税金		
健康保険		
厚生年金		
計		
差引支給額		1320

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(file)

HEADQUARTERS
GUMMA CIVIL AFFAIRS TEAM
APO 201 UNIT 3

27 September 1949

SUBJECT: Nomination and Election Procedures in Trade Unions

TO : Chief, Kanto Civil Affairs Region, APO 201
ATTENTION: Labor Section

1. Reference letter Headquarters Kanto Civil Affairs Region, dated 13 May 1949, subject: "Nomination and Election Procedures in Trade Unions," the following information is submitted.

2. a. Schedule for the next calendar week.

Date-Time	Location	Union	Instructor
3 Oct. 1200	Takasaki-shi	Sanritsu Ind Workers	Mr. Yanagisawa, LPS
4 Oct. 1400	Fujimi-mura, Seta-gun	Fujimi-mura Agr.Coop. Assn. Employees	Mr. Nakajima, LPS
4 Oct. 1200	Takasaki-shi	Watanabe Ind Workers	Mr. Fukuda, LPS
5 Oct. 1200	Serada-mura, Nitta-gun	Tone Ind Workers	Mr. Itagaki, LPS
5 Oct. 1200	Takasaki-shi	Homma Ind Workers	Mr. Yanagisawa, LPS
8 Oct. 1330	Haga-mura, Seta-gun	Haga-mura Agr.Coop. Assn. Employees	Mr. Tanaka, LPS
8 Oct. 1200	Takasaki-shi	Hashimasa Dry Goods Workers	Mr. Kuribayashi, LPS

b. Meetings conducted during the past week

19 Sept. 1200	Takasaki-shi	Yutaka Ind Workers	Mr. Fukuda, LPS
19 Sept. 1600	Maebashi-shi	Kanako Dry Goods Employees	Mr. Tanaka, LPS
20 Sept. 1500	Tomioka-machi	Tomioka Ind Workers	Mr. Yanagisawa, LPS
20 Sept. 1730	Maebashi-shi	Maruto Silk Mill Workers	Mr. Nakajima, LPS
22 Sept. 1600	Fukushima-machi, Kitakanra-gun	Umezawa Mfg.Gumma Plant Workers	Mr. Yanagisawa, LPS

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o(file) o

HEADQUARTERS
GUMMA CIVIL AFFAIRS TEAM
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5 Oct. 1200	Takasaki-shi	Homma Ind Workers	Mr. Yanagisawa, LPS
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12. RECOMMENDATIONS - Check applicable clause

1. ( ) It is recommended that if or when a claim is filed against the U. S. Government it be:
Approved in the amount of $_____.
Disapproved.
(Strike out inapplicable statement)

2. ( ) Recommend that claim be asserted in favor of the government under the provisions of AR 25-220.

3. ( ) Recommend the military personnel named below be held liable under AW 105 for the amounts set opposite their name.

4. ( ) Recommend the military personnel named below be held liable for the damage to government property in the amounts set opposite their names.

5. ( ) Recommend that all military personnel concerned be relieved from responsibility.

6. ( ) If case involves the rule of comparative negligence appropriate recommendation will be made below:

a. Amount of claimant's damage $_____.
b. Amount of U. S. (or other) property damage $_____.
c. Total damage $_____.
d. Percentage of negligence of claimant 0% - 25% - 30% - 75% - 100%
e. Percentage of negligence of U. S. agent (or other person) 0% - 25% - 50% - 75% - 100%.
f. Claims exists in favor of (claimant) (U. S.) (other person) in amount of $_____.

Reasons for recommendation:

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26th/June/'50.

Kandabashi P. E. S. O.

Three communists, S. Ando, K. Hayakawa and G. Nakamura and severab members of the Korean League agitated the workers opposing to the rotation system told the workers that the application of the system make the workers lose the job. Prior to the registration of the workers, above mentioned people distributed pamphlets and hand bills tried to plant the disbelief of the rotation system in the hearts of the workers. Simultaneously when the P.E.S.O. officials tried to distribute the bill explaining about the rotation system, these people prevented officials to distribute the bills. This morning, one of the repatriated man got up and make a speech opposing to C.P. and crowd of one thousand people cheered him. This indicated, the P.E.S.O. official said that the crowd is getting tired of the C.P. propaganda.

Fortunately, there were no persons out of job, so C.P. members failed to make disturbance among the crowd.

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11. FINDINGS

Give full details in narrative form, with special attention:
In Traffic Cases - Direction of travel; speed; view obstruction; width of road, skidmarks; traffic signs and signals; traffic and weather conditions. See Par 8e (19), AR 25-20.
In Mail Cases - Registration or insurance receipt number; declared value; actual value of contents; fee paid; origin and destination. See Par 8e (20), AR 25-20; Par 5, AR 25-25, WD pamphlet 27-2.

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d. Percentage of negligence of claimant 0% - 25% - 30% - 75% - 100%
e. Percentage of negligence of U. S. agent (or other person) 0% - 25% - 50% - 75% - 100%.
f. Claims exists in favor of (claimant) (U. S.) (other person) in amount of $_____.

Reasons for recommendation:

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Ueno P.E.S.O.

M. Nakanishi, chief of Ueno PESO said that the main body of the day laborers in this district are only interested in the work and never participated in political demonstration or agitation. Although several C.P. members tried to cause disturbances among workers but workers did not pay any attention. 32 persons were out of job this morning but the leaders of workers understood the rotation system well so this did not become ~~one~~ cause for disturbance. Chief had several conferences with labor leaders in regard to the rotation system and this contributed a great deal to the peaceful situation in this district.

11. FINDINGS

Give full details in narrative form, with special attention:
In Traffic Cases - Direction of travel; speed; view obstruction; width of road, skidmarks; traffic signs and signals; traffic and weather conditions. See Par 8e (19), AR 25-20.
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d. Percentage of negligence of claimant 0% - 25% - 30% - 75% - 100%
e. Percentage of negligence of U. S. agent (or other person) 0% - 25% - 50% - 75% - 100%.
f. Claims exists in favor of (claimant) (U. S.) (other person) in amount of $_____.

Reasons for recommendation:

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HEADQUARTERS
TOCHIGI CIVIL AFFAIRS TEAM
Utsunomiya, Tochigi Prefecture, Japan
APO 201

KJK/vk

12 October 1949

SUBJECT: Report on Nomination and Election Procedures in Trade Unions

TO: Chief
Kanto Civil Affairs Region
APO 201

In compliance with memorandum, Hq. Kanto Civil Affairs Region, dated 14 May 1949, the following report is submitted:

a. Program for calendar week 17 - 22 October:

(1) Time: 1300
Date: 17 October
Place: Tochigi Prefecture Agricultural Association Labor Union, Shioya Branch, Ujie Section, Ujie-Machi
Speaker: Utsunomiya Labor Policy Office

(2) Time: 1600
Date: 17 October
Place: Nabeyama Lime Works Labor Union, Terao-mura, Shimotsuga-gun
Speaker: Tochigi Labor Policy Office

(3) Time: 1500
Date: 18 October
Place: Lathment Ind. Kaminaga Plant Labor Union Mukada-mura, Nasu-gun
Speaker: Utsunomiya Labor Policy Office

(4) Time: 1300
Date: 19 October
Place: Kawanishi District Lumber Ind. Labor Union Kawanishi-machi
Speaker: Otawara Labor Policy Office

(5) Time: 1600
Date: 21 October
Place: Kondo Saw Mill Labor Union, Yamamae-mura, Ashikaga-gun
Speaker: Ashikaga Labor Policy Office

(6) Time: 1500
Date: 21 October
Place: Tochigi Pref. Teachers' Union, Kanuma Branch, Kanuma
Speaker: Kanuma Labor Policy Office

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(7) Time: 1300
Date: 22 October
Place: Fukuda Saw Mill Labor Union, Omata-machi
Speaker: Ashikaga Labor Policy Office

b. Meetings held during the week 3 - 8 October:

(1) Time: 1500
Date: 3 October
Place: Toya Railway Labor Union
Kawanishi-machi
Speaker: Otawara Labor Policy Office

(2) Time: 1500
Date: 3 October
Place: Maruni Iron Works Labor Union, Kanuma City
Speaker: Kanuma Labor Policy Office

(3) Time: 1500
Date: 3 October
Place: Nippon Iryo-dan Ashikaga District Hospital Office
Workers' Union. Ashikaga City
Speaker: Ashikaga Labor Policy Office

(4) Time: 1300
Date: 4 October
Place: Sano City Office Workers' Union, Sano City
Speaker: Sano Labor Policy Office

(5) Time: 1600
Date: 5 October
Place: Chuo Truck Co., Kanuma Office Labor Union
Kanuma City
Speaker: Kanuma Labor Policy Office

(6) Time: 1600
Date: 5 October
Place: Nippon Flour Mill, Oyama Plant Labor Union,
Oyama-machi
Speaker: Tochigi Labor Policy Office

(7) Time: 1300
Date: 8 October
Place: Prefecture Office Workers' Labor Union,
Kanuma Hokenjo Labor Union, Kanuma City
Speaker: Kanuma Labor Policy Office

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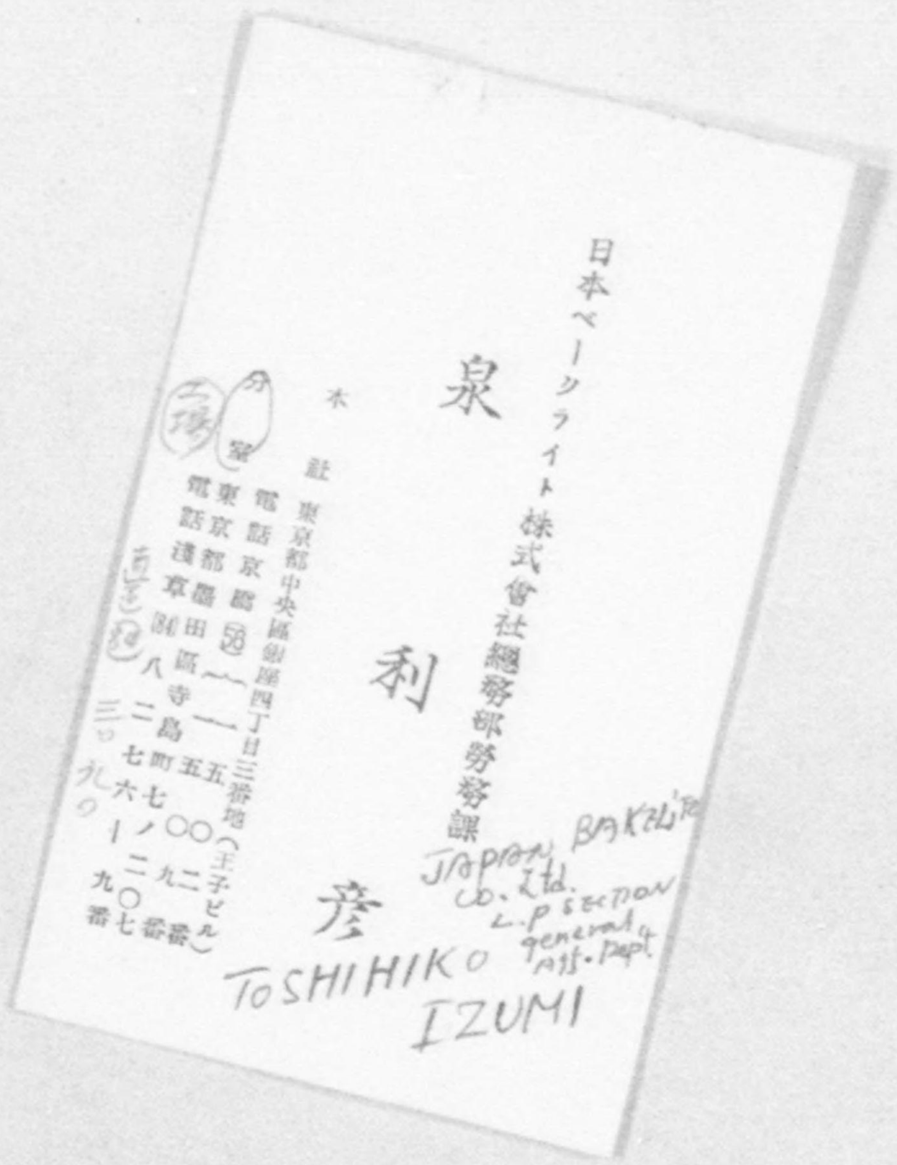

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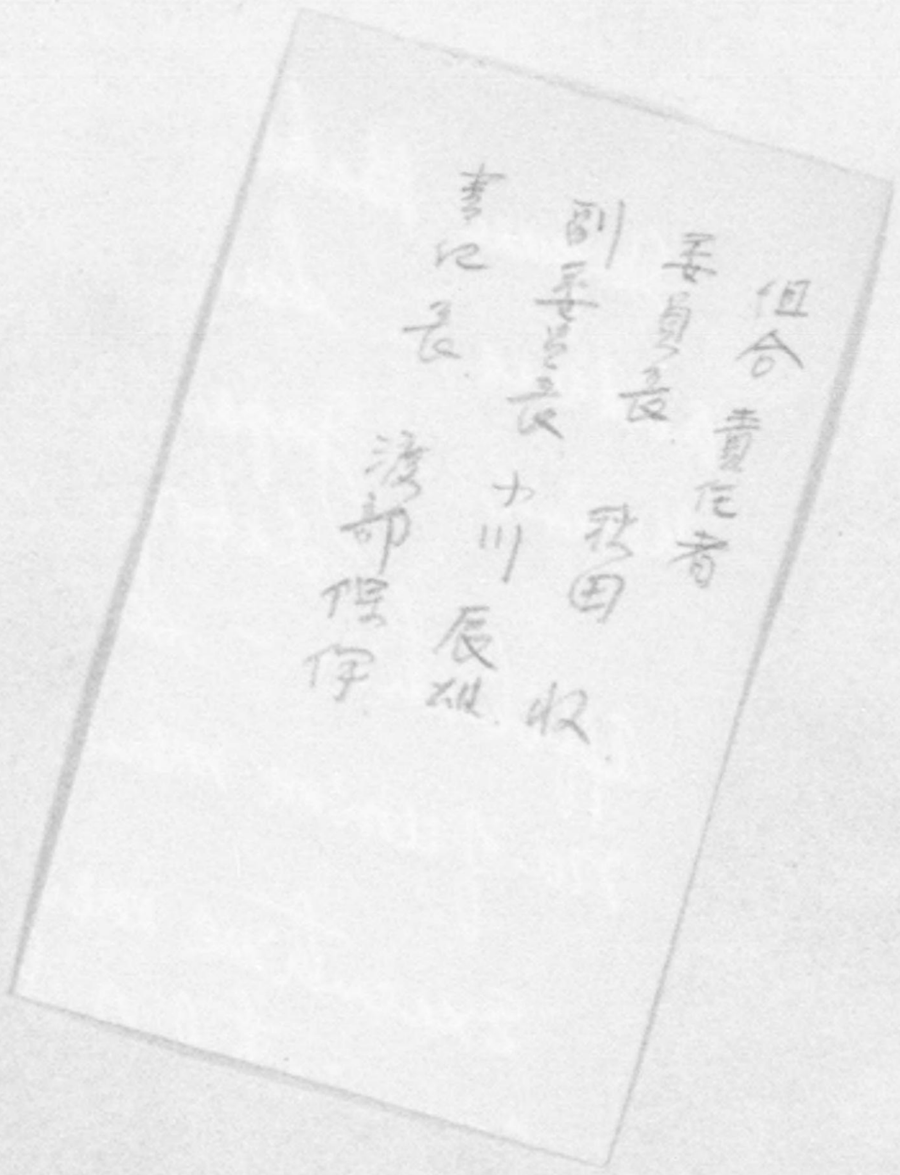

KCAR 25 Aug 49

ACTIVITIES SCHEDULE FOR WEEK BEGINNING

Japan Bakelite Co., Ltd.
addres - Sumida-ward.
union - Japan Bakelite Muhojima Factory Labor union
affiliation - Sanbetsu's Daikagaku.
no. of union members - 320.

Executive members of the said union are consisted of 8 members and seven of them are communist party members. Their names are as follows;

Section / Prefecture and Town

chairman; Akita.
vice-chairman; Ogawa
secty general; Watabe
committee; Amamiya, Endo, Tsuchiya, Kusakari & Hotta.

Mission

Problems;

Since 30th of May, C. P. members have been distributed up to this day Co,'s management would like to know whether or not this kind of action is justified. Since the pamphlets contain similar slogan such as (1) Immed.

Personnel

Trans-portation

Remarks

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KCR 25 Aug 49

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vice-chairman; Ogawa
secty general; Watabe
committees: Amamiya, Endo, Tsuchiya, Kusakabi & Hotta.

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Section
Prefecture and Town
Mission
Personnel
Trans-portation
Remarks

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

寫

告発状

告発人　埼玉県南埼玉郡越谷町八〇二番地　秋田牧（丸共一要[illegible]）

被告発人　東京都墨田区寺島町七丁目二〇七番地　大屋敦（[illegible]長）　山本通（[illegible]長）　福井透（工場長）

日本ベークライト株式会社

告発の理由

一、被告発人等は極東委員会十六原則、日本憲法及び労働組合法に認められた労資対等の原則を無視し、人格を否認する行動をとっている

二、会社整理が黒字にも抱らず五月分給料を五月廿九日に七〇%しか支拂わず残額を六月に延ばしている、これは明らかに労働基準法を無視したものである

三、被告発人等は共同謀議により昭和廿四年八月以降の勤労所得税を完納せず相当の多額を他に流用しており、脱税背任横領であることは明らかである

告発理由の説明

告発理由の第一について

(1) 被告発人等は組合事ム所訪問者を会社の面会所以外に立入らせずしかも面会許可を会社が一方的に行っており労働組合法第七條に違反する

(2) 五月一日から五月廿九日までの期間に便用者と被便用者の間に早出残業の協定をすることなく残業早出作業をさせたことは明らかに労働基準法違反である

(3) 更に被告発人等は共同謀議により五月廿七日午后四時以降の組合大会を妨害する目的で業ム命令で残業を強制させ組合大会の流会を策したこのことは正当な組合運動を妨害する会社側の作戦であり憲法第廿一條労働組合法第七條及び労働基準法に違反するものである

(4) 被告発人等は五月廿四日廿八日の両日に亘り組合の掲示を守卫榎本、松沢（廿四日夜）赤川他二名（廿八日蓋す）をしてはがせた、この事実は明らかに労働組合法第七條に違反する

(5) 被告発人等は組合員に紙及びプリントを提供し、組合の方針をヒボーするビラをまかせている、このようにして組合を分裂させる物質的援助をしたことは労働組合法第七條違反である

告発理由の証明方法

一、添付した「業務命令」をはった寫真（五月廿七撮影）

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告発理由の第一について

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告発理由の証明方法

一、添附した「業務命令」をはった写真(五月廿七撮影)

二、区内労働組合幹部及び共産党代議士キクナミ、カツミ氏等が証人たり得る

三、勤労所得税の流用については本年二月廿四日墨田税人署の正式書類エツランによっている

昭和廿五年六月三日

右告発人
秋田收

東京地方検察庁
検事正殿

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

ICAR 25 Aug 49

ACTIVITIES SCHEDULE FOR WEEK BEGINNING

Section	Prefecture and Town	Mission \ Personnel	Trans-portation	Remarks
日本ヘッラ什 場所. 組合 日ヘ向島工場方知 所属 大化学(產別) 組合員 約330.				
幹部 八名 — 七名C.P.				
秋田(先) 大川(所) 渡部(書記) 事前調査 遠藤土屋参加 堀田(民同) — 大衆、支持者引。				

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

平和と独立・要求かくとくのために

ゼネストで打破れ

集会禁止・党幹部追放を

日本の平和と独立をねがう全人民諸君！

デモはダメ・集会もいけない！"といった吉田パンパン内閣は七日午后またまた日本共産党の幹部の公職追放を強行した。

彼らがゆるしていることはただ戦争の凶弾とドレイになることだけだ！これではまるで生地獄だ！

諸君！腕をこまぬいてみているならば敵はますます〈暴圧を加えるであろう！

見よ！日立も汽車、自動車、石川島、電産そして東日電線も各々の要求をかかげて実力行動を通じゼネストに参加して立上っている！

諸君！いまこそたち上る時だ！

二度と東條軍国主義をゆるすな！

ゼネストのみが要求貫徹を保証し、日本の平和と独立をまもるのだ！

（うらへ）

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

日本の平和と独立を愛する全人民諸君！
直ちにゼネストに入れ！

★一万三千円の賃上・手欠配を払え！
★首切・工場閉サ絶対反対！
★戦争のための悪税をアンせよ
★五・三〇の八人の愛国者の釈放！
★デモ・集会禁止令の即時テッ回！
★売国奴田中敬言視総かんの罷免
★吉田パンパン内閣打倒！
★全面講和と全占領軍の即時撤退！
★日本共産党幹部の公職追放即時解除！

一九五〇・六・七

日本共産党墨田区委員会

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

6/7 朝

聲明

ベークの兄弟　全く売国的な吉田内閣は六月五日すべての集会デモを禁止し六日には共産党中央委員廿四名を公職から追放した　何故だロ――　終戦以来新聞やラヂオのありゆる中傷やデマにもかかはらず　人民大衆の生活と祖国の独立と平和と繁栄を守る共産党の本当の姿を知る人達の間に共産党は急速に発展して来た　今度の参院逆撃に於いても細川嘉六氏は東京都の大部分の区では最高点をしめている　共産党に対する色々な悪バと防害の中で昨年と比較にならない程のキ枚者を出した中で共産党の得票は依然下ってはいない　ありゆる悪質な防害と挑発の中での此の成果はどんなに人民大衆の信頼を得てゐるかを此の事実がはっきり示している　パンパン内閣はぐらつきあせった人民の眼のとどかぬ所に悪者にしてしまわねばならない　其のための公職追放なのだ。

ベークの兄弟知っているだろ――　共産党が三・一五　四・一六の弾圧のあと満洲事変となり太平洋戦争になった事を此の事は決して忘れる事が出来ないだろ――　ヒトラーのムッソリーニの血の弾圧の后は必ず戦争であった事を　ベークの兄弟共産党の弾圧は民主団体弾圧のさきぶれであり人民大衆をドレイにするためであり国民をふたゝび戦争の麻弾にする為なのだ　此れが黙っていられるかってんだ現に集合デモの禁止で組合の委員会も大会も出来ないではないか　兄弟　此れが共産党弾圧の本当の姿なのだ　日本ベークライト共産党細胞は此んな事でへこたれない　兄弟の生活を守る限り　日本の平和と繁栄をねがふ限り　たとえピストルをつきつけられ様とも最后の血の一滴まで斗う事を内外に声明する

ベークの兄弟　麻弾になるか　独立と平和と繁栄をかち取るか　二つに一つだ共産党を弾圧から守らない限り要求獲得はオロか組合の存立さえも出来なくなるであろう　最早実力のたたかい以外にない　ドレイになるか　斗って勝利するか　兄弟の腹一つだ。　細胞は確信をもって云い切る事が出来る

勝利は必ず我々の手に　ゼネストをもって答えよ！。　（ウラヘツヅク）

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☆賃上二千七百円 家族一人に付き二百円増額
☆基準賃銀による退職手当を認めよ
☆加配米代金取り上げによる賃下げ絶対反対
☆差額税負擔の口約を実行せよ
☆組合訪問者の出入の自由専従者の入門を認めよ
☆本社従業員との差別待遇をやめよ
☆ボーナスを支給せよ
☆定期昇給 作業服支給を実行せよ
☆五・三〇の八名の愛国者の即時釈放
☆売国奴田中警視総カンの亡免
☆反動的集会デモ禁止のテッカイ
☆戦争の為の共産党 民主団体の弾圧反対 共産党幹部の追放
解除

一九五〇年六月八日

日本共産党日本ベークライト細胞 (十五ー廿五名)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

10/June/'50

組合大會 29/MAY/'50

(1) 不信任案

賛	121
否	50.
白	4.

不研究所

(2) 第二組合 1結成

(3) Pamphlets – C.P. fraction consisted of 15 to 20.

(4). EXECUTIVE — 7.

秋田. 小川. 渡部. (C.P. members)

委長 副委 書記長.

(5) 不信任案 ~ 2/6 ~ refused to be

a 3/6 – 職場有志 ~ 第二組合結成.

b. 執行部退任 勧告 — 拒否 ナル.

(6) 会社の立場.

a. 5/5 団体交渉 — 借上ゲ, 退職.

1. 三4円 借上
2. 退職金 —
3. 税金負担.
4.

b. 会社 態度. (全国平均 年7,300.00)

他の工業 BASE 年8,000.00

c. 27/5 要求 書 後 —

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

LABOR DISPUTE QUESTIONNAIRE

Company:

Union:

Location & Type of Business:

Total No. Employees

Affiliations of Union:

Terms of Existing Contract:

Nature of Dispute:

Union Demands:

Company Proposals:

Labor Relations Committee Action:

Occupation Force Work:

Local MG Team Action:

Remarks & Action Recommended:

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

March 2oth, 1950.

Report of Gumma Prefecture Labor Department surveillance trip.

Mr. Ogawa, chief of the LABor Dep't. explained about the organization and ~~the~~ function of the Labor department together with the general trend of the labor situation in the prefecture. The labor department has three sections, namely, Labor Policy Section, Peso and Unemployment Insurance Section and the number of the staff working for the department is 360. Throughout the prefecture, there are two main unions: one is called Gumma Prefectural Labor Union Council and the other is All Gumma Labor Union Central Council. The former has seventy unions which has the membership of 10,479 and the later has 91 unions of 23,629 members. Labor Unions of the public service workers are ~~the~~ 48 covering 21,909 members. The labor unions which have ~~the~~ signed labor contracts are 170 out of total number of 635 unions. There are two management groups in this prefecture, one of which is Gumma Management Council and the other is Gumma Industrial (Management) Federation. Out of 170 contracts, fifteen have grievance machinery clause in the contracts and one has the seniority clause.

Labor Education: Management Education council held the educational program practically ~~all~~ all big cities excepting Fujioka where the management education meeting ~~will~~ is scheduled to be held on 25th of this month. Labor Policy Section has the education program including six weeks labor training course, summer labor college, and lecture meetings. Visual education program include the motion picture projects, and other educational projects such as publication of labor monthly or the radio broadcasting. Rotating library has about five thousand books and is very popular among workers.

Labor relations:

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Control Symbol IXD-1

SUBJECT: Labor Relations Activities (Form #1)

Prefecture Saitama . Code Number SI-14D-46 .

(~~Strike~~) (Dispute)

a.	Nippon Synthetic Resin Co. Ltd. - Saitama
b.	Telephone Parts
c.	Nippon Synthetic Resin Co. Ltd. Employees Union
d.	Saitama Federation of Labor Unions.
e.	39M 38F
f.	Union Demands Acknowledgement of Labor ~~Contract~~. Contract Union. Request Resignation of President. Objected to Release of certain Employees. Continued Payment of Wages During Dispute. Labor Contract. Dispute 24 Dec. '47 Reported 20 Jan. '48 Settled - Dismissed President - Reinstated Persons Who Were fired. Labor Contract Acknowledged. Settled 11 Jan. '48. Settled On Report. Reported 20 Jan. '48

TWX 669. 466 - 22 Jan '48

Diary

Settlement TWX 46622 Jan '48

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Generally speaking,the recent trend of the labor movement in this prefecture is shifting from vigorous struggle to somewhat defensive tendency. To compare the number of strikes which have taken place since January to March, the following figures can be pointed out: ~~January~~x

Month	Number of strikes	Number of participants
January	2	126
February	1	720
March	2	3,494

Sudden increase of the number of participants of strikes shown above is due to the Densan strikes. Free laborers are organizing their unions in principal five cities but the Department chief was of the opinion that such unions are not to be treated as legal union. Some troubles were anticipated regarding the coming May Day but extreme left and right wing unions ~~reached to take~~ consented to have joined together to ~~make~~stage the concentrated demonstration centering around Maebashi and some other cities, so there is no fear of disturbances on this line.

~~XMMRXIE~~

Union Certification : Interview with the chairman of the Local Labor Relations Commission revealed that during January and March 200 unions submitted their application for the union certification and all of them were given certification although some of them were instructed to revise the constitution in regard to the following matters : Rights and duties of the membership; election procedure; auditing of the union books and the extent of the union membership.Questions were asked in regard to the functions of the LLRC and the secretary general expressed his opinion concerning ~~the qualification of~~ the secretariate staff

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Control Symbol IXD-1

SUBJECT: Labor Relations Activities (Form #1)

Prefecture Saitama . Code Number S1-15D-47 .

(~~Strike~~) (Dispute)

a.	Hazama Gumi Contracting Co. - Kita Saitama Gun.
b.	Construction
c.	Hazama Gumi Employees Labor Union - Otone River Branch.
d.	None
e.	72 M 2 F
f.	Union Demands Advance Notice of Release of Employees. Retirement Bonus For Dismissed Wkrs. LRC. Informed. Dispute 9 Jan. '48 Reported 20 Jan. '48 Settled 26 Jan Independent. Reported 10 Feb. Company under new management. " will find work for discharged employees. Retirement Bonus ¥8000 – ¥21000 will be paid.

TWX ~~4266~~ 4266-7 466 - 22 Jan '48

Diary

Settlement TWX Dft 488 10 Feb.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~

who participated in investigation for the conciliation be given a qualification as conciliator. Chairman of the commission expressed his hope that the detailed rules and regulations be provided for the commission. He also pointed out the fact that the audience do not behave themselves when they attend the open public hearing and the commission chairman do not have any diciplinary legal right to carry out his duties.

P.E.S.O.

Since January the number of job-opening is decreasing while job applicants are increasing. As of the end of March the following figues indicate the trend:

	Male	Female	Total
No. of job applicants	708	710	1,418
No. of jobs referred	1,230	1,561	2,791
Job Placement	338	435	773

Public relief work is being under operation in six places and the number of allotted numbers of workers are 950 but actual number of workers placed ~~in~~ on the jobs are 1100 due to the cheaper ~~labor~~ wage on the labor market.

Unpaid wages

As of the ~~end~~ 20th of March there are 157 cases of unpaid wages amounted to 14,430,000 yen and 4,790,000 yen was paid out.

Workmen's Accident Compensation Insurance

Of the ~~¥~~ ¥70,306,000 assessment for Gumma Prefecture, 82 % was collected as of 20th of March.

Women and Minor's Bureau.

Additional personnel and more adequate transportation are the present need of the Bureau. Bureau official expressed hope to renovate some of the program but said lack good ideas to carry out the activities.

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Control Symbol IXD-1

SUBJECT: Labor Relations Activities (Form #1)

Prefecture Saitama . Code Number S2-15-49 .

(Strike) (Lockout)

a.	Henmi Keisanjaku Co. Ltd. Matsuyama Factory - 4147 Matsuyama Town Hiki Gun
b.	Bamboo Slide Rulers
c.	Henmi Slide Ruler Co. Ltd. Labor Union, Matsuyama Br.
d.	A.F.L.-L.L.
e.	14 M 23 F
f.	Union Objects to Closing of Factory. - LRC Informed 6 Jan. - Wages For Period of Strike, Strike 22 Dec. '47 Reported 10 Feb. '48

Settled 31 Jan. Reported 13 Feb.

Employees will either be transferred to another plant or retired.

Retirement Bonus — 1 yr service = 3 mos pay.
1-2 yrs service = 4 mos pay.
each yr over 2 yrs receive 1 mo pay additional.

Company will pay wages during strike period.

Matsuyama Plant of above Company Now disolved.

TWX Jnt 488 10 Feb.

Diary

Settlement C.X ? - 493 - 13 Feb. '48

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本會として質問する事項

本會として議題1.及3.に關して質疑を行いますがその要項は次の通りでありますから御了承の上尚附言すべき事項は御回示願います。

議題1.に關連して

一、GHQエミス勞働課長はさる四月七日主要勞働組合と使用者の代表者を招いて經濟復興のための勞働間の平和保持について注目すべき要請をされたが、我々も現下の經濟界の深酷なる情勢に鑑みて「勞資休戰」こそ當面の勞働關係に於いて最大の課題であると考えるが所見如何

尚現下の「勞資休戰」とは如何なる意義か說明乞う。

議題3.に關連して

一、勞組法第二條の趣旨により實情に卽應した公正妥當なる範圍の確定を前提とした「非組合員」は所謂職務權限に於いて眞に經營者の信頼するに足る人格、識見、能力、誠實のものでなければならぬと思う。

然しながら非組合員は一般勞働者に比べて法的にはその身分が保證されていない。然かも對組合關係においては使用者の利益を代表するという重大なる責務を負荷されている。

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ヽそこで右の如き特殊な立場に於かれた非組合員が安んじその責任能力に應じてその職務を遂行しうるよう措置することは公正なる勞資關係の發展上極めて肝要な事柄と存んずるが所見如何。

ヽ尚又一般的に使用者は、非組合員に對しては、その責任、能力、信用を必要とする職務内容に應じて一般從業員としての職務給の適用上當然に高級をもつて處遇すると共にその身分保證の方法規定に關し特別の對象をなすべきであると考えるが所見如何

ヽ以上に關しアメリカの實際について參考となるべき事情の説明を乞う。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

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本會として議題1.及3.に關して質疑を行いますがその要項は次の通りでありますから御了承の上尚附言すべき事項は御回示願います。

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議題3.に關連して

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一、そこで右の如き特殊な立場に於かれた非組合員が安んじその責任能力に應じてその職務を遂行しうるよう措置することは公正なる勞資關係の發展上極めて所要な事柄と存んずるが所見如何。

一、尚又一般的に使用者は、非組合員に對しては、その責任、能力、信用を必要とする職務内容に應じて一般從業員としての職務給の適用上當然に高級をもつて處遇すると共にその身分保證の方法規定に關し特別の對策をなすべきであると考えるが所[illegible]

一、以上に關しアメリカの實際について[illegible]參考となるべき事情の説明を乞う。

一、国民[illegible]
現情[illegible]

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長野管理部勤務保長

古参権についての質問要点

1. 古参権の效力について
免職降職轉職昇給等を行う場合はその人の人格
知識肉体的適應性、業務なする熟練度が
古参権より優先[illegible]かゝるか

2. 或る事業場において総人員の何パーセントを免
職するという場合に免職すべき人はその事業場
全員について統一された古参権の順位によるべきか
或いはその事業の職場毎の古参権によるべきかゝるか

3. 冬營合理化の場合古参権の高い者は残り
古参権の低い者が免職されるとの原則を採用す

新潟鐵道局

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金員について統一された古参権の順位によるべきか
或いはその事業の職場毎の古参権によるべきかなかなか

3. 冬營合理化の場合 古参権の高い者は残り
古参権の低い者が免職されるとの原則を採用す
るならば古参権の高低の高年令者(例えば五十五才 停年は六十才)は能
率が低下していても古参権の低位者(例えば二十五才以下)
にして高能率者より有利となるむじゅんが起り且つ
勞働不安は主月年失業者による場合が多いが
如何に考えてゆくべきか

4. 古参権と能率の高低について
古参権は能率の高低、勤務成績等によって
一定の基準に

新潟鐵道局

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

或いはその事業の職場毎の古参権による（きかスいか

3 経営合理化の場合古参権の高い者は残り古参権の低い者が免職されるとの原則を採用するならば古参権の高低の高年令者（例えば五十五才停年は六十才）は能率が低下していても古参権の低位者（例えば二十五才以下）にして高能率者より有利となるむじゅんが起り且つ勢力偏不安は青年失業者による場合が多いが、この点も何に考えてゆくべきか。

正直 道家 印 芳 度量 低 高 抵抗 國家 保険 科 [illegible]

4 古参権と能率の高低について POWER 成績等によって

古参権は能率の高低、勤勉成績等によって

一定の基準 [illegible] 是正さるべきは [illegible] 研究 [illegible] 生成 [illegible]

[illegible] 印 [illegible] RAILWAY UNION

PUBLIC EMPLOYMENT SECURITY OFFICE

印 = Efficiency = approached

紙

STAMP

POST-2

[illegible]

基本給 俸給

新潟鐵道局

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

I

Memorandum For Record. 30 April 1950

Subject: Field Trip to Nagano Prefecture for purpose of Conducting Management Education Conferences in

(1) Nagano city 25th April 1950

(2) Kami-suwa 26th april 1950

(3) Iida city 27th april 1950.

1. Agenda for the conferences:

The major topics presented were as follows:

a. Sound, strong and responsible labor movement as a bulwark of human freedom was emphasized. The importance of employers' initiative in the matter of concluding collective bargaining aguements was brought to the attention of the attendants.

b. The essential elements of good trade aguements were mentioned, i.e. recognition clause, union security clause, seniority clause, grievance procedures inclusive of arbitration followed by peace clause, definite provisions on wages and hours, and contract renewal clause.

c. Detailed explanation was given as to the seniority provisions and the grievance and arbitration procedures, with illustrated

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II

Cuts.

d. Incorporation of definite wage clauses in the trade agreements for a term of at least six months, and simplification of various allowances were advised.

2. Questions asked by employers:

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(I)

Nagano City:— Questions —

I. Existing grievance machinery in the Company's grievance handbook for the union members?

II. Does the Chief of the Branch-office responsible for the dissemination of information to the union members the negotiation collective bargaining which is carrying on in the Head office? I think 3/

III How do you ~~conduct~~ the union activities during the Company's rest hour?

IV What is the qualification of arbitrator?

V Which union system is better, closed-shop or union-shop?

VI What do you think of the open-shop?

VII What are the functions of the union representatives?

VIII What should be the percentage of the basic wage?

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II

IX During the negotiation of collective bargaining, should management allow the open-leading for the absentees of the union members?

X What actions are necessary for remedy the situation when Company conclude two month's short term contract and yet continue to employ persons?

XI are there any measures to discharge employees excepting seniority rule?

XII How to labor contracts concluded in the small industries which consist of five to ten workers?

XIII what kind of protection be given to the non-union members such as supervisor or foreman of the Company?

XIV How the seniority rule apply for the worker who has top seniority and yet incompetant for the work?

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Communist China has been called emancipation area, however, it is very cynical that a great number of people who do not want to be emancipated flow into another area from the so-called emancipation area. These people flow from the north to the south and as an aftermath of the evacuated more than ten millions, even bulged to the entrance of Formosa.

However, things more fragile ~~and~~ are those who could not escaped from the emancipation area and in this group, Japanese people is included. From among those unreturned people the fate of those who were retained in the Communist China

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Many times in the past I tried to write to you. Though every time I stopped writing in the middle and postpone it until to-day. Several months ago, State Dept people informed me indirectly that you are looking for me. I was really grateful for ~~the~~ your kind solicitation asking my whereabout from the part shore of the Uncle Sam. It is really surprising that nearly full twelve years have passed since we were together at quiet old Dickinson. The memory of youth is definitely cling with the life at good old Carlisle. I can still vividly recall of the blue appalacian mountains and the Susquehana river. During the dreadful years of war, the memory of these things often tempted me to be nostalgic. I really hope that someday I may be able to visit your country again and call for ~~carlisle~~ to see you at Carlisle.

For these past two years I was in a deep ditch of despelation and disappointment. I lost all of my property and family. It really is amazing that I now am able to write these dreadful fact. I could hardly as yet to recover from the dreadful shock and the aftymath of the matter. Some day when I can narrate all of these things, I will do that though right now I ~~may not~~ am hardly able to write these things in detail.

During the war, I was really fortunate not to be called to the colour. I worked either as the news commentator or as political writer. One year and half as a new yorke correspondent of the Domei News agency sent me back since my return here up to the present time for several years. I wrote two books on America under the title of "Present Analysis of America - Economic & Financed." and the "Facts about U.S.A."

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1.38
8
11.04

11.04
5
55.20
4
$220.80

111

Prefecture: Saitama

Region : Kanto

Power and Production Loss for 24 hours from 2400 hrs, 27 Mar. to 2400 hrs, 28Mar. 50

Industry	No. Plant	KWH Loss	Production Loss

BCKUG

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February 12, 1949

I. 8:45- 9:10

1. Discussed on various problem. We have confronted during the one weeks inspection of this area. The elimination of bosses were fairly well done. but found many cases of Labor Standard Law violation so we discussed on the plans and means of completely having all the enterprisers abiding by this law as well as the Labor Standard Law.

II. 9:35-10:30

1. Inspected. Konishiroku Shashin Industrial Co., Ltd

2. Location. Shinjukuku Jiuniso 320, Tel. (37) 161, 163, 165

3. Interviewed. Teneka, Yukihisa (Chief of General Affair Section)
Mihara Eiji (Chief of Accounting Section)

4. Found all face quite well organized. There were few minor violation of the Labor Standard Law but nothing very serious. Regarding these minor Labor Standard Law violation we warned them to have this corrected. There were no Employment Security Law violation.

5. In concluding Nakano PESO area inspection I find this area enterprisers complying fairly well with both Labor Standard Law and Employment Security Law. There were more violation of Labor Standard Law than the Employment Security Law. The main reason for this is the enterpriser in general know the existence of the law but have not taken time to study the complicated law to an extent where it is completely understood. Regarding Nakano PESO officials I find two officials Okada and Kosugegawa very effecient and capable but the other who accompanied me on the inspection Wakizaka, Harada and Head of Labor Branch Yuzawa very slow and inefficient. The director Kataoka is not positive in his efforts. Found official Okada very efficient and capable in his work. Recommend his as director or chief of section.

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Most of the honest version of the scripts were either censored or deleted to my great regret. I am thinking to write another book on "Re-examination of America & American People" in the near future. Right after the termination of the war, I became the chief of the Liaison Office of the Yomiuri Newspaper and worked like hell and scooped several news. However, I fell because of the utter physical exhaustion. I stayed at my father's in Kobe for a year 1947 and recuperated myself at Mito city about 100 miles north-East of Tokyo. While I was recuperating myself at Mito, Military Govt personnel came to ask me whether or not I can help them. So, I worked as an educational adviser for a year and half until the MG dissolved itself. Then I returned to Tokyo at the end of year 1949. Now, I am working as labor adviser for the Kanto Civil Affairs Region's Labor Division.

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Four union representatives and two management representatives of Ikegai Automobile Company arrived in response to our invitation.to discuss the conclusion of a labor contract. Before beginning a discussion on this problem, the labor officer got the confirmation from the union representatives that they were interested in good trade unionism and not on any political movements. Regarding the contract, management had submitted a draft proposal bут the union was intending to use the old one as a basis for negotiation. After some discussion, union representatives requested that they would prefer to have some time in order to consolidate the member's opinion regarding company's proposal as well as KCAR's recommendation on Seniority System and Grievance Machinery. KCAR's pamphlets on these two topics were given to them for study. At the same time, a demonstration on Union Officials Nomination and Election was requested by the union and after contacting the labor officials of Kanagawa Prefecture and Tokyo-to(the latter well assist the program), a definite date for the meeting will be decided.

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a copy sent to Tokyo-To L.S.B.
on 8th/June/1950.

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XV. Do you approve the self-employed ~~fatorwork~~ industrials?

what.

XVI. How ~~does~~ the arbitrator elected?

XVII What is the relationship between peace clause and the right to strike?

XVIII What is your opinion concerning the management labor truce?

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3. attendance and reaction at the conferences:

The attendance and the reaction on the part of employers were excellent. There were nearly 80 attendants in Nagano city, 100 in Kami-Suwa city and 130 in Iida city. Especially the attendants in Kami-Suwa were mostly composed of top management officials such as presidents, plant chiefs, and plant owners. Iida city is characteristic by Nagano Prefecture and the industries are consisted of small size of five to ten employees. These employers demonstrated an unusually zealous interest in the subject matter of the conferences and promised to further employer education in the field of labor relations. It is noted that the Nagano Prefectural Manager's Association took an active role for the preparation of the conferences and cooperated with the LPS officials. The president of Nagano Employer's Association on voluntarily advised the ~~[redacted]~~ ~~[redacted]~~ attendants of the conferences as to the necessity of the conclusion of the labor contract and appealed to the attendants to take initiative for that action.

永15
田15
喜12
美9
15

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Summary:

Three management education Conferences were conducted in Nagano prefecture. Major topics presented were; (a) Employers should take initiative to conclude the sound, strong and responsible trade agreements (b) Explanation of the seniority principle, grievance machinery including of arbitration and wage & allowances. The large attendances and the manifested interest demonstrated by the employers were significant in having aroused the employers awareness of the importance and advantages of having good trade agreements.

Martin T. Camacho

Labor Relations Division.

KIMIYO MASAYOSHI JAGAMI MURAKAMI

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EMPLOYMENT AND UNEMPLOYMENT

△ 賃金條項に関する討議は種々あるが、特に各職種について賃金條項を決定する必要があると思はれる。即ち経営者としては一工場に於ける全生産量を決め、その生産を可能ならしめる各職場単位(生産)に應じた賃金率を決めて企業人としての立場から適当と思はれる職種に対する賃金を決定すべきである。例へば¥8,000 ¥10,000 及至 ¥12,000 の三種の賃金率に ~~[illegible]~~ 対しては三種の職種を想定すべきものである。

△ 団体交渉の場合、経営者は組合側代表について来る"應援団"に対しては拒否することが出来る。無論傍聴人が傍聴を静粛に秩序を保つてゐる限りに於いては経営者は是に對して禁止を通告する事は出来ないし亦その必要もないものと考へられるべきである。

△ ある企業に於いて使用者が僱人に対して個人的に二ヶ月位の短期契約を結び、二ヶ月の契約后更に契約を更新すると言ふ扱い方をして居る。この場合組合としては union-shop system として当然契約締結后廿日及至六十日の期間に自然的に組合員になるのであるから、この線に沿った組合の活動が期待される。

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EMPLOYMENT AND UNEMPLOYMENT

△ 一時的解雇丈でおく恒久的解雇を行わ場合は古参權に必らずしも依らず共その他の直接的原因によって是を行わことが出来よう。即ち

(1) 就業中の飲酒
(2) 盗み
(3) 遅刻
(4) 不能率

例へば遅刻を絶えずする労働者に對しては初めの三回は口答で注意し次の三回は文書で注意し、その后尚も命令に服しよい場合に於いては馘首すると計手續きを契約中に明記して置く必要がある。

△ 中わ企業に於ける労働契約は例へ一人であっても締結されるべきである。例へばパン燒組合は少さわ作業場から成る特殊産業であるが、かゝる場合は Master Contract と同じ契約に対して わ組合が参加すれば母いので、この意味でいかわる わ企業と雖も労働契約を締結すべきものである。

△ 非組合員は現行の日本法律に於いては保護を受け得よい立場にあり、亦使用者側としては一般組合員に対する權威保持のためにより多くの賃金を支拂わのが当然であると思はれる。

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SUMMARY

△ 古参權を適用する場合は、第一に年齢が必ずしも解雇の理由にならぬ事を留意すべきである。熟練した老労働者は若い労働者よりも仕事の能率を挙げるコツを心得えてゐる場合がある。

△ 仲裁人の選挙には種類が様々であるが、最も普通に用ひられてゐるのは労資双方が三名づゝの候補者を提出して、その中から一名を選び出す方法である。時には米国斡[illegible]旋事務所に依頼し、仝事務所より十名の候補者表を受理し、その中から一名を選ぶと言ふ方法もある訳である。

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WORKMEN'S ACCIDENT COMPENSATION INSURANCE

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

飯田 — 博外 (武沢; 宮沢; 小林)

(一) 仲裁人の資格は労資双方にとり公平, 常識的且つ学識者たる者でおければおらない。アメリカに於いては屢々牧師, ラビ乃至大学教授等が仲裁人としての役割を務めて居る。中央労働委員会々長であった末広厳太郎氏の如き人物が若し仲裁人に起用されたならば, 極めて興味ある実績を示すものと思はれる。

(二) OPEN-SHOP は一見個人の権利を尊重しているかに見えるのであるが, 是によれば組合は絶えず非組合員と対立的立場にたつのである。亦同時に open-shop によると労働者間の友情関係が組合非組合員との対立抗爭から一層まじくよい状態に立到る事が極めて多い。斯かる労働者間の不調和は生産にも不可避的に影響するものであるから, この点でも大いに再考の余地があると言はねばならない。

(三) 業務代理人は組合専従者であり, 経営者から俸給を受けず組合から俸給を支給されるものである。選擇方法は種々であるが, 時には一年の仕期の場合もあり, 六ヶ月の時もある。大体300名乃至500名に対して一名の組合業務代理人を選ぶのであるが, 時に二名の時もある。業務代理人としては組合員と経営者の中間にあって, 交渉の経緯その他を知らせる役割を果す訳である。

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× Management Education Confab at Tokyo. 21st February, 1950

Management education conference was held from 1 p.m. to 5 p.m. at the auditorium of Japan Chamber of commerce and about 100 management representatives assembled. The material presented at the conference was divided into the following ~~five~~ six topics; labor relations, trade agreements, wage clauses, allowances, seniority system and grievance machinery.

after two hours talk, for a period of 45 minute, management representatives participated in an active question and answer period. The principal questions asked by employers were the following;

1. How do you determine seniority?
2. How to study seniority system; are there any dependable pamphlets or do we have to study separate contracts?
3. What kind of personnels are to be included in arbitration committee?
4. What are the reactions or opinions of Japanese unions in regard to the grievance machinery?
5. What is the relationship between seniority and efficiency?
6. What is the definition and interpretation of grievance and dispute?

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I collective bargaining is inherent right belongs to workers. This is the basic right of the workers which is protected by the Labor Law. Can management wipe out the labor movement? It can't. Can management afford to be aloof from the labor movement? Again answer is no — it is impossible. Labor movement is here to stay. What kind of labor movement we want here in Japan? Labor movement should be beneficial both to management and labor in Japan. But you won't have it unless management maintain adequate attitude. Then what is proper attitude? Management should take more initiative than it had before. Type of proper attitude doesn't mean, to give everything that union wants, such as to give factory control to the labor union.

Three factors are essential for production; money, men and management. Add to these, all-over plan of the business is vital necessity. Business without plans is like the ship which has no ladder. Relationship between management and labor can be described as being an antagonistic existence; union is seeking as much service as possible from employers, while employers want to use labor as cheaply as possible. Just and right relationship between management and labor can be described as "partners", because you have joint interest and this is necessary for the success of business. However, antagonism stimulate one another having joint interest. Management and labor know that the extremes must be avoided. In this respect, antagonism must be balanced.

greatest issues is, therefore, one concerning the recognition of union as representative body of employees. ~~National Labor Relations Law provides~~ By decision made by the supreme court of the United States in 1937, workers were to recognized as the representative body of the employees.

Written signed agreement is the vital factor as the result of the collective bargaining. When labor ~~agreement~~ contract is signed workers are given stability.

In the written and signed agreement, there should definitely be the wage and hour clause. If this is not observed, workers can not file complaints toward employers. Then what role

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21st February, 1950.
from 1 P.M. To 5 P.M.

Management Conference was held at Japan chamber of Commerce building and about 100 menagement representatives assembled. Division chief gave the talk on the following order.

1. Collective bargaining
2. wage clause
3. allowances
4. Seniority clause
5. grievance machinery.

after two hours talk, active question and answer period enaned. The principal questions asked were as follows;

1. How do you determine seniority?
2. How to study seniority system?

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II should management play in signed and written agreement?
Employers should exercide initiative using their hands and brains.
First thing to do is firstly to find out whether union is true representa-
-tive of workers and draw up tentative agreement. Employers are to
give union written request and ask for any suggestions which union
has. In the united States, for the renewal of labor contracts, sixty days notice
is usually given during which time union prepare for the new
agreements. I strongly suggest to employers that exercise of management
and "don't leave everything to union but hire good councillor with
good thinking.

One of the principal reasons why in Japan lacks the signed agreement
are that both management and Union decline the wage clause be leave
open. Financial instability in Japan have often given as an excuse.
However, economy in Japan is not too unstabilized as not to have it
leave open. at least the contract for, say a year or six months can be
concluded.

Next is the allowance problem; one of the most interesting observation
is that the extent of the allowances follow the extent of human imagination.
allowances such as coal year-end, coal, marriage and others. It is
impossible to eliminate all allowances — do with it equity and
increase the rate of the basic wage. If it is impossible to absorb
every allowance; make specific allowance and that is for the stability
of the workers.

United State Chamber of Commerce & national association of manufacturers
in their policy declaration stated to the effect that good personal
relation, lay-off system and adoption of the seniority system all
recommended. Principle or rules of seniority is the establishment of
lay-off period in the business lag. First to lay off is the first to return
to the job.

There are 150,000 trade agreements and 75% have the written
contracts. 15 to 20% considers seniority clause as secondary measure.
5 to 10% is lay-off — the reason why is that in certain type of industry
such as construction and maritime industry the terms of contract
lasts only one or 2 years — and "hiring hole" is to provide workers for
the employers but totally different from the OYABUN-KOBUN System.

grievance machinery; nothing is more badly interpreted than this
grievance machinery and the difference between grievance and dispute
is not clear. Trade agreement is the ultimate flower of the collective
bargaining. ~~Industrial relation is the most powerful~~ The grievance
machinery was terribly misunderstood because of the difference of
opinion regarding the interpretation of grievance and dispute.

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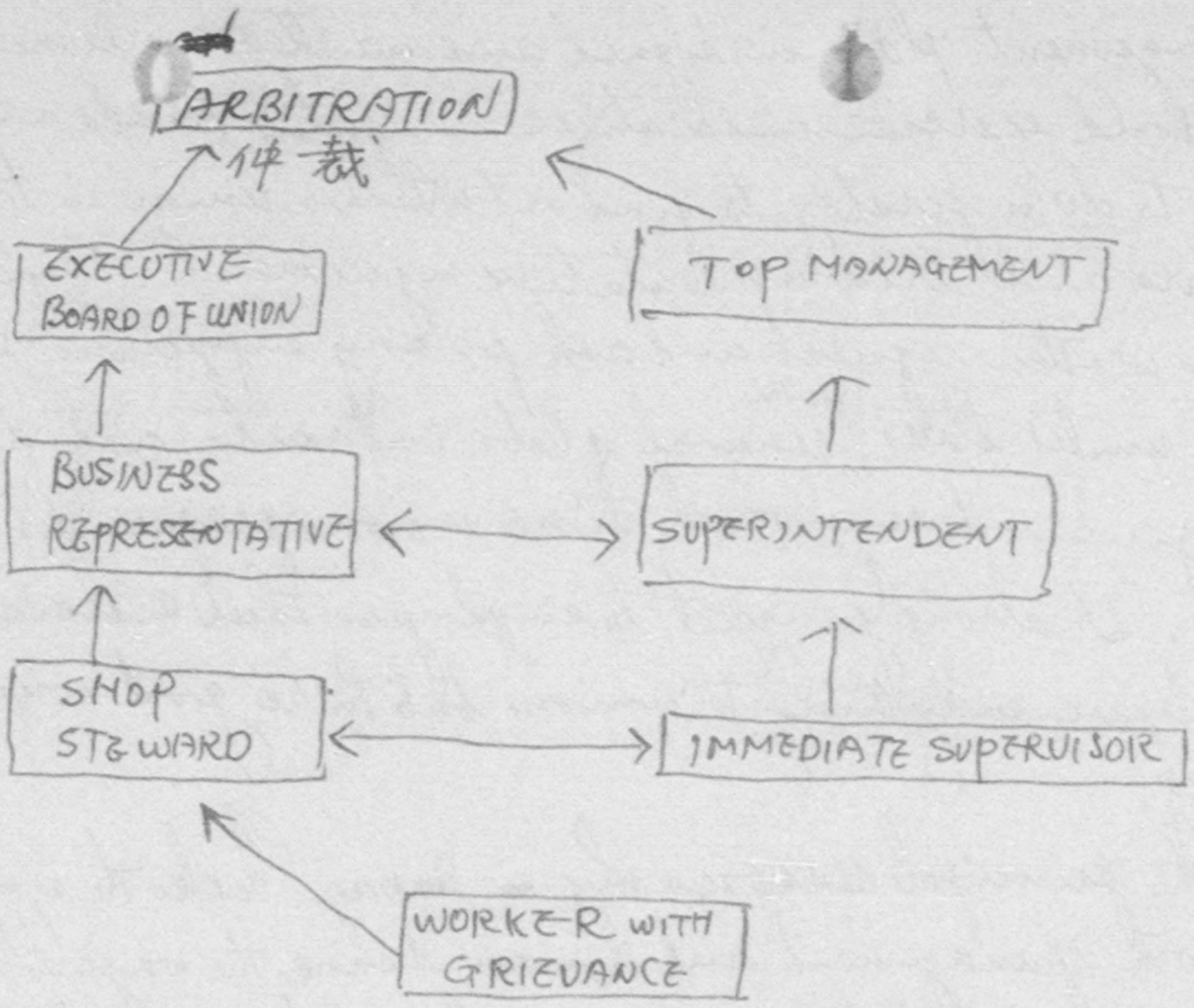

Statement of grievance

NAME DATE

SPECIFIC CHARGE OR COMPLAINT

BRIEF STATEMENT OF FACTS

REMEDY DESIRED

SIGNATURE OF AGGRIEVED EMPLOYEE

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I. Form of Questions concerning L.S.O.

1 management education
2 union certification
3 Problems of management
4 matter of saving

although there is sum of ¥12,000,000,000 in saving in Nagano, of which 60% is available for loan, the strict conditions under which loans are offered, and the difficulty experienced by employees in obtaining loans have only increased their discouragement.

5. operation of P.E.S.O.

a. number of staff

b. average number of applicants processed daily monthly

new applicants " for regular employment
Repeating applicants for regular employment
P.E.S.O. manual

c. Job-openings for junior high school.

Prospective graduates
graduate desiring jobs
Job-opening for boys & girls.

d. Elimination of labor bosses.

E. Work relief project

6. women's & minors' Bureau:

Labor Standards Bureau:

a. unpaid wages

month number of enterprises in arrears amont unpaid.

b. Safety & Sanitation.

c. Workmen's accident Compensation Insurance.

Fixed premiums
actually collected
uncollected.

→

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unpaid wage:

In the event of bankruptcy (according to the Revised civil Code) Public Law #115, 1949, wages are protected (after taxes) for the amount of a worker's salary for the last six months.

Union certification:

unions in general are hesitant to request certification because, first, they do not understand the procedure, and second, because the central Labor Relations Commission has given instructions that article 4 of the Trade Union Law is to be interpreted narrowly, with the effect that unions are not encouraged to see certification before they have a problem to present to the local LRC. Unions tend to feel that a third party should not pass upon a union's legality prior to the time when the union presents the LRC with a problem. The central problem is that a difference of opinion exists between the Ministry of Labor and the CLRC on the issue of certification. There is already a tendency to ignore the revised Trade Union Law because of the difference of opinion, and that this tendency poses a serious problem for local labor officials

unpaid wages;

general trend is toward improvement of the situation, despite difficulties of management. ~~mentioned in section~~ Nagano city LS Inspection office chief cited the following as factors operating toward improvement; elimination of credit system; better prospects for textile export, stabilization of commodity prices, effects of industrial rationalization.

Safety: Safety violations appear to be in the minority, but this may be due to failure of inspectors to spot or to report to such violations. Safety violations — uncovered belts, too narrow passageways, improper and unsafe construction, lack of fire extinguisher, darkness of working places, lack of emergency ladder.

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Feb. 13th, 1950.

Kofu Pref. Labor Dep'tment.

Mr. Sakamoto, chief of Labor Dep't was asked about the actual activities of the labor Education Advisory Committee and replied there has not been any marked activities done by the Labor Education advisory committee. Asked about the number of unions which have labor contracts reply was obtained in which 51 unions out of 250 unions have now labor contracts. He further explained that the Labor Department is endeavouring to have all labor unions conclude the labor contracts and pointed out the suggested method in which all labor unions were asked to keep record of collective bargaining in writing.

Labor Education;

It was admitted that the movie film is one of the most effective media for labor education, however, it was pointed out that the Labor ministry provided films only twice since June 1948. Prefectural sponsored labor education program ~~is now carrying out~~ was carried out for eleven days since 6th of February and two labor films concerning the parliamentary procedure and the labor news were shown. In order to have the workers interested in the labor education films, the prefecture adds extra regular movie film for attraction. This program was appreciated by workers a great deal and ten meeting were held in Yamada, Kofu and Kajikagawa areas. The budget allocated for the labor education is ¥ 800,000. Other labor education programs include radio broadcast for 15 minutes once in every week and the publication of Yamanashi Labor monthly which has the circulation of 1,000. Commercial newspaper and Yamanashi Fujin Times also provide labor column for labor news.

—OVER—

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Appointment of the new Labor Relations Committee will be made on 23rd of February and the result will be reported to this Head-quarter.

14th February 1950.

a. operation of Mirobe P.E.S.O.

P.E.S.O. has staff of 13 and ~~has~~ Business section and general affairs section. Budget allocated for business operation is ¥ 200,000 and ¥ 600,000 for salaries. general affairs Section chief is responsible for the training of the staff.

b unemployment insulance;

number of people who received the unemployment insulance compensation is as follows;

Sept. 1949	144
Oct.	178
Nov.	193
Dec.	199
Jan. 1950	220

c. Job openings for junior high school.

Prospective graduates; March 1950: 650 ~~430 230~~
graduates desiring jobs; male 230 Female 200 ~~Jobs 200~~
Job-openings for boys ; 20
Job-openings for girls ; 173

The great difference in the number of job-openings for boys and for girls is accounted for by the fact that textile factories are desiring to employ chiefly female workers.

d. number of job applicants and placement;

		actual
Sept. '49	274	67
Oct.	245	85
Nov.	221	114
Dec.	287	196
Jan. '50	286	118.

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number of visitation by P.E.S.O. officels and ~~to vecatt~~ the job openings found by the officels.

	number of establishments visited	No. of job openings found
Sept. '49	58	
Oct.	73	81
Nov.	95	64
Dec	76	45
		70

Hope was expressed to have increased budget and two or three additional staff members. general affairs section chief expressed hope to spend the budget for the renovation of the office and for the purchase of the instruments of aptitude tests.

15TH February 1950.

Nirazaki P.E.S.O.

Number of population under the jurisdiction of Nirazaki is 115,000 and the number of unemployed person is 6,200 during the period between June 1949 to the end of December 1949. 750 families of 2.652 persons are receiving public assistance.

a. number of job applicants and actual placement;

Sep. '49	299	79
Oct.	244	59
Nov.	248	76
Dec	372	62
Jan. '50	250	80

number of visitation made by officers and the job openings found by the officels.

	number of establishment visited	No. of job openings found.
Sep. '49	56	226
Oct.	38	196
Nov.	111	188
Dec.	97	171
Jan. '50	110	210

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b. unemployment Insurance Compensation

Sep. '49	186	¥ 413,599
oct.	166	¥ 432,540
nov.	241	¥ 562,137
dec.	261	¥ 612,408
Jan. '50	310	¥ 665.747

Amount of unemployment Insurance ~~Compensation~~ paid out as of the date between 1st april and 1st January 1950 is ¥ 3,445,144 covering 1076 persons.

c. Job openings for junior high school:

Prospective graduates ; march 1950 : 2,540 { male 1,229 / Female 1,311

graduates desiring jobs ; male 234 Female 220

Job openings for boys ; 85

Job openings for girls ; 193.

Nirazaki P.E.S.O. has staff of 13 and has Business section and gundab affairs section.

△ Nirazaki branch factory of Katakura Seishi K.K was visited on the same day and the factory was testing on the double shift for the purpose of production increase of silk thread with less number of workers.

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♀ 5 ——— ♂

16TH, February 1950.

Enzan P.E.S.O.

Number of population under the jurisdiction of Enzan P.E.S.O. is 108,636. P.E.S.O. has staff of 13 and has Business section and general affairs section. Budget allocated for business section is ¥ 50,000 quarterly and ¥ 50,000 for salaries.

a. number of job applicants and actual placement;

Sep. '49	277	85
Oct.	210	45
Nov.	149	33
Dec.	219	45
Jan. '50	243	17.

number of visits made by officers and job openings found by the officers.

Sep. '49	77	22
Oct.	93	30
Nov.	167	42
Dec.	84	13
Jan. '50	95	15

b. unemployment Insurance; number of those who received U.I.

Sep. '49	128
Oct.	125
Nov.	121
Dec.	158
Jan. '50	221

average amount of money paid out to each individual.

Sep. '49	¥ 2,260
Oct.	¥ 2,034
Nov.	¥ 2,350
Dec.	¥ 2,445
Jan. '50	¥ 1,711

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16TH, February 1950.

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16TH February 1950.

Enzan P.E.S.O.

Enzan P.E.S.O. Its staff of 13 and has Business section and general affairs section. Average number of job applicants processed monthly is as follows; Day laborers 61; new applicants for regular employment, 243.

a. Unemployment Insurance; number of those who received unemployment insurance is as follows;

Sep. '49	128
Oct.	125
Nov.	121
Dec.	158
Jan. '50	221

average amount of money received monthly by unemployed is as follows;

Sep. '49	¥ 2,260
Oct.	¥ 2,034
Nov.	¥ 2,350
Dec.	¥ 2,445
Jan. '50	¥ 1,711

b. Number of job applicants and actual placement.

Sep. '49	277	85
Oct.	210	45
Nov.	149	33
Dec.	219	45
Jan. '50	243	17

Number of visits made by P.E.S.O. officers and jobs found;

Sep. '49	77	22
Oct.	93	30
Nov.	167	42
Dec.	84	13
Jan. '50	95	15

c. Problem of labor boss;

There were 21 labor bosses around June 1948 and 344 workers were under them but these bosses were eliminated. There is one dubious case in lumber work at MITOMI and special investigation is to be undertaken.

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chief expressed hope to have three more additional interviewers, 2 more officers who can devote their time for visiting employers and one more worker for work relief projects.

17TH, February, 1950.

Kofu Labor Standards Bureau.

a. unpaid wages;

Chief stated that the general trend is toward improvement of the situation despite difficulties of management reported there. Of 82 enterprises whose unpaid wages amounted to ¥3,079,723 and out of which ¥1,270,030 paid out as of the end of January 1950.

Information concerning 7 cases in Enzan area was obtained.

nature of enterprise	number of workers	amount unpaid
1. Forestry	4	¥32,800 (1 month in arrear)
2. Asahi Construction	30	¥30,000 (1 month in arrear)
3. Kumagai Construction	14	¥15,173 (1 month in arrear)
4. Bearing Factory	20	¥35,540 (1 month in arrear)
5. Asahi Paper Manufacturing Co.,	13	¥62,485 (1 month in arrear)
6. Yamanashi Shika (manufacture of artificial teeth)	20	¥154,118
7. Nosaka Transportation	1	¥3,00

Chief stated that Yamanashi Shika case is impossible case in which employer has already closed the shop and do not have any property to disposed of. In this respect, workers there do not have any protection whatsoever in as far as the unpaid wages are concerned. Labor Standards Bureau is trying to have a closer contact with the employer as possible in order that the employer ~~paid~~ pay out the unpaid wages to the employees whenever employer get money.

b. Workman's accident Compensation.

As of the end of January, the premiums are 97% collected; amount collected ¥15,089,073 and amount paid out ¥1,487,972.

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During January, there has been one death case and two false death cases were found as a result of investigation.

Safety and Sanitation;

Labor Standard Bureau sponsored 8 safety training courses throughout the prefecture involving 400 persons during the month of January. 55% of accident cases in Yamanashi Prefecture are due to the carelessness on the part of workers and L.S.B. picked up 9 establishments to launch special safety guidance training course.

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MR. SHIKAMOTO Chief of Labor. 課長

Labor Education Advisory Committee

(1) 全般一事，労働教育

全般一事，労働教育ニ関シ審議ス

附則ニ関スル事項ヲ審議ス

(2) 委員20名

L.P. 250 — Unim — 51 unims have Labor contract

(1) 労働者ノ全国的ナ団体ノ推薦スル者

(2) 使用者ノ団体ノ推薦スル者

(3) Film — 労働者ニ関シ、深キ知識ヲ有スル者 (A) (B) ヨリ夫々同数ノ委員ヲ以テ組織ス (C) Social education.

reaction

委員ノ任期ハ二年トス。

= 任期ハ二年 — 附則21.

Parliamentary Procedure.

Labor news. 1946 —

(1) 方法 — 労働者ノ団体ニ加入スル事ヲ Collective bargaining ?

ストライキ. Employers.

(3) 賃金 — unpaid wages —

労働争議 — 争議ガ起ルマデ

"Communism in Labor movement" — Pamphlets

労働者，使用者 — 51 — 第四 — L. 1. 2. Employment

Law — 労働事務 — 九州内 — 14年6.

エヌ・アドラー — Audit —

100人以下 — 300

100 — 300 — 500

300 & more — 700

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"Thoughts of Adalin" (?)

what a day and what a work, this is just like hell.
nobody knows what should be done , what is going to be done.
although spring is here , it is not here to stay.
everything is going away and yet god knows what will happen next.
time is limitless although space and energy have their limit
so said Nietsche who were the dictatorial philosopher of years ago.

seniority clasue hell, typing of the terms are hell also.
similarities , differences and all other matters [redacted] do not concern me.
prodigy and innocent, giant and small man, why [redacted] are there so many classes?
find something worthy and valuable and precious, it is a difficult task.
work is not always easy but there should be some way to get it through.

It's [redacted] years to live the life of thirty-five, hell it is too long.
have you ever found any consolation in life passed ?
It seems everything is so deserted, so archaich and obsolete.
It is nonsense to talk about these things and yet I cannot deny it.
Life is dark, desolate and yet so expecting.

Who knows someday there will be a great break, earthquake or something
to destroy everything and balance the great chasm between things and men.
Remember you are chosen now and have to study hard again.
remember that there is still many things which you should do.
days are still here and there will be since time is limitless.

9th March, 1950.

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1945 - as of the end of the same year.

no. of unions ; 707

no. of members ; 378,481.

1944

	1945	1946	1947	1948
no of unions	707	17,265	28,013	38,131
no. of members	378,481	4,849,329	6,268,432	6,705,709.

no. of cases submitted until June/1948.

act of violence	29 cases
Injuries	13
Business interference	11
unlawful imprisonment	8
Break-in of the residence	7
" of the building	4
Interference of public work	4
usurpation	2
violence	2
Injury of honour	1
murder	1
threatening	1.

Production Control;

Lack of understanding regarding the labor & property rights.

Defects concerning the independency and democracy of the Labor Union;

x Extent of the union membership and the financial support to the union by employers.

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"no work, no pay" basis could not cathied out effectively.
For the proper developement of the labor union movement, union should pay to the union workers without getting assistance from the employers.

collective bargaining; To avoid unnecessary confusion, there should be some legal standard or basis for the procedure of collective bargaining.

R.L.C.; 1946 – 1948 Labor dispute cases + 8,242
L.R.C. participate in 2,528 cases.
No. of cases solved 2,059 cases.

1948 Labor disputes 3,783
L.R.C. participated in 1,490 cases

x L.R.C. exemplified its authority in unfair labor practice.

cooling-off period;

Densan's second dispute: dispute did not solved after 7 months' cooling-off period. Renegotiation over initial demands had to be taken up.

~~arbitration & negotiation:~~

conciliation & mediation:

A. Conciliation means the opinions of both management & labor reach the agreement independently.

B. Mediation; From the point of view of third person, present the personnels concerned and recommend for the solution of the dispute by the plan presented.

Definition of both conciliation and mediation is necessary for the avoidance of confusion.

— 2.1 general strike —

Principles of the Labor Union Law.

(1) To help secure the living conditions of workers, and to improve it. - To establish peaceful, democratic Japan through just &

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MANNERISM
Labor Policy

right collective bargaining.

(2) For the realization of the 1st principle, triangulate the law by which to protect the labor union.

(3) give equal & fair chance for the free meeting and right of publication.

(4) Establishment of machinery for the solution of labor disputes and equality of workers.

(5) Prohibition of the strike is done only when it interfere with the purpose of occupation forces.

(6) Freedom of supporting the political parties.

(7)

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File 8

HEADQUARTERS
GUMMA MILITARY GOVERNMENT TEAM
APO 201

BAF /JJB/mm

18 December 1947

SUBJECT: Labor Relations Activities

TO : Commanding Officer, Kanto Military Government Region, APO 201
(ATTN: Economics Section)

In compliance with paragraph #3, letter Kanto Military Government Region, subject: "Labor Relations Activities," dated 28 July 1947, the following report is submitted:

a. Government Railway Electric Repair Shop, Kuragano-machi, Gumma-gun, Gumma-ken.

b. Railway electrical maintenance.

c. Kuragano Denshu-jo Branch of Government Railway Worker's Union.

d. Government Railway Worker's Union, c/o Transportation Ministry, Marunouchi, Chiyoda-ku, Tokyo.

e. Male: 50 Female: 2

f. Union Demands not satisfactorily met by government. Dispute before local Labor Relations Committee for conciliation on 16 December 1947.

g. Dispute began 9 December 1947. No work stoppage.

BLAIR A. FORD
Lt Colonel, Infantry
Senior Mil Govt Officer

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g. Dispute will be conciliated by the Labor Relations Committee on 22 December 1947.

BLAIR A. FORD
Lt. Colonel, Infantry
Senior Mil Govt Officer

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