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School : Left from commercial high school.

Release: Released from the post of acting chief-secretary.

b. Kazuo Shigeno, permanent.

Born : On 12 January 1889

School : Graduated from Waseda University.

Employment: Employed as the clerical chief of the Secretary Office.

TOCHIGI PREF. LABOR COMMITTEE OFFICE

THE STATE OF CELEBRATION ON TOCHIGI PREFECTURE LOCAL LABOR COMMITTEE SESSIONS (From: Jan. 1948
To : Feb. 1949)

Date of Celebration	No. of Times	Main Subject	Do's Process	Members in Attendance	Remarks
12 January 1948	38	On the dispute of Partnership Tani Iron Works	Appointed mediaters make efforts for settlement	Employers side 2 Laborer's side 3 Independent 3	
24 January 1948	39	1. On the Tani Iron Works. 2. On the application for mediation from Tochigi District Conference, National Communication Employees Union.	1. Reported the autonomously settlement of Tani Iron Works 2. Approved to accept the application for mediation and chairman selected mediators.	Employers side 4 Laborer's side 3 Independent 5	
7 February 1948	40	On the dispute of Nihon Enterprize Utsunomiya Factory.	Discused on the investigation by committee and decided to wait for the result of mediation.	Employers side 4 Laborer's side 3 Independent 5	
21 February 1948	41	"	Reported the process of settlement	Employers side 5 Laborer's side 3 Independent 4	
2 March 1948	42	1. On the request on assistance ~~to~~ to conculde labor agreement by Tochigi Pref. Teachers Union. 2. On dispute in Ogawa-gumi Utsunomiya Agency. 3. On violation of Shimada Wood Works against the Labor Union Law Art. 11.	1. Took place questioning and answering with executive committees from Teacher's Union and appointed mediators. 2. Appointed mediators to make efforts for settlement 3. Decided to investigate and appointed committee for investigation.	Employers side 3 Laborer's side 2 Independent 4	
17 March 1948	43	1. On dispute in Ogawa-gumi Utsunomiya agency. 2. On violation of Shimada Wood Works against the labor union law art. 11. 3. On appeal from Nihon Shigen K.K. Co. Labor Union	1. Reported process of mediation 2. Reported the details of the investigation that settled autonomously. 3. Appointed mediators to make efforts for settlement	Employers side 2 Laborer's side 3 Independent 3	

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30 March 1948	44	On application for mediation for the dispute of Mamada Seiki Factory	After discusting, dicided to accept the application	Employers side Laborer's side Independent	2 4 5	Special grand meeting
19 April 1948	45	On dispute in Mamada Seiki Factory.	Reported the dispute was settled as the result of the mediation and the process.	Employers side Laborer's side Independent	3 3 4	
4 May 1948	46	1. On conciliation for the dispute of Yamamae plant, Teikoku Wireless and Telephone Co. 2. On the application for conciliation for the dispute of South Nasu Yamamoto Wood Works Labor Union.	1. Reported results of conciliation and the resolution. 2. Appointed conciliators to make efforts for settlement	Employers side Laborer's side Independent	5 4 3	
18 May 1948	47	On the process of conciliation for the dispute of South Nasu Yamamoto Labor Union	As failed conciliate covering two times so decided to make the actual investigation and reconciliation by establishing sub-committee	Employers side Laborer's side Independent	3 3 3	
2 June 1948	48	On the infringement upon Art. 11. of the Labor Union Law by Tajima Pottery K.K. Co. Nanai Plant.	Decided to form sub-committee to investigate the actual circumstances	Employers side Laborer's side Independent	4 4 5	
18 June 1948	49	1. " 2. On the application for conciliation from Shimotsuke Branch of Japan Press. Corrspondence and Radiocast Workers Union 3. On the application for conciliation from Okada-gumi Sowing Dept Workers Union.	1. Had a vivid discussion on the report of sub-committee but no conclusion therefor put off the subject to next meeting. 2. Decided to appoint committee for mediation 3. Reported the reason of dispute and decided to make effort for settlement by conciliation.	Employers side Laborer's side Independent	3 5 3	
25 June 1948	50	On the infringement upon Art. 11 of the Labor Union Law by Tajima Pottery K.K. Co. Nanai Plant.	Two opinions-pitted against each other and no conclusion therfor put off to next meeting.	Employers side Laborer's side Independent	1 4 3	special grand meeting
2 July 1958	51	1. " 2. On the dispute of Okada-gumi. 3. On the application of Futaba Factory for mediation.	1. Judged that the case was not the violation of Art. 11 unanimously and decided to advice the company not to couse such a case again. 2. Reported the process of settlement 3. Decided to accept the application.	Employers side Laborer's side Independent	5 4 4	

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19 July 1948	52	1. On the process of conciliation for the dispute of Okada-gumi 2. Process report on the mediation committee for Futaba Factory. 3. Report on the Mediation Committee for Japan Communication Workers Union.	1. Interlocutory report on the course of conciliation to be kept for the time being. 2. Reported on the result of investigation by committee office.	Employers side 2 Laborer's side 4 Independent 3	
2 August 1948	53	Only Report on the settlement by conciliation.		Employers side 3 Laborer's side 5 Independent 5	
18 August 1948	54	Roution Report		Employers side 3 Laborer's side 5 Independent 5	
25 September 1948	55	1. On the application of Shimada Wood Works Labor Union for conciliation. 2. Investigation report on the suspicious violation against the Art. 11 of Labor Union law in Kurita Wood Works.	1. Appointed conciliators to make efforts for settlement 2. As result of discusion on investigation report, decided to inform sub-committee for re-investigations	Employers side 3 Laborer's side 3 Independent 4	
18 September 1948	56	1. On the suspicious violation against Art. 11 of Labor Union Law Committee by Kurita Wood Works. 2. On process of conciliation of labor dispute submitted by the Shimada Wood Works	1. As result of investigation by sub-committee decided that was not violation 2. Reported on the process of conciliation.	Employers side 3 Laborer's side 5 Independent 4	
2 October 1948	57	On the conciliation of labor dispute in Kunimoto stone Workers Labor Union	Reported on the process of conciliation	Employers side 4 Laborer's side 3 Independent 4	
18 October 1948	58	On the process of conciliation for Kunimoto Stone Workers Labor Union	Reported that was settled after the conciliation	Employers side 4 Laborer's side 4 Independent 5	
2 November 1948	59	On the conciliation of dispute in Oya Stonemeasons Union	Reported on the process of conciliation	Employers side 3 Laborer's side 4 Independent 3	

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17 November 1948	60	On the violation against Art. 11 submitted by Mamada Seiki Branch, chaper of All Japan Metal Industry Labor Union	Decided to investigate by sub-committee	Employers side Laborer's side Independent	4 5 5
2 December 1948	61	1. On the process of conciliation for the dispute of Oya Stone. 2. On the violation against Art.11 submitted by Mamada Seiki.	1. Reported on the process of conciliation. 2. Discussed on the report of sub-committee and decided to put off to special grand meeting on 12 December.	Employers side Laborer's side Independent	3 3 5
12 December 1948	62	On the violation against Art.11 submitted by Mamada Seiki	With the investigation reports by sub-committee, asked both side to make explanation and after discussion on their each case. Decided that the case was violation against Art.11 of Labor Union Law and also decided to make deliberation on the disposition of this case in the next meeting.	Employers side Laborer's side Independent	3 4 4
18 December 1948	63	1. On the process of conciliation for the dispute of Nihon Zoki K.K. Co. Kanuma Factory. 2. On the violation against Art.11 submitted by Mamada Seiki	1. Reported that was settled by conciliation. 2. In principle, Decided to request the punishment for it.	Employers side Laborer's side Independent	3 3 5
5 January 1949	64	Routine Report		Employers side Laborer's side Independent	4 3 4
24 January 1949	65	Routine Report		Employers side Laborer's side Independent	2 2 3
5 February 1949	66	On the process of conciliation for the dispute of Oya Stone.	Reported that was settled by 4 times conciliation	Employers side Laborer's side Independent	3 4 4

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Report on Activities and Resul

Items Disputes	No. of Union Members Male	Female	Total	Date of Appeal	Request	Med Con
Tani Iron Works Company	34		34	5 Jan. 48	Dismissal pay	Con
All Communication Workers' Union, Tochigi Prefecture Head Office	2986	1641	4627	23 Jan. 48	Change of pay rate	Med
Japan Enterprise Co. Utsunomiya Factory	17		17	31 Jan. 48	1. Wage boost 2. Red letter subsidiary. 3. Dismissal pay	Con
Tochigi Pref. Teachers' Union			9975	25 Feb. 48	Contract with private school association.	
Ogawa-gumi Company	6	2	8	26 Feb. 48	Dismissal pay	
Tochigi Mining Co., Japan Resorces Co. Ltd.	8	1	9	9 Mar. 48	1. Wage boost 2. Opposition of lock out	
Mamada Seiki Factory	25	9	34	21 Mar. 48	1. Harship subsidiary 2. Wage boost	
Kawanishi Timber Labor Union	247	54	301	29 Mar. 48	Wage boost	
Shimotsuke Press Company	85	17	102	11 Apr. 48	1. Revision of contract. 2. Wage boost	
Yamamae Plant, Teikoku Wireless and Telephone Co. Ltd.	43	19	62	15 Apr. 48	Minimum wage system	

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Tochigi Pref

Report on Activities and Results of Tochigi Pref. Local Labor Committee in 1948

s	Date of Appeal	Request	Mediation or Conciliation	Survey		Conciliation		Date of Settlement	Peri
				Times	Total No.	Times	Total No.		
4	5 Jan. 48	Dismissal pay	Conciliation	2	4	Settled before scheduled conciliation on 1 Feb.		16 Jan. 48	1
27	23 Jan. 48	Change of pay rate	Mediation	5	10	33	171	31 Feb. 48	15
17	31 Jan. 48	1. Wage boost 2. Red letter subsidiary. 3. Dismissal pay	Conciliation	2	4	2	6	24 Aug. 48	2
75	25 Feb. 48	Contract with private school association.	"	2	4	2	6	19 Mar. 48	2
8	26 Feb. 48	Dismissal pay	"	3	6	7	28	28 Mar. 48	
9	9 Mar. 48	1. Wage boost 2. Opposition of lock out	"	2	8	8	32	10 Aug. 48	1
34	21 Mar. 48	1. Harship subsidiary 2. Wage boost	"	3	6	9	26	17 May. 48	
01	29 Mar. 48	Wage boost	"	3	4	5	20	24 Apr. 48	
02	11 Apr. 48	1. Revision of contract. 2. Wage boost	"	1	1			16 Apr. 48	
62	15 Apr. 48	Minimum wage system	"	2	4	3	12	23 Apr. 48	

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. Local Labor Committee in 1948 — Tochigi Pref. Local Labor Committee

l No.	Conciliation Times	Conciliation Total No.	Date of Settlement	Period	Result
4	Settled before scheduled conciliation on 1 Feb.		16 Jan. 48	16	1. Total amount of 180,000 yen paid out as dismissal allowance 2. Recognition of lock-out
10	33	171	31 Feb. 48	158	Unsettled
4	2	6	24 Aug. 48	25	2,500 yen paid to each man dismissed
4	2	6	19 Mar. 48	23	Withdrawal of appeal
6	7	28	28 Mar. 48	35	1. Recognition of dismissal of all members 2. Payment of 55,600 yen, total sum including taxes.
8	8	32	10 Aug. 48	151	1. Recognition of lock-out 2. Payment of 265,000 yen, sum total for dismissal pay.
6	9	26	17 May, 48	57	1. Payment of 2,800 yen as average wage. 2. Payment of half of the wage during dispute
4	5	20	24 Apr. 48	25	Average wage 2,450 yen. Family allowance 200 yen. Price allowance 450 yen.
1			16 Apr. 48	6	Withdrawal of appeal
4	3	12	23 Apr. 48	8	Payment of 3,500 yen as average wage.

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South Nasu Yamamoto Workers' Union	2373		2373	7 Mar. 48	Revision of contract and Wage boost
Ohira Industrial Company	7		7	14 Jun. 48	Opposition of lock-out
Shimotsuke Press Company	85	17	102	16 Jun. 48	Hardship subsidiary
Okada-gumi Co.	14	2	16	17 Jun.48	Wage boost
Ashikaga Daiichi Plant	15	1	16	25 Jun. 48	Dismissal pay
Takahaya Construction Co.	40	10	50	26 Jun. 48	Opposition of dismissal
Futaba Factory	23		23	1 Jul. 48	Wage boost
Kitayama Factory	73	31	104	10 Jul. 48	Formation of Contract Wage boost
Shimada Wood Works	104	15	119	20 Aug. 48	Hardship subsidiary Wage boost
Kunimoto Stone Co.	70		70	17 Sep. 48	Opposition of wage reduction
Kitagama Factory	73	31	104	1 Oct. 48	Performance of contract and dismissal pay
Tochigi Pref.Fibre and Dyeing Industry Labor Union	200	4	204	9 Oct. 48	Wage boost
Oya Stone Masons' Union	1010		1010	16 Oct. 48	Opposition of wage reduction
Kitagama Factory	73	31	104	8 Nov. 48	Dismissal pay
Nippon Zoki Workers Union	189	14	203	29 Nov.48	Red letter subsidiary & Wage boost
Kokoku Industry	7		7	24 Dec.48	Wage boost
Total	17782	1899	19681		

Remarks Number of disputes in 1948 ..... 91 Number treated by Local Labor Committee ...
Number involved .....43100 Number involved 19913

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2373	7 Mar. 48	Revision of contract and Wage boost	Conciliation	4	8	4	20	
7	14 Jun. 48	Opposition of lock-out	"	1	2	2	6	22 Jun.48
102	16 Jun. 48	Hardship subsidiary	"	1	1	1	3	3 Aug. 48
16	17 Jun.48	Wage boost	"	2	4	4	20	3 Aug.48
16	25 Jun. 48	Dismissal pay	"	1	2	4	20	14 Aug.
50	26 Jun. 48	Opposition of dismissal	"	2	6	3	12	
23	1 Jul. 48	Wage boost	"	1	2	1	4	12 Aug.
104	10 Jul. 48	Formation of Contract Wage boost	"	2	4	1	3	23 Oct.
119	20 Aug. 48	Hardship subsidiary Wage boost	"	2	4	1	5	5 Oct.48
70	17 Sep. 48	Opposition of wage reduction	"	3	9	3	12	5 Oct. 4
104	1 Oct. 48	Performance of contract and dismissal pay	"	2	6	4	16	16 Oct.4
204	9 Oct. 48	Wage boost	"	1	2	2	9	13 Oct.4
1010	16 Oct. 48	Opposition of wage reduction	"	9	28	3	8	2 Feb.48
104	8 Nov. 48	Dismissal pay	"	2	4	3	12	16 Nov.
203	29 Nov.48	Red letter subsidiary & Wage boost	"	2	5	2	12	15 Dec.
7	24 Dec.48	Wage boost	"			2	6	
19681				59	138	109	482	

... 91 Number treated by Local Labor Committee ... 31 Number of surveys ..... 76 Number of conciliations
...43100 Number involved ..... 19918 Number involved .....192 Number involved .....

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8	4	20			Observe what course it will take so that it may be independently settled
2	2	6	22 Jun.48	8	Continuation of production
1	1	3	3 Aug. 48	6	Payment of 1,500 yen to each member
4	4	20	3 Aug.48	64	1. Recognition of lock-out 2. Payment of 500,000 yen, sum total of dismissal pay.
2	4	20	14 Aug. 48	17	Continuation of production
6	3	12			Withdrawal of appeal
2	1	4	12 Aug. 48	43	Payment of 4,000 yen as average wage
4	1	3	23 Oct. 48	18	Formation of Contract
4	1	5	5 Oct.48	64	Withdrawal of appeal on account of the dissolution of the union
9	3	12	5 Oct. 48	18	Withdrawal of reducing plan
6	4	16	16 Oct.48	16	Performance of contract Payment of 135,625 yen, sum total for dismissal pay
2	2	9	13 Oct.48	4	Agreed according to a conciliatory plan
28	3	8	2 Feb.48	10	Agreed according to a conciliatory plan
4	3	12	16 Nov. 48	9	Payment of 400,000 yen, sum total for dismissal pay.
5	2	12	15 Dec.48	16	Agreed according to a plan conciliatory
	2	6			Being conciliated
138	109	482		897	

surveys ..... 76 Number of conciliations 107
volved .....192 Number involved 476

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Unlawful Labor

Disputes / Items	Number of Union Members			Date of Appeal	Request	Medi o Conc
	Male	Female	Total			
Shimada Wood Works	104	15	119	25 Feb. 48	Violation against Trade Union Law, Article 11	Conc
Minshu Movie Theatre	15	10	25	18 Mar. 48	"	
Tajima Pottery Co.	22	7	29	26 May 48	"	
Kurita Wood Works Company	28	2	30	Democratically handled by committee	"	
Mamada Seiki Factory	25	9	34	11 Nov. 48	"	
Total	194	43	237			

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Unlawful Labor Activities in 1948

rs 1	Date of Appeal	Request	Mediation or Conciliation	Survey		Conciliation		Date of Settlement
				Number of acts	Total No. of Persons	No. of acts.	Total No. of persons	
	25 Feb. 48	Violation against Trade Union Law, Article 11	Conciliation	4	11			23 Mar. 48
	18 Mar. 48	"	"	1	2			23 Mar. 48
	26 May 48	"	"	1	2			14 Jun. 48
	Democratically handled by committee	"	"	7	16			9 Nov. 48
	11 Nov. 48	"	"	4	10			12 Dec. 48
				17	54			

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1948

y		Conciliation		Date of Settlement	Required Days	Result
r ts	Total No. of Persons	No. of acts.	Total No. of persons			
	11			23 Mar. 48	26	Apology of the director and dissolution of the second union
	2			23 Mar. 48	5	Withdrawal of dismissal plan
	2			14 Jun. 48	19	Hard to judge any violations against the law but having some suspicion, warned the employer
	16			9 Nov. 48		Not considered as violation
	10			12 Dec. 48		Judged as violation of Article 11.
	54				82	

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The Administrating Rule of Tochigi Prefecture Local Labor Committee

Chapter 1., General Provision

Article 1. The meeting of the Labor Committee shall be called in the following cases by the president.

(1) When bills or plans are brought up for discuss under the regulation of the Labor Union Law(called "Law" hereafter) Art. 6 or 8 from the Governor.

(2) When the facts of violation against the regulation of the Law Art. 11 are alleged by the Governor or commissioners, or persons concerned.

(3) When matters concerned to the regulation of the Law Art. 15 are brought up for discussion by the Governor or commissioners.

(4) When it is alleged by the both sides or one side of agreed parties or brought up for discussion by the Governor.

(5) When some arbitrating or conciliating steps shall be taken in labor disputes under the regulation of the Law Art. 27 Par. 1---3.

(6) When a bill or plan under the regulation of the same Law Enforcing Regulation Art. 39 Par. 2 is brought up for discussion by the Governor.

(7) Others : when the president recognizes it to be necessary or when it is demanded to open by the Governor or commissioners.
In case when the Governor or commissioners are about to demand to call the committee, refering bills and the date wanted to open shall be offered to the president .

Article 2. The Labor Committee shall be held ordinally two times, 2 and 18 of every month notwithstanding there are programs or not and liaisons of office business and exchanges of

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Article 3. Without attendance of more than one Commissioner from each of representatives of employers, representatives of laborers and the third persons, the committee shall not be resolved any bills.
In case attended commissioners who are represented employers and laborers are not in same numbers, the resolution might be delayed to the appointed date, if demand is made by any of the attended commissioners.

Article 4. The president may call out the sub-committee instead of the committee except such occasions that decisions on proposals pursuant to provisions of Articles, 6, 8, 15, 24 and 33 are made. In this case, the president may appoint same number of the committioners representing both of employers and of laborers, and the commissioners may make their wishes known concerning such appointment of the president as prescribed in the above paragraph.

Article 5. In case the president is to call out the committee, proceedings and date of the committee will be notified to the commissioners and informed to the Governor, three days at least before, except urgent and unevoidable circumstances.

Article 6. A commissioner, being unable to attend the conference owing to illenrs or some other reasons, shall report immediately the chief of office the matter. A commissioner, in case of being absent more than one week on account of travelling or other reasons, shall inform the chief of office the junctional place previously.

Article 7. The subjects presented by the Governor in accordance with provisions of Articles 6, 8, and 24, will be decided within 15 days after the day the claim is made, unlers special circumstances exist.
In case the committee gave such decision as prescribed in the said paragraph, a copy of the decision with reasons will be prepared and forwarded to the Governor.

Article 8. In case the committee is held, the chief of office will make out the minutes.

Article 9. The president may make a full account of a conference or opinions public in compliance with the decision of the committee. The commissioner is unable to make the aforesaid matters public without the president's approval.

Article 10. The president will report the details of the committee hild to the Governor each time.

Article 11. A copy of a recommendation made to proper administrative authorities pursuant to Paragraph 2, Article 27 of this Rule will be forwarded to the Governor.

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Chapter 2. Intercession.

Article 12. A labour committee will preparatorily nominate the qualified persons for mediators in accordance with the stipulations in Article 10, Labour Relations Adjustment Law, and compile a list of the above qualified person.

Article 13. The president of labour Committee will, in case a labour dispute occurs, nominate the mediators from among the persons listed for mediators, either on the basis of the application to the above effect of the one side or both sides involved or on the basis of the president's authority according to Article 12, Labour Relations Adjustment Law.

Article 14. The mediators will see to it that they should encourage the opponent parties to be reconciled of themselves reciprorelly into settlement, withour resorting to any oppresion or interference on their part in the dispute.
They should listen closely to the demands of the either party involved and communicate them to either side. If required, they should go between in the negotiation of the both parties. Thus, taking every possible steps in any case, they should strive to settle the dispute satisfactorily.
Now and then, if need be, they should report temporarily how they have so far gove between to the president of labour committee.

Article 15. In case the mediators consider there be no hope of settling the dispute with all their efforts to that end, they will withdraw themselves from the issue and will report the points of the issue to the labour committee.

Chapter 3. Mediation.

Article 16. A labour committee will undertake mediation in response to the stipulations in Article 18, Labour Relations Adjustment Law.

Article 17. A labour committee will work out mediation, resorting to launching a mediation committee which will be organized by 3 members, each representing employer's party, labourer's party, and an uninterested party.
The mediation committee will include 5 standing groups as shown in the attached list.

Article 18. The president of the mediation committee will nominate its members from among the persons of the above cited 5 groups.

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Article 19. The Mediation Committee shall have its chairman. The chairman shall be elected from the committee-men who are the third party in this committee.

Article 20. The Mediation Committee shall be called by the chairman and the decision shall be done with more than half of the attendants. The mediation Committee shall not be held without attendance of either committee-men who represent the employer's side or those who represent the employee's side.

Article 21. The Mediation Committee shall ask the concerned parties to attend in order to hear their oppinions, deciding the date.

Article 22. The Mediation Committee may prohibit the other persons than the concerned parties to attend in mediation.

Article 23. The Mediation Committee shall make a mediation draft to show the concerned parties. The Mediation Committee shall advise the concerned parties to accept the draft and publish the draft, stating the reason. When the concerned parties accept the advice for the mediation draft, the Mediation Committee shall make a written agreement and let the concerned parties sign and seal on it.

Article 24. The Mediation Committee shall take action of mediation for public utility in priority in order to settle it as soon as possible.

Charpter 4 Arbitration.

Article 25. Labor Committee shall take action of arbitration for labor dispute in accordance with Article 30 of the Labor Dispute Adjustment Law.

Article 26. The Sub-committee shall be set up for investigation on arbitration of labor dispute.

Article 27. The Sub-committee shall report the result of their investigation to and submit the arbitration draft to the Labor Committee.

Article 28. The Labor Committee may prohibit the other persons than the concerned parties and a witness to attend in arbitration.

Article 29. Arbitration and judgement will be drawn up on a document and the receipt of it will be levied from the concerne

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Article 30. The Labor Commission should report to the governor that the Commission is going to adjust or arbitrate the labor dispute without a demand of the governor.

Article 31. The Labor Commission should record the each courses and results of each meditations, adjustments or arbitrations.

Article 32. The chairman may request the committee or the staff, he thought proper and appointed, to execute the business mentioned on Art. 27 of the Law and the temporary inspection mentioned on Art. 29 of the Law, if he recognize it necessary to execute the business of the Commission.

He should confer with the Commission about the above dispositions, he want to take, with the exceptions of urgent affairs, simple affairs or the difinite affairs approved by the Commission.

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Additional Rule

The administrating Rule is carried into effect from 3 November 1946.

Additional Table No. 1

Formation of Adjustment Commission.

a. Committee of 3rd person.
b. Representative of employer.
c. " of laborer.

1st Party.	a)	Chikahiro Sato
	b)	Nobuhiko Yano
	c)	Junji Ontsuka
2nd "	a)	Koichi Kurozawa
	b)	Rusuke Tonooka
	c)	Miyaharu Iwayama
3rd "	a)	Jinkichi Kodaira
	b)	Tetsuzo Takauchi
	c)	Kohzo Koizumi
4th "	a)	Kenji Suzuki
	b)	Shigeo Yoshidasoto
	c)	Jiro Yataji
5th "	a)	Gorobei Onta
	b)	Sakichi Kishino
	c)	Tomego Gunji

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File Labor Policy IJK

Program of Re-Selection Procedures of Tochigi Pref. Labor Relations Commissioners

10 March : Make a democratic recommendation of candidates in conferring with CIO, General Federation, Independent Labor Unions Liaison Conference, and Teachers Unions.

11 March : Opening conference of chiefs of Labor Administration Offices to have consultation on Re-selection Handling Methods (to be decided separately) and on Re-selection Procedures in an effort for diffusion of the purport.

11 March : Prefectural announcement shall require the labor unions and employers organizations for recommendation of candidates for commissioners.

From: 11 March
To : 20 March : Newspaper, posters (1,000 copies) and broadcasting (Prefectural dwellers hour) shall be utilized for the diffusion of the purport.

31 March : Closing the recommendation of candidates for commissioners.

1 April : (1) Examining the candidates from the third party.

(2) Preparing list of candidates for commissioners from laborers and employers bodies.
Preparatory examination.
(3) Reporting to Tochigi Mil. Gov't Team.

3 April : Conferring with Labor Ministry.

5 April : Informal decision of commissioners from laborers and employers bodies.

5 April : Conference of Candidates for commissioners from the third party.

12 April : Appointment of all commissioners.

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Program of Re-Selection Procedures of
Tochigi Pref. Labor Relations Commissioners

10 March : Make a democratic recommendation of candidates in conferring with CIO, General Federation, Independent Labor Unions Liaison Conference, and Teachers Unions.

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To : 20 March : Newspaper, posters (1,000 copies) and broadcasting (Prefectural dwellers hour) shall be utilized for the diffusion of the purport.

31 March : Closing the recommendation of candidates for commissioners.

1 April : (1) Examining the candidates from the third party.

(2) Preparing list of candidates for commissioners from laborers and employers bodies.
Preparatory examination.
(3) Reporting to Tochigi Mil. Gov't Team.

3 April : Conferring with Labor Ministry.

5 April : Informal decision of commissioners from laborers and employers bodies.

5 April : Conference of Candidates for commissioners from the third party.

12 April : Appointment of all commissioners.

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To Col Price
Information

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 535
24 March 1949

SUBJECT : Report on 68th session of the General Meeting of Tochigi Prefectural Labor Relations Committee Meeting.

TO : Senior Military Government Officer,
Tochigi Military Government Team,
Utsunomiya.

Enclosed herein is for your information with regard to the above subject.

for K. Watanabe
~~JUKICHI KODAIRA~~
Governor,
Tochigi Prefecture

JK/Rosei-ka/cy-ki

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

Report on 68th session of the general meeting of the Tochigi Prefectural Labor Relations Committee.

1. Time and date: 11:00 2nd march, 1949

2. Location: Council room in the Industry and Labor Hall in Tochigi Prefecture.

3. Subjects for discussion.

(1) Report on establishment and dissolution of the labor unions.

(2) Report on labor disputes arose.

(3) Report on mediation taken for the trouble of the Far Eastern Industrial Co., Ltd. (Former Daito Industrial Co., Ltd. Workers Union)

(4) Report on qualification probing for Ashikaga Civil Engineering Co. Workers Union.

(5) Others.

4. Attendee

Employers Side: Nakashima, Takeda, Suyenaga and Suzuki, Committee member, respectively.

Laborers Side: Uyetake, Otsuka and Shidori, Committee member, respectively.

Independent Side: Kurosawa, Chairman, Shigeno, Kaneko and Iizuka, Committee member, respectively.

Absentee: Amagai, committee member.

5. Highlights of the meeting.

Opened at 11:00

The first bill (report on establishment and dissolution of the labor unions)

Secretary Shimauchi reported about subsequent circumstances to his previous report.

All members acknowledged.

The second bill (report on labor disputes arose)

Official Fujii made his report first, being followed by committee member Suenaga who specified the recent circumstances of the labor dispute of Yaita Lumber Co. Workers Union.

After a few questions, all members acknowledged his report.

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The third bill (report on mediation for the trouble in the Far Eastern Industrial Co., Ltd. Workers Union).

Official Goto reported that the dispute was settled by the mediation for the second time.

Suenaga moved that care should be taken not to cause any future trouble in carrying out what are stipulated by the contract.

In this connection many discussions were made, but in conclusion it arrived at the decision that the contract which was made by their mutual agreement, should be respected in good faith. All members agreed.

The fourth bill (regarding qualification probing for the Ashikaga Civil Engineering Workers Union)

Committee member Nakashima reported that the probing was postponed for the time being, while it was to be conducted by the examination committee which had been formed previously by the three parties concerned.

Chairman Kurosawa proposed that a decision should be made for the union on the basis of the Knowledge which the committee meeting already got.

After discussion, the probing standard of the Tokyo Labor Relations Committee was taken as the one for Tochigi Labor Relations Committee, and in consequence of their deliberation on the basis of the same standard it was agreed that the same union had not been organized in accordance with the stipulation article 2 of the Trade Union Law. It was decided that the above would be reported to the Prefectural Governor.

The fifth bill (Others)

(1) Regarding the trouble of Inouye Iron Works Workers Union.

Official Nagai reported that it had already been settled by an unofficial mediation. All members agreed.

(2) About the pending penalty on the Mamada Refining Machinery Works, the problem was left off for the next meeting, because of any report from the Management Association having yet come to hand.

The meeting was adjourned at 13:00

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TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

16 MAR 49 RECD

Ref. No. 472
14 March, 1949

SUBJECT : 67th session of the regular general meeting of the Tochigi Prefectural Labor Relations Committee.

TO : Senior Military Government Officer, Tochigi Military Government Team, Utsunomiya

With regard to the above subject it is reported as per the separate specification enclosed herein.

for K. Watanabe
~~JUKICHI KODAIRA~~
Governor,
Tochigi Prefecture.

JK/Rosei-ka/tt-si

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

67th session of the Tochigi Prefectural Labor Relations Committee Meeting (regular general meeting)

1. Time and date of the meeting.

11:00, 18 February, 1949.

2. Location.

In the Meeting Room, Tochigi-ken Industry and Labor Hall.

3. Subjects.

a. Report on the establishment and dissolution of labor unions.

b. Report on new labor struggles.

c. Report on mediation and settlement for the dispute in the Futaba Manufacturing Co.

d. Report on the progress of the mediation for the dispute of the Far Eastern Industrial Co. Workers Union. (former Daito Manufacturing Co. workers Union).

e. Report on the situation prevailing at the Mamada Implement Mfg. Plant ever since the presentation of the appeal over punishment by virtue of their violation against the regulation article 11 of the Trade Union Law.

f. Report on the Governor's request in connection with the application for the permit on labor supplying trade by labor unions.

g. Report on release of the office to be assumed by the personnel who might be a candidate for the mediation committee members.

h. Others.

4. Attendants.

From the employers side.
Suzuki, Nakajima, Takeda and Suenaga.

From the employees Committee.
Uetake and Otsuka.

From the neutral committee.
Iizuka, Shigeno and Kurosawa.

Absentees.
Kaneko, Amagai and Shitori, committee members.

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5. Salient features of the meeting.

The meeting was opened at 11:00.

Subject No. 1 : On new establishment and dissolution of labor unions.

Acting Committee member Shimauchi made an additional report on the subject. After various discussions centering around the question raised by the committee member Suenaga on the dissolution of the Mitsuwa Woodwork Plant Workers Union and the formation of the labor union by the Yaita Lumber Workers, it was decided the actual situation of the formation of the Yaita Lumber Workers Union was to be checked by the secretary office of the Committee Meeting.

Subject No. 2 : On labor disputes.

Official Fujii reported on the above. Dubious factor was found out in the management side with whom the union took up the bargaining with the result that our investigation was to be made by the secretary office in that connection.

Subject No. 3 : On mediation and resultant settlement of the dispute at the Futaba Mfg. Co.

Official Goto reported on the settlement and all attendants agreed on the matter.

Subject No. 4 : On the progress of mediation for the dispute prevailing at the Kyokuto Sangyo Kaisha or the Far Eastern Industrial Co. Workers Union -- former Daito Mfg. Co. Workers Union.

Acting member Shimauchi reported; in the first mediation both of the disputing parties roughly agreed on the amount of payment including non-paid wages and others, but the president of the company requested of the postponement of his payment which is hard up until a fundamental measure would be established by the Shareholders' meeting of 22nd February 49. Mediation will be tried again with it on 24 February 49.

Subject No. 5 : On prevailing situation since presentation of the application for the punishment toward the violation against article 11 of the Trade Union Law by the management of the Mamada Implement Mfg. Co.

Acting member Kuroda reported that in his investigation the management had intention of dropping the slash program. Chairman Kuroda followed in giving additional remarks on the intention of the procurative authorities and the inclination of the disputing parties and then moved to make a concrete attitude of the committee meeting.

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Hot discussions were exchanged about his move and came to the conclusion that the meeting was to wait appeals from the both disputing parties.

Subject No. 6 : On the Governor's request in connection with application for the granting permit for the labor supplying trade by the unions.

Acting member Shimauchi reported on his investigation over the actual situation of the Ashikaga Civil Engineering General Workers Union. Finding that same union has strong inclination to the characteristics of the union of same alignment, it was decided that a joint reinvestigation would be made by the three groups of the committee meeting on 27 and 28 February 49.

Subject No. 7 : On release of the personnel who are deemed to be the candidates for the mediation committee.

Acting member Mizunuma moved that along with the abolition of such Labor Administration Office as at Moka, Oyama, Yaita and Karasuyama ~~which has recently been abolished,~~ how the chiefs are to be dealt respectively with their would-be office of a mediation committee member.

It was decided that all of them would be released from their office.

Subject No. 8 : On other subjects.

Acting member Kuroda moved that he liked to concrete the decision of the Prefectural Labor Relations Committee Meeting as to the laborers' priority of taking the non-paid wages, which was reserved for any decision in the last session, but to be reported in the meantime to the Central Labor Relations Board. It was decided that the plan would be shaped as quickly as possible by the Secretary Office in cooperation of the committee member Iizuka.

The meeting was adjourned at 15:00.

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TOCHIGI PREFECTURAL OFFICE
OF
JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 420
March 5, 1949

SUBJECT : Activity of Labor Relations Committee.

TO : Senior Military Government Officer,
Tochigi Military Government Team,
Utsunomiya.

Attached herewith is the report on the above subject for the month of February 1949.

for Kazuo Shigeno,
KOICHI KUROSAWA
Chairman,
Tochigi Pref. Local
Labor Relations Committee.

KK/Rosei-ka/to-ki

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

1. Regular General Meeting

No.	Date	Main Subjects	Outline of Deliberation
66th	5 Feb.	1. Report on the mediation for the dispute of Oya Stone Materials Labor Union. 2. Report on investigation on suspected violation of Article 11 of Labor Union Law by Suehiro Wood Works. 3. On the application for mediation from Kyokuto Sangyo K.K. Labor Union.	1. Reported that the dispute ha settled by 4th mediation. All approved. 2. At the time of investigation employer's side cancelled the ssal and the appeal was with-d 3. Reported the outline of the pute and the course up to the cation. Decided to leave the to the mediators.
67th	18 Feb.	1. Report on the details of the mediation for the dispute of Futaba Seisakusho Co. 2. Report on the details of the mediation for the dispute of Kyokuto Sangyo K.K. Labor Union. 3. On the progress after the request for punishment of the violation of Article 11 of Labor Union Law by Mamada Seiki Seisakusho Co. 4. On the Governor's request concerning application for the licence of labor supply business provided by Labor Union Law.	1. Reported the dispute had bee cably settled by mediation on and all approved. 2. Reported the details of medi made on 14 Feb. and the next m would be made on 24 Feb., and approved. 3. Reported that after the requ punishment it had been found t both parties had the will to m settle amicably and they were conferring about it. Decided to deliberate this mat after any proposal is made fro parties concerned. Made deliberation based on the of the office, and decided to investigation again.

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Regular General Meeting For February 1949

Outline of Deliberation	Attendant	Absentee
1. Reported that the dispute had been settled by 4th mediation. All approved.	Employers : Suenaga, Suzuki, Nakajima.	Takeda
2. At the time of investigation, the employer's side cancelled the dismissal and the appeal was with-drawn.	Employees : Otsuka, Amagai, Uetake, Saitori	
3. Reported the outline of the dispute and the course up to the application. Decided to leave the matter to the mediators.	Third persons : Kurosawa, Kaneko, Iizuka, Shigeno	
1. Reported the dispute had been amicably settled by mediation on 5 Feb., and all approved.	Employers : Suzuki, Takeda, Nakajima, Suenaga.	
2. Reported the details of mediation made on 14 Feb. and the next mediation would be made on 24 Feb., and all approved.	Employees : Uetake, Otsuka	Amagai, Saitori
3. Reported that after the request for punishment it had been found that the both parties had the will to make it settle amicably and they were now conferring about it. Decided to deliberate this matter after any proposal is made from the parties concerned. Made deliberation based on the report of the office, and decided to make investigation again.	Third persons : Iizuka, Shigeno, Kurosawa.	Kaneko

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Regular General Meeting For February 1949

Outline of Deliberation	Attendant	Absentee
1. Reported that the dispute had been settled by 4th mediation. All approved. 2. At the time of investigation, the employer's side cancelled the dismissal and the appeal was with-drawn. 3. Reported the outline of the dispute and the course up to the application. Decided to leave the matter to the mediators.	Employers : Suenaga, Suzuki, Nakajima. Employees : Otsuka, Amagai, Uetake, Snitori Third persons : Kurosawa, Kaneko, Iizuka, Snigeno	Takeda
1. Reported the dispute had been amicably settled by mediation on 5 Feb., and all approved. 2. Reported the details of mediation made on 14 Feb. and the next mediation would be made on 24 Feb., and all approved. 3. Reported that after the request for punishment it had been found that the both parties had the will to make it settle amicably and they were now conferring about it. Decided to deliberate this matter after any proposal is made from the parties concerned. Made deliberation based on the report of the office, and decided to make investigation again.	Employers : Suzuki, Takeda, Nakajima, Suenaga. Employees : Uetake, Otsuka Third persons : Iizuka, Snigeno, Kurosawa.	Amagai, Snitori Kaneko

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2. Mediation for Labor Disputes

Name of Case	Date applied	Matters applied	Mediators
Dispute of Oya Stone Materials Labor Union.	16 Oct. 1948	(1) Opposition to wage decrease (2) Revision of the wage agreemant	Takeda, Suenaga, Amagai, Kurosawa, Shigeno, Otsuka.
Dispute of Futaba Seisakusho Co.	26 Jan. 1949	(1) Payment of the not yet paid wage. (2) Payment of retirement allowance.	
Dispute of Kyokuto Sangyo K.K. Labor Union	29 Jan. 1949	(1) Repayment of the national saving and saving for the travel club. (2)Payment of the not yet paid wage. (3) Payment of retirement allowance.	
Dispute of Inoue Iron Works Employees Union.	19 Feb. 1949	(1) Wage incease (2) Conclusion of labor agreement	Clerk Fujii and Nagami (informal)

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. Mediation for Labor Disputes

lied	Mediators	Outline of mediation
wage decrease wage	Takeda, Suenaga, Amagai, Kurosawa, Shigeno, Otsuka.	Settled by the 4th mediation on 2 February. The conditions of settlement : (1) A new wage agreement shall be concluded by 30 April 1949. (2) The present wage shall not be decreased. Attendant commissioners : Kurosawa, Suenaga, Amagai, Shigeno.
not yet irement		Made the investigation on 2 Feb. Settled by mediation on 5 Feb. The conditions for settlement : (1) The not yet paid wage shall be paid on 8 Feb. as requested. (2) 15,000 yen of retirement allowance shall be paid on 8 Feb. (The demand was 40,000 yen) Attendant commissioner : Amagai, Kaneko
d saving ub. not yet rement		Made the investigation on 4 and 7 Feb. Partly settled by the 1st mediation on 14 Feb. (1) The national saving and saving for the travel club not repaid yet were paid on very day, and decided to meet to make the 2nd mediation on 14 Feb. Settled by the 2nd mediation on 14 Feb. (1) The half of the not yet paid wage shall be paid by 31 Mar. 1949 and another half by 30 April 1949. (2) 50,000 shall be paid as retirement allowance. The half shall be paid by 31 May 1949 and another half by 30 June 1949. Attendant mediators. Matsumoto, Goto (Officials of the Office)
bor	Clerk Fujii and Nagami (informal)	When the left-mentioned clerks went to the works for investigation, they were requested to make mediation by the both parties who expressed the earnest desires to settle the dispute on that day. By the informal mediation, the dispute was settled with the following conditions.

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3. Investigation

Objective	Date	Investigator	Purpose	O
Ashikaga Lumber Co., Momiyama Plant.	4 Feb. 1949	Clerk Fujii	On the suspected violation of Article 11, Labor Union Law.	Reaso Opini As th emplo disp
Ashikaga Civil Engineering Worker's Labor Union.	15 Feb. 1949	Secretary Kuroda and Shimauchi	On examination of the qualification for labor union.	Inves askin

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3. Investigation

Purpose	Outline of Investigation
On the suspected violation of Article 11, Labor Union Law.	Reason for dismissal. Action of the employees. Opinions of the both parties concerned. As the result of investigation, it was revealed that the employer's side had withdrawn the dismissal and the dispute had been amicably settled.
On examination of the qualification for labor union.	Investigation was made on the actual situation, asking each union officer mainly.

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(1) The wage shall be increased by 30% at average as from March.
(2) As for labor agreement, conference shall be made in the coming convenient days.

Clerks of the Office : Fujii, Nagami

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TOCHIGI PREFECTURAL OFFICE
OF
JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

11 MAR 49 REC'D

Ref. No.448
9 March 1949

SUBJECT : Regular Session of Labor Relations Committee

TO : Senior Military Government Officer, Tochigi Military Government Team, Utsunomiya

Following is the report on the 66th regular session of Tochigi Pref..Local Labor Relations Committee held on Feb. 5, this year.

1. Date and time: Feb. 5, 1949, at 11 a.m.

2. Place : Council-room, Tochigi Pref. Industrial Labor Hall

3. Subject :

1) Report on establishment and dissolution of labor unions
2) Report on occurrence of labor disputes
3) Report on conciliation taken into the dispute of Oya Stone Labor Union
4) Report on the result of investigation made into the suspicion case of violation against the provision of Art. 11 of Labor Union Law of Suehiro Woodworking Factory
5) Interim report on conciliation taken into the dispute of Kokoku Sangyo or Industrial Co.
6) On Request of Kyokuto Sangyo or Industrial Co. for conciliation
7) Others

4. Attendance.
Attendant: Employers side, Suenaga, Suzuki, Nakajima, each commissioner
Laborers side, Otsuka, Amagai, Uetake, Shitori, each commissioner
Third persons, President Kurosawa, Kaneko, Iizuka, Shigeno, each commissioner

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Absentee: Takeda, commissioner

5. Outline of proceedings

Opened at 11 a.m.

1st subject: Report on establishment and dissolution of labor unions

Managing staff Shimauchi reported it taken place since the preceding report to the approval of all attendants.

2nd subject: Report on occurrence of labor dispute

Reported by secretary Fujii and approved by all.

3rd subject: Report on conciliation taken into the dispute of Oya Stone Labor Union

President Kurosawa reported that the dispute was settled at the 4th conciliation conference, which was approved by all after some questions made.

4th subject: Report on the result of investigation made into the suspicion case of violation against the provision of Art. 11 of Labor Union Law by Suehiro Woodworking Factory.

Secretary Fujii reported that this case was provisionally settled by the offers of the factory to cancel the dismissal and of the union to withdraw the appeal.

5th subject: Interim report on conciliation taken into the dispute of Kokoku Sangyo K.K.

In spite of the information from Commissioner Nakajima to enter conciliating action on Jan. 25 secondarily, both sides, the company and union, had no preparation for it resulting in failure of conciliation, so it was decided to set up another conciliation action on offer from both sides.

6th subject: On request of Kyokuto Sangyo K.K. Labor Union for conciliation.

Secretary Nagami reported the actual situation of the company and the outline of dispute. It was decided that conciliators already nominated would work out this case at an early possible date.

7th subject: Others

a. As to the budget of Local Labor Relations Committee for the fiscal year of 1949-50

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The result of budget assessment by the governor and vice-governor was reported by Managing staff Mizunuma to the approval of all and it was decided that best effort would be made by standing committee men in Labor Dep't so as to let this bill pass the prefectural assembly in its original form.

b. As to opening of liaison conference of the 3rd National Labor Relations Committees

Managing staff Mizunuma reported the change of session date and as to the subjects of proposition, it was decided that examination would be made by each commissioner into them and discussion at the coming general meeting respectively in order to bring opinions of each commissioner to a conclusion.

c. As to the request of former members of K.K. Futaba Factory for conciliation.

The result of the investigation was reported by Secretary Goto and one personnel from each side (Suenaga, Amagai and Kaneko, each commissioner) was nominated to serve as a conciliator, by whom it was decided the case to be settled without delay.

d. As to the investigation made into the dismissal matters of the members of the prefectural general stadium workers union

Secretary Matsumoto detailed the circumstances that dismissal was cancelled to their amicable conclusion which was approved by all.

e. As to the suspicion of violation against the provision of Art. 11, Labor Union Law, of Asahi Lumber Momiyama Plant.

Secretary Fujii reported that this case was settled provisionally through the conciliating conduct of Kanuma District Labor Administration Office by cancelling the dismissal of the employers.

f. As to the appeal for punishment of Hamada, Precision Machine Co. on charge of violation against the provision of the Art. 11, Labor Union Law and its circumstances thereafter.

President Kurosawa detailed the movement thenceforth of the procurator's office, the company and the union.

Closed at 3 p.m.

K. Watanabe
for JUKICHI KOSAIRA
Governor,
Tochigi Prefecture.

JK/Rosei-ka/hs-kk.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

AK

Ref. No. 262
12 Feb. 1949

SUBJECT : 65th Regular General Meeting of Labor Relations Committee

TO : Senior Military Government Officer, Tochigi Military Government Team, Utsunomiya

Following is the report on the 65th regular general meeting of Tochigi Pref. Local Labor Relations Committee.

1. Date and time :

Jan. 24, 1949 at 10 a.m.

2. Place :

At council-room, Tochigi Pref. Industrial Labor Hall.

3. Subject :

1). On establishment and dissolution of labor unions.
2). On occurrence of labor disputes
3). On process report of conciliation to Oya Stone dispute.
4). On dismissal of conciliator-condidates
5) Others

4. Attendance :

Commissioners present.

Employer-side: Suzuki, Takeda
Labor-side : Amagai, Shitori
Third persons: President Kurosawa, Iino, Shigeno
Absentee : Suenaga, Nakajima, Otsuka, Uetake, Kaneko

5. Outline of conference :

At 11 a.m. the opening was declared by president Kurosawa and followed by the report in the period after the preceding report on the 1st subject: On establishment and dissolution of

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labor unions, by management staff Shimauchi, which was approved unanimously.

On the second subject: On occurrence of labor disputes, Shimauchi reported it and as to the labor union of Nippon Seiko-sho Utsunomiya Plant K.K., particularly, a supplementary report was made by commissioner Takeda, and then managing staff Kuroda outlined the dispute condition of laborers union in Suehiro Woodworks. They were approved by attendants respectively.

On the third subject: Process report of conciliation to Oya Stone dispute, commissioner Amagai reported the process of the third conciliating action and told that he had a strong conviction to be able to settle the dispute by another conciliating conduct which would take place on coming Feb. 2.

On the fourth subject: On dismissal of conciliater-candidates. An offer being made by Onuki and Higuchi to resign their posts of labor commissioner thereby of conciliater-candidate, managing staff Mizunuma, on negotiation with the president, took the necessary procedure for their dismissal provisionally because they had been wanting to resign at an early possible date, and brough the offer before the conference for their approval, which had been accepted by the committee, but as the circumstances at the time of their resignation and at present were changed, Onuki and Higuchi are decided to be commissioned again. Furthermore a resolution was made to demand the governor for re-entrusting Daihachi Onuki with neutral side commissioner-ship.

On the fifth subject: Others.

a. As to the contribution to the Central Labor Periodical, Mizunuma explained it and it was agreed that commissioners should contribute to the column of 'Committee' and secretary office to the column of 'Local Labor Relations Committee' respectively.

b. Kuroda reported that the proculator's office authorities hoped to listen to the witness problem for the accusing and substantial facts from investigators as to the violation of Mamada Precision Machine Mfg. Co. against the Labor Union Law Art. 11 and submitted them to the conference for deliberation. However, due to absence of the investigators on the very day it was decided that the president and some person from secretary office would attend the procurator's office.

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c. As to 1949 budget, both of Manager Mizunuma and Commissioner Shigeno reported the process of the first rough estimate revision and were asked for further effort by all present after approving it.

d. Commissioner Shigeno made overtures of the relation of national Public Office Law and labor committee men which were decided to be interpellated as an emergency question at the meeting of the 3rd National Labor Relations Committee Liaison Conference.

for Akira Kamei
JUKICHI KODAIRA
Governor,
Tochigi Prefecture

JK/Rosei-ka/hs-kt.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

KJK

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 137
26 Jan., 1949

SUBJECT : 6th Regular General Meeting of Tochigi Pref. Local Labor Relations Committee.

TO : Senior Military Government Officer, Tochigi Military Government Team, Utsunomiya.

Following is the report on the above subject.

1. Opening : Jan. 5, 1949 at 11:00 a.m.
2. Place : Council-room, Tochigi Pref. Industrial Labor Hall
3. Subject :
   (1) Report on organization and dissolution of labor unions.
   (2) Report on occurence of labor dispute.
   (3) Report on conciliation process taken for dispute of Oya Stone Labor Union.
   (4) Application from Employees' Union, Kokoku Industrial Co. for intermediation.
   (5) Application for punishing Mamada Precision Machine Co. on the charge of violation against the provision of Labor Union Law Art. 11.
   (6) On subjects to be presented to the third liaison conference of National Labor Relations Committee.
   (7) Others.
4. Attendance
   Commissioners present.
   Employers-side : Nakajima, Suzuki, Suenaga, Takeda,
   Laborers-side : Shitori, Higuchi, Amagai,
   The third person: Iizuka, Kaneko, Shigeno, President Kurosawa.

Absentee : Takauchi, Uetake, Otsuka, each commissioner.

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5. Outline of conference proceeding.

Opened at 11:00 a.m. Prior to the deliberation of subject, President Kurosawa reported that neutral commissioner Onuki resigned from his post in order to stand as a candidate for the general election of House of Representatives on Dec. 27 and that laborers-side commissioner Higuchi resigned on the very day for his individual reasons, which all present acknowledged and the vacancy of deputy-president post which caused by resignation of commissioner Onuki have been decided not to fill for the time being. Though the subjects were about to be discussed, Commissioner Nakajima proposed an urgency motion as to changing the opening time of general meeting, which was brought before deliberation and resulted in deciding to open the general meeting at 11:00 a.m. for some time.

1st subject : Report on organization and dissolution of labor unions.

Managing staff Shimauchi made report of this subject, of which commissioners Nakajima and Suzuki asked a few questions and decided that doubtful points shall be explained at the following general meeting after taking investigation.

2nd subject : Report on occurrence of labor dispute.

Clerk Fujii reported the labor disputes which occurred after the last report. All present acknowledged.

3rd subject : Report on conciliation process taken for dispute of Oya Stone Labor Union.

Commissioner Suenaga reported that some intermediation conduct was hoped to be taken for them on full arrangement of investigating data, because there were some hopes for amicable settlement, as the market for the stone has a bright prospect. As to fundamental problems, they had to be treated with prudence, and it was decided to make effort in settling the revision of wage agreement hastily.

4th subject : Application from Employees' union, Kokoku Industrial Co. for intermediation.

Commissioner Nakajima reported that the demand for emergency allowance was admitted by the company through our 1st intermediate negotiation on Dec. 25 as temporary measures, but further effort was necessary to have wage revision and others settled.
All present approved it.

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5th subject : Application for punishing Mamada Precision Machine Co. on the charge of violation against the provision of Labor Union Law Art. 11.

Managing staff Shimauchi made a report that a punishment request was tendered to the procurator's office on Dec. 25 after our ascertaining the opinions of both concerned at sub-committee meeting on Dec.23, which all present acknowledged.

6th subject : On subjects to be presented to the third liaison conference of National Labor Relations Committee.

Commissioner Higuchi reported of the process of sub-committee meeting held on Jan. 4, which was decided to be presented by Jan. 10 after arranging at the sub-committee meeting on Jan. 6.

7th subject : Others.

No items to be delibered, Closed at 2:00 p.m.

for Shin Komai
JUKICHI KODAIRA
Governor,
Tochigi Prefecture.

JK/Rosei-ka/hs-si.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 81
January 14,1949

SUBJECT : The 63rd Regular General Meeting of Tochigi Pref. Local Labor Relations Committee.

TO : Senior Military Government Officer, Tochigi Military Government Team, Utsunomiya.

Attached herewith is the report on the above subject.

for K. Watanabe
~~JUKICHI KODAIRA~~
Governor,
Tochigi Prefecture.

JK/Rosei-ka/to-si.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

1. Date : 10.30 a.m., 18 December, 1948.

2. Place : Utsunomiya Public Employment Security Office.

3. Subject:

(1) Report on formation and dissolution of labor union.

(2) Report on labor dispute.

(3) Report on settlement of the labor dispute at Nippon Zoki K.K. Kanuma Plant.

(4) Report on the progress of conciliation for the dispute of Oya Stone Materials Labor Union.

(5) On violation of Article 11 of Labor Union Law by Mamada Seiki Seisakusho Y.K.

(6) Others.

4. Attendant & absentee :

(1) Attendant.

Employee's side :
Amagai, Shitori, Higuchi.

Employer's side :
Suzuki, Nakajima, Suenaga.

Neutral side :
Onuki, Shigeno, Kaneko, Iizuka, Kurosawa.

(2) Absentee.
Takauchi, Takeda, Uetake.

5. Summary of session :

The session was opened at 10.30 a.m. As chairman Kurosawa was late, Vice-chairman Onuki took a part of chairman to declare opening.

(1) The first subject.
On this subject reported Clerk Fujii, and all approved it.

(2) The 2nd subject.
On this subject reported Clerk Fujii, and all approved it.

(3) The 3rd subject.
On this subject, Vice-chairman Onuki made report, and all approved it.

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(4) The 4th Subject.

Commissioner Suenaga and Amagai made the report on the progress of conciliation for the dispute since the second conciliation. All approved it.

(5) The 5th Subject.

Vice-chairman Onuki asked about the disposition of Mamada Seiki Seisakusho Y.K. by the Committee for violation of Article 11 of Labor Union Law which was judged in the previous special session. After conference, it was decided to request the concerned parties to attend because the Committee's attitude should be decided after assuring if the both parties, company and union, have the intention to bring the case to amicable settlement, though the Committee should, in principle, request the punishment for it. The matter was left in the hand of the Sub-committee of which members are decided to be Chairman Kurosawa and the former investigators.

(6) The 6th Subject.

Secretary Kuroda made an explanation on the 3rd National Labor Relations Committees Liaison Conference. As to the subjects to be submitted to the Conference from this Committee, it was decided that each commissioner would submit his subject and a sub-committee arrange them.

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Labor

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 20.
6 Jan. 1949.

SUBJECT : 61st Regular Meeting of Labor Relations Committee.

TO : Senior Military Government Officer,
Tochigi Military Government Team,
Utsunomiya.

Following is the report on the above subject.

61st Regular Meeting of Labor Relations Committee.

1. Date : Dec. 2, 1948 at 10 a.m.
2. Place : Standing Committee Room in Tochigi Pref. Off.
3. Subject:
   1) On establishment and dissolution of labor union.
   2) On occurrence of labor dispute.
   3) Report on conciliation-process taken to the dispute of Oya Stone Laborers Union.
   4) Interim report of investigation taken into the matter of the apeal made by Mamada Precision Machine sub-branch, All-Japan Metal Workers Union Tochigi Branch, on a charge of violation against the provision of Art. 11.
   5) On proceding of sub-committee conference held for drawing up budget for 1949.
   6) Others.
      a. On request made by Nippon Machine Mfg. Co. Kanuma Plant for conciliation.
      b. On connection with Gumma Pref. Local Labor Relations Committee.
4. Attendance.
   Employers : Suzuki, Nakajima, Suenaga each committeeman.
   Workers : Otsuka, Higuchi, Amagai, each Committeeman.
   3rd persons: President Kurosawa, Shigeno, Kaneko, Onuki, Iizuka, each committeeman.
   (Absentee: Takauchi, Takeda, Shitori, Uetake, each committee man.)

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5. Outline of proceedings.

Opened at 10 a.m.

As to 1st subject, on establishment and dissolution of labor union, Manager Shimauchi made an announcement. An opinion was expressed by committeeman Higuchi that there existed some suspicious points in the course of dissolution of the Laborers Union of Kakuta Machine and Tool Mfg. Co., and accordingly it was decided that this matter would be investigated by the Office.

As to 2nd subject, on occurrence of labor dispute, Clerk Fujii reported, which was approved by all attendants.

As to 3rd subject, a report on conciliation-process taken to the dispute of Oya Stone Laborers Union, Manager Kuroda made an accouncement of the process after the preceding general meeting and then an advice to employers' side and its reply were read by Clerk Matsumoto. Though there were expressed some opinions as to the reply by some member of committee, the matter was left in the effort of conciliators.

As to 4th subject, an interim report of investigation taken into the matter of the appeal made by Mamada Precision Machine Sub-branch, All-Japan Metal Workers Union Tochigi Branch, on a charge of violation against the provision of Art. 11, a report was made by Onuki, Suenaga and Otsuka respectively. Upon its deliveration, it was decided to hold an extraodinal general meeting on Dec. 12 and to listen to the actual situation of the trouble by calling up the persons concerned.

As to 5th subject, on process of sub-committee conference held for drawing up budget for 1949, Manager Mizunuma reported and it was approved by all attendants.

As to 6th subject, others.

a. On request made by Nippon Machine Mfg. Co. Kanuma Plant for conciliation.

Manager Kuroda interpreted the reason of appeal, which was decided that a conciliation action would be taken by naming some conciliators without delay.

b. On connection with Gumma Pref. Local Labor Relations Committee.

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It was decided that in order to improve office staff's treatment, one representative from each side should be dispatched to Gumma Pref. on December 4.

K. Watanabe
for JUKICHI KODAIRA
Governor,
Tochigi Prefecture.

JK/Rosei-ka/hs-si.

JAN 19 1946

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It was decided that in order to improve office staff's treatment, one representative from each side should be dispatched to Gumma Pref. on December 4.

K. Watanabe
for JUKICHI KODAIRA
Governor,
Tochigi Prefecture.

JK/Rosei-ka/hs-si.

JAN 20 1947

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Legal
Labor

TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No. 13
January 5, 1948

SUBJECT : 62nd Special General Meeting of Tochigi Pref. Local Labor Committee.

TO : Senior Military Government Officer,
Tochigi Military Government Team,
Utsunomiya.

Attached herewith is the report on the above subject.

for K. Watanabe
~~JUKICHI KODAIRA~~
Governor,
Tochigi Prefecture

JK/Rosei-ka/to-ki

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

1. Date : 12 December 1948

2. Place : The Ceremonial Hall, Pref. Office

3. Subject : On the appeal concerning violation of Article 11, the Labor Union Law, submitted by Mamada Seiki Branch, Tochigi Pref. Chapter, All Japan Metal Industry Labor Union.

4. Attendant :

Neutral commissioner : President Kurosawa, Onuki, Shigeno, Kaneko.
Employer's side commissioner : Suzuki, Suenaga, Takeda.
Employe's side commissioner : Otsuka, Higuchi, Uetake, Shitori
Office secretary : Kurota, Shimauchi, Mizunuma
Pref. Office : Hozumi, director of Labor Dep't.

Parties concerned :
Company's side.
Kisaburo Tanaka, company president
Riichi Tanaka, plant manager
Toshiyuki Tanaka, chief of Business Section

Union's side
Taisuke Ishikawa, branch president
Katsuji Toriyama, branch vice-president.
Hisao Torii, chief-secretary

Witness :
Toshizo Kobayashi, member of Business Section.
Masayuki Tsuchiyama, ex-member of Business Sect.
Kaname Sato and Masao Koda, former employee.

5. Summary.

The meeting was held at 10.00 a.m.
As to the suspected violation of Article 11 of the Labor Union Law at Mamada Seiki Seisaku-sho Y.K., Otsuka, Suenaga and Onuki, investigator, reported the result of their investigation respectively. Then, the attendance of the concerned parties and of the witnesses who had been requested to attend to this meeting was confirmed.
The auditors were admitted to hear. President Kurosawa asked Kisaburo Tanaka, company president, to make explanation on the reason for dismissal of Hisao Torii. President Tanaka gave the six reasons and each commissioner questioned him about the concrete fact of each reason.
Recess at 12.40 p.m.
The meeting was opened again at 1.00 p.m. Hisao Torii was

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requested by each commissioner to make out his case against the six reasons for dismissal. Then the both concerned parties were questioned about his records of work. After requesting the concerned parties and the auditors to leave the place, each commissioner stated the opinion respectively. Putting to the vote, this case was decided violation of Article 11 of the Labor Union Law without objection.

It was decided to make deliberation on the disposition of this case in the next meeting.

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TOCHIGI PREFECTURAL OFFICE
OF
~~IMPERIAL~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No.3019.
Dec. 6, 1948.

SUBJECT: 60th Regular Meeting of Tochigi Pref. Local Labor Relations Committee.

TO : Senior Military Government Officer,
Tochigi Military Government Team,
Utsunomiya.

Attached herewith is the report on the above subject.

K Watanabe
for JUKICHI KOBAIRA
Governor,
Tochigi Prefecture.

JK/Rosei-ka/to-tn.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

REPORT ON 60TH REGULAR MEETING OF TOCHIGI PREF. LOCAL LABOR RELATIONS COMMITTEE

1. Date : 10.00 a.m., 17 November 1948.

2. Place : Ceremonial Hall of Pref. Office.

3. Subject:

(1) Report on formation and dissolution of labor union.
(2) Report on labor dispute.
(3) Report on the course of conciliation for the dispute of Oya Stone Materials Labor Union.
(4) Report on the course of conciliation for the dispute of Kitakaba Seisaku-sho.
(5) Report on the investigation of the circumstances under which Shimada Wood Works Labor Union was dissolved.
(6) On the appeal on violation of Article 11 submitted by Mamada Seiki Branch, Tochigi Pref. Chapter of all Japan Metal Industry Labor Union.
(7) On making up the budget for 1949 fiscal year.
(8) Others.
  (a) Report on conciliation for paying retirement allowances at Kurita Lumber Industrial Co.
  (b) Business arrangement meeting for the candidates of conciliator.
  (c) Adjustment of the businesses of local labor relations committee.

4. Attendants & absentee:

Attendants;
Employer's side.
Nakajima, Takeda, Suzuki, Suenaga.
Laborer's side.
Higuchi, Shitori, Otsuka, Amagai, Uetake.
Neutral side.
Chairman Kurosawa, Iizuka, Shigeno, Kaneko, Onuki.
Absentee;
Takauchi.

5. Summary of the meeting:

The meeting was opened at 10.00 a.m.

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(1) The 1st subject (Report on formation and dissolution of labor union):

Secretary Shimauchi reported on this subject and all commissioners understood it.

(2) The 2nd subject (Report on labor dispute):

Clerk Fujii reported on this subject and Mr. Higuchi made a supplementary report on the demands of National Federation of Mining Workers' Labor Union. All commissioners understood the both reports.

(3) The 3rd subject (Report on the course of conciliation for the dispute of Oya Stone Materials Labor Union):

Chairman Kurosawa reported on the course of the first conciliation and reported, further, that the 2nd conciliation would be effected, on collecting the data and materials for it.

All commissioners approved it.

(4) The 4th subject (Report on the course of conciliation for the dispute of Kitakaba Seisaku-sho):

Mr. Nakajima reported on the course that the conciliation ended in failure and the application for mediation was submitted, and reported that the dispute was amicably in the autonomous negatiation of the both sides concerned on 15 November.

Mr. Shitori, Higuchi and Otsuka asked some questions, and then all commissioners approved it.

(5) The 5th subject (Report on the investigation of the circumstances under which Shimada Wood Work Labor Union was dissolved):

Mr. Higuchi and Chairman Kurosawa reported on this subject. All commissioners approved it without objection.

(6) The 6th subject (On the appeal on violation of Article 11 submitted by Mamada Seiki Branch, Tochigi Pref. Chapter of All Japan Metal Industry Labor Union):

Clerk Goto made the report and explanation on the content of the appeal. After deliberation, it was decided to nominate three investigators (one from each side respectively) for investigation.

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(7) The 7th subject (On making up the budget for 1949 fiscal year):

Secretary Mizunuma made explanation on the draft of budget made up by the Office. It was decided to set up the sub-committee consisting of the chairman and the vice-chairman and 6 commissioners (Two from each side) for reviewing the draft, and then to submit it to the prefertural authorities.

(8) The 8th subject (Others):

(a) Report on conciliation for paying retirement allowances at Kurita Lumber Ind. Co.:

Mr. Suzuki reported that the problem was amicably settled by conciliation on 9 November.
All commissioners understood it.

(b) Business arrangement meeting for the candidates of conciliator:

Secretary Kuroda explained the program of this meeting, and all commissioners approved it.

(c) Adjustment of the businesses of local labor relations committee:

Secretary Kuroda reported the points clarified at National Office-chiefs' Conference (held on 15 and 16 Nov.) for the legal base of the notification of Central Labor Relations Committee for which it had been decided, in the previous meeting, to ascertain. All commissioners approved the report. Next, with regard to the request of Miyoji Iwayama, president of Oya Stone Materials Labor Union and 2 others that the warning should be given to the employers under the name of the Committee because the employers began to lower wages or to dismiss employees unfairly, it was decided that the conciliators would take a proper step for it.

The meeting was closed at 3.00 p.m.

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TOCHIGI PREFECTURAL OFFICE
OF
~~JAPANESE~~ JAPANESE GOVERNMENT
UTSUNOMIYA CITY, TOCHIGI PREF.

Ref. No.2992.
2 December, 1948.

SUBJECT: 59th regular meeting of the Tochigi Prefectural Labor Relations Committee.

TO : Senior Military Government Officer,
Tochigi Military Government Team,
Utsunomiya.

Attached is our report on the abovementioned subject.

for K. Watanabe
~~JUKICHI KODAIRA~~
Governor,
Tochigi Prefecture.

JK/Rosei-ka/tt-tn.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775 OK3

REPORT ON 59th TOCHIGI PREFECTURAL
LABOR RELATIONS COMMITTEE MEETING

1. Date:

10:00, 2 ~~December~~ November 1948.

2. Location:

In the Waiting Room of the Socialist Party in the Tochigi Prefectural Office.

3. Subjects discussed:

a. Formation and dissolution of labor unions and labor disputes

b. Investigation into the dispute of the Oya Stonemasons Union.

c. Subsequent report on the dispute of the Hoppo Mfg. Co.

d. Subsequent report on the dispute of the Kurita Wood-work Plant.

f. Dismissal of a member of Nikko Branch, Takasaki Press-board Mfg. Co. Labor Union.

g. Readjustment of business handling to-ward the Labor Relations Committee.

h. Compilation of 1949 badget.

i. The 1st liaison conference of the three groups of the labor relations committees in Kanto block.

j. Miscellaneous.

a') Sympathetic call on committee member Takauchi who is sick.
b') Business session for would-be mediation member.
c') Application for approval on labor supply by the Nurses Union in Otawara area.

4. Committee members attended:

From the laborers group;

Higuchi, Otsuka, Amagai and Shidori.

From the management group;

Suzuki, Nakajima and Suenaga.

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From the neutral group;

Shigeno, Onuki and Iizuka.

(Absent: Chairman Kurozawa, Takauchi, Takeda, Kaneko and Uetake)

5. Salient features in the session.

The session was opened at 10:00.

Discussion No.1.

Report on the formation and dissolution of labor unions and new labor dispute.
Secretary Shimauchi and official Fujii made the above report, and was admitted unanimously.

Discussion No.2.

Report on the investigation into the dispute of the Oya Stonemasons Union.
Secretary Shimauchi, official Matsumoto, Committee members Suenaga and Amagai reported respectively on what they checked, and all attendees admitted.

Discussion No. 3.

Subsequent report on the dispute of the Hoppo Mfg. Co.

Subsequent to the report by official Matsumoto on the situation prevailed after his mediation secretary Kuroda explained the request newly presented by the labor union. Reached the decision of the session to give an immediate mediation.

Discussion No.4.

Report on the subsequent situation of the dispute of the Shimoda Wood-work Plant.
Secrtary Kuroda reported the situation continued since the conclusion of the contract of wages for September 48 and also the dissolution of the labor union, which was brought by the whole decision of the union on 28 October 48. Motion by committee member Higuchi proposing the investigation by the committee was supported to its decision.

Discussion No.5.

Report on the investigation made again on the dispute of the Kurita Wood-work Plant.
Secrtary Shimauchi reported on the result of his investgation again and came to the decision that an unofficial

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mediation should be rendered by such members as Suzuki, management, Higuchi, laborer and Iizuka, neutral.

Discussion No.6.

Dismiissal of a member of the Nikko Branch of the Takasaki Pressboard Mfg. Co. Labor Union.

Secretary Kuroda explained the reason why he was dismissed from his union. Came to the decision that the matter was up to the union.

Discussion No.7.

Readjustment of business handlings toward the Labor Relations Committee.

Variety of discussion arose subsequent to the explanation by Secretary Kuroda, but finally came to the decision that the secretary office should make legislative investigation.

Discussion No.8.

Compilation of 1949 badget. After the explanation by secretary Mizunuma about the principle and idea of the compilation of 1949 badget, copies there of, it was decided, would be distributed to each committee member to his deliberation which will be expressed in the next general meeting.

Discussion No.9.

1st liaison conference of the three groups of the labor relations committees in Kanto block.

In accordance with the explanation by Secretary Kuroda, two representatives from each group were designated to attend the conference.

Discussion No.10.

Miccellaneous.

a') Secretary Kuroda reported that he inquired after Mr. Takauchi who had been sick. All members admitted.
b') With regard to the business session of the would-be committee members for mediation, Secretary Mizunuma motioned for date and location of the session. After discussion the session will be placed on 27 November 48, it was decided.
c') Secretary Shimauchi made explanation about the application which is for the approval to be granted to the Nurses Labor Union in Otawara area who will supply their labor. It was admitted as a resolution of the committee that the same labor union was registered

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through the procedures of the Labor Unions Law and their application was to be applied to Article 2 of the same law.