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740	d, e, f

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...VIL INFORMATION OFFICER

Economic and Scientific Section
Labor Division

Press Statement of Mr. Chester W. Hepler, Director, Labor, Economic and Scientific Section, General Headquarters, Supreme Commander for the Allied Powers, given at 1100 hours on Monday, 12 September 1949, at Radio Tokyo Building, Tokyo.

This is my last opportunity to speak to the Japanese people through the medium of the press. In a few days, I shall depart from Tokyo to assume new duties with the ILO in Geneva, Switzerland. I want to express to you representatives of the press and through you to your editors and publishers, my sincere appreciation for the thorough, capable and objective manner in which you have kept the Japanese people informed on labor matters during the two years I have been in Japan.

I leave Japan with regret, but also with a sense of deep satisfaction as I review the accomplishments and survey the present status of labor programs, labor relations and labor organization. In four short years, the Japanese people have laid the foundations for both political and industrial democracy. New laws, new administrative agencies, and a great free labor movement all point to an understanding and appreciation by the people of the worth and dignity of the common man.

Among the many accomplishments are the enactment and enforcement of a Labor Standards Law which protects the workers from exploitation and the abuses of the past and the employers from unfair competition; an unemployment insurance system to enable the workers to bridge the gap between loss of a job and new employment and a workmen's compensation plan which helps protect workers or their survivors from the hazards of accident and occupational disease. In addition to aiding the workers, these programs relieve the employers of an undue burden in time of economic stress.

A network of public employment exchange offices has been established throughout the nation, to bring together without delay, workers seeking jobs and employers seeking workers. Great strides have been made through these offices in eliminating the "labor boss" system and the old recruiting and hiring practises which operated to enslave the workers.

The right of workers to organize and bargain collectively has been established by the Labor Relations Adjustment and Trade Union Laws. Labor Relations Committees established on both national and prefectural levels are increasingly contributing to industrial peace, which in turn contributes to industrial recovery.

A Labor Ministry has been established to administer the various labor laws, to promote the welfare of the workers, to afford the trade union movement advice, assistance and encouragement, and to render service to employers and the general public.

Most notable of all the gains made by labor since the war is the growth of the trade union movement. In October 1945, there were five trade unions in Japan with a total of 5,300 members. Today membership is slightly under seven million

workers organized into approximately 36,000 unions. Japanese workers have in four years accomplished a feat, which in other countries required generations to achieve.

None of the gains I have been talking about are necessarily permanent. Labor standards can be abolished or drastically weakened, public employment exchanges can again be administered by the police, workers' rights to organize and bargain collectively can be lost, all by the stroke of a pen on an edict issued by despots.

These despots may well come from either the right or the left. They may speak the honeyed phrases of human rights and freedom but the words will be false and deceitful.

Both these minority elements, the right and the left, have in the past and will in the future attempt to capture components of the Japanese labor movements and bend and corrupt them to their own selfish purposes. This is a common tactic in every land where a few people conspire to rob all other people of their freedom. Despots cannot stand against a strong, free, democratic trade union movement. They must either destroy that movement or control it for their own nefarious purposes.

The Japanese trade union movement should be a dynamic force in the vanguard of those who seek to elevate the living standards of the Japanese people. The movement also can and must stand as a bulwark against those who would not only rob labor of its gains but who would again enslave the whole people. The trade union movement can stand as such a bulwark only if the rank-and-file unionists determine that policies and decisions affecting them shall be made on the basis of the will of the majority. The Japanese labor movement needs courageous leadership but it must be leadership which draws its authority from the workers through democratic procedures.

I would like to suggest one tangible method by which the organized workers of Japan may test their leadership. Let each union worker study the rights preserved for him in Article 5 of the Trade Union Law, and match these against the Constitution of his union. If the union Constitution contains these same rights, let him make certain that they are being practised. If they are not practised, or if the union Constitution does not contain them, let him ask his union leaders to explain. If the leaders are opposed to the rights listed in Article 5 of the Trade Union Law or to the practise of these rights, then they do not believe in democracy and rule by the will of the people. It is then time for the membership of that union to unite in the election of new leaders who do believe in the principles of democracy.

Within the last few months, a few false union leaders attempted to lead a segment of the trade union movement into extreme acts of violence. That leadership was repudiated and their ends defeated, not by government force, but by the force of public opinion and by disapproval from the rank-and-file unionists of tactics which would have destroyed the unions and harmed the nation as a whole. This is one of the hopeful signs in the present situation. It is a sign that the Japanese trade union movement is reaching maturity and that the members are determined to follow a course that is in their own best interests.

700 - 709 GENERAL OBJECTIVES

The general objectives of labor and employer education are to promote an understanding of SCAP Labor policies and Japanese labor laws, and to encourage the use of democratic, orderly procedures by trade unions and employers.

701 There are in Japan over six million union members, the great majority with very little experience in how to operate a union. Both unions and employers have had only a short experience in collective bargaining and labor legislation. This inexperience has resulted in undemocratic practices in many labor unions, unstable relations between employers and unions, and widespread disregard of the provisions of the labor laws.

702 Employers and workers should be familiar with the Far Eastern Commission's Sixteen Principles for Japanese Trade Unions, and with SCAP labor policies as explained in press statements and other documents mailed to Military Government Teams from time to time. They should also be acquainted with the provisions of the various labor laws and ordinances and with the activities of the Labor Relations Committees and other prefectural labor agencies.

703 The documents mentioned in Section 702 have been elaborated in a series of pamphlets prepared by ESS/LAB and mailed to all Military Government Teams during 1946 and 1947. Japanese translations of many of these pamphlets have also been distributed. During 1948 some of the original pamphlets were revised and new ones prepared so as to compose an integrated set. These documents were mailed, through technical channels, to Military Government Teams. (See 090-099, List of Technical Letters and References on Labor.)

704 Labor and employer education differs from related types of education, such as: Vocational training (improvement of the technical skills and productivity of workers), cultural education or partisan political education. All have their proper place but are not labor education in the true sense.

710 - 719 ORGANIZATION PROGRAMS

The education of workers can best be carried on by trade unions and the education of employers by employer associations.

710 - 719 ORGANIZATION PROGRAMS (continued)

It is not the responsibility of employers to educate their workers on labor matters, nor of union leaders to educate management. The Japanese Government should help both sides with their educational programs. Military Government can also be of great assistance to both sides.

711 In general, the Labor Ministry and its prefectural agencies have been more active than the employer associations and unions. Most local unions receive little eeucational aid from the national unions and federations with which they are affiliated. Employers receive even less help from their organizations.

712 Local unions should be encouraged to set up an education committee composed of rank-and-file members, and to set aside a part of their budget for education. They should also be urged to demand more dervice from the higher organizations with which they are affiliated. Employers should be reminded that education is one of the most important activities that can be carried on by their associations.

713 Recommendations for Surveillance: Some prefectural labor agencies are doing active educational work, others very little. A check list which may be used a guide in determining the extent to which various organizations, concerned with labor, are carrying out an acceptable educational program follows:

713.01 Chairman or Head of any local Labor School:

a. When was your school founded? Who is backing it? How do you get your funds? What is the fee for students?

b. What is your curriculum? What teachers do you use? Where is your library? What textbooks, if any, do you use? Do you make use of any training aids such as charts, plays, film strips, "kami shibai"?

c. How long do your courses run? How many hours a week? How many students? Of the number who enroll, how many complete the course?

d. What are your plans for the next six months.

713.01 (continued)

e. Do you receive any aid or assistance from the various Japanese or prefectural government labor agencies? Have you asked for aid?

713.02 Chief of the local Chamber of Commerce or Local Employer Association: (Same as 713.01, Only in terms of employer association lecture series or schools.)

a. What labor education material have you issued to your membership? Give me two copies.

713.03 Questions when meeting with union leaders, orwith groups ofworkers from one factory?

a. Have you ever asked the various Japanese government labor agencies for aid in your labor education problems?

b. What educational activities have you carried on during the past few months? Give me details. Are the workers interested in workers' education?

c. Does your union have a library of trade union books? Here is a complete list of recent books (show them the bibliography if they can read English).

d. Have you ever seen any Economic and Scientific Section labor education pamphlets? Which ones? What did you think of them? Were they of any practical assistance?

e. Does your local union have an education committee? What kind of people are three on it? What do they do? How frequently do they meet? Can you give me a sample of your union paper so that I can send it to General Headquarters?

f. Do you publish a wall newspaper? Have you ever made use of labor plays? "Kamishibai"?

g. Have any of you ever attended a General Headquarters rally? If so, what did you think of it? Should General Headquarters hold more such rallies?

713.03 (continued)

h. Do you receive a copy of Rodo Shukan each week from the Labor Administration Section. Do you post it on the bulletin board for all to read?

i. Do you listen to the Radio "our for Labor?

j. Did you have a summer school for your members during this past summer? Do you plan to join with other local unions in forming a summer school in 1949?

k. Do you make use of the primary school after hours for labor education lectures, discussions, and debates? Have you ever asked for use of the school?

l. Does your national union give you any service in the way of workers' education? Cite a few examples.

m. Does your national union include any educational material in its newspaper?

n. What other labor publications do you read that are of real value?

o. Have you seen Dr. Matsui's book "Trade Union Primer" published by the labor Ministry? Have you seen the many labor books published by the Central Labor College and the Labor Ministry?

p. Have you used any of the Labor Administration Section's film strips for showing to your membership. Have you asked for them?

q. Are your membership thoroughly familiar with the various labor laws such as the Trade Union Act, Labor Relations Adjustment Act, Labor Standards Law, and so forth? What steps have you taken to enlighten them.

r. Are women and youth educated the same as the older men? Do they meet together or separately? If you have separate meetings, what types of educational activities are carried on by the separate groups.

714 Many union leaders are suspicious of the government's activities in labor education, In an effort to reduce this suspicion, labor Education Advisory Committees, composed of labor and public members, have been set up in Tokyo and in each prefecture. Management may either be represented on this committee, or by a separate Management Education Advisory Committee. Further information on this point is contained in the technical letter dated 26 April 1948, subject: Labor Education Activities of Japanese Government on Prefectural level.

715 The training of prefectural labor officials is also an important task. This includes: (1) members of the Labor Relations Committee. (2) staff of the Labor Relations Committee, (3) the Labor Administration Section, (4) the labor Standards Offices, and (5) the Public Employment Security Offices. Most of this training is conducted at a national or regional level and merely calls for the sending of delegates from each prefecture. Single prefectures should also be encouraged to have their own on-the-job training programs. Very few officials of labor agencies had expert knowledge of their feild at the time they were hired, so it has been necessary for them to learn on the job.

716 The information activity of the Labor Ministry has been imporved by the setting up of an Information Unit, staffed with newspapermen and other professional experts, to avoid the uncoordinated and amateurish publicity that formerly prevailed. Prefectural labor agencies can also imporve their public relations by means of coordinated publicity prepared by experts.

720 - 729 EDUCATIONAL TECHNIQUES

Labor and employer education may be conducted in a variety of media. Special attention should be paid to techniques which will reach a mass audience. The atmosphere of classrooms and textbooks should be minimized. Workers should not be told what to think, but encouraged to think for themselves.

721 Speeches and articles by business and union leaders tend to be preoccupied with the details of current industrial and political disputes. On the other hand, speeches and articles

721 (continued)

by university professors often treat broad subjects, such as world culture or capitalism versus socialism. In an abstract vein. Continual surveillance is needed to assure that labor education projects deal with basic. Practical topics.

722 The Japanese can compensate to a considerable extent for their limited experience by studying the experience of other countries. ESS/LAB has mailed to Military Government Teams over one hundred publications on American unions, employer associations, and government agencies. Additional American labor publications may be found in the CI&E libraries. The Japanese are inclined to react to this material in one of two extreme ways - - some what to copy American practices uncritically, while others discount them entirely on the grounds that "Japan is different". More judicious attitudes should be cultivated.

723 A list of ESS/LAB pamphlets on labor education techniques may be found in Section 090 - 099, List of Technical Letters and References on Labor.

730 - 739 LECTURES AND DISCUSSIONS

731 Labor schools have been established in many cities throughout Japan. These schools are of all types -- some one a building, others do not; someare for full-time students, others for working people; some operate continuously, others intermittently. The prefectural governments have initiated most of these schools, with varying degrees of cooperation and control by labor. It is desirable that a labor school be established in every city containing 10,000 or moreunion members.

732 There are many projects of a less ambitious character than labor schools. These include evening classes, lectures at regular union meetings, weekend institutes, etc. There is a tendency for the full time of such classes to be devoted to formal lectures, in which the students participate only to the extent of taking notes. It is recommended that more time be devoted to debates, round-table meetings, and informal discussion groups. If there is to be a formal lecture, time should be allowed for questions afterward.

733 The labor Ministry held a series of ten one-week summer schools in different regions of Japan during July, August, and September 1948. Swveral individual prefectures also held schools. The suggested schedule incorporated in the technical letter dated 12 May 1948, subject: Labor Ministry Summer Schools, may be of help in planning further schools. A few trade unions also have held summer schools.

734 Over a hundred one-day labor education rallies have been held, including at least one in every prefecture, during 1947 and 1948. A typical rally includes speeches on democratic trade unionism and collective bargaining and a long question-and-answer period. There may also be an employers' meeting and a press conference. Japanese speakers may be augmented by members of Military Goverrment where the situation makes this possible.

740 - 749 PUBLICATIONS

741 ✓ The Central Labor College, Keio University, and the Transportation Ministry, all in Tokyo, have instituted special correspondence courses for workers. This gives persons living in small towns a chance to study about labor, but in practice most of those enrolled in the courses are from the larger cities.

742 ✓ All major national unions and federations and many other labor organizations have their own newspaper or magazine. However, such periodicals have had little educational value, since they often are filled with "struggle news" and political comment of transitory interest. The Labor Ministry publishes a newspaper, "Weekly Labor", which is intended for distribution to every local union by the prefectural Labor Administration Sections but does not always reach them. Most prefectures also have labor magazines.

743 ✓ The general press is an effective medium for labor education because of the "news value" of anything concerned with labor. ESS/LAB has held press conferences in Tokyo about twice a month. These press statements, which are mailed to Military Goverrment Teams, may be used as material for local press conferences.

744 ✓ The publication of labor books and pamphlets in Japanese has greatly increased in recent months. But, because of

744 (continued)

the paper shortage, many items were printed in small editions which were sold out in Tokyo. Persons living in other prefectures have not been aware that much material is available. Therefore, ESS/LAB has prepared bibliographies, which will be brought up to date from time to time and forwarded to Military Government for reference. The Labor Ministry and the Central Labor College have published valuable translations of American materials. The most prolific and authoritative Japanese writers on labor subjects are Matsuta Hosoya, the head of the Democratization League, and Shichiro Matsui, who is now studying in the United States.

745 Local unions and empooyers' associations should be encouraged to publish pamphets of their own. If that is too ambitious a project, they should at least distribute among their members copies of some of the publications of other unions and employers' associations. Each organization should have a small library of labor books and pamphlets.

750 - 759 TECHNIQUES OF MASS EDUCATION

The methods of labor education described in Sections 731 through 745 will appeal to the more active and intellectual element in the unions. But many union members are not particularly interested in reading labor books or attending lectures. To reach this group, mass techniques must be used.

751 Posters with a minumum of text are an effective method of conveying simple ideas so that the point can be understood at a grance. Effective locations for posters are factories, railroad stations, streetcars, and public baths. The wall newspaper, which can be posted on the factory bulletin board, is more attractive than a regular newspaper, and a single copy is read by more persons. Exhibits and displays have been staged in Tokyo and Osaka and proved most successful. The Labor Ministry has utilized all these techniques -- posters, wall newspapers, and exhibits.

752 Ideas can be portrayed in narrative form in several ways. The method with the most universal appeal is the motion picture, but unfortunately this is also the most expensive. The ordinary local union cannot afford to make its own

752 (continued)

Films, and only a few national unions have done so, including the Government Railway workers, Seamen, Electric Power Workers, and Textile Workers. Each Military Government Team has motion picture projectors. It is suggested that these machines be loaned to unions even when no labor films are available, because by showing other films they can attract more people to meetings at which important issues are discussed.

753 Film strips are much cheaper and essier to prepare than moview. Unions and employers should be encouraged to prepare their own, and also to show those issued by the labor Ministry to every prefecture (two each month), an by commercial companies. Various American firms have made film strips for the training of management officials. Some of these will be secured and adapted for Japanese employers.

754 The "kami shibai" (literally, paper play) is a Japanese device consisting of a set of pictures on cardboard, which are displayed one at a time to the accompaniment of a spoken narrative. The device was used for militarist propaganda during the war, and it can be used as readily for other messages. A "kami shibai" on industrial safety has been prepared in Fukuoka, for example, and one on labor standards in Osaka. They are cheap and easy to make.

755 Labor plays can be written and staged by amateur groups and put on at union meetings and other occasions. A skit on how to run a union meeting was staged effectively by union groups in Nara and Osaka.

756 The appeal of a labor education program will be greatly increased if music, dances, etc. are alternated with the speeches. Well-attended labor education festivals have been held in Sendai, Osaka, and other prefectures. Expensive programs, however, should be discouraged, as they can be put on cheaply with the aid of volunteer and amateur talent.

757 Building of labor halls and clubs where all those events can be staged will give a great impetus to labor education. Financing these buildings out of prefectural funds, employer contributions and forced levies should be discouraged.

758 The Japanese radio stations broadcast several times each week question-and-wnswer programs on labor. The questions are sent in by listeners and the answers prepared by the Labor Ministry. Listening-in by workers should be encouraged. The programs can also be used as the theme for a discussion meeting afterwards. Local radio stations, in addition to transmitting national programs, also reserve some time for features orginating locally; such time can be used for labor education broadcasts.

b 9 E-12

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Civil Affairs Section
APO 500

22 December 1950

FOR THE CIVIL INFORMATION OFFICER:

Subject: Reference list of Official Labor Periodical Publications

Distribution: To Civil Information Officers and CAff Labor Officers

Remarks:

// This list is for reference and joint study by CI and Labor Officers of the Civil Affairs Region with a view to assisting in developing the effectiveness of these publications.

Suggested Check List

Is the data listed herein correct?

Is the distribution adequate?

Are copies reaching all local labor unions and major employers?

Is the publication free of political party propaganda and subversive material?

Are democratic principles and human rights of labor being promoted?

Are USIS and other releases on labor being furnished to these publications and used?

Are audio-visual and other educational materials being publicized to stimulate use?

Shikoku

CIVIL INFORMATION OFFICER

LABOR PERIODICAL PUBLICATIONS IN EACH PREFECTURE

Compiled by Labor Policy Bureau

Notes: In the column of "Name of Publication" or "Compiled by";

LPO: Labor Policy Office (local)

LPS: Labor Policy Section (prefectural)

PLRC: Prefectural Labor Relations Commission

In the column of "Frequency";

M: Monthly

F: Fortnightly

W: Weekly

10: Every 10 days (3 times a month)

Q: Quarterly (every 3 months)

In the column of "Sent to";

L: Labor

M: Management

S H I K O K U

Name of Publication	Compiled by	Frequency	Purpose	Sent to	Copies
Tokushima					
Union	Tokushima LPO	M	Information of labor affairs	Union	200
Kochi					
Kochi PLRC Report	PLRC	M	Promotion of educational unit's activities of union	Union	1,000
Koryo Labor Review	Suzaki LPO	M	Promotion of union's educational activities	L. M.	1,000
Handbook for Union Leaders	Nakamura LPO	F	Material for education of union leaders	Union	50
Aki Rodo	Aki LPO	M	Promotion of sound labor unions	Union	80
K.L.A. Suzaki Union Federation Report	Suzaki LPO				
Nakamura Labor Policy News	Nakamura LPO				
Kochi Labor Policy Report	Kochi LPO		Promotion of unions educational activities	Union	300
Labor Education News		M			
Suzaki LPO News	Suzaki LPO		Information of labor affairs		

Name of Publication	Compiled by	Frequency	Purpose	Sent to	Copies
Kagawa					
Kagawa Labor Review	Kagawa LPS	M	Information of labor affairs & education of labor and management	L. M.	3,000
Kagawa Labor Prompt Report	" "		Information of labor affairs & education of la bor and management	L. M.	
Labor In Kagawa	Kagawa LPS	M	Dissemination of labor education	Union	1,000
Mitoyo Labor Information	Mitoyo Labor Institute	M		L. M.	400
Ehime					
Ehime Labor Monthly	Ehime LPS	M	Education and enlightenment concerning labor	L. M.	2,000
Ehime Labor Review	" "				

F-302

R O U [illegible] G S L I P

Seotion	Routing	Init.	Date
C. O.	3		8
Deputy Chief	2		8
S/M	1		
upply & M/P			
Mess	4		
M/C			
File Sec			
T/Pool			

Nec Action ____ Info ____ Type ____
File ____ For Sig ____ For Dispatch ____

Remarks: File Labor Education
VS.

F-152

R O U T I N G S L I P

Section	Routing	Init.	Date
C. O.	3		
Deputy Chief	2		
S/M	1		
Supply & M/P			
Mess			
M/C			
File Sec	4		
T/Pool			

Nec Action ____ Info ____ Type ____
File ____ For Sig ____ For Dispatch ____

Remarks:

SHIKOKU 5 JUN 1950

INFORMATION:

O.D. 8

F-302

Publication Local Government May 1950

Name of prefecture	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Hokkaido	Labor Ed. Section	Leaflet, survey of education activity by union	To find out educational activity carried out by labor unions and to use this a guide of labor administration agencies (govt)	1 Feb 50	2,500	Hokkaido Union appropriation (Distributed free)	Unions in Hokkaido	
"	"	Pamphlet, service of govt labor agencies	To disseminate information on activities of govt labor agencies	"	3,000	"	"	Emphasis on labor educational agencies
"	"	Pamphlet, parliamentary procedure of labor unions	As a medium of union technical education	23 Feb 50	500	"	Meeting attendants and govt agencies concerned	Text for a study group formed when Mr. Robertson visited Hokkaido
"	"	Pamphlet, gist of labor education for year 1949	Introduction of labor education	"	500	"	Govt agencies concerned	
Miyagi	Labor Policy Section	Pamphlet, labor text for new high school	Text for labor class of high school	20 Feb 50	7,500	¥70,000 (Distributed free)	All graduates of 1949 (high school)	

Name of pref.	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Miyagi	Labor Policy Section	Pamphlet, labor text on labor union	Text for labor class of high school	25 Feb 50	7,000	¥70,000 (Distributed free)	All graduates of 1949 (high school)	
Saitama	"	Pamphlet, labor education material #13, organization of labor union	Labor education material	5 Feb 50	1,800	¥3,240	Labor unions govt agencies concerned	
Chiba	Chuoshi L. P. office	Leaflet, labor education material	Explanation of labor education subject	6 Feb 50	300	¥240	"	
Niigata	Labor Policy Section	Pamphlet, labor education material	Explanation of subject	13 Feb 50	600	¥15,600	Middle school High school	Prepared in cooperation with Ken Board of education
Fukui	"	Pamphlet, how a trade union should be	Disseminate the content of revised labor laws	10 Feb 50	1,000	¥15,000	Unions employers govt agencies concerned	Compilation of radio broadcast for this prefecture (every Thursday)
Yamanashi	Suzuki-sawa LPO	Pamphlet, education activity of union	Labor education material from January to March	7 Feb 50	70	¥105	Unions	Prepared with "Labor Education Primer" (Labor Ministry) as basic material

Name of pref.	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Yamanashi	Suzukisawa LPC	Pamphlet, organization of labor union	Labor education material from January to March	7 Feb 50	100	¥100	Unions	
Nagano	LPS	Pamphlet, working men and union	To give middle-school pupils proper concept of labor union	15 Feb 50	10,000	¥40,000	Middle school	Text book
"	Nagano LPC	Pamphlet, why is union organized?	"	"	750	¥1,000	Middle school union	
"	Matsumoto LPC	Leaflet, advantage of organizing labor union	Explanation of the subject	5 Feb 50	4,000	¥7,200	Labor unions & unorganized workers	
"	"	Leaflet, guide in preparing union constitution	Guide in preparing democratic and autonomous union constitution	10 Feb 50	2,000	¥5,000	Labor unions	
"	Iida LPC	Leaflet, relations between national & local union	To clarify relations between national union & local union	11 Feb 50	400	(Distributed free) Ken appropriation	Unions	
"	"	Pamphlet, why is union organized?	To give students & unorganized workers a proper understanding of labor unions	20 Feb 50	1,000	¥3,000 (Ken appropriation) (Distributed free)	Schools unorganized plants	

Name of pref. & agency	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Nagano	Iida LPO	Pamphlet, structure & administration of a union	Education material	20 Feb 50	500	¥2,000	Unions	
"	"	Leaflet, free, constructive union	Explanation of the subject	21 Feb 50	500	¥2,000	"	
"	Komoro LPO	Leaflet, emphasis on education, February	A guide for education of union members	6 Feb 50	80	Ken appropriation (Distributed free)	"	
"	"	Pamphlet, guide of social study course (labor problem)	Material prepared for use by instruction	20 Feb 50	100	"	Middle school High school	
"	"	Pamphlet, why is union organized?	To give students information on labor union movement	24 Feb 50	2,000	¥800 Ken appropriation	"	
"	Okaya LPO	Pamphlet, Trade Union Law, Labor Rel. Adj. Law	To disseminate information on labor legislation	25 Feb 50	500	¥9,500	Unions Employers Govt agencies Others	
"	"	Leaflet, Labor news movie program	Publicity	18 Feb 50	2,000	¥1,000	"	

Name of pref.	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Nagano	Okaya LPO	Pamphlet, guide of social study course (labor problem	For use by instructor	20 Feb 50	150	¥450	Middle schools High schools	
"	"	Pamphlet, why is labor union organized?	To give students proper understanding of unionism	"	150	¥450	"	
"	"	Pamphlet, CLRC regulations	To give information or procedure and structure of LRC	20 Feb 50	500	¥6,900 (Ken app.) (Dis. fre)	Unions Employers Govt agencies	
"	"	Pamphlet, labor education material for February	"	23 Feb 50	500	¥800 (Ken app.)	"	
"	"	Pamphlet, labor education material for March	"	"	500	¥950 (Ken app.)	"	
Shizuoka	Hamamatsu LPO	Leaflet, employment of minor works	Explanation of the subject	2 Feb 50	7,000	¥7,000	Govt agencies Others	Prepared in cooperation with PESO & labor standards office
Mie	Labor Policy S.	Pamphlet, accounting of labor u.	Accounting and auditing of labor union	20 Feb 50	500	(Sold at ¥15 a copy)	Class attendants Class text	

Name of Pref.	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Osaka	LPS	Pamphlet, a list of labor library books	Publicity	21 Feb 50	500	¥20,000 (Ken app.) (Dist. free)	Unions Employers Govt agencies	
Nara	"	Pamphlet, union accounting	A guide for union accounting	15 Feb 50	400	¥7,200 (Ken app.) (Dist. free)	"	
Yamaguchi	"	Leaflet, labor education material 8, eligibility test	Explanation of eligibility test	7 Feb 50	1,000	¥10,000 (Ken app.) (Dist. free)	"	
"	"	Leaflet, labor education materiel 9, organization of union	To strengthen the organization of labor union	25 Feb 50	1,000	¥10,000	"	Recommended unions to reproduce
"	"	Leaflet, introduction of labor affairs books	Introduction of books on labor affairs	"	1,000	¥5,000	"	"
Saga	"	Pamphlet, sample union constitution	To promote the democratization of union structure and administration	7 Feb 50	500	¥1,000	"	Revised edition of the pamphlet issued on 30th May 49

New Periodical Publications

Chiba	LPC	News	Labor education	(Started) 20 Feb 50 (Monthly)	150	¥450 (Ken app.) (Dist. free)	Unions	

Name of pref.	Publishing agency	Name of publication	Purpose of publication	Published date	No. of copies	Appropriation	Distribution	Remarks
Toyama	LPO	Labor Takaoka	To furnish information on general labor situation, interpretation of laws and labor education	15 Feb 50	160	Ken app. Dist. free	Govt agencies Unions Employers	Will become bi-monthly in future
Tottori	Yonago LPO	Yonago labor policy news	To furnish information on labor	13 Feb 50	100 (Monthly)	"	"	No. of copies will be increased for year 1950 (Now mimeographed)
Kagoshima	Kajiki LPO	Labor education news	Labor education material	10 Feb 50	100 (Monthly)	"	"	

Change in Periodical Publications

Gunma	Kiryu news	Kiryu area labor education committee	The news had been published by Kiryu LPO	(Change occurred) Feb 50	150 (Monthly)	¥300 (Ken app.)	"	No. of copy will be increased in future

mc — 9c. file. Labor

WHAT RULES DO THE LABOR STANDARDS LAW PROVIDE FOR THE DORMITORIES?
(Leaflet No. 17 Women's and Minors' Bureau, Labor Ministry)

Rules of dormitory attached to enterprise.

SELF*AUTONOMY OF DORMITORY LIFE.

The private lives of the workers in the dormitory are entirely free and separate from labro relations.

Especially the employer must not do the following things:

1. Intefers with the election of committees for the self-government.
2. To require the boarders to obtain permission from the employer concerning leaving the premises or staying out of the dormitory overnight.
3. To force the workers to take part in such events as education, smusement and so forth.
4. The workers who live in the dormitory attached to the enterprise shall not be under restriction to see their visitors except at a place and time which may impair the common interest of the workers.

On other matters too the employer must not interfere with the private lives of the boarders living in dormitories.

ORDER OF DORMITORIES

1. To properly and pleasently carry on the daily life of the dormitory, it is important to follow the rules of the dormitory, for this purpose the employer must draw up rules of dormitory concerning the following items and submit them to the competent labor standards Inspection Office.
   a. Rising and bed time hour, leaving the premises or staying out all night.
   b. Functions.
   c. Food.
   d. Safety and Sanitation.
   e. Administration of building and facilities.
2. In case the employer is drawing up dormitory rules, on items a.b.c. and d, it requires the vote of more than half of the boarders' representatives.
   It is the same when revising the rules too.

3. In case over half of the boarders are minors the draft should be posted at a place where everyone can see it at least 7 days before the vote.

4. The rules of the dormitory are to keep the dormitory life in order, so the employer and the boarders should follow it.

FACILITIES, SAFETY, SANITATION OF THE DORMITORY

To protect the lives, health and discipline of the boarders the employers must follow the following rules.

1. Important rules for Class A dormitories which are defined to accomodate workers for over six months.

PLACE- Such as the neighborhood of a working place handling explosive, combustible, or ignitable raw materials and unsenitary and hazardous placed must be strictly avoided.

ROOMS-

a. Men and women must not be accommodated in the same dormitory building: however, this shall not apply in case a perfact partition and separate entrances and exits are provided.

b. Floor space of one room shall be at least two and a half square meters per head (1 and a half tatami).

c. Suitable closets or individual shalves shall be provided.

d. Windows of the bed-room leading to the outside shall be equipped with at least sliding doors and shoji (sliding paper doors) or with glass sliding doors and window curtains.

e. A light of at least ten candle power shall be installed per four square meters of the living space.

f. Suitable heating aprangements shall be made.

g. Mosquite net and bedding must be provided for excludive use of each workers.

h. Two or more sets or workers with different bedtimes must not be accommodated in the same bedroom.

PASSAGEWAYS AND STAIRWAYS-

a. The stairways and passageways should be made so as to enable the workers to escape easily at any time in case of emergency.

b. The hallway must be only on one side of the bedroom and at least 1.2 meters wide.

The capacity of the bedroom and the names of the workers who live in it must be posted at the entrance to the bedroom.

The dormitory where thiery or more workers live continuously must have a dining room.

Disinfecting arrangements for tableware, foodstuffs an d so forth shall be made.

BATH- Unless there are bathing facilities available in the neighhorhood of the dormitory, an adequate bathing place shall be installed.

Dressing room and bathroom shall be separate for men and women.

Pure water shall be used.

TOILETS-

Toilets shall be separate for man and women, and partition and separate entrances t each section shall be provided if possible.

Shall be k pt clean.

In proportion to the number of workers, adequate and sufficient washrooms, Laundry place and drying place for laundry shall be established.

Separate Washbasina for persons with infections eye-diseases must be provided other than those provided for the healthy.

PHYSICAL EXAMINATION

a. Must be given at least twice a year.

b. In case of a person's health is found to be harmful to other boarders he must not be allowed to live in the dormitory.

In case fifty workers or more live in the dormitory continuously, a sickroom must be provided.

Bedding and like and the bedrooms used by those who suffer from contagious diseases must not be used by other workers until the completion of disinfection.

2. CLASS B DORMITORIES

There are rules for Class B dormitories too.
(Class B dormitory is used to accommodate workers for a period of six months or less.)

Detailed information is avaialble at the prefectural labro standards bureau office, offices of the Women's and Minor's Bureau Field Representatives, or Local Inspection Offices.

CIVIL INFORMATION OFFICE

(B)-730

C O P Y

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
Washington 25, D. C.

LABOR STATISTICS IN COLLECTIVE BARGAINING

Summary of Address by Ewan Clague, Commissioner of Labor Statistics
U.S. Department of Labor
Before the First Annual National Forum on Trucking Industrial Relations
Hotel Statler, Washington, D. C.
January 31, 1950

During your conference so far you have been discussing various aspects of collective bargaining. You have considered the problems that come up in the collective bargaining process, and have evaluated specific contract provisions which might be adopted in order to meet these problems. The remainder of this conference is devoted to an analysis of tools for bargaining. You are to consider the "how" of collective bargaining rather than the "what" of collective bargaining. My purpose here is to discuss the use of economic facts at the bargaining table.

In earlier days, the collective bargaining relationship consisted solely of the interplay of labor and management's economic force. Gradually economic reasoning has been added to the industrial relations picture. This is not to say that reasoning has been wholly substituted for force. The free exercise of economic strength by the various segments of our economy must continue to be a characteristic of our democratic way of life. But what we <u>have</u> added in the last few years has been the concept of facts behind economic strength. This has been especially true since the passage of the original National Labor Relations Act in 1935. Under that Act employers were required to bargain in good faith with their employees. This meant that conclusions they reached--whether they were the same or different from those which might have been developed otherwise--had to be bolstered by some reasoning based on facts.

Economic discussion can be developed on the basis of facts supplied by either of the two parties to a dispute, or on the basis of facts developed by an outside agency. Government statistics are especially valuable in the field of collective bargaining because they are developed in a dispassionate atmosphere, emotionally separated from the immediate industrial relations situation. The Bureau of Labor Statistics of the United States Department of Labor prepares economic factual reports which are used by American businesses in three ways:

1. <u>General economic information</u>

This information is related to collective bargaining only in a relatively distant fashion. The Bureau of Labor Statistics makes every effort

C O P Y

possible to meet the needs of the public for current economic statistics having a bearing on the labor field. Wholesale and retail prices of various commodities are published and are used as background for market research decisions, which, ultimately, may have some bearing on labor relations decisions. (See chart, "Wholesale Prices in Two World Wars.") Also, in the field of construction activity for instance, the Bureau publishes data on expenditures for new construction, including private residential building, public construction, and industrial facilities. You can see how trucking activities, in which you are vitally interested, can be affected indirectly but very seriously by the volume of construction activity. You may be interested to know that the year 1949 established a new record in homebuilding--over 1,000,000 new dwelling units were started during the year. The outlook is for another good year in 1950. (See chart, "Expenditures for New Construction.")

2. General information relative to collective bargaining

The Bureau also publishes a number of "indicator" statistics which have a closer bearing on collective bargaining. Although none of these data concern themselves with any specific industrial relations problem which faces you, they are valuable tools for telling you where you stand in relation to others who may face many of the same problems which confront you.

a. Employment and payrolls. One of the oldest, continuous series published by the Bureau of Labor Statistics is that on employment and payrolls. There can be no doubt that employment is one of the most vital economic factors of our time. Businessmen need to know what the level of employment is, where it is changing, either up or down, and how it varies from one part of the country to another. Employment is also an economic factor which will be taken into account in determining many public economic policies. (See chart, "Employees in Nonagricultural Establishments.")

On the basis of reports from employers, the Bureau publishes monthly estimates on employment, payrolls, weekly earnings, and hours of work, for about 200 different industries, for the country as a whole. In order to avoid duplication of reporting by employers to State agencies, which collect and publish similar information for the industries in their own States, the Bureau has developed cooperative arrangements with State government agencies by which the employers' reports are first sent to the States and then forwarded to the Bureau for the Nation-wide estimates. Of special interest to you would probably be the employment and payrolls data for construction, wholesale and retail trade and transportation.

b. Productivity. Productivity is a subject which has commanded increasing attention since the war. This does not mean only the contribution of labor to increased production. It means all the factors of technological development: management, machinery, supplies and worker effort, which together make up the whole picture of industrial productivity. General productivity trends are examined by the Bureau in an effort to develop a long-range view of labor unit costs. In addition, the Bureau makes studies of

direct labor costs of a limited number of products. These are published in the form of man-hours required for production of standard items.

c. Industrial accidents. Safety programs are of vital concern to American industry. Both labor and management have been spending a great deal of time and money in programs designed to cut down work injuries and industrial accidents. The Bureau of Labor Statistics publishes work injuries and industrial accident statistics regularly.

Many of you are no doubt acquainted with the joint effort of labor and management in the trucking industry in California, which has resulted in a successful safety program. This group produced a remarkable film which has had interesting and successful uses in this field.

The Bureau has for a number of years compiled injury-frequency rates and injury-severity rates on an annual basis for local trucking and hauling and for warehousing and storage. However, regulatory jurisdiction over interstate trucking is vested in the Interstate Commerce Commission, which also requires accident reporting in that field. ICC's statistics on interstate trucking are not strictly comparable with those for local trucking published by the Bureau of Labor Statistics.

The latest injury rates for local trucking and for warehousing and storage are for the year 1948. These are presented in the Bureau's injury-rate release dated September 1, 1949. These rates indicate a relatively high incidence of disabling work injuries in these industries--30.7 per million employee-hours worked in local trucking and hauling and 26.6 in warehousing and storage. Injurity severity in local trucking and hauling is close to the level prevailing in manufacturing, but runs considerably higher in warehousing and storage.

3. Specific collective bargaining data

In any collective bargaining operations which you carry on you need data which will fit more closely to your problem than the general information described above. In the bargaining process resulting in your collective agreement you may have used any or all of the following types of statistics which we publish:

a. Consumers' Price Index. During the war period there was intense interest in the cost of living, and the Consumers' Price Index of the Bureau of Labor Statistics was regularly used as a guide post in determining wage rates. When governmental wage controls ended after VJ-Day, it might have been expected that this interest would decline. This did not occur because the emphasis on the cost of living was shifted to the collective bargaining table. Both management and labor found themselves using living costs as one of the factors to be taken into account in agreeing upon wage rates. In May 1948 the General Motors Corporation and the United Automobile Workers Union incorporated

C O P Y

in their two-year contract a very precise relationship between wages and the Consumers' Price Index. No other business concern or union has used such a precise measurement, but literally thousands of contracts have some kind of provision relating to consumers' prices. Also, business concerns making adjustments in the pay rates of unorganized workers often make use of this same index.

The monthly national index of changes in the cost of living for moderate-income families is based, primarily, on data collected by field agents in 34 large cities. The monthly survey covers a carefully selected list of items representing family expenditures, described in detail by type and quality, and priced each month at stores patronized by moderate-income families. The stores include both independents and chain stores, with appropriate weighting for each. (Some prices, such as public utility rates, can be obtained by mail.) The prices of foods are obtained in 56 cities, including the 34 in which the other items of the index are also obtained.

From these reports the Bureau publishes a national index on the changes of consumers' prices at retail. (See chart, "Consumers' Price Index.") The Bureau also publishes similar indexes for 10 large cities every month, for 24 cities once a quarter, and for an additional 22 cities, indexes for food costs only.

We have been authorized by Congress to bring this Consumers' Price Index up-to-date, in a three-year program of reevaluating each of the factors which goes into it. By 1952 we hope to have a Consumers' Price Index based on present expenditure patterns rather than those of the prewar period.

b. Wage and wage rate data. One of the most critical economic issues of the postwar period has been that of wages and wage rates. As soon as government controls were taken off at the end of the war, there was a drive on the part of labor generally for higher wage rates. This pressure was intensified because the reduction in hours of work and loss of overtime pay brought down the weekly pay envelopes of the workers in many industries and because of the increase in the cost of living. The controversies concerning the levels of wage rates led to the demand for more and more information from the Bureau of Labor Statistics on wage rates by occupation and industry.

Wage data are obtained directly by field agents from employers' payroll sheets in a cooperative program of many years' standing that is designed to provide factual data on the wage structure of different industries throughout the country. The published results show the wage rates for each industry by the different occupations in the industry. Furthermore, the wage rates are classified for each occupation in the form of distributions by size, so that there is presented not only the general average, the high and the low rates, but also the nature of the range between the high and the low.

You will be especially interested in the fact that studies of union scales of wages and hours for motortruck drivers and helpers engaged in local

C O P Y

truckin have been conducted annually by the Bureau of Labor Statistics since 1936. These studies show the scales agreed upon in selected localities through collective bargaining for the various types and sizes of trucks, and are based upon information furnished by union officials. Scales for "over-the-road" drivers and for local city drivers on a mileage or commission basis are not included. Our most recent study provides information on the hourly scales in effect on July 1, 1949 and covered 235,500 drivers and 38,000 helpers in 77 cities having populations ranging from 40,000 to over a million. (See chart, "Indexes of Union Hourly Wage Rates and Weekly Hours for Motor Truck Drivers.")

In addition to the survey of union scales, the Bureau also collects information on the earnings of truck drivers in some of its industry studies. These surveys, unlike union rate surveys, are based on information obtained from employer payroll records and represent actual earnings. They include drivers without regard to union affiliations.

c. Collective bargaining agreements. The Industrial Relations Division of the Bureau of Labor Statistics keeps on file many thousands of collective bargaining agreements which are in force in a wide variety of enterprises. It publishes typical agreement provisions covering pension plans, union security, vacations, holidays, incentive wages, time studies, apprentices, promotion policy, layoff policy, leave of absence, wage adjustments, union-management cooperation, plant efficiency, seniority, strikes and lockouts, and safety, health and sanitation. A public file of collective bargaining agreements is also available for examination by anyone who wishes to study a specific phase of collective bargaining which has not yet been the subject of a published report.

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Now that I have told you all of the data which the Bureau of Labor Statistics gathers and which you might find useful in collective bargaining, I imagine you may be interested in knowing how this information reaches you. There are four such methods: First, we issue regularly releases which cover weekly, monthly, quarterly, or annual data which we prepare. Retail and wholesale prices are published weekly, for instance. The Consumers' Price Index, employment and payrolls data, and construction activity data come out monthly. Work injury statistics are published quarterly, and a large number of special reports are issued annually. These releases are sent to the press and to mailing lists of those who have indicated a desire to receive them.

Second, the Bureau publishes bulletins on special subjects in a wide variety of fields. Most interesting of these for your purposes, probably, would be the bulletins containing the collective bargaining provisions which I have discussed before, and those on union wage rates in the trucking industry.

Third, the Monthly Labor Review is our formal publication which has the widest general circulation. It publishes monthly series of current labor

statistics, some of which have been published elsewhere, and serves as a compendium of data covering employment and payrolls, labor turnover, earnings and hours, prices and cost of living, work stoppages, and building and construction. In addition, the Review contains special articles on specific current problems, technical notes as to the bureau's statistical procedures, and summaries of longer studies and reports which the Bureau has issued or will issue.

Fourth, the Bureau prepares, at special request, summaries of data in its files which have not yet been published. If a significant amount of work is necessary to get together such information, the Bureau may require payment for special services performed. Also, at request, the Bureau may conduct special surveys for other government bodies or for private groups which pay for such work.

All work of the Bureau is conducted on a voluntary basis. Employers, who report statistics or who participate in a special study, do so voluntarily. The Bureau owes a debt of gratitude to the many thousands of employers, including perhaps many of those present at this meeting, for the wholehearted cooperation which has been given us in the past. It hopes that this same cooperation will continue in the future. To the extent that it gives facts impartially to people on both sides of the bargaining table, the Bureau is performing a service to the general public and to the parties themselves by making easier the accomplishment of true collective bargaining which is a basis for the effective operation of our American economy.

COPY

EG/af
6 Dec 1950

MEMO TO: Chief, Labor Division

SUBJECT: Negotiation and Finalization of Written Labor Agreements (for regional labor officers)

1. To aid prefectural labor policy section officers, local unions, federations of unions, local management and employers' associations, in their efforts to imporve, negotiate and renew labor agreements, it is recommended that labor officers in Civil Affairs Regions add their experience, prestige and influence to the program that is being carried on at the prefectural level to further the negotiation, renewal and signature of collective bargaining agreements.

2. Experience during the past several years has demonstrated the value of large scale labor rallies in the industrial centers of each prefecture with labor union officers, union committee members, rank and file, too management, executive and supervisory staffs, included in the audience.

3. To attract top management and union people as well as other desired representatives, prefectural labor section officials can arrange an attractive program for the rullies including film strips, moview, recordings and other media distributed by the Labor Ministry and CI&E. Leaflets and other handouts on labor agreements can be distributed to the audience at the same time.

4. Publicity for the rallies can be coordinated with regional civil information officers to insure wide dissemination and a large attendance. Details of scheduling the rallies, selection of meeting hall, publicity, etc., can be handled by the prefectural labor policy section and local administration offices in each prefecture.

5. The inauguration of these rallies early in January and continuing for a period of three months will add tremendous impetus to the work that has already been made by the prefectural labor policy section. It is recommended that each regional labor officer schedule the rallies in each prefecture in his region at his convenience and at such time and place as will insure full coverage of each prefecture.

6. The contribution of each regional labor officer will be the main attraction at the rally with a 45-60 minute lecture followed by a question and answer period on provisions of a labor agreement, with emphasis on the following points:

a. Purpose and need of a labor agreement to union membership and the company.

b. Union recognition clause.

c. Union security provisions.

d. Scope of coverage of agreement (employees covered).

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e. Management prerogatives.

f. Seniority Provisions.

g. Promotion and transfer clauses.

h. Discharge and lay-off provisions.

i. Duration of contract and renewal clause.

j. Grievance and arbitration procedures.

k. Wages and wage reopening provisions.

l. Leave of absence (union officers).

m. Strikes and lockouts.

n. Shop stewards (number, time for handling grievances, super-seniority)

7. A follow-up can be planned after the large rallies with subsequent meetings of management groups and labor groups to discuss and review specific provisions in local situations.

26

Jan 23 Matsuyama
24 Imabari

Feb 1. Takamatsu — Mr. Utsumi (PIO)
7 Takeshima
8 Komatsushima — Mr. Oomi (PIO)

Information of General application pertaining to Directive Number (SCAPIN 1136, file AG 387.6 (14 Aug 46)ESS/IN dtd 14 Aug 46 subject: "Reparations Selections within the Precision Bearing Industry."

1. With reference to memorandum Number (SCAPIN 1136), from the Supreme Commander for the Allied Powers to the Imperial Japanese Government, the following is published for the information of all concerned.

2. The purpose in issuing the attached letter to the Imperial Japanese Government and accompanying letter to the Commanding General, Eighth United States Army, is to insure availability for interim reparations removal of listed facilities in the best possible condition.

3. The facilities within listed plants which may be considered suitable for reparations are all major units and auxiliary equipment except those units composed principally of masonry and which are not sufficiently enclosed in metal framework as to prevent loosening of the masonry during transportation to another site.

4. It is not contemplated that buildings which are part of factories taken under custody and control will be used for reparations or destroyed except in special cases. Such cases may be those where part of the building frame forms a track for overhead cranes and the steel building skeleton can be easily dismantled. If any building, other than those likely to be dismantled, is requested by the Japanese and it can be used by them without jeopardizing the primary mission of safeguarding reparations material it may be released to them.

5. The interim reparations program is designed to leave within Japan the capacity to manufacture 32.5 million yen worth of bearings based on 1943 and 1944 prices. Plants listed on SCAPIN 1136while considered excess of 32.5 million yen capacity may be permitted to continue operations realizing that after 30 days they are subject to shut down and removal without advance notice.

6. It is contemplated that the Japanese will furnish personnel and material required by you; that they will use, for custodial personnel, individuals previously employed in each factory who are familiar with its layout and requirements for maintenance.

7. It is expected that the Japanese will perform proper maintenance of equipment to preserve it in good condition. Such maintenance is to include sufficient oiling and greasing with necessary materials to be furnished by the Japanese Government when not available at the plants.

8. It is expected that a system will be established for spot-checking each installation periodically. When corrective action can be accomplished locally by explanation it should be done. In cases of wilful violation or neglect immediate report should be made through military channels.

9. A letter of Command instructions pertaining to the execution of the subject memorandum follows command channels.

a J Rehe
for R. J. HERSEY
Lt Col, AGD
Asst Adj Gen

19

File
Labor

COPY

MEMORANDUM TO AUDIO-VISUAL OFFICERS:

1. May I say that at the request of SCAP Labor Division and of the Japanese labor Ministry, attention is directed to the usefulness of the subject CIE # 191 Workers' Grievance Procedure, in the field of labor education. Immediately on receipt of your prints, it is suggested that you make contact with the Chief, Labor Policy Section of the Labor Administration of your prefecture. Ask him to join in with you in screening the picture and determining the special usefulness to his agency and yours of this subject. It is hoped that a joint plan of distribution can be worked out with the Labor Policy Chief to your mutual satisfaction.

It is further authorized, if found to be desirable, that one print of this subject be set aside for the particular use of the Labor Policy Section.

2. The second print of this subject should be placed in distribution in the usual manner and reports should be made on showings of both prints in the regular way. If experience should determine that additional prints of this subject are required in order to make the widest possible use, it is requested that this fact be noted in the next monthly report. Any other comments on the sucess of showings should also be noted.

DON DUKE
OIC, EFU, CIE.

Mail rec'd in Takasaki

JAPANESE JUDGES, NOW IN U. S., EXAMINE SYSTEM FOR SETTLING COMMERCIAL AND LABOR CONTROVERSIES BY ARBITRATION

NEW YORK, (USIS)--A system which provides for the voluntary settlement of commercial and labor controversies by arbitration was examined by leading Japanese judges at the headquarters of the American Arbitration Association in New York on October 13.

The Association is a non-profit, private organization which acts as an agent in arranging meetings between opposing sides in commercial disputes with one or more arbitrators who hear testimony and make decisions and awards. The work of the organization was explained by J. Noble Brayden, the association director, and Wesley Sturges, dean of the Yale University Law School.

The group of six Japanese judges, headed by Chief Justice Kotaro Tanaka of the Supreme Court, is studying American jurisprudence and court procedure under the department of the Army's Far Eastern Exchange of Persons Programs.

# # # # #

C I + E Press Release
17 Oct 50

CIVIL INFORMATION OFFICER

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Civil Information and Education Section

PRESS RELEASE: 17 October 1950

MRS. ROOSEVELT NOTES 66TH BIRTHDAY: ADDRESSES UN, MEETS THE PRESS, LAUNCHES NEW RADIO PROGRAM, MAKES A SPEECH!!!

NEW YORK, (USIS)--Commenting on Mrs. Roosevelt's 66th birthday, the New York Herald Tribune in an editorial on October 13 titled "Mrs. Roosevelt's Day" said:

For most of us, it would be no way to spend a birthday--especially our sixty-sixth. For Mrs. Franklin D. Roosevelt, it was no more taxing than many other days she has spent. The morning and afternoon she passed at Lake Success, participating in a debate on the United Nations Children's Fund, and taking time out to address visiting delegates of the Inter-American Press Conference. In the evening she was heard in a radio address on behalf of the candidacy of Senator Lehman. In between times she received birthday congratulations from friends, fellow-delegates and visitors at Lake Success.

Yet all these activities were merely routine, for Mrs. Roosevelt's principal achievement of the day was to inaugurate a new forty-five minute daily radio program for the National Broadcasting Company. Since not even Mrs. Roosevelt can be at Lake Success and the RCA building at the same time, most of the air proceedings were recorded as they will be for the future. The job of making these recordings will help while away her winter evenings.

[illegible] most persist-

30 August

Labor Ministry has mined a lot of effective info. materials during the past few months (See file) To what extent prov Labor Sections are utilizing it is questionable in Keen absence promotion of this Labor-Mgmt program. Also the Sections receive "Themes & Suggestions" (you have copies for September) from PIO's

Suggest you get together with Wallie Pedersen who should be able to give us a little dope on effectiveness of these info materials — and then make personal contact with Labor Sections at prov levels for actual "activity".

This info program is a "priority" and we should give a more comprehensive report of activities in subsequent monthly reports!

RS

COPY

Labor Ministry
Women's and Minors' Bureau
Leaflet No. 19

"LABOR UNIONS PROTECT YOU!"

1. Why is a labor union necessary for workers?

An employer may not consider your opinion if presented individually, but if all the workers deal with the employer as a group, requests will be considered seriously. If in your working place there is need:

To raise unduly low wages
To provide adequate rest periods
To improve safety equipment
To improve sanitary conditions
To better welfare facilities

You can negotiate (- to talk together) with the employer through the union.

2. What is a labor union?

It is an organization of workers who negotiate with the employer to protect their positions and to improve working conditions.

3. Union members and officers

Union officers negotiate in behalf of union members. Therefore you must elect officers who will represent you. Attend the meetings of your union without fail and express your opinions, so that your union officers can represent you faithfully.

4. Labor agreement

Through negotiation between the employer and the union (collective bargaining) an agreement (expressed in writing) is reached on working conditions. This is called a labor agreement and the employer and workers must abide by it. When the period of the agreement expires, it is renewed through negotiation between the labor union and the employer.

5. Women have achieved these results through union activities!

Women of the _____National Union, together with men, tried very hard to obtain an increase in the wage-base at the time of the revision of the labor agreement, and succeeded in getting a 25 per cent raise in starting pay.

COPY

Subj: Labor Unions Protect You - Labor Ministry, Women's and Monors' Bureau
Leaflet No. 19

The Women's Section of _____ Department Store asked the union to negotiate with management to eliminate discriminatory practices in retirement age (retirement age for women - 45 years, for men - 55 years) and the union was successful in having a 55-year age limit established for all workers.

Women of _____ factory presented to management a proposal agreed upon at a general union meeting for a new dressing room and were successful in getting one.

At _____ Company, women had to spend a great deal of time in miscellaneous work besides their own jobs, and so the Women's Section asked the union to negotiate with management to employ odd-job workers and were successful.

Women of _____ factory have won working clothes for all workers, through the efforts of the shop stewards.

6. Women workers! Don't be afraid of joining a union.

The labor union is an organization by which workers help one another. The union protects you!

The right of union organization and collective bargaining is guaranteed by the Constitution Article 28.

The purpose of the Trade Union Law is to help workers form labor unions and insure collective bargaining for the conclusion of labor agreements, based on the rights guaranteed by the Constitution.

Excerpt from Natural Resources Section, Weekly Summary No. 234,
2-8 April 1950

file 11

ITEM 3 NATURAL RESOURCES SECTION WEEKLY SUMMARY NO. 234

INSTRUCTION CONCERNING WOMEN'S WEEK AND ROLE OF WOMEN IN COOPERATIVES

Subject: Re. "Women's Week"

From : Chief of the Agricultural Cooperative Division, Agricultural Administration Bureau, Ministry of Agriculture and Forestry

To : Chief of the Division concerned of To, Do, Fu or Prefectural Government

Date : 4 April 1950

As has been already informed, the "Women's Week" commences on the 10th of April with a purpose of stimulating the self-awaking of women, accompanied by more understanding by men of women's problems.

In this connection, the Government offices and various organizations concerned including the Women & Juvenile Bureau of Labor Ministry are busy in preparation for programs of functions and entertainments to be held during this week.

It is, therefore, significant for the agricultural cooperatives to launch a campaign, taking advantage of this week, for deepening women's interest in the cooperative programs in order to bring sound development of the cooperatives as well as to promote the women's status in the farm villages.

This Ministry is also prepared to encourage, through the medium of the periodical "Kumiai Dayori" or the Association News and radio broadcasting, women's participation in the activities of cooperatives in the full capacity of voting members thereof.

I hereby ask your efforts for the realization of our idea by your proper guidance of the agricultural cooperatives under your jurisdiction.

In this connection, you are requested to understand that an emphasis of this Ministry is to discourage any organization of a women's division within a cooperative.

Cr RBM
Women's Affairs

Q/100.11

How to Hold a Training Course Using
"Legal Knowledge for Women" (Information Sheets)

Received at W&MB Conference,
Kotohira, 30 January 1950

Note: The word "committee" when used in connection with the Information Sheets should more properly be "discussion group." The Japanese words Iinkai is used in the text.

1. Purpose of Training Course

a. Publicizing Fundamental knowledge of laws.

b. Operation of democratic organizations.

1) How to plan a program of an organization, using the Information Sheets.

2) _____ (Committee activities, etc.)

This training course should include various factoers. Generally speaking, the above two purposes can be attained at the same time by the training course. However, the purposed of the training course should never be ended with them, but it is desirable that the organizations, starting with this training course, will be operated well, execute their objectives respectively in full, make a good public opinion on a basis of fundamental knowledges of laws and accurate facts, and even grow into administrative pressure.

2. Invite any of the following three

a. Women leaders

b. Members of women's organizations: Members of women's sections of labor unions.

c. Student, youth organizations, etc.

3. Preparations for holding the training course.

a. Can be sponsored by any of the following three

1) Under the single sponsorship of the local office of women's & Minors' Bureau.

2) Under the joint sponsorship of the local office and the prefectural Social Education Section.

3) This program may be included at training courses for loaders, summer training courses, training courses by youth organizations or schools, and other agencies.

b. Hours required:

About half a day or one day, or at least 3 hours are required.

c. Determination of place:

Lecture-hall of primary school or public hall, etc.

Equipment -- If the following equipment is available, it will be convenient.

Stools - as many as attendants
Tables - as many as the number of committees
Blackboard - one

D. Personnel:

Students - about 30-80

Lecturer - one

Assistant - as many as the number of the committees if possibles. But with one or two assistants alone we can conduct.

As for the students they can be considered being divided into the categories mentioned in item 2. As for the members of women organizations and the members of women sections of labor unions, they are either invited from various organizations or from a single organization.

e. Supplies to be prepared for:

Information Sheets - About 10 sets.

Paper, pencils (for the use of making reports)

f. Others:

1) On the invitation

Include in the invitation a brief explanation of the course and not just say "A training course using 'Information Sheets'", because we want all of the attendants of this course to come prepared in mind to participate in the program.

2) Preparation on the part of the lecturer:

a. The way of conducting the course will very a little in accordance with the kinds of people present. The lecturer, therefore, should hold himself in readiness, taking into account the above.

For those students who are inexperienced in organization activities, main points should be on "How to conduct committees in organizations" to "Planning a program". Therefore, the practice as regards the way of speaking, discussing, and parliamentary procedures will be emphasized.

For those members who have over undergone any training course for conducting an organization, or are experienced fully in the matter, the importance should be laced on planning programs and on the understanding and study of the legal system, while any tedious explanation on the committee activities will make the meeting get dull.

The lecturer will be not always a specialist in legal affairs. So he may be unable to answer some questions. In this case his lecture should be limited to indicating how to solve the problem. For example, the utilization of a library should be suggested or the specialist in the locality should be mentioned.

b. The understanding of the sheets is apt to be superficial. This point should be always taken care of.

The Women's and Monors' Bureau is now considering a simple method of testing legal knowledge. But it may be a device that a test in a playful manner be conducted at the end of meeting, the method for the test being devised by the lecturer.

c. In order to keep the time accurately, it is necessary to consider fully the procedures in case of working out the program.

d. However full preparations may be made in advance, something may happen against expectation. So the lecturer should be prepared for temporary expalient.

4. Order of the training course

a. Call to order

b. Lecture - or explanation on the principle of the training course

c. Explanation on the works of the committee

d. Organization of committees

e. Works of committees

f. Report of committees

* *

4. b. Lecture - or explanation of the principle of the training course.

The lecture should contribute to the readiness of the members for the training course.

Contents of lecture:

Example 1. "On democratic organization"

Points: 1) Why are the organizations necessary?

2) Japanese organizations in the past were run only by order from above, But the organizations should run themselves demoncratically and exert effort so that the government will execute good policy.

3) Because of being run from above the previous organizations have executed nothing independently and there have been no good leaders.

In order to develop good leaders:

a) The tenure of officers should be short, and officers should not be eligible for assuming the post for consecuitve terms.

b) The organization should be divided into small groups so that every member can take part in some works of the organization. The chairman or members of every committee will take charge of some tasks and will become a good leader or member.

4) Explanation on the composition of organization and every sort of a committees:

Among many committees, the committee for planning should be stressed in its significance. The training course today is namely that for the committee for planning - is should be the conclusion of the lecture.

Example 11. "On the legal position of Japanese women"

Points: Refer to "On the legal position of Japanese women" and its explanation, both prepared by the Women's & Minors' Bureau.

1) The legal position of Japanese women has been extremely heightened as compared with that under the ancient constitution.

2) The actual position, however, has not yet reached the legal one, Even the women themselves con't know their position allowed by the laws in many cases. (Refer to the investigation on the position of Women)

3) In order to heighten the actual position of Japanese women and urge them to participate in polities positively, basic knowlege of the law is necessary,

4) The reasons for using Information Sheets "Legal knowledge for women" at the training course are explained.

Note: The above contents are indicated here only as an example. The lecturer should select the materials suitably. Length of time is free. However, it is necessary to clarify that the two things should be paralled as indicated under the head of the purpose of the training course. Otherwide, it may be difficult to understand for what purpose the training course is held.

c. Explanation on the works of the committees:

Each committee should be made known, order and contents of the tasks of the members should be explained and the members should be led to understanding which committee to choose.

Outline of the explanation:

Order of tasks (Refer to the head d.)

Committees: The following seven committee should be established according to the Information Sheets.

Children Welfare Committee
Agricultural Cooperative Committee
Civil Code Committee
Standard Law Committee
Public Health Center Committee
Public Welfare Commissioners Committee
Minor Crimes Committee

In addition:

Critic Committee

This committee takes charge of considering whether each committee is operated well or not.

Recreation Committee

In order to make the meeting a fresh one, a recreation program in which all the members can participate, such as chorus, little dramatical performance, collective play, etc, should be prepared by this committee.

What problems should be taken up in the committee:

Example 1. Agricultural Cooperative Committee

Why is the position of farming women so low?

Why is the life in farming villages so busy?

Analyze these with tables and charts. Plan something which can be practised through cooperative unions.

A program to urge the women to participate positively in the cooperative

To establish a nursing center for children curing the farming season

And others

Example 11. Civil Code Committee

Has the democratization of home been completed?

Program for improvement of marriage.

Program for changing the way of thinking on the part of men.

Various problems as above-mentioned can be taken up. If many problems where to be taken up, the discussion would not reach conclusion. So the discussion should be limited to a single problem.

Note: a. For the purpose of composing the committees it will be convenient, prior to explanation, to know about the categories of the members such as those concerned in PTAs, women's organizations, labor unions, farmers, teachers, public welfare commissioners, etc. through urging them, for example, to show hands, etc, provided that many organizations are represented by them, in the course.

b. Number of committee should depend on the number of members. If time is short and members present are small, the recreation committee should be omitted.

c. The problems to be dealt with in every committee should be concretely, thought simply, indicated in order that the members can easily determine to what committee they to belong.

d. Explanation in addition to the lecture should be made to clarify activities of committee in an organization.

d. Organization (Formation) of Committee:

The committees should be composed according to the desires of the members, each of the committees being furnished with seats.

Note: a. If the applicants for some committees are too many, while those for the others too few, the numbers should be adjusted.

b. The seats for the committees should be arranged utilizing the full space of the room removing the table and stools, last the speeches of the committees conflict with one another.

c. Works of committees:

When the composition of the committee is finished, the works of each committee should be conducted respectively. The lecturer should be careful of the proceedings of each committee and ask questions or consult with the members.

The assistants of the lecturer should help the lecturer in watching the proceedings of each committee. If there are assistants enough, one should be assigned to each committee.

1) Chairman and secretary should be elected in each committee.

2) Distribution of sheets. The sheets should be rearranged in advance in order that the same kind of them be distributed to each committee.

3) Understanding of the contents of sheets.

4) Each member should present problems. And it should be determined what to be taken up.

5) Discussion of the problem

6) Drafting of program for the organization (for the period of about three months)

7) Making of reports

Form of reports:

Reports

1. Date Location.
2. Name of committee
3. Name of chairman and secretary
4. Names of attendants
5. Subject of discussion, out line of process of discussion
6. Program for two months.

Note: a. During the works of the committees the lecturer and his assistants should respect the independence of each committee and be moderate to stay only anadvisors.

b. It should be taken care so that the discussion deviate or fall into idle talk.

c. The program will very according to the problems which are taken up, being sometimes a study program for the members, or being sometimes an enlightening program for the general members.

d. Incase of making a report, the process of discussion should not be omitted last the significance of the program become difficult to be understood.

f. Reports of committees:

1) Report of each committee

2) Report of the critic committee

Note: If the recreation committee is established , the report of it should be done prior to that of others, in order that all the member can take part in the recreation program without wasting time when the chairmen and secretaries of other committees are making reports.

5. Reflection on the training course:

The lecturer, andall the attendants of the training course should criticize all the matters of the course.

The following themes may be adapted for use by any medium and for visual displays:

1. You control your government through the power of your vote--use that vote to put honest, competent men and women in office.

2. If your officials are dishonest or incompetent, you can remove them from office through the process of recall.

3. If your officials are slow to act on an issue or you want to start legislation, you can force action with a petition signed by only two percent of the voters.

4. You women are equal with men under the law and must come forward to vote, hold office and accept your new position to make the community a more efficient, wholesome place for your families.

5. The power of governing the community is in your hands. Don't allow others to take that power from you by dictating how you are to vote and participate in your government.

6. Break the power of the illegal Tonari Gumi. Disregard their instructions and report coercion to the proper authorities. You have a right to free participation in your government, and power-hungry Tonari Gumicho must be driven from authority.

7. Don't look toward Tokyo for direction in local government affairs--do it yourself.

8. Know your assemblyman and other local officials. Make your wishes and opinions known to them.

9. Know your government: (A series that could be adapted for newspaper features, forums or classroom study).

   a. The functions of assemblies.

   b. The duties of governors, mayors and headmen.

   c. The functions of government administration.

   d. Your rights under a democratic judicial system.

Public forums can be used as an effective method to implant knowledge of local autonomy and to provide information about local government. Competent speakers with sufficient facts to answer questions from the floor should be obtained to conduct the forums, which should have greatest concentration in rural areas. Suggested persons to make up panels of about three speakers are prominent judges, lawyers, educators, leaders of women's groups, union officials and other well-informed community leaders. Visual aids should be used. Background material can be obtained from a series of five mimeographed

pamphlets published by SCAP Government Section, which has been distributed to MG team legal officers. (See references). Several forum groups should be organized so that the entire prefecture is covered, including small villages. Newspapers should be encouraged to sponsore these forums in their circulation areas as a public service. Advance publicity should be given to the meetings and stress placed on the importance of each Japanese knowing the functions of his government. (This forum system if properly organized and kept intact would be useful for future political reorientation programs such as civil liberties, civil code and criminal code, etc.).

A series of newspaper features under a heading such as "Know your Government" could go far to make the populace aware of the functions of government and their power to control it. Topics of these features should cover specific points under the general fields concerning duties of the assembly, governor, mayor, headman; the mechanics of recall and initiative; the judiciary; and the new merit system of civil service.

The whole subject of Tonari Gumi should be brought into the open. Editorial support should be encouraged. A series of cartoons picturing this government behind the government in an uncomplimentary light would be effective in branding this lustful, greedy system as an enemy of the Japanese people. Over a period of time these cartoons would build up an unsavory mental association for and abhorrence of Tonari Gumi and thus promote non-cooperation with it.

The program should be coordinated with the education officer to bring the provisions of the local autonomy law to the attention of students at all levels. This important population group is the most pliable and should receive special attention in programs concerning political reorientation. A double effect is accomplished in producing conviction among students. Not only are these future leaders of Japan introduced to a basic reform, but also they play an important part in producing conviction among their families. The law was promulgated after most texts were printed, so arrangements for dissemination should be worked out with the education officer and the prefectural education section.

An effective method of demonstrating principal features of the local autonomy law is a one-act skit. This medium was used in one prefecture with exceptional results. Writing, producing and acting could be done by amateurs, such as school or other local dramatic groups. To encourage traveling to outlying areas, an expense subsidy could be provided by the prefectural government. Several such groups should be arranged for with appearances scheduled for women's groups, unions and cooperatives.

Oratory contests among secondary schools and colleges could produce speakers for public appearances. The best might be induced to appear with the dramatic groups to make introductions and opening statements.

To get visual aid materials, a poster contest could be conducted. A small prize should produce several acceptable layouts for reproduction. The contest should be made known to professional artists' groups and art schools.

LUKAS SIMILIAR IN CONTENT TO PART WORK'S DIST- CIVIL INFORMATION OFFICER

GHQ
J-1226

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Economic and Scientific Section
Labor Division

Brief of opinion rendered by Associate Justice Jackson, U. S. Supreme Court, concerning constitutionality of federal legislation requiring affidavit as to membership in Communist Party. The U. S. Supreme Court upheld the constitutionality of the legislation. (Prepared by Legal Section, GHQ, SCAP)

(1)
American Communications Association, CIO et al
vs
Charles T DOUDS, National Labor Relations Board

(2)
United Steel Workers of America et al
vs
National Labor Relations Board

1. These cases presented for decision the constitutionality of par 9(H) (Non Communist affidavit provision) of the Labor Management Relations Act of 1947.

2. While the court determined such paragraph to be constitutional this brief merely presents the opinion of Mr. Justice Jackson concerning Communism.

"To state controlling criteria definitively is both important and difficult, because those Communist Party activities visible to the public closely resemble those of any other party. Parties, whether in office or out, are often irresponsible in their use and abuse of freedoms of speech and press. They all make scapegoats of unpopular persons or classes and make promises of dubious sincerity or feasibility in order to win votes. All parties, when in opposition, strive to discredit and embarrass the Government of the day by spreading exaggerations and untruths and by inciting prejudiced or unreasoning discontent, not hesitating to injure the Nation's prestige among the family of nations. The Communist Party, at least outwardly, only exaggerates these well-worn political techniques and many persons are thus led to think of it as just another more radical political party. If it were nothing but that, I think this legislation would be unconstitutional. There are, however, contradictions between what meets the eye and what is covertly done, which, in my view of the issues, provide a rational basis upon which Congress reasonably could have concluded that the Communist Party is something different in fact from any other substantial party we have known, and hence may constitutionally be treated as something different in law.

I

From information before its several Committees and from facts of general knowledge, Congress could rationally conclude that, behind its political party facade, the Communist Party is a conspiratorial and revolutionary junta, organized to reach ends and to use methods which are incompatible with our constitutional system. A rough and compressed grouping of this data would permit Congress to draw these important conclusions as to its distinguishing characteristics.

1. The goal of the Communist Party is to seize powers of government by and for a minority rather than to acquire power through the vote of a free electorate. It seeks not merely a change of administration, or of Congress, or reform legislation within the constitutional framework. Its program is not merely to socialize property more rapidly and extensively than the other parties are doing. While the difference between other parties in these matters is largely as to pace, the Communist Party's difference is one of direction.

The Communist program only begins with seizure of government, which then becomes a means to impose upon society an organization on principles fundamentally opposed to those presupposed by our Constitution. It purposes forcibly to recast our whole social and political structure after the Muscovite model of

police-state dictatorship. It rejects the entire religious and cultural heritage of Western civilization, as well as the American economic and political systems. This Communist movement is a belated counter-revolution to the American Revolution designed to undo the Declaration of Independence, the Constitution, and our Bill of Rights, and overturn our system of free, representative self-government.

Goals so extreme and offensive to American tradition and aspiration obviously could not be attained or approached through order or with tranquility. If, by their better organization and discipline, they were successful, more candid Communists admit that it would be to an accompaniment of violence, but at the same time they disclaim responsibility by blaming the violence upon those who engage in resistance or reprisal. It matters little by whom the first blow would be struck; no one can doubt that an era of violence and oppression, confiscations and liquidations would be concurrent with a regime of Communism.

Such goals set up a cleavage among us too fundamental to be composed by democratic processes. Our constitutional scheme of elections will not settle issues between large groups when the price of losing is to suffer extinction. When dissensions cut too deeply, men will fight, even hopelessly, before they will submit. And this is the kind of struggle projected by the Communist Party and inherent in its program.

2. The Communist Party alone among American parties past or present is dominated and controlled by a foreign government. It is a satrap party which, to the threat of civil disorder, adds the threat of betrayal into alien hands.

The chain of command from the Kremlin to the American party is stoutly denied and usually invisible, but it was unmistakably disclosed by the American Communist Party somersaulting in synchronism with shifts in the Kremlin's foreign policy. Before Munich, Soviet policy was anti-German --"anti-fascist"-- and the Communists in this country were likewise. However, when Stalin concluded a nonaggression pact with Hitler and Nazi Germany and the Soviet Union became partners in the war, the Communists here did everything within their power to retard and embarrass the United States' policy of rendering aid short of war to victims of aggression by that evil partnership. When those partners again fell out and Russian policy once more became anti-German, the Communists in this country made an abrupt and fierce reversal and were unconscionable in their demands that American soldiers, whose equipment they had delayed and sabotaged, be sacrificed in a premature second front to spare Russia. American Communists, like Communists elsewhere in the world, placed Moscow's demand above every patriotic interest.

By lineage and composition the Communist Party will remain peculiarly susceptible to this alien control. The entire apparatus of Communism — its grievances, program, propaganda and vocabulary -- were evolved for Eastern and Central Europe, whose social and political conditions bear no semblance to our own. However gifted may have been the Communist Party's founders and leaders — Marx, Engels, Lenin and Stalin -- not one of them ever lived in America, experienced our conditions, or imbibed the spirit of our institutions. The Communist Party is not native to this country and its beginnings here were not an effort of Americans to answer American problems. Nor is it the response to a quest by American political leaders for lessons from European experiences. As a consequence, the leaders of the American Communist Party have been otherwise insignificant personalities, without personal political followings or aptitudes for our political methods, adapted by training only to boring their way into the labor movement, minority groups and coteries of naive and confused liberals, whose organizations they have captured and discredited and among whom they lie in wait for further orders.

The Old World may be rich in lessons which our statesmen could consult with advantage. But it is one thing to learn from or support, a foreign power because that policy serves American interests, and another thing to support American policies because they will serve foreign interests. In each country where the

Communists have seized control, they have so denationalized its foreign policy as to make it a satellite and vassal of the Soviet Union and enforced a domestic policy in complete conformity with the Soviet pattern, tolerating no deviation in deference to any people's separate history, tradition or national interests.

3. Violent and undemocratic means are the calculated and indispensable methods to attain the Communist Party's goal. It would be incredible naivete to expect the American branch of this movement to forego the only methods by which a Communist Party has anywhere come into power. In not one of the countries it now dominates was the Communist Party chosen by a free or contestible election; in not one can it be evicted by any election. The international police state has crept over Eastern Europe by deception, coercion, coup d'etat, terrorism and assassination. Not only has it overpowered its critics and opponents; it has usually liquidated them. The American Communist Party has copied the organizational structure and its leaders have been schooled in the same technique and from the same tutors.

The American Communists have imported the totalitarian organization's disciplines and techniques, notwithstanding the fact that this country offers them and other discontented elements a way to peaceful revolution by ballot. If they can persuade enough citizens, they may not only name new officials and inaugurate new policies, but, by amendment of the Constitution, they can abolish the Bill of Rights and set up an absolute government by legal methods. They are given liberties of speech, press and assembly to enable them to present to the people their proposals and propaganda for peaceful and lawful changes, however extreme. But instead of resting their case upon persuasion and any appeal inherent in their ideas and principles, the Communist Party adopts the techniques of a secret cabal -- false names, forged passports, code messages, clandestine meetings. To these it adds occasional terroristic and threatening methods, such as picketing courts and juries, political strikes and sabotage.

This cabalism and terrorism is understandable in the light of what they want to accomplish and what they have to overcome. The Communist program does not presently, nor in foreseeable future elections, commend itself to enough American voters to be a substantial political force. Unless the Communist Party can obtain some powerful leverage on the population, it is doomed to remain a negligible factor in the United States. Hence, conspiracy, violence, intimidation and the coup d'etat are all that keep hope alive in the Communist breast.

4. The Communist Party has sought to gain this leverage and hold on the American population by acquiring control of the labor movement. All political parties have wooed labor and its leaders. But what other parties seek is principally the vote of labor. The Communist Party, on the other hand, is not primarily interested in labor's vote, for it does not expect to win by votes. It strives for control of labor's coercive power -- the strike, the sit-down, the slow-down, sabotage, or other means of producing industrial paralysis. Congress has legalized the strike as labor's weapon for improving its own lot. But where Communists have labor control, the strike can be and sometimes is perverted to a party weapon. In 1940 and 1941, undisclosed Communists used their labor offices to sabotage this Nation's effort to rebuild its own defenses. Disguised as leaders of free American labor, they were in truth secret partisans of Stalin, who, in partnership with Hitler, was overrunning Europe, sending honest labor leaders to concentration camps, and reducing labor to slavery in every land either of them was able to occupy. No other important political party in our history has attempted to use the strike to nullify a foreign or a domestic policy adopted by those chosen under our representative system.

This labor leverage, however, usually can be obtained only by concealing the Communist tie from the union membership. Whatever grievances American workmen may have with American employers, they are too intelligent and informed to seek a remedy through a Communist Party which defends Soviet conscription of labor, forced labor camps and the police state. Hence the resort to concealment, and hence the resentment of laws to compel disclosure of Communist Party ties. The

membership is not likely to entrust its bargaining power, its records, and its treasury to such hands. When it does, the union finds itself a more or less helpless captive of the Communist Party. Its officers cease to be interested in correcting grievances but seek to worsen and exploit them; they care less for winning strikes than that they be long, bitter and disruptive. They always follow the Communist Party line, without even knowing its source or its objectives. The most promising course of the Communist Party has been the undercover capture of the coercive power of strategic labor unions as a leverage to magnify its power over the American people.

5. Every member of the Communist Party is an agent to execute the Communist program. What constitutes a party? Major political parties in the United States have never been closely knit or secret organizations. Anyone who usually votes the party ticket is reckoned a member, although he has not applied for or been admitted to membership, pays no dues, has taken no pledge, and is free to vote, speak and act as he wills. Followers are held together by rather casual acceptance of general principles, the influence of leaders, and sometimes by the cohesive power of patronage. Membership in the party carries with it little assurance that the member understands or believes in its principles and none at all that he will take orders from its leaders. One may quarrel with the party and bolt its candidates and return again as much a member as those who were regular. And it is often a source of grief to those who have labored long in the vineyard that late arrivals are taken into the party councils from other parties without scrutiny. Of course, when party organization is of this character, there is little ground for inference that all members are committed to party plans or that they are agents for their execution.

Membership in the Communist Party is totally different. The Party is a secret conclave. Members are admitted only upon acceptance as reliable and after indoctrination in its policies, to which the member is fully committed. They are provided with cards or credentials, usually issued under false names so that the identification can only be made by offices of the Party who hold the code. Moreover, each pledges unconditional obedience to party authority. Adherents are known by secret or code names. They constitute "cells" in the factory, the office, the political society, or the labor union. For any deviation from the party line they are purged and excluded.

Inferences from membership in such an organization are justifiably different from those to be drawn from membership in the usual type of political party. Individuals who assume such obligations are chargeable, on ordinary conspiracy principles, with responsibility for and participation in all that makes up the Party's program. The conspiracy principle has traditionally been employed to protect society against all "ganging up" or concerted action in violation of its laws. No term passes that this Court does not sustain convictions based on that doctrine for violations of the antitrust laws or other statutes. However, there has recently entered the dialectic of politics a cliche used to condemn application of the conspiracy principle to Communists. "Guilt by association" is an epithet frequently used and little explained, except that it is generally accompanied by another slogan, "guilt is personal." Of course it is; but personal guilt may be incurred by joining a conspiracy. That act of association makes one responsible for the acts of other committed in pursuance of the association. It is wholly a question of the sufficiency of evidence of association to imply conspiracy. There is certainly sufficient evidence that all members owe allegiance to every detail of the Communist Party program and have assumed a duty actively to help execute it, so that Congress could, on familiar conspiracy principles, charge each member with responsibility for the goals and means of the Party.

Such then is the background which Congress could reasonably find as a basis for exerting its constitutional powers, and which the judiciary cannot disregard in testing them. On this hypothesis we may revert to consideration of the contention of unconstitutionality of this oath insofar as it requires disclosure of Communist Party membership or affiliation."

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Statement by Mr. Robert T. Amis, Chief, Labor Division, Economic and Scientific Section, General Headquarters, Supreme Commander for the Allied Powers, to the Central and Prefectural Labor Relations Committees, Tokyo, 1030, 29 September 1949.

As the new Chief of the Labor Division, I am pleased to have the opportunity of addressing you. By virtue of my position, your official problems are my immediate concern. I understand that the purpose of this meeting is to give you an opportunity to iron out the problems that have arisen in your localities and to explain the interpretations of the Trade Union Law which the various authorities have found necessary to issue.

The explanations of the intent of the law that have been issued as guides were given careful thought and attention before they were issued and represent the composite views of interested Japanese and Occupation agencies. There was a dual purpose in issuing these interpretations: They serve as guidance for the Labor Ministry staff in its functions and also for your guidance, since you are charged with applying the law to particular sets of facts and circumstances. These interpretations should be followed as guides except in those instances where they may later be changed by the due process of courts of law. To date, so far as I know, no judicial interpretation has been made that differs in any respect from the interpretations that have been issued.

As Chief of Labor Relations Branch, and now as Chief of the Labor Division, my primary interest in Japan has been and is to further the development of organizations of workers on a thoroughly democratic basis, and thus aid in raising the general living standard of the Japanese people.

To my mind, one of the strongest encouragements to the Japanese workers to organize into trade unions for the purpose of improving working conditions, of being more effective in conducting industrial negotiations and of otherwise promoting and improving the legitimate welfare of the Japanese industrial workers is the Trade Union Law. The Japanese Constitution gives the workers the right to organize and bargain collectively. The Trade Union Law tells them how to organize in a democratic manner, so as to be more effective in collective bargaining.

The Japanese Trade Union Law was conceived in democratic philosophy and is firmly based on solid democratic principles. The Labor Relations Committees form the administrative backbone of the Trade Union Law. You, as chairmen of the various committees are to a great extent the driving power of the Labor Relations Committees. As such, you have a responsibility greater than any other member to see that your committee properly performs its functions.

In order to fulfill your purpose, the Labor Relations Committees must be strong, independent quasi-judicial agencies, free from taint or suspicion of partiality. Your committees have a solemn duty to safeguard the individual

worker covered by the Trade Union and Labor Relations Adjustment Laws from all unlawful interference with his lawful rights to organize and create effective agencies for negotiations and collective bargaining. Toward management the committees have a solemn duty fairly and carefully to consider each complaint and protect the employer from the abuses of unjustifiable practices and complaints. Also, as an agency of the government, the committees have a solemn duty to the public fairly and expeditiously to perform their duties and thus promote industrial harmony so that there will be little or no interference with the economic rehabilitation of Japan, and so that the resources of this country are not wasted in futile and stubbornly drawn out disputes between management and labor.

The Labor Relations Committees are quasi-judicial bodies. Therefore, their proceedings should be conducted with all the dignity and decorum of a court of law. As a quasi-judicial body, the committees should be influenced in their decisions and deliberations only by the proper evidence and testimony presented to them in their official capacity, and should be firm in their resistance to all unofficial or outside pressure or intimidation.

Furthermore, the Labor Relations Committees should realize that they are not the law, but are only an instrumentality of the law. They are created by the Trade Union Law and have only those powers and authority set forth in that law. If, in misguided zeal any committee should attempt wrongfully to exercise authority and power not granted by the law, its decisions will be reversed by the courts and the committee will quickly discredit itself in the eyes of the public, labor and management, and will soon cease to have any power or authority because lacking confidence in the committee, all parties will be reluctant to use its procedures.

For that reason, I wish briefly to mention one phase of the Trade Union Law interpretations. As you well know, the Trade Union Law is clear and explicit in providing that no union is entitled to any of the procedures or redress provided by the law unless that union is in strict compliance with the provisions of Article 2 and Article 5. The committees are given no discretion in the matter. They must deny to any union not in compliance with the law, the right to participate in the procedures of the law. There is sound reason and basis for this requirement. Although some workers and some union officials may not understand this, it is for their own ultimate benefit that this requirement is in the law. It is impossible for a strong, independent, progressive and democratic labor movement to exist unless the unions forming that movement are strong, independent and democratic. The basic fundamental rights of the individual worker cannot be preserved or protected unless he is given the right, in conjunction with other individual workers, to have an organization loyal only to the needs of his welfare and free from all intimidation and influence of interests whose objectives are contrary to the individual interests and needs of the individual worker. Only a democratic organization can preserve to an individual worker his inherent dignity and right as an individual. By the Trade Union Law, a labor organization which is not democratic does not represent the worker and deserves no standing in the law.

As to the fact of compliance, you must bear in mind that compliance under the Trade Union Law is not a matter of negotiation or bargaining. It is not a matter that can be agreed upon by labor and management. It is a question of fact to be determined by the public members of the Committees in light of the requirements of the Trade Union Law. Quite often, the question as to whether or not particular members of a union are management employees not eligible under the Trade Union Law to union membership will arise, and in each such case it is the function of the public members of the committee carefully to sift the facts and make their determination according to the duty performance of those particular individuals.

It is true that some consideration has been given to the problems of those unions which, because of their complexity of structure, have not as yet been able to effect compliance with the law. It has been agreed that in order to encourage the efforts of such unions to comply with the law, in exceptional cases the committees might take the matter of compliance, as well as the complaint of the union, into consideration, with the view that the union will be in full compliance by the time the complaint had been adjudicated.

The committees should remember that this is an administrative, transitional expedient, which is not to be used in the case of every complaint filed with the committees. It should not be offered toward those unions which are obviously defiant to the objectives of the law or reluctant to comply with it. It should be utilized only where denial or relief would result in serious harm to a great many people. It should only be used where the evidence clearly shows that the union has made serious constructive effort to come into compliance. In considering the efforts of the unions to comply, the committees should give little consideration to mere verbal assurances by the union that it intends to or will come into compliance. The committees should demand and insist upon constructive action. Promises are easily made and easily broken. Certain groups whose primary interest is in political action, rather than the individual worker's welfare do not hesitate to make any promise to gain a temporary objective, and their promises vary from day to day according to their objectives. Therefore, if a union has consistently opposed the application of democratic principles to the Trade Union Law until an occasion arose in which it suited its temporary needs to have the benefit of the law, the committees should firmly deny such a union any right of redress or consideration until it has fully complied with the law. Furthermore, neither that union nor any of its officials should be permitted to appear in a representative capacity before the committee hearing the complaint of an individual worker of a union not in compliance with the Trade Union Law. If a union is a single unit union or a union of a few simple units, and is not in compliance, the committee should reject its complaint because a sufficient period of time has elapsed and it has no valid excuse now for not being in compliance. This may result in harm to many workers, but remember, the worker has the duty of taking some action to help himself. He should put pressure on his representatives to bring his organization into compliance with the law. The democratic union movement is one in which each individual takes an active part, and in order to be helped an individual worker must exert some effort to help himself.

For these reasons, the various committee members must and should seize every proper opportunity to make the individual workers and union officials realize that it is to their best interest to comply with the law as soon as possible, and that if they neglect to do so until they have need for relief from the Labor Relations Committees, it will be too late, and they will be denied relief. There should be no need to mention this duty on the part of committee members to educate the workers and unions as to the desirability and necessity of unions being in compliance with the law. It is self-evident that the more unions are in compliance, the more often will the procedures of the Labor Relations Committees be used in labor matters. It is hard to believe that any committee member would advise workers or unions that there is no need to comply with the law until perhaps at some later time the union might desire to use the procedures of the committee.

The Labor Ministry has been advised to promote an active program of enforcement, and has been further advised to prosecute management in all those cases wherein they find management is still attempting to interfere with or dominate trade unions. In my opinion, this enforcement program of the Labor Ministry, plus the efforts of your committee to educate management and union officials and workers, plus a judicious denial of the right to non-complying unions to participate in the procedures of the Trade Union Law will soon persuade all unions in Japan to comply. When this is accomplished, you can be justly proud of your part in making Japan a more thoroughly democratic nation.

* * * * * * * * * * * * *

Labor Union

1 leaflet attached

CIVIL INFORMATION OFFICER

1950

A UNION CONSTITUTION

Do you know the keys to your union activities?

Unions are made up of both men and women.

For Unions;

to be strong ..... must be democratic
to be democratic .... must have full member participation.
to have full member
participation ..... must have both men & women's cooperation.

In order to participate fully in their unions, women must know what the Union is, what it does, and how it does it.

Do you know the keys to your union movements?

Union Constitution is one of the keys.

Women unionists! Let us draw up a good constitution for your union.

1. Study principles of Union Constitution
--- in two or three conferences ---

1. First of all, in order to study the legal provisions concerning the union constitution, you read especially, the articles that will be your references (Article 2 and Article 5) of the revised Trade Union Law.

By this you will learn the following points.

1) What kind of unions are covered by the provisions of the Trade Union Law? (Article 2)

2) What are the provisions that should be included in the union constitution? (Article 5, paragraph 2)

Regarding the constitution, Trade Union Law Article 5 paragraph 2 stipulates as follows:

"In a Union Constitution the following items must be included:"

1. Name
2. Address of the main office.
3. Members of a trade union beside a federated trade union (hereinafter referred to as "local unions") shall have the right to participate in all affairs of the trade union and the right to be rendered equal treatment.

4. In no event shall any one be disqualified for union membership because of race, religion, sex, social status or family origin.

5. The officials of a local union shall be elected by secret ballot

directly by the members, and the officials of a federation or a national union may be elected by secret ballot directly by the members of the local union or by delegates elected directly by secret ballot of the members of the local union.

(1) Election of union officers

Local Union
All union members (direct secret ballot)
-- election of union officers.

Federated or national union

a. All local union members (DSB)
-- election of union officers.
b. All local union member (DSB)
-- election of delegates --

---------- delegates (DSB) -------- election of officers.

* *

6. General Meeting shall be held at least once every year.
7. Financial report showing all sources of revenues and expenses, names of main contributors and present financial status shall be made public to the members at least once every year, together with certification of its accuracy by a professionally competent auditor appointed by the members.
8. No strike action shall be started without the decision made by secret ballot either directly by a majority of members voting or directly by a majority of delegates voting directly elected by secret ballot by all members.
9. No constitution of a local union shall be revised except by a majority vote by direct secret ballot of the members. No constitution of a national union or a federation shall be revised except by a majority vote by direct secret ballot by the members of the local union or by the delegates directly elected by secret ballot by all members.
Revision of union constitution.

Local union

All union members (DSB) -- support by majority --
revision of union constitution.

Federated or national union

All local union members (DSB) -- support by majority --
revision of union constitution.

All local union members (DSB) -- election of delegates --
Delegates (DSB) ---------- support by majority --
revision of union constitution.

* *

2. To study what is desirable as articles in the union constitution.

1) About the name.
It is better to use the name clearly discerned as that for the Labor Union, such as " ... employees union" or" ...Workers union".

2) About the location of the union office.
Details of the address of the union office should be clearly stated.

3) About the right of the union members, following items are desirable.

a. Union members should participate in all the union activities and receive all the benefits of the union.

b. Members should put forth their opinions about all the problems of the union and participate in the decisions.

c. All members of the union who have paid their dues are eligible for officers and can participate in the election of officers.

d. The punishment of the members should be discussed by inquiry committee and the person who is charged should have the right to present evidence. In case of punishment and for expulsion the union member should have the right to appeal to the rank and file, and the action to be taken should be decided by secret ballot.

4) It is better to fix that the general meeting be held periodically. Especially, it is idealistic to have the item providing the monthly general meeting.

5) How to carry out the general meeting should be regulated in detail, so that no confusion will arise in the process of discussion.

6) About the financial report.

It is desirable to have such regulations as that the higher, federal bodies of the union should send auditors to the local unions that can not afford to have their own, or that two or three unions should employ a common auditor.

3. To study how to treat women members in a trade union.

The next theme of our study is what sort of treatment is to be provided for women union members by union constitutions. You are all well informed that women as union members have equal rights and are eligible for equal treatment, as is intended by the stipulations in Article 14 of the Constitution and Article 5 of the Trade Union Law. Democratization of Japan as well as the labor movement will not be accomplished unless the time comes when our women exercise equal rights, both as citizens and union members.
It is important, therefore, that in the constitution of a trade union, a

stipulation should be included that prescribes the implementation of the principle for equal treatment of women. Equal treatment should extend to fair representation of women on the executive bodies of the union. It may not be an easy task to provide in the stipulations of the constitution the exact number and percentage in detail concerning women representatives to be sent to central committees, executive committees and other organs of trade unions. Hence, it is advisable that a provision clarifying the moral principle for treating women fairly be contained in the constitution. An example of a provision for fair treatment:

"In order to strengthen this organization and to carry forward the democratic principles of the Constitution of Japan and of the free democratic labor organizations throughout the world, it shall be the firm policy of this union to encourage and foster the participation of its women members in all its affairs and to ensure fair representation of women on its executive and policy-making organs.

4. Study your own union constitution.

When you have understood all what is said above, next study your own union constitution. Read it together and find out if there is any imperfect and mis-leading points and mention them one by one if any. Also study the constitutions of other unions.

5. Draw up a revision draft of the union constitution.

-- in two or three meetings --

Now draw up a revision draft of your union constitution article by article, revising the imperfect points. Two or three meetings will be required for this. If you think that the constitution in use at your union is inadequate, and needs revision, you can ask the union organization for its revision. In case your constitution is to be revised, the draft of the constitution that you have made may be presented to the draft committee of the constitution of your union.

Notice!

* According to the revised Trade Union Law, there is no system of reporting the union constitutions to the authority.

* In order to participate in the formal procedures provided in the Trade Union Law and the Labor Relations Adjustment Law, and receive the remedies provided in them, the labor union must submit to the Labor Relations Committee evidence such as union constitution, Labor agreement and others, which shows that it is in compliance with Article 2 and Article 5, paragraph 2 of the Trade Union Law.

* Consult with the Prefectural Labor Policy Sections and the Local Labor Policy Office near your place, if you have anything you do not understand in drawing up your constitution.

REFERENCE MATERIAL

Reference materials

"Detailed Interpretation of Trade Union Law"
-- by Director of Labor Policy Bureau, Labor Ministry
-- published by Central Labor College

"Interpretation of Revised Trade Union Law"
-- by Labor Legislation Section, Labor Ministry
-- published by Labor Policy Research Institute

"Union Constitution and Labor Agreement in the Revised Trade Union Law"
-- by Labor Policy Bureau, Labor Ministry
-- published by Labor Culture Society.

"General Union Meeting" (play)
-- by Richard Deverall
-- published by Kansai Democratic Labor Society

"Note-book for Speech"
"Note-book for Discussion"
"On the Women's Section of Labor Unions"
"Do you know the Keys to your union movement"
-- "Collective Bargaining"
-- "Labor Agreement"
-- "General Union Meeting"

Women's & Minors' Bureau, Labor Ministry

女子組合員のみなさん！

ご存じですか？

組合運動の鍵は

組合規約

連合団体である労働組合以外の労働組合(以下単位組合という)の組合員は、その労働組合のすべての問題に参与する権利及び均等の取扱を受ける権利を有すること。

何人も如何なる場合に於ても、人種、宗教、性別、門地、又は身分によつて組合員たる資格を奪われないこと。

単位労働組合にあつては、その役員は組合員の直接無記名投票により選挙されること。及び連合団体である労働組合又は全国的規模をもつ労働組合にあつては、その役員は単位労働組合の組合員又はその組合員の直接無記名投票により選挙された代議員の直接無記名投票により選挙されること。

(この條項によると、役員選挙の方式はつぎのようになります。)

単位組合では

組合員全員(直接無記名投票)——役員選出

組合連合体又は全国的組合では

a　単位組合員全員(直、無投)——役員選出

または

b　単位組合員(直、無投)——代議員選出

代議員(直、無投)——役　員選出

総会はすくなくとも毎年一回開催すること。

すべての財源及び使途、主要な寄附者の指名並びに現在の経理状況を示す会計報告は、組合員によつて委嘱された職業的に資格がある会計監査人による正確であることの証明書とともに少くとも毎年一回組合員に公表されること。

同盟罷業は、組合員又は組合員の直接無記名投票により選挙された代議員の直接無記名投票の過半数による決定を経なければ開始しないこと。

単位労働組合にあつては、その規約は組合員の直接無記名投票による過半数の支持を得なければ改正しないこと。及び連合団体である労働組合又は全国的規模をもつ労働組合にあつては、その規約は単位労働組合の組合員又はその組合員の直接無記名投票により選挙された代議員の直接無記名投票による過半数の支持を得なければ改正しないこと。

(これによれば、組合規約改正の方式はつぎのようになります。)

単位組合では、

組合員全員(直接無記名投票)——過半数の支持—規約改正

連合体又は全国組合では、

a　単位組合員全員(直、無投)——過半数の支持—規約改正

または

b　単位組合員全員(直、無投)——代議員選出

代議員(直、無投)——過半数の決定—規約改正

二、規約の條項にはどんなことがのぞましいかを研究する。

△つぎに皆さんは——組合規約に関する参考書類(このリーフレットの裏面参照)をよみあつて、さらにすすんで、規約の條項にはどんなことが望ましいかを研究します。

規約はなるたけ具体的にこまかく規定してある方が、組合の実際活動のうえに、解釈上紛争をひきおこさないでよいのです。

たとえばつぎのような点に注意します。

1　組合の名称は「・・・・労働組合」とか「・・・・職員組合」とかいうふうにはつきりと労働組合の名称であることがわかるような名称をつけること。

2　組合事務所の所在地についても、事務所の番地をくわしく明記しておくこと。

3　組合員の権利については、つぎのような條項をいれること。

イ　組合員はすべての組合活動に参加し組合員としてすべての利益をうける権利があること。

組合員は組合のすべての問題について意見をのべ採決に加わる権利があること。

ハ　組合費を支払つている組合員はたがいに役員を選挙し、また選挙される権利があること。

ニ　組合員を罰するときは、査問委員会にかけること。

査問されるものは反証を提出する権利があること。

組合員が徴戒や、除名の処分をうけるときは、一般組合員に提訴する権利があり、決定は組合員の秘密投票によつてされるべきこと。

4　組合総会は定期的にひらくことをきめておくこと。

月例総会をもつ規定があればなおよい。

5　総会の議事規則などもこまかく規定しておくこと。

組合を作るものは男女の組合員です。

組合が
強くなるには……民主的であることです。
民主的であるには……みんなが組合員としての義務をはたすことが大切です。
みんなが義務をはたすには……男も女も協力しなければなりません。

婦人が組合員としての義務をはたすには、
組合とは
どういうものか、何をするものか、そしてどんな方法でするのかを知つている必要があります。

それでは組合運動の鍵をご存じですか？
組合規約は、組合運動の鍵の一つです。

さあ、みなさん。
あなたの組合のためにりつぱな規約をつくりましよう。

一、組合規約の原則を勉強する。
——二、三回の会合で——

△はじめに組合規約について法律上の規定を学ぶために改正労働組合法中とくに、規約をつくるために参考となる條項（第二條、第五條）をよみます。

それであなたはつぎのことがおわかりになりましよう。

1　労働組合法の適用をうける労働組合とは、どういうものをいうのか。（第二條）

2　規約のなかに必ずふくまれなければならない條項にはどんなものがあるか。（第五條第二項）

労組法第五條第二項には規約について次のように規定しています。

労働組合の規約には、左の各号に掲げる規定を含まなければならない。

1　名　稱
2　主たる事務所の所在地

3　連合団体である労働組合以外の労働組合（以下単位組合という）の組合員は、その労働組合のすべての問題に参与する権利及び平等の取扱を受ける権利を有すること。

4　何人も如何なる場合に於ても、人種、宗教、性別、門地、身分によつて組合員たる資格を奪われないこと。

5　単位労働組合にあつては、その役員は組合員の直接無記名投票により選挙されること。及び連合団体である労働組合又は全国的規模をもつ労働組合にあつては、その役員は単位労働組合の組合員又はその組合員の直接無記名投票により選挙された代議員の直接無記名投票により選挙されること。

（この條項によると、役員選挙の方式はつぎのようになります）

単位組合では
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　a　単位組合員全員（直、無投）——役員選出
　または
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　　代議員（直、無投）——役　員選出

6　総会はすくなくとも毎年一回開催すること。

7　すべての財源及び使途、主要な寄附者の指名並びに現在の財政状況を示す会計報告は、組合員によつて委嘱された職業的に資格がある会計監査人による正確であることの証明書とともに少くとも毎年一回組合員に公表されること。

8　同盟罷業は、組合員又は組合員の直接無記名投票により選挙された代議員の直接無記名投票の過半数による決定を経なければ開始しないこと。

9　単位労働組合にあつては、その規約は組合員の直接無記名投票による過半数の支持を得なければ改正しないこと。及び連合団体である労働組合又は全国的規模をもつ労働組合にあつては、その規約は単位労働組合の組合員又はその組合員の直接無記名投票により選挙された代議員の直接無記名投票による過半数の支持を得なければ改正しないこと。

そうすれば討論の過程で紛争がおこらなくてよい。

6　会計報告については財政上単位組合が単独で会計監査人をやとうことのできない場合は、組合の上級の連合体が監査人を派遣したり、又は二、三の組合が共同で監査人をやとうような規定をつくつておくこと。

三、婦人組合員のあつかいについて検討する。

つぎに、規約のなかで、婦人組合員についてはどんなとりあつかいをするべきかを研究しましよう。

婦人が組合員として、男子と平等の権利をもち、平等の待遇をうけるべきであることは、日本国憲法第十四條、および労組法第五條の意図であることはみなさんもご存じの通りです。日本の民主化と労働運動の民主化とは、婦人が市民として、また、組合員として平等の権利を行使するようにならなければ、完全にはなりません。

したがつて、労働組合の規約のなかに、組合員を平等にとりあつかうことの原則の実行を規定した條項をふくむことが大切です。この平等のとりあつかいとは、組合の執行機関に男女が公平に代表をおくることまでをふくみます。規約の條項の中に、中央委員会や執行委員会その他の機関におくる婦人の代表のことをこまかく、正確な人数や、割合などまできめておくことはむづかしいでしよう。ですから規約には、婦人に対して公正なとりあつかいをするという道義的な原則をきめた條項をいれておくのがよいでしよう。

平等のとりあつかいの條項の例

「本組合を強化し、日本国憲法の民主主義の原則と、全世界を通ずる民主的労働組織とを強化するために、女子組合員が組合のすべての事項に参与することを奨励し、育成し、執行機関および政策決定機関に婦人が公正に代表されることを確保することは、本組合の不変の政策である。」

四、あなたの組合規約を検討する。

以上のことがわかつたら、あなたの組合の規約を研究して下さい。みんなでよみあつてどの点が不充分か、どこがまぎらわしいかなどを一つ一つあげてみます。また他の組合の規約も研究して下さい。

五、規約の改正草案をつくる。

——二、三回の会合で——

こんどはいままでの規約の不備な点をおぎないながら第一條から順々に規約の案をつくつてみましよう。

これには二、三回の会合が必要でしよう。

現在あなたの組合でつかつている規約が不充分で、改正した方がよいとお考えでしたら、あなたは組合の機関に規約の改正を申入れることができます。

規約を改正することになれば、あなたのつくられた規約案は、規約の起草委員会に提出することもできます。

婦人組合員のみなさん。こうしてあなたも、あなたの組合の規約をつくることに参加できるのです。

注　意　組合規約は組合運動の鍵の一つです。

- ●改正労組法では、組合規約の届けいで制はなくなりました。
- ●労働組合が労組法や、労調法の手続に参与し、救済をうけるためには労組法第二條と第五條第二項にかなつている証拠としての規約、協約その他の書類を労働委員会に提出しなくてはなりません。
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(参考資料)

労働組合法の詳解	労働省労政局長著　中央労働学園
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改正組合法に基く規約と協約	労働省労政局　労働文化社
発言の手帳 労働組合の婦人部についてご存じですか、組合運動の鍵を 団体交渉、労働協約、組合総会 さあ討論しましよう	労働省婦人少年局

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GRIEVANCE MACHINERY AND THE SHOP

STEWARD SYSTEM

(3rd Edition - Revised
and enlarged)

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Economic and Scientific Section

Tokyo 1948

Introduction

Trade Unions in the democratic countries have a history of over one hundred years. In Britain, America, Germany and many other places, the labor movement has had experiences with practically every problem faced by the Japanese labor movement

It goes without saying that Japanese workers are interested in the methods used by foreign workers to solve their problems. It is always better to profit by the experience of others rather than to go ahead blindly and learn the difficult way -- hard experience.

When unions were first formed over one hundred years ago, the early trade unionists had no such thing as a contract with the employer. Many of the early struggles revolved only about wages. But unions formed with great effort too frequently fell apart when economic conditions improved.

Through the years, the unions sought a system of building their unions to strong that nothing could bring about their fall. In England and Scotland, almost fifty years ago, the British workers devised what is now known as the system of grievance machinery. And they devised a method of enforcing this grievance machinery called the shop steward system.

The employers were reluctant to grant recognition to grievance machinery because it meant full recognition of the trade unions as an important factor in industry. Many American and British unions had mighty struggles to secure recognition for the shop steward system. In fact, in the great Ford Motor Company strike of 1941, the American CIO won a mighty struggle with the Ford Motor Company, for even until that time the company had refused to admit grievance machinery and the shop steward system.

The importance of grievance machinery is found in one simple fact. It enables the union to consolidate and hold its gains. The union members are from time to time engaged in major struggles with the employer, but once they sign a contract -- usually for one year -- there are no strikes or lockouts for the year-life of the contract. Instead, by the use of grievance machinery, the problems of the workers during the life of the contract are solved in a peaceful manner.

It goeswithout saying that there are ideologists who seek to influence the union movement to avoid the shop steward system and grievance machinery, just as there are employers who do not like the idea. Such ideologists are those who preach the doctrine of class warfare. They are not interested in production, peaceful labor relations, or a strong labor movement. Their stated aim is to exploit the union in order to test their own revolutionary theories.

During the 1880's and 1890's, the American labor movement suffered from the influence of the Anarchists, Syndicalists, and other ideologists. The unions of those days were weak and too-often ineffective. But the class-war idea of trade unionism was abandoned, as it has been in every other democratic country, and the unions built their great strength through sound labor contracts, grievance machinery, and the shop steward system.

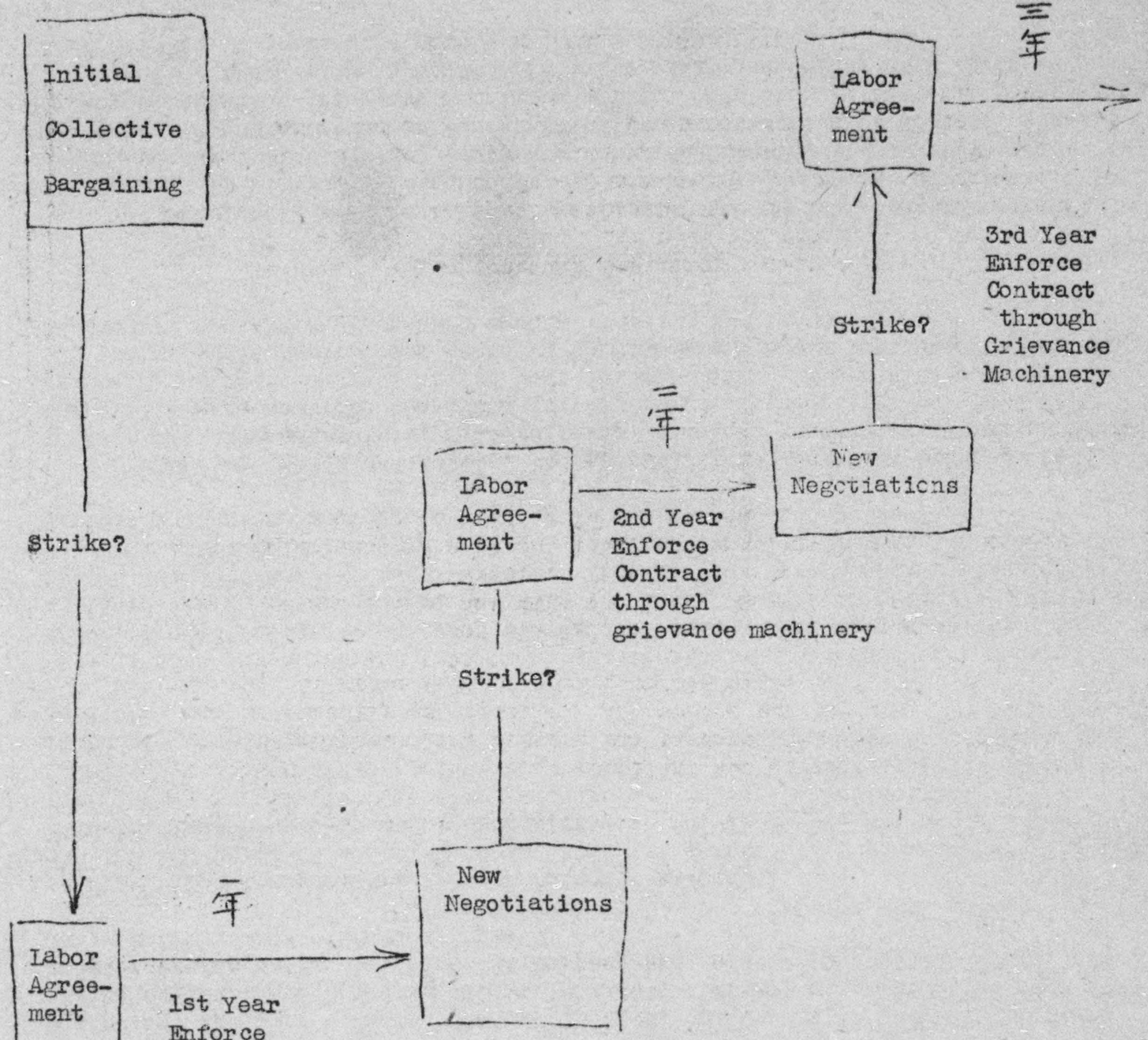
Contractual Relations

The American IWW (International Workers of the World) was such a revolutionary union. It refused to sign contracts and promoted a series of strikes, one after another. Within a few years after its foundation, the IWW collapsed. The American CIO and American AFL are both built on contractual relations with the employer including grievance machinery and the shop steward system. Both unions are mightier today than at anytime in their existence. They have strength and grow because their base is rooted in sound principles.

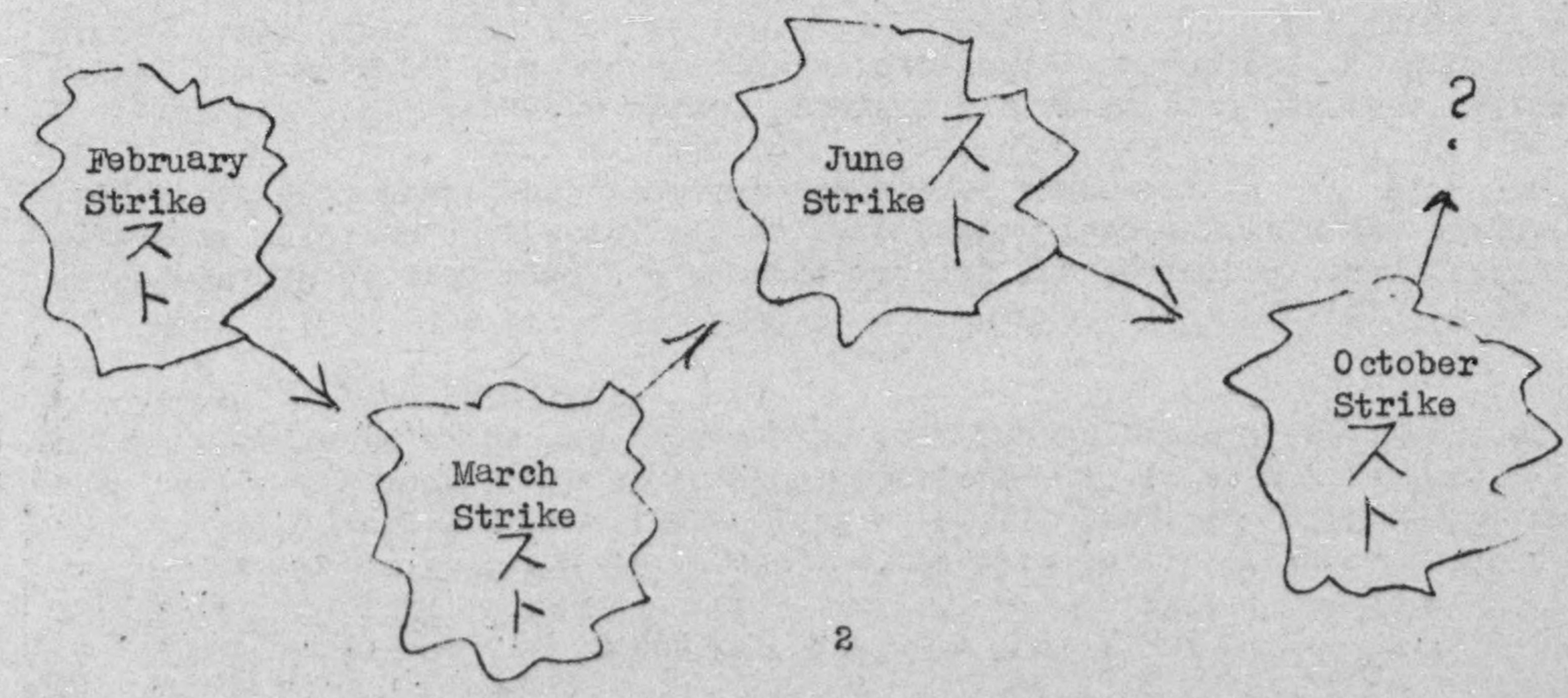
Therefore the first step toward sound trade unionism is the conclusion with the employer of sound labor contracts.

A sound labor contract clearly specifies the relations between the employer and the union. It defines all matters relating to pay, to hours and time of labor, and to all other working conditions. A sound labor agreement has a definite time limit, usually one-year in western countries. And the sound labor

DEVELOPMENT OF THE UNION THROUGH SOUND AGREEMENTS



THE SO-CALLED "DISPUTE" SYSTEM OF LABOR-MANAGEMENT RELATIONS!



contract includes specified grievance machinery. And finally the sound labor agreement provides that during the life of the contract there will be no strike by workers, no lock-out by the employer (Peace Clause).

In other words, rather than injure production and waste union strength in a protracted series of labor disputes involving a series of incidental matters, sound trade unions the world over seek to write good contracts, live within those contracts peacefully, and then, at the expiration of the contracts, try to negotiate an ever better contract. If a strike is necessary, a strike may be had... it is not a daily strike but a now-and-then strike.

This slow process, however, guarantees the building of a sound trade union movement. During the life of each contract, the gains achieved are consolidated. Union strength is jealously hoarded. If and when the next negotiation requires use of the precious strike weapon, the full force of the union may then be exerted through the strike weapon. But again, once the new contract has been signed, both employer and union observe the terms of the contract during its new one-year life.

It is argued by the ideologists that the dispute method is the only way to build sound trade unions. Yet at the same time, it is common knowledge that workers in every factory and workplace have many minor compliants. One worker feels his vacation time is due; another things the toilet is dirty; a third feels his train needs repairing.

Just ask yourself the question: Should all workers be involved in disputes and work stoppages from month to month to settle such minor problems?

Should all workers with minor problems let the problems accumulate until a Central Dispute Committee finally orders a strike?

The answer in both cases, obviously, is "NO".

Any worker who has a problem or a compliant has a right to get a speedy settlement of his problem. If something can be done to solve the problem, it should be done as speedily as possible. If nothing can be done, the worker should be told that, too, in order to keep worker morale high.

To repeat, there are three items in the contract which must be there if grievance machinery is to work properly:

1. The contract must have a Peace Clause -- no-strike, no lock-out during the life of the contract.

2. The contract must have a definite and effective termination date. The contract automatically expires on that date. The workers are free to strike for a new contract if they so vote.

3. The contract must have carefully specified grievance machinery which refers all unresolved disputes to final and decisive arbitration.

You see, grievance machinery is the system of day-by-day negotiation that takes place on all levels of the union. Its main purpose is to solve the problems and compliants of workers as rapidly as they arise. It has a subsidiary purpose of promoting industrial peace during the life of the contract. Obviously a country such as Japan which has just emerged from the costliest and greatest defeat in its history can ill afford the doubtful luxury of un-ending labor disputes, sabotages, and work stoppages!

Put it Into the Contract

No matter what "understandings" may be reached by a union and the employer, it is vital that every item agreed upon be specifically outlined in clear language that can be understood by everyone involved. In many Japanese unions, a so-called "contract" is signed which states that "A Management Conference will be created, equally of management and labor, and all matters of management, democratization, personnel, wages, and so forth will be considered." This is not, of course, a labor contract in the proper sense of the word.

All it is is an agreement to set up a committee which is then free to disagree or agree on any and all matters relating to labor-management relations. And as there is no specified method for reaching peaceful solutions in case of disagreement, such a Management Conference may merely be the prelude to a series of piston strikes, sabotages, disputes, and other forms of work stoppages. Instead of solving the problems of workers, therefore, such a misleading labor contract often paves the way for disruption of the enterprise with final economic ruin for all concerned.

These are strong words, but three years of experience in Japan with such phoney (inchki) labor contracts proves the point.

Now grievance machinery is a system set up in advance and assigned only certain definite problems for solution. Grievance machinery is created in specific language in order to solve "all compliants and grievances arising under the contract, or matters about interpretation of the contract." It has nothing to do with a Management Conference which may consider other problems. Grievance Machinery is concerned solely with enforcement of the written contract. Thus the one and only specific function of grievance machinery is to settle the problems of workers arising under the contract as speedily and justly as possible.

Separation of the function of grievance machinery from the Management Conference therefore removes much of the confusion now found in Japanese labor-management relations.

The Management Conference is one matter.

Grievance Machinery is separate and distinct from the Management Conference.

It might be added that settlement of grievances through the Management Conference leads necessarily to no definite conclusion. Unending disputes may continue.

Grievance machinery, on the other hand, by providing for final arbitration, provides prompt and absolute settlement of unresolved problems. No work disputes regarding enforcement of interpretation of the contract can take place during the specified life of the contract.

Thus grievance machinery minimizes friction, aids in the establishment of democracy in every local place of work, and promotes both stable labor-management relations and uninterrupted production.

Shop Steward System

What just what is the practical operation of this grievance machinery? How does it work?

In every workshop or other place of work, there are persons who represent the employer. Such persons should not and generally do not belong to the union. They represent management. The function of these representatives of the employer is to see that the contract is enforced, that working-place discipline is maintained, and that the work ordered performed by the employer is carried out in a proper manner.

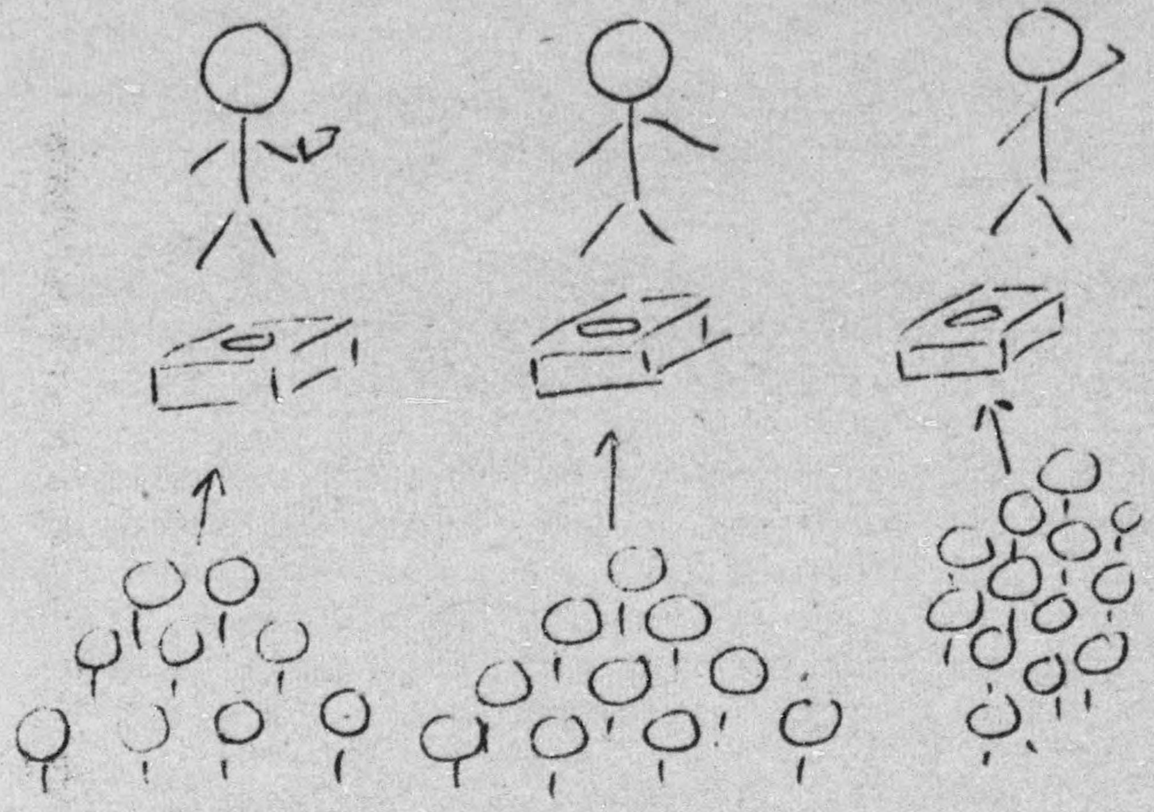
Grievance machinery is enforced by the shop steward system. In every place, just as the employer has his representatives, the workers elect their own representative, who is called the shop steward. The function of the shop steward is to see that the contract is enforced from the side of the union, that working-place discipline is fairly maintained, and that the work ordered by the employer is carried out in a proper manner under the terms of the contract.

The foreman or local supervisor represents the employer.

The shop steward represents the group of workers who elect him or her.

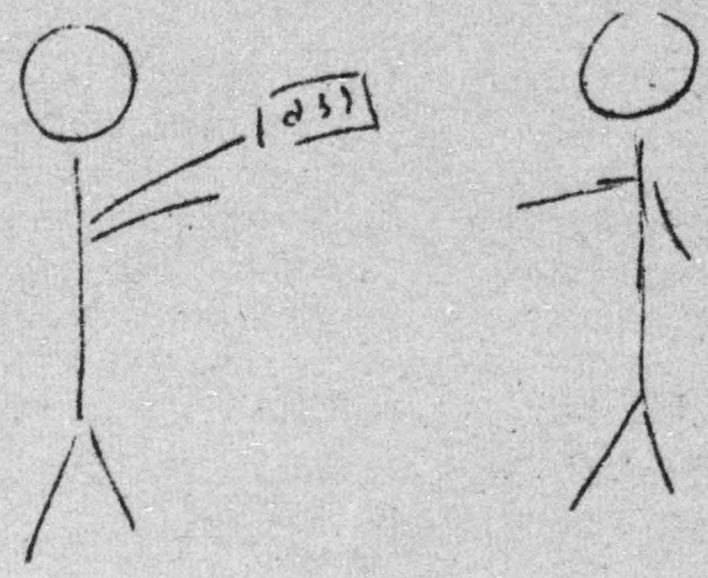
Examine the chart, Figure 1, which outlines the nature and duties of the shop steward.

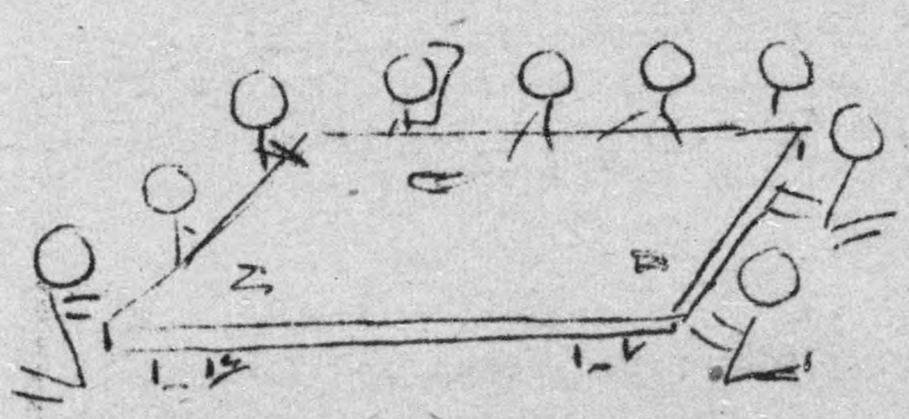
WHO IS THE SHOP STEWARD



The shop steward is a fellow-worker elected by his rank-and-file fellow workers. He works in the shop everyday. He leaves his work for an hour or so each day to discuss grievances. He is paid for his lost time by the company for he remains within the plant.

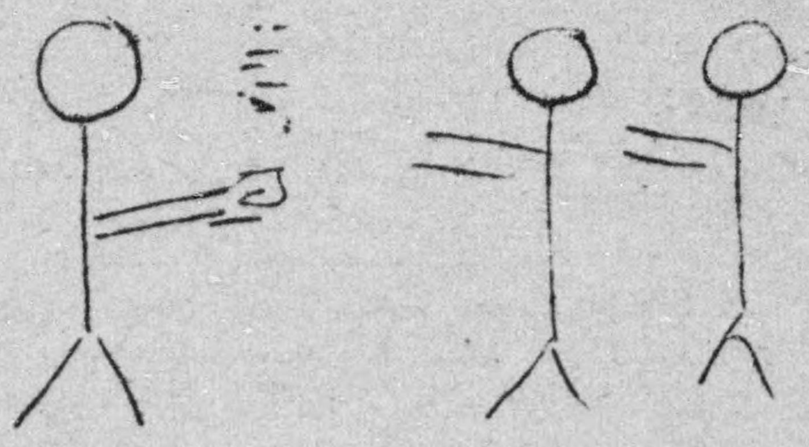
He tries to settle as many grievances as possible by negotiation with the local supervisor or foreman.

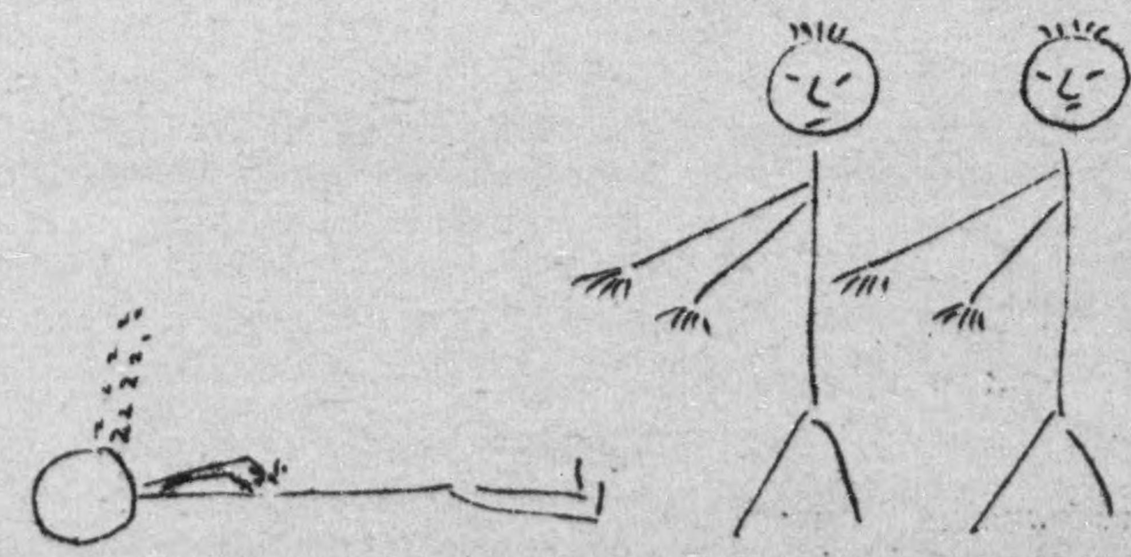




Once a week all of the factory shop stewards meet; the shop steward committee. One of them is elected to be their chairman. They meet with the top managers to settle any grievances not settled by individual shop stewards.

The shop stewards also pass out union pamphlets to the membership in their unit of the factory. They encourage members to attend union meetings. Often they have charge of collecting union dues.





If a shop steward does not do a good job, the members who elected him can at any time call a meeting at lunchtime and elect a new shop steward. Active union members are anxious to become shop stewards in order to aid in building a democratic Japan.

THE SHOP STEWARD SYSTEM WILL BRING DEMOCRACY TO YOUR FACTORY

School of Democracy

By decentralizing authority within the plant, and by arranging to have foremen meet frequently with shop stewards, many persons learn how to present an argument, how to argue for the adoption of their point of view, and how to speak in a rational, factual manner.

This aids in the development of the dignity of many workers right inside the shop, and that in turn aids in the production of new leadership inside the local union. Instead of one man at the top doing all the talking and thinking, the use of grievance machinery and the shop steward system develops wide participation in collective bargaining on the part of many union members. The implementation of grievance machinery thus aids in the development of skilled negotiators both on the side of management and of the trade unions.

The Shop Steward

The shop steward has the important task of settling disputes regarding enforcement and application of both the letter and the spirit of the contract or collective agreement concluded by the trade union and the company.

The shop steward is therefore the watchdog of democracy in the shop. It is his or her job to make the contract work, to guard democracy jealously. And just as important, it is the job of the shop steward to keep the workers in his department or building informed on union activities and interested in the day-to-day activities of the union. The shop steward puts life into the contract, and makes it live. Likewise, by inspiration and example, the shop steward encourages all of the trade union members in his or her department to become more and more conscious of the mission of the trade union in building a better world for everyone.

How it Works

The system works in this fashion. Whenever a worker in any department thinks that something must be done in his shop, he goes to his shop steward and hands him a slip of paper. On it he briefly explains the grievance, and signs his name. Once a day, usually for a half an hour, the shop steward leaves his job and goes to the office of the foreman. He presents the grievance, tells the foreman why it should be granted, and then they argue about the grievance. Perhaps they settle it, and the change is made. If not, then the steward writes on the back of the slip the decision of the foreman, then hands this to the bargaining council. Once a week, the bargaining council will have a meeting with the heads of the factory, and the grievances not solved on the local shop level will then be brought up. Again, the bargaining council will argue with the top company manager, and they will attempt to reach an agreement. Often agreement will be reached, and the change will be made. Or, as in some cases, the union and the company will use an impartial umpire, and the unresolved grievance will go to the impartial umpire for his decision or to the Rodo Iin Kai. (See Fig. 2.)

This has a very important effect in the shop. A worker with a good suggestion on increasing production makes it through his shop steward, and the union gets behind his suggestion. If it is accepted, through bargaining, the union has scored -- and the worker realizes that his brain and his ideas are important. A worker who needs a safety device on his machine, by going through the union, gets that device ... and he realizes that the union is working for him.

And the company begins to realize that every worker in the plant is a human being with dignity and intelligence -- that every worker is working every day to improve his working conditions, his productivity, and his usefulness to the economy.

The worker is no longer just a cog in a machine -- he is an intelligent, democratic member of the economic society.

Steward Selection

Take an example of a small factory in one Ken of Japan. The factory employs 500 workers, all of whom are members of a union. The factory is divided into

five parts -- raw materials, foundry, machine shop, assembly shop, and warehouse. The union decides that it will have 50 workers per shop steward, so that permits 10 shop stewards in this plant. The raw materials building has 50 workers, so all of the workers in that building will get together and elect 1 shop steward, a fellow worker. The foundry has 100 workers, so they elect 2 shop stewards. The machine shop has 150 workers, so they elect 3 shop stewards. The assembly building has 100 workers, so they elect 2 shop stewards. And finally the warehouse has 100 workers, so they elect 2 stewards.

The system of election will vary from shop to shop, from mine to mine, from mill to mill. In a department store, the shop stewards will probably represent the different departments of the store. On a ship, the shop stewards will represent the types of sailors. With longshoremen, the shop steward will possibly represent the different work gangs, and so forth.

Once elected democratically by the workers in their respective branches, the shop stewards then meet with the President and other officers of the union, and together the shop stewards and the union officers will constitute the bargaining council of the local union.

Thus, in electing a shop steward to represent them, the workers are usually careful to select a person of intelligence and maturity. They usually elect a man or woman who will work unselfishly to enforce the contract and promote stable labor-management relations. That does not mean the elected shop stewards will always agree with the company. But when they disagree, they disagree on the principles involved and they argue with clarity and logic.

Recall

As a safeguard of fair and just representation, union constitutions may provide for the recall of shop stewards should it prove that they are lazy, inefficient, or inclined to represent the company instead of the union. The recall means that any time the workers in a department can take a vote on the present shop steward. If the majority of the workers vote to recall him or her; the shop steward is dismissed from the post. Then the workers will elect another shop steward. This recall system provides for rank-and-file control of the person they elect to represent them.

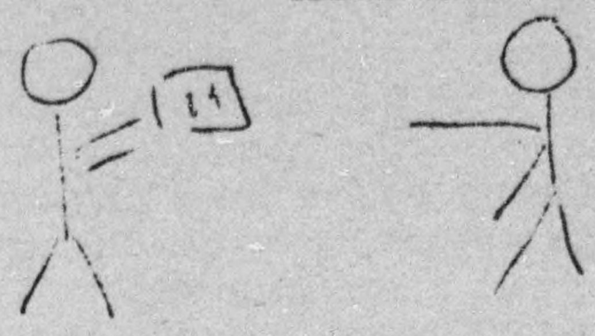
Payment of Shop Steward

The question usually arises: "Who pays the wages of the shop stewards when they are adjusting grievances?" If a man leaves his job for an hour or two, the employer will probably deduct the lost time from his wages. However, in British and American unions, it is often the practice to include in the contract between the union and the company a clause regarding the shop steward system. This includes the number of workers per shop steward, and will specify the amount of time per day which the shop steward may use for grievance adjustment. The company usually agrees to pay the wages during this specified time. If he consumes more than that, the extra lost time is paid by the rodo kumiai. American unions found that if the company paid unlimited lost time for shop stewards, some of them would abuse the privilege and idle the day away. If a shop steward is allowed a time limit of 30 minutes or an hour a day for grievance adjustment, paid by the company, it will usually be found sufficient. The justification of payment is based on the fact that the shop steward is working with the foreman to adjust grievance and keep production flowing smoothly. That is important to both union and company -- although both have different interests in the problem.

The Shop Steward and Contract Negotiation

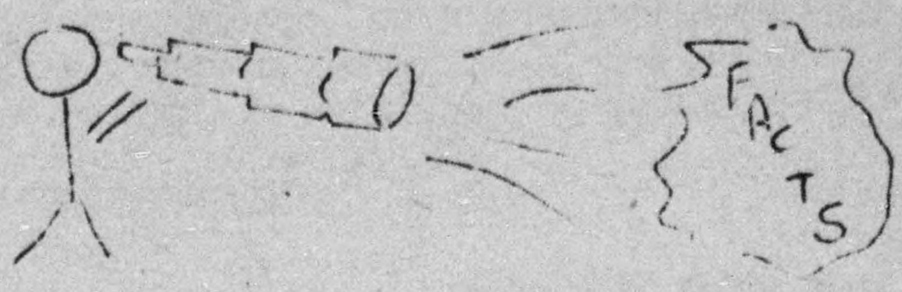
The shop steward system and the bargaining council have another important function. As the months go by, the shop steward in each department becomes an expert on the operations and functions of his department. He knows just what must be done to make production and working conditions better. He knows what the workers want in his department. When it is time to begin meetings with the company to discuss terms for a new contract, each shop steward makes a contribution -- one department needs this, another department needs that. The bargaining committee meets with the shop stewards and they write down all of the demands of the union. Then, at a general meeting of the membership of the entire local

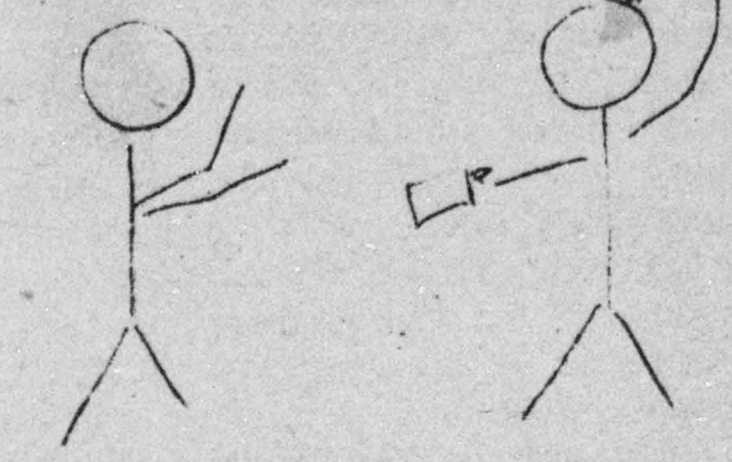
Figure 2 HOW THE SHOP STEWARD SYSTEM WORKS INSIDE YOUR FACTORY!



The Shop Steward makes an investigation of all the facts.

You have a grievance or a compliant arising under the terms of your labor contract. You tell the Shop Steward about it.

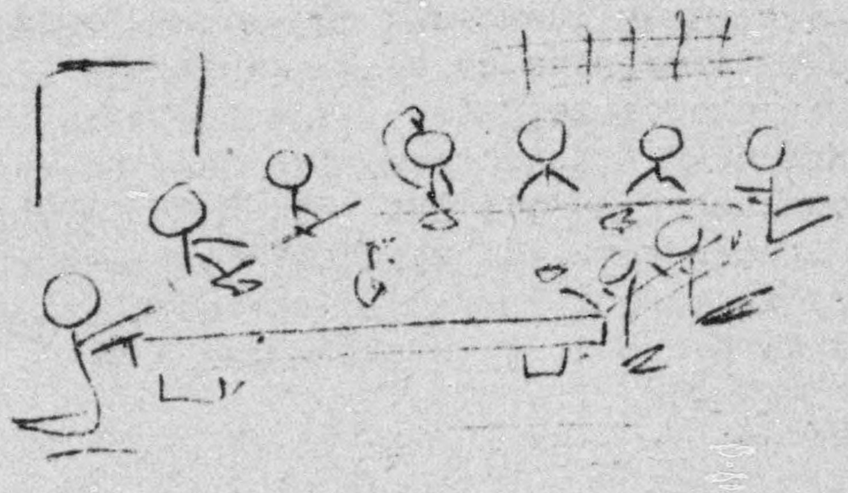




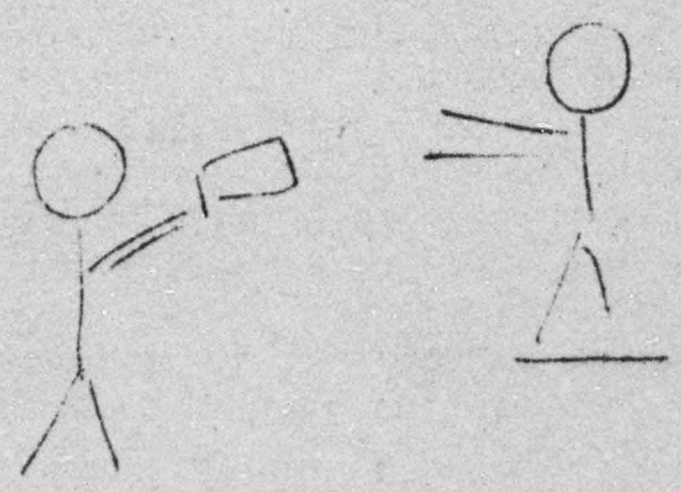
He visits the local foreman who represents the employer. They try to settle the matter by negotiation. The Shop Steward is a fellow worker who works most of the time right on his job, only stops working an hour or so a day to settle your problems

If the foreman and the shop steward can solve the problem, everyone is happy.

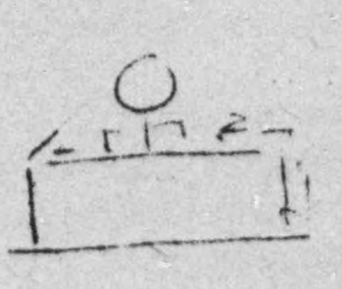
But if they cannot, then the matter must go before the weekly meeting of the entire Shop Steward Committee and the Management representatives.



If they cannot solve the matter, say within five days, then under grievance machinery it must go to an impartial umpire for final arbitration.



The arbitrator must give his decision with a time limit, say 2 weeks. His decision is binding on both company and union.



And the worker on the job gets settlement of his complaint with a wildcat strike or any sabotage!

union, the demands are read, point by point, and the membership either approves, or changes the demands. When the final demands are worked up, then the bargaining council and the union officials begin their meetings with management, making their demands, and fighting for them if the company will not accept the demands. Because the shop stewards know so much about their own department, they are able to give convincing arguments, and can quote facts and figures. The shop stewards are able effectively to work for a good contract.

Why Are Grievance Negotiations So Important?

Negotiations of grievances are the union representative's toughest and most important job. The members of your local will gauge the strength of your union by the success of grievance settlements. They will regard an unsettled and long seething grievance as an indication of the union's inefficiency and ineffectiveness.

On the other hand, a swift and successfully processed grievance, well advertised to the members, is an active object lesson of the union's strength and effectiveness. Here is where the shop stewards at the local level plays a most important role in the union.

What is a Grievance?

A grievance is any unsatisfactory working condition that affects either an individual or group of people. A violation of any part of the contract constitutes a grievance. When you find that any section of the agreement is violated you should not wait until some member calls it to your attention. Act immediately by pointing this out to the management, through your shop steward.

The contract can be violated in spirit as well as in letter. The management may ignore the intent of a certain section of the contract while following the wording of it carefully, and may disagree that their action constitutes a violation. They may misinterpret the meaning. That is why the understanding of the contract is so necessary, for many grievances flow from improper understanding of the agreement where either the management or the union representative may be mistaken.

Sometimes a member will report that he does not think that he is being treated fairly on some condition. Other times it will be apparent that this is happening although the member may not make any complaint. He may be reluctant about referring it. Be sure to let him know that if his grievance is not cleared up it will eventually affect others. Whatever the factors are, the shop steward must be on his toes to see that the unsatisfactory working condition is eliminated. To help you decide what constitutes a grievance, here are some examples.

Examples of Grievances

1. An unfair and unjustified demotion or transfer.
2. Unfair assignment of hours in violation of seniority.
3. Vacations not scheduled with consideration of seniority.
4. Ignoring seniority as a factor to be considered in promotions.
5. Too short a period of rest between work hours.
6. Physical comforts such as poor ventilation, inadequate food in dormitory, dirty hospital, etc.
7. An unfair and unjustified discharge.
8. Too rigid supervision.
9. Unwise and unkind comments by immediate management or harsh and bureaucratic attitude in correcting employees.
10. Coercion or intimidation because a member or representative referred a grievance.
11. Poor safety precautions.
12. Violation of contract.

The following steps will help shop stewards in the processing of a grievance.

Got the Facts

Investigate the condition or complaint of the aggrieved member. Impress upon the member making the complaint that it hurts his case if some of the facts are withheld or misrepresented. In grievances dealing with some management practice that affects the well being of all members, don't accept only one member' views. Know all the facts first be checking with other members or through discussion of the grievance at a membership meeting. Never go into a meeting with management without preparation or without previous investigation of the case.

In all cases be sure that you check the validity of the grievance. "Validity" means "Does the grievance warrant appealing?" Has the member any justification for complaint? No one representative should determine whether a grievance is valid or whether it is worthy of the consideration of the local shop committee. (The local shop committee consists of local union chairman and shop stewards.) This often is a matter for the entire shop steward committee to decide.

If a Member is Wrong Does the Union Back Him?

Some members think that a union exists for the purpose of protecting them no matter what they do. A union defends its members against unfair and arbitrary actions of the management, against unjust dismissals and unfair demotions and against discrimination and coercion. However, the union cannot back a member if he is wrong in his actions. Poor workmanship cannot be defended. Yet the union may defend a man against dismissal or demotion if it was proved that he was insufficiently trained or that he wasn't given a chance.

If a worker's attendance is consistently bad without reason, the union cannot justifiably defend him. If he constantly breaks rules which are a condition of the industry and which every one else must follow, the union cannot support him. If the rules are unreasonable, that is a logical grievance which should be referred to the local committee for settlement. If he is rude and insolent to customers as well as to co-workers, the union cannot reasonably protect him. If he refuses to carry his share of the work, he cannot expect the union to support his when management disciplines him. But if management's methods of correction are bad, that is the union's concern. It is difficult to get the support of the members if they know a person is in the wrong.

Steps in Machinery

There are several steps to be followed in grievance machinery, depending on the circumstances and the type of enterprise.

In a very tiny factory, there may be only one step .. direct negotiation between the shop steward and the factory owner. If they cannot reach any agreement, the dispute is referred to impartial arbitration within a specified number of days.

In a larger factory, where there are several stewards, the first step involves direct negotiation between the shop steward and the nearest company supervisor, or foreman. There is usually a time limit of two or three days set on this stage. If they cannot reach agreement in the first stage, then the shop stewards brings up the unsettled grievance at the weekly shop stewards meeting with the management. The time limit on this is usually one week. The management and the entire shop stewards discuss each unresolved problem and try to reach a solution. If they cannot, it must be sent out for impartial arbitration at expiration of the time limit.

But in larger units where there are two or more factories, or in such enterprises such as Kokutetsu or Zentei, there are many units involved. In such a case, as shown in Figure 3, the grievance machinery is very complicated. But the principles remain:

1. Each lower unit tries to solve the problem if possible.
2. In unresolved, it is sent to the next higher body at expiration of the time limit.
3. If unresolved at the very top units of both company and union, it must go to impartial arbitration within the time specified.

Impartial Umpire?

Who will do the job of the impartial umpire?

That depends on the agreement reached by labor and management when they write the contract.

In some cases, the union and employer agree to turn over all unresolved grievances to the local labor relations committee for final arbitration. In other cases, employer and union may agree to pick one person from a list of five or ten to be submitted by a local judge or labor relations committee chairman. Where private arbitrators are used, both union and management share equally in paying the fee of the arbitrator.

Where large units and many units are involved, several methods may be used. One is to refer unresolved disputes to the Central Labor Relations Committee for final arbitration. Another is to have the Central Labor Relations Committee name three of its tri-partite members to serve as a Board of Arbitration. Another method is to name one person in the contract, to be paid equally by management and union, who will serve as arbitrator for one year. Foreign unions usually employ as impartial umpire college professors, clergymen, lawyers, and other public or professional persons. Another method is for the contract to provide that the labor relations committee will submit a list of 20 names of public persons. Union and management then select a board of three arbitrators from that panel.

In industries or services which include several prefectures and many lower units, it may be found practicable to employ a professional impartial umpire for as the months go by, such a person will become familiar with the details of the union-management relations and can really become an expert on their problems. The American CIO's United Automobile Workers Union has made use of the impartial umpire for many years, and has found this method of settling unresolved grievance the most practical. There is no reason for burdening the labor relations committees with a mulititude of grievance disputes for arbitration when both management and labor can afford to hire their own private impartial umpire.

Specification of Matters for Arbitration

Whether or not the union and the employer will arbitrate grievances is, of course, a voluntary matter. But once union and employer have signed a contract, they MUST arbitrate all disputes... as specified in the contract. This point is raised because frequently workers will object to arbitration of grievances because in an inflationary situation the issues of wages will rise frequently, and workers usually prefer NOT to arbitrate wages.

That is, of course, no objection to grievance machinery and the use of impartial arbitrarors and arbitration. When grievance machinery is included in the contract, it is specified exactly what matters will come within the purview of arbitration and the grievance machinery.

Thus in the case of wages, the contract may provide that while the question of the wages specified in the contract will be subject to grievance machinery and arbitration, the contract may also specify that every three months, or every six months, the question of wages will be re-opened for negotiation... And on that issue, if agreement cannot be found, the workers are free to enforce their demands with strike action as a last resort. In other contracts, the union and employer may agree to some type of sliding scale which permits adjustment of wages from time to time.

RIGHT to Strike

The above matters clarify the question of whether or not the union loses the right to strike. The use of grievance machinery removes the need for striking to enforce the contract. If a strike occurs, it is AFTER the contract has expired. If wages are NOT subject to grievance machinery, but will be renegotiated during the life of the contract, the workers CANNOT strike to enforce grievance but they CAN strike at the proper time in order to enforce wage demands. Thus collective bargaining is regularized and the union develops its strength through periodic gains.

Figure 3 HOW THE SHOP STEWARD SYSTEM AND GRIEVANCE MACHINERY OPERATE WHEN A NATIONAL EMPLOYER AND A NATIONAL UNION ARE INVOLVED!

The worker, or workers, take their compliant to the shop steward. In most cases, every fifty workers elect a fellow-worker as their shop steward. He discusses the matter with the foreman, tries to reach a settlement by negotiation. They must reach an agreement within..... ——— 3 days

A time limit is written into the contract for each step of the grievance machinery.

And if they cannot, the matter is then referred to the weekly meeting of all the Shop Stewards with the local managers. They discuss the matter, negotiate, and must reach an agreement within..... 5 days

If they cannot, the matter is then referred to the regular meeting of the district union officials and the district management. They negotiate and must reach agreement within.... ——> 7 days

If they cannot reach agreement, the matter is then referred to the top national union officers, who visit the top company officials and again negotiate the matter. They try to reach a compromise and must do this within... ——> 7 days

If they cannot reach agreement, the matter is then referred to an impartial umpire for arbitration. The umpire may be the Central Labor Relations Committee. Or the company and the union may have agreed in advance to name their own private arbitrator -- some outside, third, impartial party who is paid equally by company and union -- perhaps a lawyer, a doctor, a school principal, a newspaper editor, or a priest. This third party calls a hearing of both top union officials and top managers. He investigates the merits and justice of the dispute. But he must render his final binding decision within... ——> 14 days

AND THE DECISION OF THE IMPARTIAL UMPIRE IS FINAL. Both union and management are pledged through the contract to accept, <u>in advance</u>, whatever decision is made.

Thus even the most involved grievances arising under the contract can be settled within a month... without resort to wildcat strikes, sabotages, or other disputes crippling production. This is a wise use of sound democratic procedures!

Use of Grievance Forms

Most foreign unions employ what they call "Grievance Slips", a copy of which is shown in the appendix. When a worker has a complaint, he writes out the nature of his complaint very briefly and takes it to the shop steward. On the basis of the written complaint, if the shop steward feels it is a legitimate grievance, the shop steward then discusses the matter with the foreman. If the matter is settled, the complaint or grievance is adjusted and the shop steward turns the settled grievance over to the chief shop steward at their regular weekly meeting.

If the matter is not settled, the shop steward makes a note on the grievance as to what the foreman said in explaining why he could not or would not settle the grievance. It is then turned over to the Chief Shop Steward, who again brings up the matter at the regular meeting of the entire Shop Steward body with the management. By having the matter under discussion in writing, there is no confusion. The statement of the worker is there, and so is the reply of the foreman. These statements keep the discussion concerned with the problem, and both management and the stewards know exactly what they are talking about. This helps to avoid confusion and misinterpretation. It also fixes responsibility on the worker, for once he has signed a grievance slip he or she must be ready to defend the truth of the complaint or grievance.

A Few Rules

Foreign trade unions have developed a few rules for the help of the shop stewards and chief shop stewards:

a. Shop stewards and chief shop stewards should:

(1) Act as spokesman of your committee.
(2) Keep a record of all grievance settlements.
(3) Keep written records of all meetings and agreements.
(4) Keep all grievances moving through the proper grievance procedure.
(5) Keep shop stewards on their toes. See that they know and follow the contract.
(6) Report all grievances to the membership.
(7) See that all representatives meet prior to a meeting with management so that you may review and evaluate your approach and plan your next step.
(8) See that representatives meet with you following the meeting with management so that you may review and evaluate your approach and plan your next step.
(9) Make out your grievance forms at the proper time and do it briefly but fully.
(10) Refer grievances not settled at the local level to the next stage specified in the contract.

And here are some of the rules for stewards and shop stewards as to actions which should be avoided:

a. Don't allow unsettled grievances to pile up.
b. Don't play politics with grievances.
c. Don't be a big shot. Good leaders don't forget they are workers.
d. Don't accept personal favors from the employer.
e. Don't allow management to divide your committee.
f. Don't argue with any representative in front of management. Call for a recess if necessary and straighten it out.
g. Don't move on to another grievance before the previous one is disposed of.
h. Don't allow all to talk at once; you will lose your point.
i. Don't lose your temper. Be firm and aggressive, but polite.
j. Don't be lax about keeping a proper record of grievances on the forms provided for this purpose.

Let Your Members Know About Settled Grievances

Often members know nothing about the fact that grievances were expedited swiftly and that their working conditions were made more pleasant through the alertness of their union officers. Members have a right to know that the union has control over unsatisfactory conditions and unjust treatment, that their own elected officers are performing well.

Letting your members know what you have been able to do helps to solidify your local and rallies your members' support around you. You, as a representative, will have the confidence you rightfully deserve. Confidence and backing are necessary for you to do your work with courage. You can do much to secure thi confidence if you follow through carefully on every step of the grievance procedure properly, conscientiously read information given to you, pass it on to the members and carry on the rest of the responsibilities expected of you as a union officer.

Educational Activities

When a shop steward system first gets underway in a plant, it is the duty of the local union education director to attend every meeting of the shop committee (when the stewards meet each week) and begin by giving them a short 15-minute talk, week by week. The education director can divide the shop stewards' duties into four or five parts, and give them a short lecture on each part, following this up with questions to the shop stewards in order to make sure that they understand every principle.

Next, the education director will consider the contract with the company, analyze, and explain it to the shop stewards, again explaining the points by asking intelligent questions.

Finally, the education director can drive home the whole idea of the shop steward and collective bargaining by at random selecting two shop stewards at a meeting. They are called to the front of the group. For example, the education director of the local union says:

"Sato San, you will be the foreman. Your company is not making very much money, and has given you orders to refuse any grievance which will involve spending any additional yen at this time.

"Watanabe San, you will be a shop steward. One of the workers in your department, the machine shop, complains that many of the workers and himself are being cut and injured by a lack of safety devices. The worker has demanded certain minimum safety devices. You know that they will cost about 10,500 yen to install.

The education director then says, "Now, Sato San, and Watanabe San, you just play your parts. You, Sato San, argue as best as you can. You, Watanabe San, you think up enough arguments to win your case. Both of you play fair and do not go to extremes. But don't give in to the other fellow unless you feel he has really won the argument".

The first time the education director tries this technique of teaching day-to-day collective bargaining, it may not work so well. But as your shop stewards get the idea, you will find that they develop wonderful arguments, make speeches, and use their intelligence - whether they are playing shop steward or boss. In America, for instance, where unions use this technique, many workers who play the part of the boss will get excited and really try and fight the union side. From this argument, this clash of personalities and intelligence, both of the workers begin to understand the technique of collective bargaining.

And the shop stewards who are watching this little amateur labor play will get as much benefit out of it as the players. If the actor loses his temper and calls the other man names, he will illustrate an important point: Never lose your temper.

If the union man playing the part of the employer can change the discussion and get the union actor all snarled up on an entirely irrelevant issue, so much

the better, for it will illustrate another important point: Don't lose sight of the argument -- stick to the argument and avoid any irrelevant issues.

A few months of this sort of education, which is called "workshop" education because the workers reproduce actual conditions and act them out, and the shop stewards will be ready to carry on actual collective bargaining in the plant.

But even then, the educational director of the local union has a very important job to perform with the shop stewards. He has to continue meeting with them every week. From time to time, he should ask them about the things they want to know -- and prepare lectures on various topics in order to broaden the knowledge of the shop stewards. Some shop stewards will want to know how much money machinists in Osaka are paid for the same kind of work as in Sato San's plant. Another will want to know about safety precautions. Another shop steward will ask for full information on the impartial umpire system. In all cases, it is the job of the education director to keep them informed, to carry on research work, and be the servant of the workers in the plant, especially the shop steward.

Foreign Experience

Experience in America and Great Britain has clearly indicated that grievance machinery and the shop steward system work best where there is good faith between management and the trade union, where there is a co-operative spirit. The shop steward system cannot be made to operate by ideological union members who do not believe it is possible to co-operate with management! Further, there must be mutual respect between management and labor. Each must have a proper regard for the rights of the other.

And above all, there must be absolute honesty in dealings between the union and the company. Deceit, illegal methods, fraud, and dishonest statements or actions will wreck grievance machinery and the shop steward system.

Foreign experience shows that when grievance machinery does not function properly, one or more of these elements is missing.

Other general principles derive from such foreign experience.

First, compliants of grievances should be settled on their merit, with an honest presentation by the union, a fair hearing by the employer.

Second, grievances should be settled on the lowest level possible. This places on the union responsibility for intelligent presentation of grievances. And it places on the employer responsibility for giving local employer representatives sufficient authority to settle most grievances as rapidly as they arise. Democracy in industry calls for settlement of as many issues as possible right in the workshop where the problem arises.

Third, the time limits of grievance machinery should be both specific and observed by both parties. The workers will lose faith in grievance machinery is grievances are stalled or otherwise sabotaged for months. Time limits which are observed will prevent wildcat strikes or sabotages.

Fourth, where there are national unions with contractual relations with national organizations, the union has the responsibility of educating and disciplining the membership to realize that some issues can be solved locally or regionally, but other issues can be solved only at the national level.

Fifth, the employer is responsible for the training of his representatives in dealing with the union.

Sixth, the union is responsible for the education and training of the shop stewards in their dealings with the employer and the employer's representatives.

Summary

Japanese workers need grievance machinery and the shop steward system in order to assure the growth and health of the Japanese trade union movement.

Japanese workers need grievance machinery in order to solve their daily problems as rapidly as they arise!

Japanese workers need grievance machinery to solve their problems peacefully!

Japanese workers need grievance machinery in order to consolidate union gains from year to year, to maintain industrial peace yet at the same time build the union stronger and stronger!

Japanese workers need grievance machinery in order to democratize the working places of Japan and to give each and every union member an opportunity to practice negotiation and the other aspects of the democratic process!

Japanese workers need grievance machinery because it helps build industrial democracy!

G L O S S A R Y

LOCAL UNION : the smallest unit of the trade union. It usually includes only the workers in one place of work, such as a factory, mine, mill, ship, post office, or railroad station.

SHOP STEWARD : the democratically-elected representative of a group of workers who carries on daily negotiation of worker grievances.

GRIEVANCE : any compliant, suggestion, or reported violation of the letter or spirit of the labor contract involving wages, hours, or general working conditions.

CHIEF SHOP STEWARD : A shop steward elected by fellow shop stewards to act as the chairman in meetings with management.

BARGAINING COUNCIL : usually consists of the shop stewards, chief shop steward, and top officers of the local union.

GRIEVANCE SLIP : a piece of paper on which the worker states his name, the date, his grievance or compliant, and possible reference to the part of the labor agreement which has been violated.

SENIORITY : This refers to the length of service of workers. Within a local factory, a list is made of all workers in order of their continuous service. The oldest workers get preference on vacation times, and in case of any termination of work, are the last to be discharged. Seniority also determines who will be promoted first, and also plays a part in transfers and other personnel changes The theory is that the longest-employed worker should have the first preference.

IMPARTIAL UMPIRE : some neutral disinterested person who is called in by management and labor, jointly, in order to make a decision on a certain specified matter under dispute.

LABOR AGREEMENT : A document signed by labor and management after negotiation which specifies the rates of pay, job classifications, hours and time of labor, and all working conditions. It is binding for a specified time limit, usually one year. Both the employer and the union must sign the contract to make it morally binding on all parties concerned.

ARBITRATION : Two parties to a dispute present the nature of their dispute to a neutral outside person, or a group of persons (odd-numbered) who after examining the situation give a decision. Both parties to the dispute must agree in advance in writing to accept the decision. The decision when given is an "arbitration award" and is binding and final.

CLASS WARFARE : the ideological notion that the world is divided into two classes the exploiter class and the exploited class. The theory of class warfare is opposed to democracy, for it teaches there can never by any co-operation between the two parties. It teaches that management and labor can never co-operate. The theory of class warfare is therefore directly opposed to the idea of labor agreements.

STRIKE : A stoppage of work on the part of the workers. A strike is an economic weapon used by democratic workers to bring pressure to bear upon their employer when he refuses to grant what they believe to be their just demands.

LOCK OUT : a lock-out is a strike on the part of management. When negotiations have ruptured and the management believes the workers are asking for too much, the plant is closed down and the workers discharged.

GRIEVANCE MACHINERY : the rules and regulations which specify the type and manner in which grievances will be dealt with, including the use of impartial arbitration to settle unresolved disputes.

GRIEVANCE SLIP

Name _____ Date _____

Statement of Grievance: _____

_____

_____

If in violation of contract, state how: _____

_____

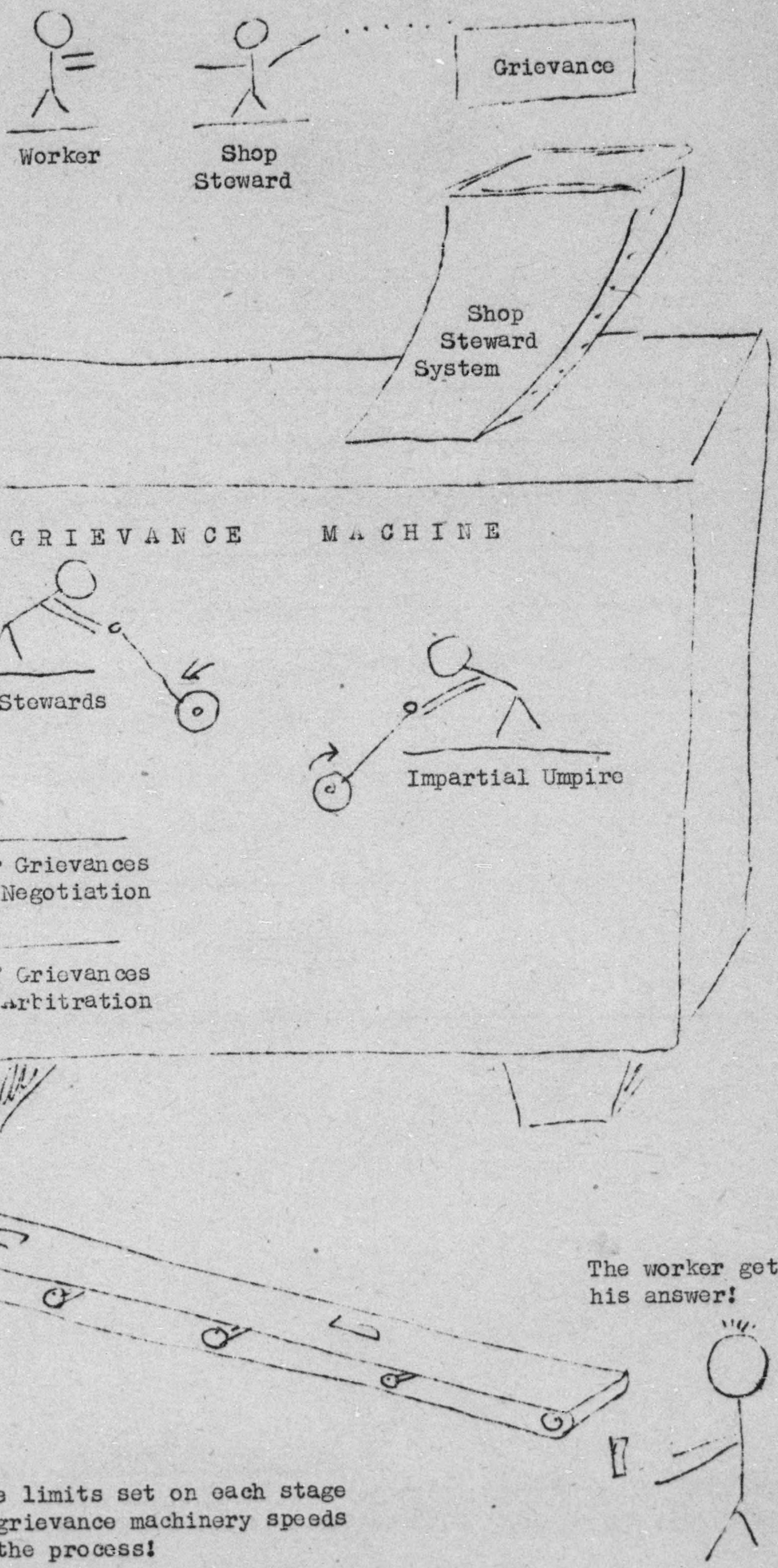
_____

What must be done: _____

_____

_____

DOES YOUR LOCAL UNION HAVE A GRIEVANCE MACHINE TO HELP YOU?



Time limits set on each stage of grievance machinery speeds up the process!

LABOR NEWSPAPER IN SHIKOKU

20 July 1949

Name	Organization	Address
Tokushima		
BUKURAM	Tokushima Branch, Govt Railway Workers Union.	Terashima Hon-machi, Tokushima shi
KENSHOKU NO SAKEBI	Tokushima Prefectural W.U.	No.1 1-chome Bandai-cho, Tokushima
DENSAN TOKUSHIMA	Tokushima Brahch, Japan Electric Power Industry W.U.	Terashima Hon-machi, Tokushima shi
TOKUSHIMA TODO	Prefectural Federation, Japan General Federation of Trade Unions	1 chome Oki-Tokushima-cho Tokushima-shi.
ZENTEI SHIEU JUNPO	Tokushima Post Office Branch, All Communication W.U.	1 chome Nishi shin-machi, Tokushima
ZENTEI TOKUSHIMA CHIKYO JUNPO	Tokushima Local Council, All Communication W.U.	"
TOKUMEN RODO JOHO	Tokushima Cotton Industry Co. W.U.	Sho-machi, Tokushima shi
KOMYAKU	Takagi Mine W.U.	Miyama-cho, Oe-gun Tokushima-ken.
URUOI	Toyo Spining Co. W.U.	Tomatsushima-cho, Tokushima ken
SUFUSEN RO	Tokushima Factory W.U., Teikoku Fibre Co.	Kitajima cho, Itano-gun, Tokushima ken
TOKUSHIMA KYOIN JOHO	Tokushima Teachers' Union	2 chome, Higashi-shin-machi, Tokushima shi

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Kagawa		
RISO	Kotohira Sangu Electric Railway W.U.	Zentsuji-cho, Nakatado-gun Kagawa-ken
SHITAN KAI	Shikoku Branch, Coal Rationing Corporation W.U.	Minato-machi Marugame shi
KA-KYO-SO TAIMUSU	Kagawa Teachers' Union	Tenjin-mae, Takamatsu shi
NODA RODO GEPPO	Noda Industry Co. W.U.	Nishi-sho machi Sakaide shi
BAIEN	Kagawa Brahch, Govt Railway W.U.	Shin-minato machi, Takamatsu
SHODO*SHIMA RODO SHINBUN	Shodo shima Distric W.U. Counsil	Kusakabe-cho, Shozu-gun
ATARASHIKI KAZE	Takamatsu, Japan Red Cross Hospital W.U.	Tenjin mae Takamatsu
BAN-SHIN	Takamatsu Branch, Nippon Express Co. W.U.	Shin Minato-machi Takamatsu
KEN-SHOKU-RO KIKAN-SHI	Kagawa Pref. Govt. U. W.	Tenjin-mae Takamatsu-shi

* *

Kochi		
KUMIAI SHIRYO	Ino W.U., Nippon Paper Manufacturing Co.	
NAN-PU	Kochi Plant W.U., Gunze spinning Co.	
DENSAN KOCHI	Kochi Branch, Japan Electric Power Industry W.U.	
SUZU-RO	Suzue Agriculture & Industry Co. W.U.	
RUNESANSU	Kochi Teachers' Union	

KO-KYO-SO NYUSU	Kochi Teachers' Union	
KUMIAI NYUSU	Kochi City Office W.U.	
KOCHI KENSHOKU NYUSU	Kochi Pref. Govt W.U.	
KITAI-SEISHI-ROREN-NYUSU	All Kochi Machinery & Paper Manufacturing Industry W.U.	
KUMIAI JOHO	Tosa Plant W.U. Nippon Cement Co.	
YAMA-GAMI	Shimizu Branch W.U., Forestry Station	
SANKAKU-TEN	Nakamura Branch W.U., Forestry Station.	
HATA	Hata-gun Local Office W.U.	
HATA-MEN	Federation of Specially Designated Offices in Hata-gun	
H.T.U. JYOHO	Secretary Office Hata-gun Teachers' Union.	

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Ehime

DENGEN	Niihama Electric Works W.U. Nishin Chemistry Co.	B-1840,Kaneko, Niihama shi
BESSHI	Besshi Miner Union	1-B1 Niihama-shi
HATARAKU MONO	Shikoku Machinery Co. W.U.	9-B31 Niihama-shi
SAIJO-BUNKAI NYUSU	Saijo Brahch, Japan Electric Power Industry W.U.	1-1707 Oh-machi, Saijo shi
ITOGURUMA	Mishima Brahch, Fuji Spinning Co. W.U.	Mishima-cho, Uma-gun
NISSHIN RODO	Nisshin Chemistry Co, W.U.	B31 Niihama-shi
SOYOKAZE	OODA Paper Manufacturing Co. W.U.	628 Mishima cho, Uma-gun
KOSHI TO HIKARI	Saijo Branch W.U., Nippon Express Co.	1-938 Shimizu Oh-machi, Saijo shi

NONRIN	Saijo Plant W.U., Kurashiki Rayon Co.	Saijo shi
SAIKEN	Teikoku Oxygen Co.	9-B31 Niihama shi
RINGYO	Shikoku Forestry W.U.	1-B1 Niihama shi
SHIREI	Uwajima Branch, All Communication W.U.	Uwajima shi
KATARAI	Uwajima Branch. Japan Electric Power Industry	Naka-dori Street, Tsuru shima Uwajima shi
KIBO	Yamamoto Sew Mill W.U.	Benten-cho, Uwajima shi
MASUTO	Hatohama ship Building Co, W.U.	Hatohama-cho, Ochi-gun
SEINEN SINBUN	Youth Dept of Hatohama Ship building Co. W.U.	"
JYAKU TO	Mikazuki Match Manufacturing Co. W.U.	749 Kurashiki, Imabari shi
MUTUMI	Imabari Branch, Japan Electric Power Industry W.U.	Kurashiki Imabari shi
EKKYO KUMIAI HO	Ochi-gun Teachers' Union	Hiro-koji, Imabari-shi c/o Ochi local office
GYOUN	Imabari Brahchi Govt Railway W.U.	Hiro-koji, Imabari Shi
SEKI-RANUN	Imabari Brahch , All Communication W.U.	Hiro-koji, Imabari-shi
SETOUCHI	Seto Inland Sea Transportation W.U.	Shin machi, Imabari
SHISHOKU	Imabari city office W.U.	Hiro-koji Imabari
AOZORA	Imabari Industrial Trainning Association's W.U.	Kurashiki, Imabari-shi
KOKORO NO KANE	Kawanoe Plant W.U. ToYo Spinning Co.	Kawanoe -cho, Uma-gun

TODOROKI	Sakeroku Hido Plant	Hido-mura, Nishi Uwa-gun
HONO HIDO DAYORI	" W.U.	"
DENSAN SHIKOKU	Shikoku Hq. Japan Electric Power Industry W.U.	Minami-Horibata, Matsuyama shi c/o Shikoku Haiden
KUMIAI TO KUMIAI IN	Iyo Go Do Bank W.U.	Senban-cho, Matsuyama shi
KENSHOKU SHINBUN	Ehime Prefectural Gov't W.U.	Ichiban-cho, Matsuyama shi
TSUDOI	Izeki Agricultural Improvement Manufacturing Co, W.U.	Yashiro-cho, Matsuyama shi