warning to the reactionary government and the reactionary National Diet and to exhort all you people to a supreme effort. Already the leaders of lower levels of our organization have given support to the demands of the Union, and are even now converging on Tokyo for the purpose of consummating such a demand. That we may guard the fundamental rights of workers, we will amass all the democratic forces, and standing at the head of this movement we will fight to the bitter end on the demand for; the instant payment of the minimum wage level of 7,300 yen, the instant payment of allowances to fill up the defecits, instant abolition of the National Public Service Law and the instant dissolution of the corrupt National Diet.

Labor Relat

FILE

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

29 November 1948

MEMORANDUM FOR : Mr. Blaine Hoover
Chief, Civil Service Division

SUBJECT : Petitions Presented by Mr. Kato, Chairman of the Central Executive Committee of the Government Railway Workers Union.

Attached are several petitions which Mr. Kato of the Government Railway Workers Union has presented to the National Personnel Authority for transmittal to this office.

You will note that the cover petition is addressed to General MacArthur. His union apparently is petitioning for several things, among them:

1. The establishment of the ¥6,307 wage base as recommended by the NPA.

2. The regular December hand-out of an amount equal to 2.8 month's salary.

3. The withdrawal of Cabinet Order #201.

4. Permission to increase the number of employees exclusively engaged in union business. (He refers to Law #46, paragraph 5 which established the area allowance committees for justification for this allowance.)

5. Permission for collective bargaining between chiefs of local agencies of the government and the union.

6. Application of the Labor Standards Law to all Japanese government railway personnel.

7. Discussion concerning over-time and holiday work to be settled through collective bargaining between the union and management.

It is also noted that there is a special petition addressed to General MacArthur urging the repatriation of "500,000" Japanese whom he states are still detained in Soviet-held areas. It is interesting

Forwarded
D May Napier

to note that the last paragraph of Mr. Kato's petition states that his union is addressing a similar petition to Lt. General K. N. Derevyanko, Soviet representative on the Allied Council.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM/hm
Attachment

Labor Relations
file

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

13 October 1948

MEMORANDUM FOR : Brigadier General Courtney Whitney
Chief, Government Section

SUBJECT : Attitude of Labor Unions.

1. On Monday, 11 October, Mr. Ueno, one of the Commissioners in the Japanese National Personnel Authority called at my office to advise that the NPA had been visited by representatives of both the Railway Workers Union and the Communications Workers Unions during the preceding week.

2. These two representative groups came to advise the NPA Commissioners relative to two points. First they wished to thank the Commissioners for the courteous, interested and unbiased hearings which members of their unions had received at the hands of the Commissioners relative to work conditions and government employees' pay. They stated that this was the first time they had been received in such a courteous fashion or been so seriously listened to by any segment of the Japanese bureaucracy. Secondly, they wanted to go on record to the effect that they were very pleased that the handling of the future pay programs of the Japanese government workers would now be in the hands of the Japanese National Personnel Authority rather than the formerly dictatorial Ministry of Finance. They urged that serious consideration be given to raising the salaries of government workers in line with that received by industrial workers.

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

WPM/hm

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

1 - Mr Peterson
2 - Hold in Daily Diary
file for Mrs. Howe.

4 October 1948

Labor Relations

MEMORANDUM FOR: Mr. W. Pierce MacCoy
Acting Chief Civil Service Division

WPM 10/4/48

SUBJECT : Political rally sponsored by the All Japan Communication Union.

1. This political rally was held on the 24th of September at Ikebukuro Station. Equipped with a public address system, the "Zentei" sponsored rally began at 4:30 PM and for approximately an hour and a half such speakers as Miss Tenkoko Matsutani (formerly a member of the Social Democratic Party and presently connected with the newly formed "Seito Ha" party, (orthodox party), Yasumasa Sato (chairman of the All Government Workers' Union) and Takeshi Hama (Propaganda Chief of the All Japan Communication Workers' Union) spoke to a curious but indifferent group of bystanders on the unconstitutionality of the Public Service Law. The constant flow of listeners never exceeded one-hundred in number and were made up mostly of the labor class.

2. The gist of Miss Matsutani's speech who was the principal speaker is as follows:

> "The Japanese people have shown little interest in legal and political matters up till and including the present time. This was especially true of the women."

Miss Matsutani then exhorted the people in general to show more interest along these lines. She apologetically stated that she and her co-party members of the newly formed Orthodox party had fought against the passage of the Public Service Law but as they were few in number, they were not able to obtain any favorable results for the laborers. She attacked the present cabinet for interpreting the message sent to the government by General MacArthur as an order. Had it been an order originally, the government would have taken immediate actions upon receipt of it instead of playing around with it for ten days before the government had finally taken action on it. Depriving the workers the right to bargain collectively was unconstitutional, she added, and exhorted the laborers to elect a more sympathetic representative body to the Diet so that they could consolidate their efforts against the despotism and fascism as shown by the present cabinet.

3. Speakers Sato and Hama outside of stating that the Public Service Law was unconstitutional, didn't delve into any other specific matter.

4. Although this rally was sponsored by the All Japan Communication Workers' Union, I have every reason to believe that this rally was motivated more so for political motives than to voice opposition to the Public Service Law.

Justin Narumi

JUSTIN NARUMI

JN/rr

Lam Rel.

Mr. Kades - 626238
Mr. Hoover - 268925

Labor Relations in Japanese
Government Transportation Enterprises

Govt Sec CTS 14 Sept. 1948

2. 1. The following confirm conversations with Mr. Ogden of CTS.

2. Criteria for classification of labor relationships in transportation units listed, Tab "A", are contained in reference letter, Supreme Commander, Allied Powers.

i As applied to present situation: "No person holding a position by appointment or employment in the public service of Japan or in any instrumentality thereof should resort to strike or engage in delaying or other dispute tactics which tend to impair the efficiency of governmental operations," and again, quoting former President Franklin D. Roosevelt, "all government employees should realize that the process of collective bargaining as usually understood, cannot be transplanted into the public service." Cabinet Orders of 31 July (Cabinet Order #201) implemented these statements.

ii As applied to a situation in which public corporations have been set up removing railways, salt, camphor and tobacco from the public service: "So far as the railways, salt, camphor, and tobacco activities presently under government ownership are concerned, I believe that employees thereof might well be excepted from the regular civil service....Proper provision should be made for standards, policies, and procedures of employment and while substituting mediation and arbitration measures for the protection accorded others under the civil service, safeguards should be provided to the public interest against any interruption of operations resulting from failure of employees faithfully to discharge their responsibilities of employment."

3. Reference to Tab "B".

i Essentially the same.
ii Presently: only to conform to Article II of the National Public Service Law.
iii Yes
iv A matter of policy to be decided by the Diet consistent with 2-ii above.
v Same as iv.
vi Yes.

4. Questions 1, 2 and 4 in Tab "C" relate to matters which are within the province of the Japanese Diet to resolve, after taking into consideration the proposals made by the Japanese Cabinet and the technical advice

Mr. Kades - 266238
Mr. Hoover - 268925

Labor Relations in Japanese
Government Transportation Enterprises

Govt Sec | CTS | 14 Sept. 1948

2. (Cont.) offered by the proper staff sections of GHQ. As to question 3, it is believed that competent legal advice concerning the form and organization of publicly owned corporations is obtainable in the Legal Section and competent technological advice in the Civil Transportation Section. As to paragraph 5, it is believed that the proper agencies to advise Civil Transportation Section are the Legal Section and the Civil Service Division of this Section. It is suggested that the answers to the questions raised in paragraphs 3 and 6 of Note #1 which involve mixed questions of law and labor policy should be secured from the Legal Section and the Civil Service Division of this section to the extent that they have not been covered in this note.

----------C.W.----------

Mr. Ogden 26-6086

Labor Relations in Japanese Government Transportation Enterprises

CTS

GS

6 August 1948

1. 1. Reference is letter of 22 July 1948 from the Supreme Commander for the Allied Powers addressed to the Prime Minister of Japan concerning the National Public Service Law and necessary amendment and implementation thereto.

2. CTS, being responsible for the surveillance of management of transportation services, has a vital interest in the policy laid down by subject letter. CTS desires actively and promptly to encourage the Japanese government, and particularly the Ministry of Transportation, to formulate and bring into being whatever may be necessary to assure prompt conformity to the policy of the Supreme Commander.

3. In accordance with the spirit and intent of the reference letter, CTS is attempting a classification and clarification of labor relationships within the present types of transportation enterprises. These are listed as an attachment (Tab A) together with an explanation of the inherent characteristics of each. CTS requests definition of the labor relation classification for each type of transportation enterprise, together with a statement in each case as to the rights of labor, with respect to organizing, bargaining collectively, and utilizing dispute tactics.

4. CTS believes that answers to the questions concerning the civil service aspects of the reference letter, as shown in Tab B, will be helpful in differentiating among various types of employee-management relationships. Answers to these questions are desired in connection with the definition of labor relation classification requested in the preceding paragraph.

5. CTS believes that the Japanese Government Railways should be controlled by a public corporation, or its equivalent. Assuming that other interested SCAP sections are of the same opinion, it becomes necessary for CTS to direct the Ministry of Transportation to outline the form and the organization of authority required to control the Japanese Government Railways.

1. (cont'd) CTS believes that answers to the questions listed in Tab C, although not referring directly to civil service, will be helpful in clarifying its position and in guiding it in developing policy.

6. Although it is not a question relating to the civil service aspects of the reference letter or to the establishment of a public corporation, general consideration of the subject leads CTS to inquire what steps the Japanese government can take at present to prevent suspension of services necessary to the public welfare among privately operated enterprises including common and contract carriers. CTS is also interested in determining where government intervention in labor disputes will be justified.

7. In view of relatively great importance of transportation, particularly the Japanese Government Railways, to the total economy of Japan, CTS believes the problems posed by the basic letter, both problems relating to civil service and problems relating to the formation of a public corporation, demand first priority of consideration and solution. CTS therefore suggests an early conference or conferences among interested SCAP sections, including Government Section, ESS/Labor, Legal Section and CTS, so as to clarify as quickly as possible any difference of opinion and to crystalline basic thinking in order to avoid unnecessary delay in accomplishing the objectives of the Supreme Commander.

3 Incls
1. Tab A
2. Tab B
3. Tab C

- - - -

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

FILE

11 September 1948

MEMORANDUM FOR RECORD

SUBJECT : Meeting with Teachers Union set for 1500, 9 September.

1. At your request I discussed with Col. Nugent, Chief, CIE, the possibility of cancelling the proposed meeting with the Teachers Union which was set for 1500, 9 September. I explained to the Colonel that in view of the results of recent meetings this office had held with various groups of union representatives and Japanese government officials that had resulted in either misrepresentation of what was said, or deliberate misquoting of matters discussed, that therefore, we felt that all such future meetings should be discontinued.

2. I explained in some detail with specific examples, the results of some of our previous meetings. The Colonel indicated that he had suffered similar difficulties and knew of other incidences occuring in other offices. He concurred in our idea of discontinuing such meetings where speeches were delivered that were not formalized in typed hand-outs. However, he suggested that as a matter of face-saving for the Teachers Union, in view of the fact that the union had been specifically invited to this meeting, that we permit a member of his staff to contact the union and indicate that due to unforeseen circumstances, Thursday's meeting would be postponed until a later date, to be established in a few days. After advising them of the delay of the meeting, the union would be informed that a new proceedure had been established by the Civil Service Division and they would be instructed to present any questions which they might have, direct to the National Personnel Authority, in writing, and to expect their replies to be returned to them in writing from the NPA.

3. I approved this method of handling the situation for you, and Colonel Nugent's office will advise the Teachers Union accordingly. I will advise Mr. Bell of the new proceedure to be followed and he will so instruct the NPA.

W. PIERCE MacCoy
Deputy Chief, Civil Service Division

WPM/hm

No 1

See enclosed memorandum of 22nd Comm Mugent present.

To General Douglas McArthur,

Supreme Commander for the Allied Powers.

3 P MV 9/V #20 pursuant

PETITION

Since our formation of this Union, we, Japan Teachers Union, have, for the past scores of years, been acting for democratization of the education of Japan, which had been under the control of the extreme nationalism, both in its system and contents, and for safeguarding the right for living of the teaching staffs who had been compelled to obey the bad labor conditions and worldly well known low wages.

These movements have been performed within the law, and therefore, we firmly believe that they are based on the democratic rights guaranteed by the Potsdam Declaration, the 16 Principles of Far Eastern Committee relating to Japan Labor Union and by the constitutional law of Japan.

However, the Japanese Government, upon receipt of your excellency's letter addressed to Prime Minister, Ashida, has interpreted it as an order, and opened an extra session of the diet and issued the ordinance without any democratic devating, thus attempting to deprive us of our rights for group bargaining through our labor union. We believe that the Government actions as there are apparently contrary to the great principle of democracy and we can not absolutely submit to such measures, as well as many other unlawful suppressions of the government inflicted upon our labor union,

which loves peace and freedom and has been endeavouring to fulfil the democratization of Japan.

When we think of the facts that the Japanese people has long been under the militaristic and fascismic control by the political influence and feudalistic privileged bureaucracy combined with Zaibatsu and military clan and that these influences are not yet eliminated thoroughly even at present and there are still survive the organization of terroristic extreme right wing parties, we heartily afraid the government action of this time will lead to head rising of new fascism, which is detrimental to the democratization of Japan, consequently, to the democratization of the World.

We believe your excellency is always anxious to the realization of democratic Japan for the sake of the world's peace. And we, hereby, respectfully appeal, in the names of five hundred thousands teaching staffs in Japan, that you will give appropriate instructions and guidances to the Japanese government for bringing up the labor union which is the fundamental organization of us who work in a democratic country.

Aug., 1948

S. ARAKI

Shozaburo Araki,

The Chief of Central Executive Committee
of Japan Teachers Union.

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

1 September 1948

MEMORANDUM FOR THE RECORD

SUBJECT : ESS/LD STATEMENT FROM MR. UENO

On 25 August 1948, Mr. Ueno referred the following statement to this office for our information:

"It is said that the representatives of ZENTEI (Labor Union of All Communications Ministry) met with Mr. Killen when he announced that he would resign. He shook their hands and choking with tears told them that he will inform all of the workers in the United States that Japanese workers are in such a miserable state and requests them to give any help they can afford to Japanese workers."

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

WPM/hm

9/1/45

It is said that the ~~x~~representatives of Zentei (Labor Union of all Communication Ministry) met with Mr. Killen when he announced that he will resign. He shook their hands and choking with tears he told them that he will inform (the all) workers in the U.S. that Japanese workers are in such miserable state and request them to, ~~help~~ (Japanese workers. give any help they can afford to

Presented by Mr Ueno
to CSD 8/25/45
with

MacCoy.

31 August 1948

file

Conference between Mr. Hoover, Mr. MacCoy, and Mr. Fujikawa, Mr. Kikkawa and Mr. Terai

(Mr. MacCoy)

QUESTION: Will you please give the full official name of the union you are representing?

ANSWER: (Kokutetsu) All Japan Government Railway Workers Union.

QUESTION: What is your position with this union?

ANSWER: (Mr. Terai) Secretary for the Liaison Section.

QUESTION: Do you hold any other official position with the union?

ANSWER: No.

(Mr. Hoover)

QUESTION: In your coming this morning, are you a representative of the union, sent by the union to speak for them?

ANSWER: No, I am here only to record this conference.

QUESTION: How were you selected to represent the union?

ANSWER: I was chosen to be here by the Executive Branch of the Struggle Committee.

QUESTION: Then, all three of you were designated by the Struggle Committee?

ANSWER: Yes

QUESTION: How many members are there on the Struggle Committee?

ANSWER: There ordinarily are forty members but due to increase in duties, ten additional members have been included, making a total of fifty. (A complete list of names of the members on the Struggle Committee, showing their positions, are attached.)

QUESTION: Does that show the sub-groups which these men represent?

ANSWER: No, it shows what group they are in, and also their original sub-chapters which they represent.

QUESTION: That is a committee, then, of somewhere around 50?

ANSWER: Yes.

QUESTION: How does it happen that a committee as important as that and as large as that sends only two delegates?

ANSWER: All men presently on the Struggle Committee are allotted certain duties. The majority of persons are now holding conferences with several members of the House of Representatives and the House of Councillors for the purpose of getting legislation to the benefit of the workers. Members are also scattered throughout the nation at present, conferring with local chapters for the purpose of disseminating information and getting their opinions on questions now before the union.

QUESTION: On what are they working?

ANSWER: Talking to the members of the Diet explaining the laborer's standpoint. We feel that the labor movement is being seriously curbed due to various ordinances, Ministerial orders, rules and regulations, which make it almost impossible to carry on our activities, and it is seriously hampering our program of winding up our business prior to having members, presently on leave with pay, go back to work.

QUESTION: Before we get into that, you see Mr. Kikkawa has been here on two previous occasions. In what connection are you here today, sir?

ANSWER: I have been here previously with the Zen Kan Ko. My presence here today is to discuss the difficulty with which we are faced regarding some problems that need immediate attention. The main problem is the Ministerial order which will ban present practice of working exclusively for union activities while drawing pay from the government. We feel that there are means of talking these things over in order to do justice to both parties but failure of management to consider our extreme difficulty to which we are now subjected, makes it impossible to talk things over sensibly. Their high-handed attitude, threatening to disconnect our telephones etc., makes it even harder for us.

QUESTION: Well, do not misunderstand me. I enjoy the pleasure of your company but the demands on my time are such that it is difficult to deal with these problems over and over again with the same people. Now, I wish to be considerate with the men who come in, in helping work out these problems but it is difficult to talk to a small group like this over and over again.

ANSWER: This morning when I reported to work I heard that conference was going to be held with you. This is the first time that I had heard of this conference and since I have been here once before, I thought this would be a very good opportunity to hear your suggestions and opinions regarding our problems.

QUESTION: Well, I appreciate his interest in us. I am glad to see him.

ANSWER: No comment.

QUESTION: Am I to understand that if he had not heard that this morning, that Mr. Fujikawa would have been the only representative here today?

ANSWER: Mr. Kato was originally scheduled to come to this conference but he was called to attend a meeting in Ito yesterday. He left last night and is scheduled to return today.

QUESTION: Where is Ito?

ANSWER: Just beyond Atami.

QUESTION: What do you think, Mr. MacCoy? I want to be courteous to these gentlemen but do not want this perpetual coming in groups that do not represent the top authority. Their chairman should have been here, at least; that is, if they have a committee who wants to talk to us, they should have had a sufficient group of representatives so we could be sure of understanding what things that should be discussed. I could talk to two or three men and never have a representative understanding. I want to be cooperative, but there is a limit to my time.

ANSWER: We are sorry about this situation. The Struggle Committee meeting is going to be held at 1300 and prior to this meeting, we would like to have your opinion regarding some points that are under negotiation with the Ministry of Transportation.

QUESTION: Are these points that they want to ask about under discussion between them and the Cabinet?

ANSWER: Yes.

QUESTION: What kind of negotiations?

ANSWER: Primarily on the matter of recall to duty of union officials who have been devoting full time on union activities and others such as moving the pay date to an earlier date. Previously, we have been paid once a month but that has been abandoned and a new system has been instituted. Instead of one pay day per month, we are now getting paid every two weeks - on the 10th and 20th of the month. What we desire is to get one pay, preferably by the 5th of the month.

QUESTION: Well, am I to understand that this union wants me to get into the detail of the administration such as they are representing?

ANSWER: Not exactly, but if you can put in a few words favoring our plans, they will be of great help.

QUESTION: How do they expect us to entertain discussions on this kind of detail when the union members, particularly in Hokkaido, are writing a record of disobedience to law and creating disturbances that are damaging to Japan?

ANSWER: We do realize that some members of the union have gone beyond the limit but the problem here lies in the uncooperative attitude of the management. Workers in different categories (trainmen, engineers, tunnel workers, etc.) have different working conditions. Management insists that they abandon all bargaining procedures of any type until the revision of the N.P.A. is final; that they should continue to work and enter into an agreement at a later date based on the new law, which we estimate is an injustice to laborers.

QUESTION: Well, now I will tell you. I want to be fair to the Struggle Committee and to these gentlemen and to everybody because, basically, we are interested in the welfare of the employees' government, and if your chairman and the representative group of the Struggle Committee want to request an appointment, I am sure that my secretary will try to arrange it. However, as to these matters that you bring to me, I can make no comment now. The actions in Hokkaido and elsewhere are embarassing to me and to those of us who try to assist in seeing that justice is done to your employees. We have a basic proposition in our law that if a man wants to come to court for justice, he must come with clean hands; if and when your chairman and committee want to see me they must come with clean hands. What is happening is that you are going from one system into another system and justice can be secured for you under the new system but not while you are embarassed and we are embarassed by lawless action. Any man who encourages you to lawless action is not your friend and he is not the friend, I assure you, of the Japanese people; he has some other ax to grind. Do you know what I mean by "ax to grind?" Some other purpose to serve.

(Mr. Hoover) Thank you very much, gentlemen, for your courtesy, and may I leave it to you, please, to communicate this to Mr. Kato?

(Interpreter's Note: After interpretation of the above was made, both Mr. Kikkawa and Fujikawa made preparation to leave the office. Conversation between these two at this time indicated that they would go back to headquarters and relay what took place here. They expressed their mistake in not having others present, especially the chairman.

Mr. Terai was the only person who broke out with an understanding grin when Mr. Hoover referred to some union members having "another ax to grind".

Mr. Kikkawa related later that they would go back and talk these matters over with the committee. If they decide to come back for another conference, due notice will be given.

MEMBERS OF THE STRUGGLE COMMITTEE

Kato, Sekio — Chairman

Suzuki, Ichizo — Asst. Chairman

Kanemasa, Daishiro — " "

Chief of the Planning and Control Section -- Fujikawa, Isamu

Committee Members:
Negami, Masaichi
Nakayama, Ryoji
Higo, Mitsuhide
Nara, Mitsuo
Nomura, Sachio
Iwasawa, Kohei
Murazawa, Michiyo

Chief of Liaison and Propaganda Section -- Kobayashi, Hijime

Committee Members:
Hogetsu, Otosaki
Tsutsuki, Sakae
Hayami, Shigo

Chief Negotiation Section -- Chief - Yamashita, Motomitsu

Committee Members:
Ario, Tsunoru
Nishi, Takao
Kamakura, Shigemitsu
Kinichi, Kokki
Sato, Hisasachi
Yonemura, Keichi
Izuki, Koji

Chief of Cultural and Education Section -- Kikkawa, Takao

Committee Members:
Sato, Ko
Watanabe, Yasuo
Ichikawa, Shoichi

Investigation Section -- Chief - Hoshika, Kaname

Committee Members:
Fujiwara, Masayuki
Kuichi, Yoshi
Sato, Shigeru

Chief, Compensation Investigation Section -- Tanaka, Hikojero

Committee Members: Takahashi, Isaji
Sawada, Hiroshi
Usuri, Toru
Saito, Kisaku

Chief, Public Relations Section -- Sakai, Jikichi

Committee Members: Mitsugi, Tanemichi
Aizawa, Shigeaki

Chief, United Front Section -- Reji, Yoshiro

Committee Members: Hashimoto, Masao
Onishi, Kaname
Abe, Hitoshi
Takahashi, Shozi

Chief, General Affairs Section -- Kataoka, Fumishige

Committee Member: Shikaji, Gisaburo

Chief, Accounting Section -- Nakahara, Junmu

Committee Member: Takeuchi, Shoji

Chief, Printing Department -- Iwasawa, Kohei

Kokutetsu
File

CIVIL SERVICE DIVISION
Government Section

28 August 1948

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Conference held with representatives of the Railway Workers' Union

At 1400 hours, 26 August 1948, Mr. T. Kikukawa, Chief of the Education Department of the Railway Workers' Union, Mr. K. Murofushi and Mr. H. Ito (also from the same union) conferred with me and discussed the following matters listed below. This meeting was carried over from the big conference held in Mr. Hoover's office (in which representatives from other unions also participated) because insufficient time made it necessary to curtail the topic of discussion. The matters discussed are as follows:

1. All the representatives that had attended the meeting held with Mr. Hoover on the 24th of August were willing to support the NPA and although were in agreement with the general principle they expressed a desire to keep the NPA entirely free from the evils of bureaucracy and politics.

2. To elevate the status of the union. Although all government employees will come under the National Public Service Law it is hoped that a separate labor union law guaranteeing the existence of the unions will be maintained. Assuming that the NPA is to play the role of an umpire in officiating a game to be played between the government and the employees it is hoped that the status of the union will be elevated so that an equally matched game could be played. All decisions made by the umpire will be respected. In order to play a game certain regulations must be set up. Therefore it is hoped that organizational agreements will be established between the government on the one hand and the employees on the other.

3. To give the unions an equal opportunity to voice their opinions to the NPA. If the government were given more opportunities to voice its opinion there would be a tendency to have the NPA lean more to the government than to the unions.

4. It must be pointed out that although the prefectures may appear to be like the states in America on paper the disparity that actually exists between the two is beyond explanation. Therefore matters which pertain to civil service on the prefectural level must be given special consideration accordingly.

Kokutetsu
FILE

CIVIL SERVICE DIVISION
Government Section

28 August 1948

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4. It must be pointed out that although the prefectures may appear to be like the states in America on paper the disparity that actually exists between the two is beyond explanation. Therefore matters which pertain to civil service on the prefectural level must be given special consideration accordingly.

5. At a later date they would like to give their opinions on the change over of government enterprise to corporations.

6. Besides the aforementioned matters, they wanted me to convey this message to Mr. Hoover. "In order to democratize Japan, strong and sound unions free from the evils of communism and politics would be the fastest and most reliable means. Therefore we are confident that once we rid ourselves from these evil influences we shall be able to promote much to the rehabilitation of Japan. It is hoped that communistic activities will be checked immediately by SCAP."

JUSTIN NARUMI

Justin Narumi

JN:jd

File
WRR
9/1/48

SR/rfb
26 Aug 48

MEMORANDUM OF CONFERENCE IN RE: National Federation of Municipal Transport Workers' Unions (Nippon Toshi Totsu Rodo Kumiai Rengokai)

PRESENT: Mr. Ushitaro OKOMOTO, President of the Tokyo Union
Mr. Hei KONO, Vice-Pres., Tokyo Union
Mr. Tojo FUTAMURA, Nagoya Union
Mr. Kenji NISHIO, Kobe Union
Mr. Sadake SHIMIZU, Kyoto Union
Mr. Masakichi KUBO, Yokohama Union
Mr. Hisao MORIKAGE, Osaka Union
Mr. Setsuo YAMADA, Sodomei Staff Member and Member of the House of Councillors
Mr. Romer, ESS/LAB

Mr. MacCoy

1. The union representatives are officers of one of the most westernized unions of Japan. It has been in existence since 1924, was dissolved by police action in 1939 and reorganized in January of 1946. It now numbers 30,000 members and controls street car and bus transportation in the six largest cities of Japan. The leadership of the union has been consistently anti-Communist and has always been in the forefront of progressive labor unions.

2. The union representatives asked whether the MacArthur letter of 22 July to Premier Ashida applied to their union also. They seemed to be under the impression that the MacArthur letter was aimed at Communist-dominated unions; since there had never been any question of the progressive nature of their leadership, they felt that an exception might be made.

3. The union officers were advised that, since they work for municipally-operated street car and bus companies, we could not officially answer their questions. It was suggested that Mr. MacCoy, Civil Service Division of the Government Section, would be the proper person from whom to seek answers to their questions.

Info copy to:
8th Army
Mr. MacCoy, Civil Service Division, GS

S.R.

Memo rec'd. CSD
9/1/48 WRR

CSD held meeting with this Union on 8/27/48 Romer & MacCoy
WRR

CIVIL SERVICE DIVISION
Government Section

File
WBr
9/1/48

25 August 1948

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Request made to the Communication Ministry by the All Japan Communication Workers Union.

1. The Union received memorandum on the 13th of August. Later, on the same day, a telephone call was received by Mr. Hoshino and message was: The Communication Ministry desires delegates from the Union to discuss with them the memorandum that was issued earlier.

2. Memorandum was addressed to Mr. K. Dobashi, President of the All Japan Communication Workers Union with the seal of the Minister of Communications. Before this memorandum was handed over to the Union officials, Mr. Urashima read the contents and any question arising from it was duly explained.

3. Before leaving Mr. Urashima, Union officials declared that they informed Mr. Urashima that they would take the message back to the Union headquarters to study it and if Union cannot or is unable to comply with provisions outlined, that they would open negotiation with the Ministry.

4. This memorandum was discussed by the struggle committee on the 16th and 17th respectively and a meeting with the Communication Ministry was arranged for the following day. (18th). But, due to pressure of business, meeting was cancelled by the Ministry officials. However, on the following day, a meeting was held with Mr. Dobashi and his struggle committee and the officials of the Ministry.

5. The Union on this occasion requested that the date specified be moved back to the 30th of August to which the Ministry replied that they cannot change the date but will consider increasing the number of persons to do the necessary work, that is completing Union matters which need to be done. The Ministry officials declared that the negotiations must be based on the specifications as outlined on the memorandum.

6. When matters shifted to number of personnel to be left on the various levels, the Ministry proposed that seven persons will be sufficient for the Regional and Prefectural level with five additional persons to be added if approval is granted by respective offices. The Union in turn requested that this number being insufficient be increased but definite number was not specified.

7. Union requests to date are as follows:

1. That in the local level, (Shibu) same system as previously practiced be left unchanged.
2. That the 25 clerks borrowed from the Ministry to take care of clerical matters of the Union be retained until their services are no longer required. 10 to go back by the 26. The rest by the end of Sept.
3. That the number of Union officials to be retained in the various levels when designated number is agreed upon, be shifted to any area at the discretion of the Union.
4. That after the 26th, the Union will gradually work it so that as work progresses and members now serving on the Union headquarters can be sent back to their respective jobs, they will do so and complete task by the 30th.

GILBERT T. SUZUKI

Mr Peterson
Let's get a copy of the T-H law in the 9 in that of police & send it to them. With 9/23/48

To date suspense

8/27/48

File.

CIVIL SERVICE DIVISION
Government Section

24 August 1948

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Questions referring to Act prohibiting Collective Bargaining in the Public Service.

1. The Research Bureau of the Transportation Ministry desires complete text of Law prohibiting Collective Bargaining in the N.P.S. Law in the United States. Reason for this request is:

> Comprehensive study on this subject is now being made by the Ministry and all available material on this subject is now in process of being collected. This study now being conducted is primarily to explain numerous inquiries being received by them regarding--
>
> a. What constitutes collective bargaining?
> b. Reason for its undesirability in Public Service.
> c. Collective bargaining is permitted in government corporations. If Railroads and other government monopolies are made into corporations how is collective bargaining going to be conducted?

2, Explanation desired to following excerpt from National Institute of law offices, Report No. 76, 1941.

> "In the light of the many growing instances of collective bargaining agreements between public employee unions and their Municipal, State and Federal employers, one must conclude that many governmental units have found that collective bargaining is legal in The Public Service."

This is found on Page 7 of Public Works Employee Relations. G. R. Clapp, 1942, Public Works Congress. 48th Annual meeting of the American Public Works Association, Cleveland Ohio on October 20, 1942.

G. T. Suzuki
GILBERT T. SUZUKI

Section 305 of the Hartley-Taft Act applies to National Government employees. It is as follows:

"It shall be unlawful for any individual employed by the United States or any agency thereof including wholly owned Government corporations to participate in any strike. Any individual employed by the United States or by any such agency who strikes shall be discharged immediately from his employment, and shall forfeit his civil service status, if any, and shall not be eligible for reemployment for three years by the United States or any such Agency."

The above sent in reply 24 Sept. with verbal comment to the effect that there is no law (Natl) specifically banning or authorizing "collective bargaining" the Sec says above makes it unpassable.

SECRET

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
CHECK SHEET

Mr. C. S. Woods 26-8549

ESS/LAB
File No. 004.06 (12 Aug 48)

Subject: Request for Clarification of Policy

From: CTS To: GS Date: 23 Aug 48

3. 1. With contemplated revisions now in process to Appendix III to Annex 3 to SCAP Occupation Instructions No. 5, certain re ponsibilities for provision and supervison of rail transportation for Occupation Forces rest with CG, 8th U. S. Army.

2. In fulfilling its mission and accepting these responsibilities, it is occasionally necessary for CG, 8th U. S. Army, to enter into labor disputes (Para 3a(6)(d) OI #5) in order that there be no interruption to the movement of Occupation Force personnel and material.

3. Inclosures 1 and 2 indicate past actions taken of an expedient nature; however, it is felt desirable to initiate a set policy of the SCAP for dealing with labor disputes which affect inimically the mission of CG, 8th Army.

4. CTS recommends that:

a. CG, 8th U. S. Army, will not interfere in labor disputes without prior approval of SCAP unless Occupation Force personnel or material are directly endangered by the dispute tactics used.

b. Any delay caused by dispute tactics to Occupation Force personnel or material will be communicated to SCAP by the most expeditious means.

c. A command letter be dispatched to CG, 8th U. S. Army , setting forth SCAP policy and modus operandi in cases of expediency.

5. CTS requests your comments and/or concurrence.

2 Incls:
1. N/C
2. Cpy Radio to CG 8th Army
dtd 26 Jun 48

- F.S.B. - - - - - - - - - -

~~CW/JN/WPM/hm~~

From: Govt. Sec. To: CTS Mr. W. P. MacCoy 26-8925
Date: Sept. 23, 1948

4. Government Section concurs in the recommendations made by CTS in the fourth paragraph of Item 3.

~~Encl. - 2 - N/C~~ - C.W. - - - - - - - - - -

SECRET
SECRET

SECRET

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
CHECK SHEET

Major T. Dunleavy 57-8815

File No. 004.06 (12 Aug 48) ESS/Lab Subject: Request for Clarification of Policy

Note No. ESS CTS 12 August 1948

2 1. Subsequent to and in connection with Check Note 3 dated 28 May 48 from ESS to CTS, subject: "Resume of Labor Activities," paragraph 1 as referred to above, a check sheet dated 3 June 48 was sent from ESS to CTS REQUEsting concurrence in the dispatch of a proposed radio to Eighth Army copy herewith. This radio directed that any evidence of agitation, acts of dispute, sabotage, or any other activities considered prejudicial to the interests of the Occupation be immediately reported to the Assistant Chief of Staff, G-2, General Headquarters, Far East Command.

2. The foregoing is furnished only as information at this time in view of recent developments. ESS is not in a position to provide any clarification of policy with respect to government workers.

2 Incls:
1 N/C
2.Cpy Radio to CG 8th Army
dtd 26 Jun 48

- W.F.M. - - - - - - - - - - -

SECRET

SECRET

SECRET

GENERAL HEADQUARTERS
FAR EAST COMMAND

SECRET

CHECK SHEET

Subject: Request for Clarification of Policy

From: CTS

To: ESS

Mr. Woods 26-6274
Date: 6 August 1948

(1) 1. On 26 July 1948 3rd Transportation Military Railway Service called CTS, stating that they had prepared an order to the Division superintendents of 3rd TMRS to apprehend and cause to be tried any ring leaders of "wildcat" labor disputes whose actions had interfered with or endangered the movement of Occupation Force freight and personnel. 3rd TMRS informed CTS that this action had the sanction of Eighth Army Military Government Labor Division.

2. Immediately thereafter CTS contacted ESS/Labor Division (Mr. Killen) by telephone to ensure that the 3rd TMRS would be within established policy in taking this action, as it appeared to be a reversal of a policy set in January 1947 wherein all labor matters were to be referred by Eighth Army to SCAP prior to initiation of any corrective action to protect interests of the Occupation. However, C/N 3, dated 28 May 1948, from ESS to CTS, Subject: "Resume of Labor Activities", paragraph 1, stating in part:

> "Eighth Army has been requested to exercise special surveillance over the activities of agencies and individuals noted, and in any case where there is impairment of Occupation activities, to take appropriate action."

evidenced a change in policy. Mr. Killen by telephone agreed that issue by 3rd TMRS of the order described in paragraphl above was in line with current policy.

3. In order to ensure that there is no misunderstanding on the subject of Eighth Army authority to act on labor difficulties involving movement of Occupation Force freight and personnel, it is requested that ESS confirm that the 3rd TMRS instructions (copy attached as Tab "A") are in accordance with existing policy.

1 Incl
Tab "A"

- F.S.B. - - - - - - - - - - - -

SECRET

SECRET

SECRET

GENERAL HEADQUARTERS

DISPOSITION FORM

FILE NO. 504

SUBJECT: Interference of Train Operation

TO:
Supts. Sapporo
Sendai
Tokyo
Kyoto
Kyushu

FROM: Service Dept. DATE 26 July 48 COMMENT NO. 1

Bostick
2-1702

1. You are authorized and directed to apprehend, confine and prosecute before a military court, any person, regardless of his status or nationality who is responsible for any wilful interference with the operation of any train, car, or movement (including PD freight) involving the Occupational Forces.

2. Any incidents of this nature will be immediately reported to this headquarters, Attn: Service Dept., with a report of action taken.

BY ORDER OF LIEUTENANT COLONEL MANN:

/s/ Warren E. Reed

- WARREN E. REED - - - - - - - - - - -
1st Lt. TC
Adjutant

SECRET

S E C R E T

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

OUTGOING MESSAGE

ESS/LAB WFM/JSK/TD/mot
Date: 26 June 1948

FROM: SCAP
TO : CG EIGHTH ARMY PRIORITY

(c-61824) Information received indicates that cancellation of train operations on Yokosuka Line, Keihin and Tohoku Line, Yamate Line, Tokaido Line, Tsurumi Line during 15 to 19 April is reported to have been caused by absenteeism and refusal to work on part of engineers and assistants of Tomachi, Kamata, Shimojujo, and Ikebukuro electric car offices, and Tokyo Roundhouse. Further information indicates that cancellation of nine trains in Fukushima Area on 24 April was due to absenteeism of train conductors. Communist activity has been reported as being responsible for considerable disruption of train service in many parts of Shikoku during March. Japanese railway officials are reported to be anticipating strong radical activity in June and July. It has been emphatically impressed on Japanese Government Railway officials that they must exert every possible effort within the limitation of the Japanese law to take disciplinary action against all employees engaged in wildcat tactics and that the SCAP be kept fully informed of such measures taken. It is desired that Eighth Army pay special attention to the activities of persons and organizations affiliated with the Government Railway Workers' Union and report immediately to Assistant Chief of Staff, G-2 General Headquarters, Far East Command any evidence that such persons or organizations are engaging in or planning agitation, acts of dispute, sabotage, or any other activities considered prejudicial to the best interests of the Occupation.

OFFICIAL:

Approved by:

/s/ W. F. Marquat
W. F. Marquat
Major General, U. S. Army
Chief, ESS
/i/ MHH

R. M. Levy
Colonel, AGD
Adjutant General

Copies to:
G-2
G-4
CTS
ESS

S E C R E T

CIVIL SERVICE DIVISION
Government Section

8-4-52

20 August 1948

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Conference held this morning in Mr. Hoover's Office with Representatives of the Various Unions (Kokutetsu, Teachers' Union, Tororen and Self Government Worker's Union)

1. In a conference held this morning with the representatives of various unions, Mr. Hoover stressed the importance of adopting a new civil service system based upon democratic principles and equitable treatment to all employees.

2. Mr. Hoover stated that for almost three years Japan has been attempting an experiment, trying to apply in the field of government employment, the methods that are usually applied in private enterprise. The result of this experiment was the effort to apply collective bargaining in the government. It has produced endless strife, disagreement and argument and seriously damaged the efficiency of government operation. In many areas, it has placed many communists in the unions where they were in a position to seriously damage the Japanese people. If such a situation was permitted to continue there would be great damage inflicted upon the Japanese citizens. The reaction will be such that the Japanese people would rise up and destroy all the unions. Mr. Hoover pointed out that there was only one way to save that situation.

A. To abandon the whole system and employ a new one which has been successful in our part of the world. This is known as the civil service system but does not mean the Japanese civil service system of old. This civil service system is not called arbitration but it has much of the machinery of arbitration and tends to give more justice to the employees than they would have received under so called collective bargaining methods. The trouble with the old system is that there were only two parties concerned, i.e. the government and the employees. Under the new system, there will be three parties concerned; (1) the government, (2) the employees, and (3) a civil service authority which is neither government nor employee but in a sense an arbitration board. To this civil service authority, the employees will be free to take their complaints, requests, and recommendations. This commission will have the authority to consider these matters on the basis of justice and good administration.

Mr. Hoover pointed out that the bureaucrats were trying to reduce the power of this commission because they were afraid it would demand justice for all the employees and jeopardize their own position. The best thing the government employees can do for

themselves is to work for a strong civil service authority. Strong enough to make decisions effective in any situation. Amendments are under consideration now to create a strong civil service authority which the old bureaucracy wont like because it will not be able to make its own decisions. For example, under the new law, in the event that a government employee is either suspended or discharged he must be given a written statement within 30 days giving the reason for which he was suspened or discharged. If he feels that he was unjustly dealt with he will be given an opportunity to appeal directly to the authority. The authority will then give him a hearing and review his case. He will also be permitted by law to bring in his own witnesses and counsel and fully state his case. If the authority feels that he was unfairly dealt with it can do whatever it deems necessary to correct the situation. Formerly, the word of an official was final no matter how unfairly the employee was dealt with. If the union wants fair and equitable treatment on that basis it is necessary to get behind this law.

Another important element of this new system is that hearings on disciplinary actions will be opened to the public. All citizens will be permitted to attend. The findings and hearings will be in the open which means officials will not be permitted to punish employees secretly as they have done in the past. The matter of salary and wage will also be conducted on the same basis. The authority will conduct open public hearings and welcome any suggestions, opinions, recommendations, etc. pertaining to salary and wages. The authority entirely independent of the government will arrive at a decision based upon these studies and in the form of a recommendation will submit it to the Diet. The Diet will decide how much the government employees should be paid. Mr. Hoover also called their attention to the opportunities the employees will have under the new system for promotions. Hitherto top level positions were almost all held by Tokyo Imperial University graduates. Asked what they thought of this plan they unanimously voiced their approval of it except that they were afraid the authority would abuse its power if it were given too much. To this Mr. Hoover replied that to secure justice for all the employees a strong institution was necessary to combat the old bureaucracy. However the Diet will always have control of the commission. If any of the commissioners were to use his authority improperly he will be subject to impeachment.

Asked whether the union could participate in the civil service authority, Mr. Hoover replied that this would bring about a recurrence of the same kind of administrative malpractice we are now trying to stop. Unions wont be necessary in the government if you could have an institution that could get justice and fair play for the employees without struggle. The labor unions will be free to come before the authority on any matter. Besides, it is absolutely necessary to keep the authority an independent body.

3. Mr. Hoover adjourned the meeting at 11:45 A.M. and asked them to return on the following Tuesday, 24 August 1948 at 1500.

JUSTIN NARUMI

Justin Narumi

JN:jd

memo made for
the record
but copy to
be retained 7 dmi
8/23/48

Aug 11. 1948
Cabinet Secretariat

Notification
(directed to the Unions of Government Employees)

As you are all aware, "Cabinet Order concerning Temporary Measures to be taken in Consequence of the Letter of the Supreme Commander for the Allied Powers to the Prime Minister dated July 22, 1948," was promulgated and put into force by Cabinet Order No. 201 on July 31.

Your Union is requested to take without delay necessary measures in accordance with the enforcement of the Cabinet Order above mentioned, taking note of the following matters:

Note:

1. Such right as to bargain collectively on the so-called equal footing with a binding nature, supported by strike threat, sabotage is no more recognized. However, public servants or their associations have liberty to negotiate for the amelioration of the working conditions in conformity to the Cabinet Order, by expressing their complaint, opinion, desire or dissatisfaction so that they can talk sufficiently over the matter and present evidence thereof. Therefore, the Government is hereafter, ready to respond, within the above limit, to the proposal, for public servants when it is presented.

2. The labor agreement, engagement, arrangement, etc., which have hitherto been effective, are now null and void. You are informed, therefore, that an organization such as management committee has ceased to exist. However, necessary measures which have hitherto been taken for the matters concerning wages allowances, duties of public servants, will hereafter be disposed of so as to remain effective. So far as it is not inconsistent with or contrary against the purport of the Cabinet Order above mentioned. It is hereby added that the Government intends voluntarily to take appropriate measures for the welfare facilities.

3. Persons specially engaged in the business of labor union who have been authorized under the old labor agreement and others, are hereafter not authorized, nor is the payment of salary allowed to said persons. Your union is, therefore, requested to devise proper means for those persons to return to their offices without delay. The Government also intends to give them best possible facilities with regard to their returnning to offices.

4. Since the right to dispute has become illegal for public servants, any act which may impair normal management or efficiency of business is not allowed, not to speak of such acts as strike or sabotage.

Your union is requested to take sufficient notice of the fact that, in case any person make such an act, he shall be strictly punished in accordance with the Cabinet Order.

On Interpretation and Dealing with
Cabinet Order No. 201

I. The present Cabinet Order, being issued in consequence of the letter of the Supreme Commander for the Allied Powers, the interpretation thereon will, if there is any doubt, be made in the light of the purport of said Letter.

II. Matters concerning Denial of Right to bargain collectively.
(Article 1 paragraph 1)

1. With regard to public servants, the right to bargain collectively on the so-called equal footing with the binding nature supported by the threat of acts such as strike, sabotage, etc., is not recognized.
(It is ncessary that the Government agencies will notify it to the labor unions concerned).

2. The liberty to negotiate, in order to request the amelioration of working conditions (In the Letter, there is state: Public servants are -- personally or by chosen representatives, freely -- for the purpose of seeking a better-ment of their conditions of public employment), with the competent authority of the Government agencies concerned, is recognized for public servants or their associations, in the meaning that they may, through chosen representatives, express their complaint, opinion, desire or dissatisfaction, talk sufficiently about and present evidence thereof. (This will be notified).

3. With regard to the National Public Personnel Commission, it is provided for in Article 86 of the National Public Service Law, and it is out of the provisions of Article 1 paragraph 1 of the Cabinet Order.

III. Matters concerning the ~~lasting~~ of Labor Agreement.
(Article 1 paragraph 2)

1. Since public servants have not so-called right to bargain collectively or make agreement with the Government, on the equal footing, they have no capacity of parties'concerned in this meaning. The labor'agreement, engagement, etc., depending thereupon, become necessarily null and void. (This will be notified.)
The provisions of Article 1 paragraph 2, depending upon the above fact, provide for those to remain their substantial effects.

2. Since the labor agreement and the like become null and void, the management committee which is established upon the above is to cease its existance.
(This will be notified.)

3. The old measures concerning status of public servants such as allowances, duties, still remain effective so far as they are not inconsistent or contrary to the purport of the Cabinet Order.
"ith regard to those which remain effective they will be, separately and concretely decided upon and dealt with. (As to the purpose, it will be notified.)

4. Since the Letter stated that public servants are "used for the exercise by Government of the people's sovereign power ---- owe uncoditional allegiance to the public trust ----", and those specially engaging in the business of labor union are not recognized on the basis of labor unions, such persons as higherto authorized, lose necessarily their raison d'etre.
As to the measures to be taken for those persons, the Government decided that its agencies should notify to that effect to the unions or persons return to the offices without delay. The head of each agency is, however, authorized to allow them to engage in the business of labor union concerned, providing for a certain period (by the end of August for personnel of non-operative agencies, and by the end of September for those of operative agencies.)

IV. Matters concerning Intercession, Arbitration or Meditation (Article I paragraph 3).
Since public servants have not so-called right to bargain collectively or right to dispute in accordance with the Cabinet Order, the Labor Commission cannot make, for public servants, "intercession of collective barganing" and "arbitration and meditation of labor dispute" stipulated in Article 27 of the Labor Union Law. The procedures concerning intercession, arbitration or meditation which are actually under operation must be suspended.

V. Matters concerning Forfeiture of Right to dispute (Article 2)

1. Right to dispute for public servants is not recognized. Any act which may impair normal management or efficiency of business is not allowed, not to speak of such acts as strike or sabotage. (This will be notified.)

2. Act in contravention of the preceding paragraph are contrary to the penal provisions of the Cabinet Order, and they shall be strictly punished in accordance with administrative disposals. In this case, any provisions of the Law for Adjustment of Labor Relations, the Labour Standard Law, Officials Disciplinary Ordinance, etc., shall have no binding force thereupon.
(This will be notified.)

Principle on dealing with Article 1 paragraph 2 of Cabinet Order No. 201 concerning Labor Agreement in Government Agencies.

1. Non-discrimination for being or not being member of an labor union: must be respected.

2. Wages and retirement allowance: dealing of which is under the jurisdiction of the National Personnel Commission and negotiation thereon with a labor union is not permitted, but hearing of the opinion of Government employees may be allowed under procedure of that Commission.

3. Hours of Duty, Holidays and Leave of Absence: may be granted as usual.

4. Allowance for surplus work: may be granted as usual (under the working rules for Granting Allowances)

5. Matters relating Personnel.

   (1) Negotiation on Standard: is not allowed.

   (2) Notification Beforehand: is not allowed. (Practically it may be given to the person in question but it is not obligatory).

   (3) Restriction of Dismissal: any binding under agreement is not effective, but it is deemed to be permitted to respect several matters, such as, with regard to the Nikkyoso (The Japan Teachers Union), those mentioned in Article 12 items 2 and 3 of the Labor Agreement of the Zenkyokyo (The All - Japan Congress of Teachers Union)-- No person shall be dismissed during the recuperation before and after maternity, and 90 days after it.

6. Activities of Labor Union

   1. Person exclusively devoting himself in union's business: is not allowed. (Article 101 of the Public Service Law; Decision of the Cabinet Council hold on June 4, 1948)

   2. Activities of Labor Union during working hours: is not allowed as a rule.

7.

7. Management Committee: shall be deemed to have ceased to exist.

8. Welfare Facilities: it has no objection to hear the opinion of Gov. employees on the management thereof.

9. Activities in politics: shall be dealt with under Article 102 of the Public Service Law.

10. Appointment to Public Office; shall be dealt with under Article 101 and 102.

Verbal Announcement by Mr. Tomabechi,

Chief Secretary to the Cabinet.

13.00 13 August, 1948

Inasmuch as protection of the welfare of government employees is a matter of prime concern to the government as mentioned in the statement previously made the following was notified to all Ministries and Agencies:

Except as otherwise specified in Cabinet Order No. 201 all the benefits concerning health, safety, welfare, recuperation and retirement which have accrued to employees under past or presently existing laws will remain in effect as a matter of course pending necessary provisions will be made by the revision of the National Public Service Law.

SECRET

MEMORANDUM TO: MR. BLAINE HOOVER
CIVIL SERVICE DIVISION

Looks like something in your bailiwick.

SECRET

JACK P. NAPIER

26 August 1948

GOVERNMENT SECTION
Civil Service Division

28 June 1948

MEMORANDUM FOR : Mr. Blaine Hoover
Chief, Civil Service Division

SUBJECT : Report from Mr. Fukushima's Office Relative to Collective Bargaining Meeting Between the Government and Unions on Government Employee's Salaries.

1. On Friday, 25 June 1948, Mr. Kato of the C.L.C.O. called to represent Mr. Fukushima and to report on the conferences being held between the government and the government workers unions on the subject of the new wage scale.

2. Mr. Kato stated that the unions were demanding ¥5200 while the government was offering ¥3791. There have been three meetings held to date and the fourth was to be held on the morning of Saturday, 26 June. The unions had demanded a six-point program in addition to an increase in salary; however, Mr. Tomabechi had agreed to discuss only three of these points at Saturday's meeting. The three points that the government had agreed to discuss were:

1. No grievance machinery to be established
2. That no reduction of personnel was to be occasioned by the increase in salary
3. The new wage was to be retroactive to 1 April 1948.

3. In a general conference held on Tuesday, 22 June, Mr. Tomabechi had stated that if the government approved the new wage increase, it would be retroactive only until 1 June 1948 rather than the date requested by the unions and he further pointed out that any such increase must be accompanied by reduction in personnel to assist the government in meeting the increase. He stated that the government was prepared to request a 15% reduction; however, he called the union's attention to the fact that 10% of this would be the elimination of unfilled positions for which funds had been provided to cover salaries while the remaining 5% would be taken care of by normal attrition, i.e. in not filling vacancies as they occur and by shifting personnel from agencies which would be over-staffed in view of the 15% reduction, to agencies which would be under-staffed.

4. The union demanded to know whether, if the government agreed to a raise in salary, they would be willing to submit a supplementary budget to the Diet to cover the increase in cost of operation. Mr. Tomabechi ignored this question and refused to give any answer.

W. Pierce MacCoy

WPM/hm

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

Filed

COPY

June 4, 1948

Mr. James S. Killen
Chief Labor Division
General Headquarters
Supreme Commander for the Allied Powers
APO 500, C/o P. M.
San Francisco, Calif.

Dear Mr. Killen:

Your interesting letter of May 20 concerning the formulation of a general labor policy for organized workers in the Japanese government service reached me just as our National Council was about to meet. I took the liberty of reading your letter to them, after which there was a general discussion of the issue you raise.

It was the consensus of those present, which included the Chairman of the League's committee which issued the report on Employer-Employee Relations, that no distinction could properly be made between the regular administrative employees and those employed in the so-called government "enterprises". I am passing this on to you immediately without waiting for the returns of those to whom I have written on the League's committee, asking them to express their views on the particular issue.

I am also writing to a representative cross-section of leaders of business and industry who are supporters of the League's work, asking them to give us confidentially their comment with respect to the matter for our further guidance. As soon as I receive a substantial number of replies which would indicate a reasonably representative point of view, I shall communicate it to you and give you a summary of the comments and views expressed.

Under separate cover I have sent you a copy of an article which I prepared for the Cornell University Labor Industry Review on "Concepts of Public Employee Relationships." In this you will find a discussion of the very issue you raise, in which I indicate how difficult and impractical it would be to try to make the distinction between one type and another type of public employment in dealing with the issues of strikes, collective bargaining, etc.

If we can be of any further help, I hope you will not hesitate calling upon us.

Very truly yours,

H. Eliot Kaplan

Executive Director

C O P Y

July 6, 1948

Mr. James S. Killen
Chief, Labor Division, ESS
Supreme Commander for the Allied Powers
APO 500, C/o P. M.
San Francisco, Calif.

My dear Mr. Killen:

With further reference to your letter of May 20 addressed to the League, in regard to the general labor policies which might be adopted for government employees in Japan, I pass on to you the consensus of the business leaders and others from whom we have sought advice and guidance and some specific comment made by a number of them.

An overwhelming majority of them, indeed an almost unanimous view, confirms the view expressed at the League's meeting on June 3 and as stated in my second paragraph of my letter of June 4. Without exception every one of our advisors has stated unequivocally that strikes of government employees, regardless of the nature of the function performed, may not and should not be condoned.

Collective bargaining, the closed or union shop, and any system of check-off of union dues as practiced in private industry, it was asserted, are not properly applicable to the government service.

It was the majority opinion also that no distinction could clearly be made between those functions of government which are exclusively regulatory and those which are exclusively proprietary in nature analogous to private enterprise; and those who do see some such possible distinction which might be made, find it difficult, if not impossible, to state where to draw the line. I attach hereto a summary of comments made by industrial and business leaders for your information and guidance. While this has been given us in confidence, we shall be glad to furnish you with the names of the commendators if you find special need for them. I am sure they will not object to your knowing who they are.

I hope this information may be of some help to you. If there is anyfurther assistance that we can be to you please do not hesitate calling upon us.

Very sincerely yours,

Executive Director.

C O P Y

1. We believe from the viewpoint of sound employee relations philosophy, important differences in treatment between employees of the same employer or even different employers inevitably result in dissatisfaction and poor morale. It would appear that if the government is engaging in so-called "proprietary" enterprises, such activities will be in direct competition with privately owned enterprises, and therefore treatment of employees in all phases should be on approximately the same basis as is followed in similar private enterprises. In the long run, this might have the effect of bringing all government employment more nearly on the same level as that which is generally established in private enterprise.

- - -

2. Generally speaking, I would seriously question the desirability of trying to advocate a policy that required all government employees, including those in "proprietary" agencies of the government, to come under the civil service rulings. I think there should be a distinction made, and only those who are regularlyin the normal employment of the government should be placed under civil service.

- - -

3. I think there is a growing feeling in this country that strikes against the government should be outlawed and that federal employees as well as employees of major utilities, such as the communications and railroads, should have machinery set up which will protect their interests, but which will not involve strikes. I think that principle is basic enough to apply anywhere in the world.

- - -

4. I believe that acceptance by an individual of a government position means voluntary surrender of the right to strike. I feel further that any distinctions between types of employment as conditioning the right of government employees to strike is purely artificial.

- - -

5. As to the question raised, I have always felt that government employees in administrative capacities should not have the right to strike, and apparently that provision is in the existing labor law of Japan. I have also always had the feeling that wherever a labor monopoly has the power to shut down a complete industry or service to the detriment of the public, the same principle should be applied.

- - -

6. In my opinion, no distinction should be made between employees in "normal" government activities and employees in "proprietary" agencies of government (such as public facilities taken over by the government.) I think the reasoning and philosophy outlined in the pamphlet report of our Committee, which you distributed widely, applies to all governmental employees as distinguished from employees in private industry.

7.

- - -

7. In my opinion, it is unwise in government employment to differentiate between those who are engaged in governmental activities as distinguished from proprietary activities. It seems to me that once the government has reached

a basic decision on the subject of taking over the operating of what we in this country most often refer to as public utilities, the primarily characteristic of the government should prevail, and the employees are in every sense of the word engaged in governmental work.

On the other hand, I can see that in Japan, where the government conducts so many proprietary activities as governmental monopolies, practical difficulties would be encountered in carrying my opinion to its logical conclusion. It may be perfectly true that salt, tobacco, iron and other commodities are in the Oriental's mind akin to the railways, water plants and other public utilities in the Westerner's mind, so that if we were to adopt their thinking we probably should be logical throughout and not provide for any differentiation.

- - -

8. If the government is planning to continue to function on the socialistic basis of the present with governmental ownership of so many enterprises, it strikes me that there need be no distinction in civil service status as between the two groups in the employ of the Japanese government. If, however, it should be the predetermined plan that the government would one day relinquish all or some of the so-called "proprietary agents" of government, then those factors might have a bearing on the present situation.

- - -

9. There certainly should be a distinction made between "administrative" employees of the government and so-called "enterprise" employees with reference to their legal right to engage in strikes. In other words, administrative employees should be prohibited from engaging in acts of dispute.

I have always felt strongly that for a number of reasons government employees should not have the right to strike, although they should have adequate means of collective representation and grievance procedures.

A new situation is encountered in foreign countries where for some valid reason private enterprise is impractical in some areas. It is here that one might be tempted to follow the policy referred to in the first paragraph above, but I still feel it hazardous to depart from the principle covered in the second paragraph.

Number of all-Japan Government Workers Unions
Current on the end of June, 1948

Name of Unions	No. of Member Unions	No. of Union Members
Conference of All-Japan Government Workers Union	1,640	206,405
1. Transportation Ministry, Construction Board Workers Union	26	2,831
2. National Justice Bureau Workers Union	57	6,353
3. League of National Maritime Government Workers Unions	62	9,398
4. All-National Hospitals Workers Union	79	14,876
5. All-Japan National Sanatorium Workers Union	63	11,297
6. National Observatory Workers Union	172	5,892
7. League of National Commerce and Industry Ministry Workers Union	53	13,995
8. National Customs Workers Union	6	2,051
9. National Agriculture & Forestry Ministry Workers Union	743	97,121
10. National Construction Board Public Works Workers Union	93	7,327
11. League of Foreign Ministry Workers Unions	3	1,304
12. National Attorney General's Office Workers Union	113	12,340
13. Education Ministry Workers Union	8	2,000
14. National Labor Standard Bureau Workers Union	150	5,103
15. Finance Ministry Workers Union	1	1,800
16. Construction Board Workers Union	1	1,396
17. Board of Audit Workers Union	1	1,100
18. Welfare Ministry Workers Union	1	3,784
19. Prime Minister's Office Statistics Bureau Workers Union	1	1,577
20. Price Board Workers Union	1	800
21. Prime Minister's Office Pension Bureau Workers Union	1	250
22. Labor Ministry Workers Union	1	1,230
23. Statistics Commission's Secretariat Workers Union	1	60

24. Newspapers and Periodicals Paper Allotment Commission's Secretariat Workers Union	1	42
25. Home Depot Bureau Workers Union	1	2,077
26. Equitable Transactions Commission's Secretariat Workers Union	1	201
National Communications Workers Union	1,624	379,231
Conference of Finance Ministry Three Operative Agency Workers Union	164	42,216
National Printing Agency Workers Union	10	8,766
National Monopoly Agency Workers Union	35	16,187
National Monopoly Agency Personnel Trade Union	116	14,763
League of Mint Workers Unions	3	2,500
Japan Teachers Union	1,361	503,729
Government Railway Workers Union	1,537	606,861
National Finance Ministry Workers Union	496	58,577
Total	6,822	

Remark: No. 15 and below are single unit unions.

3F

file
Organized Labor

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

3 June 1948

MEMORANDUM FOR : Mr. Blaine Hoover
Chief, Civil Service Division

SUBJECT : Union Membership

1. Recently you requested information as to the union membership, both as to total membership in Japan and as to government unions separately. This information has been supplied by Mr. Salter, taken from the Ministry of Labor records.

Total number of unions	29,378
Total membership	6,243,117

2. Of the above total number of unions, 32 are government unions. Of the above membership, 1,744,832 is membership in government unions. There are 2 overall government unions which group several separate unions under their one combined head and are not included in the above number of government unions.

3. In addition to this the Railway and Communications unions have District Councils or Federations respectively, with from 9 to 10 locals. The above figures were also included in the Labor Division, ESS, report of 29 February 1948 and is the last available complete tabulation of the Labor Division.

WPM/hm

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

30 March 1948

MEMORANDUM:

TO: Mr. Blaine Hoover, Chief, Civil Service Division

FROM: Mr. Gordon W. Peterson

SUBJECT: Strikes Against Government

1. The accompanying three pages present a sketchy summary of dispute actions against government in Japan during the period, 1 January to 30 March, 1948.

2. Such summary is based on news releases by Kyodo News Service and Jiji Press, Ltd., and on news articles in the Stars and Stripes and the Nippon Times newspapers. The original reporting is obviously incomplete, particularly during January, February, and the early part of March; hence, no attempthas been made here to compile the number of strikes, days lost, employees involved, ~~etc.~~ The nature of press reports does not always identify the agency or ~~overlap~~ agencies against which the strike is directed.

3. Dispute actions have been recapitulated in order to show here a brief indication of the activity of each union. The names of unions as reported by the press are not entirely consistent and have undoubtedly caused errors in summarization.

4. More often than not, the issues resulting in dispute actions were not reported. Virtually all pertained to salaries, bonuses or allowances. Other types of issues have been listed on the chart. Financial issues may be assumed to be present in each case whether or not other issues are listed.

DISPUTE ACTIONS AGAINST JAPANESE GOVERNMENT

1 January 1948 to 30 March 1948

	Union	Group	Ministry	Dispute Tactics	Other than Monetary Demands
28 Jan - 7 Feb.	Labor Union of Gov't Printing Bur.		Finance	Strike	Travel expenses Abolition of Official Sanitary System
5 Feb - 7 Feb.	Japanese Monopoly Bur. Workers' Union		Finance	Sympathy Strike	
5 Feb - 7 Feb	Mint Workers' Union	All mints in Japan	Finance	Strike	
Feb. 5 to at least March 24	All Japanese Council of Electrical Workers' Union	All over Japan. Directed against both industrial plants & gov't.	Various	Strikes, vacation tactics, blackout strikes, clerical work strikes, 24-hr. hunger strike.	Better working conditions. No breaking up of electrical enterprise
Feb 23 to Mar 19	Gov't Railway Workers' Union	Various throughout Japan - especially Hokkaido	Transportation	Communications control 24-hour strikes Walkouts: mass absenteeism Suspension of loading & relaying Transp-Ministry coal.	Reinstatement of discharged employe No adverse changes in labor law
Feb 23-24 to at least March 25	Finance Min. Employees' Union and/or Finance Min. Labor Union	Finance Ministry employees. Various locations	Finance	Slow down strike Vacation tactics Safe commuting tactics 24-hour strike	
March 1 to at least March 29	National Communications Workers' Union	Post office, telephone, telegraph workers, including engineering. Many throughout Japan.	Communications	24- and 48-hour strikes; work stoppage for rally	No adverse labor legislation. Withdraw recent Cabinet Order re "discipline of gov't workers".
March 1	Public Workers' Union.	Various gov't. offices	Various	Mass absenteeism	

	Union	Group	Ministry	Dispute Tactics	Other than Monetary Demands
March 2 to at least March 19	Education Ministry Employees' Union		Education	"Safe commuting tactics" "Strict punctuality" "Vacation strike"	~~Gov't recognition of right to strike against it.~~
March 5 to at least March 30	All Japan Gov't Communications Workers' Union	Post office, telephone, telegraph including engineers. Many throughout Japan	Communications	24-hr. strikes; walkouts	Discharge of persons responsible for differentiating wages on the new pay scale. Minimum wage system Opposition to personnel reduction in gov't. Materials for rehabilitation of Com. system. Increased food rations. Gov't recognition of right to strike against it.
March 9, 22	Agriculture and Forestry Ministry Workers' Union	Gumma & Wakayama	Agriculture & Forestry	24-hour strike "One holiday strike"	Travel expenses Overalls provided Abolition of earned income tax Opposition to "admin. readjustment".
March 12, 23	All Japan School Teachers' Union	Osaka; later all union members.	(Education)	24-hr strike; during vacation: "all members will resort to refusing any order or instructions from education authorities." Slow down	Minimum wage standard. Abolition of earned income tax. No adverse labor legislation. Opposition to Public Service Law, Public Service Payroll, Teachers' Rank System,& Education Com. bills

	Union	Group	Ministry	Dispute Tactics	Other than Monetary Demands
March 13		Employees of the Holding Company Liquidation Commission.		"Go slow"	
March 15	Nat'l Meteorological Workers' Union		Transportation	"No weather report strike" - 12 hours	
March 15,16	National Taxation Office Workers' Union, and/or	Tax collectors and other employees - throughout Japan.	Finance	24-hr. holiday; refusal to work overtime; "Management control" tactics.	
March 22	National Finance Bureau Workers' Union		Finance	48-hour strike.	
March 20	Kobe Municipal Employees' Union			24-hr strike	
March 20	Kobe Municipal Workers' Union			24-hr strike	
March 22		All employees of Osaka Commerce & Industry Bureau		24-hr strike	
March 22	Autonomous government Workers' Unions			"No overtime" tactics	
March 23	Municipal Gov't Employees' Union	All members		Refuse overtime work	
March 24, 27	All Japan Tax Collectors' Unions and/or All Japan Taxation Office Employees' Union		Finance	"Vacation tactics"	
March 24	National Government and Public Workers' Union	Tax Collectors' Union - Kanto Dist. and/or Nat'l Tax Collectors' Unions	Finance	24-hr strike - Regional strikes; Positional strikes	

	Union	Group	Ministry	Dispute Tactics	Other than Monetary Demands
March 24	National Government and Public Workers' Union	Government Shop Workers' Union	Various	24-hr strike	
March 24, to at least March 30	National Council of Gov't Office Workers' Unions	Tokyo Education Min.; Forestry Min.; Weather Bureau Other groups	Various	48-hr leave of absence Vacation tactics	
March 25	National Gov't. and Public Workers' Union	Municipality Workers' Union	Various	24-hr "holiday strike"	
March 25	Federal Council of Government and Municipal Employees' Unions	Federal Council of Gov't Employees' Unions	"	Collective vacation tactics	
March 25, 27	"	Federal Council of Public Office Employees' Union - throughout Japan	"	Vacation walkout	
March 25, 27	Federal Council of Metropolitan Public Workers' Unions	Tokyo Clerks, bus and transportation workers, zoo employees, and many other groups.	"	24-hr vacation strike and Traffic Workers' indefinite strike.	
March 30	Federation of Provincial Gov't. Workers' Unions	Throughout Japan		Holiday tactics	

COPY

HOKKAIDO PREFECTURAL GOVERNMENT
SAPPORO, HOKKAIDO

6 March 1948

To : Supreme Commander for the Allied Powers and Commanding officer of the Hokkaido Military Government District

From : Chokichi Yamada, Chairman of the Hokkaido Prefectural Government Employes Union Council.

Subject : Petition on a crisis facing laborers.

We, workers in the Hokkaido island would like to rend our hearty gratitudes to you for the Allied Forces' remarked efforts to have guaranteed a proper freedom and release and led Japan to the road of democracy since the start of the Occupation after the Allied Nations' contribution of peace and freedom of the human race to the world by defeating totalitarianism.

Through the good offices of the Allied Forces, the rights of workers' living have been acknowledged with the enactment of the Trade Union Law, the Labor Relations Adjustment Act and the Labor Standard Law, etc one after another since the end of the war.

Fortunately, the living of the Japanese has been increasingly improved covering all fields of economy, culture and education through the aid of the Allied Nations. In the meantime, the remaining monopolistic capitalists managing financial circles are attempting to extend candidly the reactionary management influence in collusion with part of government officials of late and hamper the democratization of Japan. Especially, they are plotting the weakening and disrupture of the labor union from the worsened revision of laws and regulations.

That is to say, the central government is contemplating to formulate in secret the worsened revision bill of the labor concerns laws and regulations without adopting any democratic method and to surpress one-sidedly the movement of our labor union which has a mission for the release of the people and the construction of the world-wide peace, clamping down the rights of workers' wald-out and unity.

The release and freedom offered by the Allied Nationals and the basic personal rights for which we, workers have been fighting since the termination of the war have been deprived of from the bottom. In addition, our wages and employment rights are also about to be forfeited.

Thus, we are going to face a crisis by which the livings and rights for the workers will be completely swept away and the storm of Fascism prevailed during the war will be caused again.

In accomplishing the democratization of the world and Japan, it is much regretted Japan's democratic advance started since the start of the Occupation is facing great difficulties, while the feudalistic influences have begun raising their heads again.

We, workers in the entire Hokkaido hereby pay our hearty respects to you and at the same time hope to take a proper step upon your due consideration on the petition expressing the crisis facing the workers which hold the majority of the Japanese population together with a resolution herewith.

/c/ C. Yamada

Chokichi Yamada,
Chairman of the Hokkaido

Prefectural Government
Employes Union Council.

CHECK SHEET ATTACHED

WFM/JSK JSH mlm

File No. 004.06 (19 Mar 48) ESS/LA

Note No. From: ESS To: GS Date: 19 March 1948

1 Forwarded as a matter pertaining to Government Section

1 Incl.
Petition, Chairman of
Hokkaido Employees Union
Council

---------- W. F. M. -----

LABOR UNIONS BY INDUSTRY AND SEX 1/
(29 February 1948)

INDUSTRY	NUMBER	MEMBERSHIP		
		Men	Women	Total 2/
TOTAL	**29,378**	**4,738,563**	**1,447,444**	**6,243,117**
MANUFACTURING	**14,177**	**2,121,301**	**683,016**	**2,805,126**
Metallurgy	1,296	229,774	37,865	267,639
Machines and tools	3,977	685,068	137,043	822,166
Chemicals	1,898	262,715	99,838	362,553
Gas, electricity and water supply	708	137,547	15,043	153,920
Ceramics	564	61,860	20,565	82,425
Textiles	1,235	97,476	269,462	366,938
Lumber and woodworking	1,739	106,872	32,122	138,994
Foodstuffs	808	58,280	28,344	86,624
Printing and binding	321	26,522	12,758	39,280
Civil engineering and construction	1,311	435,888	20,218	456,130
Other	320	19,299	9,158	28,457
MINING	**1,182**	**428,343**	**71,116**	**499,459**
Metal	217	47,093	9,653	56,746
Coal	824	363,743	58,616	422,359
Other	141	17,507	2,847	20,354
TRANSPORTATION AND COMMUNICATION	**3,911**	**1,006,167**	**204,803**	**1,264,455**
Railroad and Tramways	1,016	511,532	60,640	576,634
Automobile	429	52,867	7,773	60,640
Water (inland)	193	26,041	4,252	79,231
Other	885	189,867	20,655	210,607
Communication	1,388	225,860	111,483	337,343
AGRICULTURE	**1,574**	**111,103**	**27,350**	**138,453**
MARINE PRODUCTS	**168**	**26,850**	**3,030**	**29,880**
COMMERCE	**1,762**	**203,859**	**107,371**	**311,256**
EDUCATION AND LIBERAL PROFESSIONS	**6,382**	**786,984**	**339,105**	**1,128,879**
Public Service	3,355	321,810	96,957	418,777
Education	1,531	289,548	181,679	473,957
Other	1,496	175,626	60,469	236,145
ALL OTHER	**222**	**53,956**	**11,653**	**65,609**

1/ Unions reported registered exclusive of unions reported discontinued. Does not include All-Japan Seamen's Union with 102,700 members.

2/ Totals include following figures for which no sex breakdown was available: TOTAL 57,110: MANUFACTURING 809, Machines and tools 55, Gas, electricity and water supply 730; Civil Engineering and Construction 24; TRANSPORTATION AND COMMUNICATION 53,485, Railroad and tramways 4,462, Water (inland) 48,938, Other 85; COMMERCE 26; EDUCATION AND LIBERAL PROFESSIONS 2,790, Public Service 10, Education 2,730, Other 50.

SOURCE: Ministry of Labor

Subject: GOVERNMENT WORKERS MEDIATION (1)

From: CLRB Office

Date: Dec. 16, 1947

National Council of Government Workers' Unions The dispute in question was carried on under the name of the National Council of Government Workers' Unions, which is organized of the following unions of civil service employes totaling about 127,800.

1. Finance Ministry Workers' Union.
2. Audit Bureau W.U.
3. Foreign Ministry W.U.
4. Welfare Ministry W.U.
5. All Judicial Service W.U.
6. Rehabilitation Board W.U.
7. National Federation of Commerce and Industry Service W.U.'s.
8. National Monopoly Bureaus W.U.
9. National Federation Customs House W.U's
10. Cabinet Board Statistic Bureau W.U.
11. Cabinet Board Pension Bureau W.U.
12. All Agriculture and Forestry Service W.U.
13. Price Board W.U.
14. Education Ministry W.U.
15. Federation of Trade Unions under Transportation Ministry Construction Headquarters.
16. All Marine Office Employes U.
17. National State Hospital W.U.
18. All Weather Men U.
19. All Japan State Sanitariums W.U.
20. National Union of Home Ministry Civil Engineering Workers

By the way, the council is distinguished from the National Liaison Council of Government and Public Workers Unions, of which the present Council is one of the constituent along with Zentei (Communications), Gov. Railways Workers Union, Japan Teachers' Union and handful other major unions in civil service.

February 1948

MEMBERSHIP OF THE GOVERNMENT EMPLOYEES' UNIONS

Names of the Unions			Membership
Liaison Council of All Government and Public Workers' Unions			1,744,832
	National Council of All Government Workers' Unions		113,344
		All Agriculture & Forestry Workers' Union	15,000
		Federation of All Commerce & Industry Workers Unions	13,000
		(Commerce & Industry Ministry Workers' Union)	(4,026)
		All Education Workers' Union	1,400
		Finance Ministry Workers' Union	6,000
		All Japan Custom-House Workers' Union	1,414
		Welfare Ministry Workers' Union	1,300
		All Japan National Sanatorium Workers' Union	12,000
		All National Hospitals Workers' Union	13,000
		Foreign Affairs Ministry Workers' Union	1,396
		All Justice Bureau Workers' Union	5,000
		Labor Ministry Workers' Union	1,123
		All Japan Meteorological Observatory Workers' Union	5,000
		Federation of Labor Unions in the Transport Construction Hqs. of the Transportation Ministry	4,130
		Audit Bureau Workers' Union	633
		Cabinet Statistics Bureau Workers' Union	1,354
		Cabinet Pension Bureau Workers' Union	2,200
		Newspaper Distribution Bureau Workers' Union	42
		Price Board Workers' Union	350
		Monopoly Board Workers' Union	11,000
		All Public Construction Workers' Union (Home Affairs Ministry)	6,002
		War-Damage Rehabilitation Board Workers' Union	1,000
		Federation of All Marine Board Workers' Union	1,000
	Federation of Government Railway Workers' Union		563,171
	Kokutetsu	Tokyo District Council	125,449
		Sendai " "	48,423
		Hokkaido " "	59,670
		Chubu " "	67,226
		Niigata " "	49,728
		Osaka " "	77,384
		Hiroshima " "	49,387
		Kyushu " "	69,251
		Shikoku " "	16,653

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

Mr Hare
2-27-48
1800

MEMORANDUM

24 February 1948

TO: Mr. Blaine Hoover, Chief
Civil Service Division

FROM: W. Pierce MacCoy, Deputy Chief
Civil Service Division

SUBJECT: Labor Movement of Government Workers and Relation between their Unions and the Allowance Bureau of Finance Ministry

Attached is a report from the Allowance Bureau, Ministry of Finance on the subject of Labor Movement of Government Workers and Relation between their Unions and the Allowance Bureau of Finance Ministry.

The copy of this report was presented to me by Mr. Watanabe of the Ministry of Finance on the afternoon of 24 February, 1948. He advised that this report had been compiled for the convenience of the Labor Division, E.S.S. and that he was submitting the report to the Civil Service Division because he felt we might be interested in the tabulations attached to the report.

He tried several times during the interview to lead the conversation around in such a manner as to get me to express an opinion on the labor union movement in the Japanese government. This is to make a record of the fact that at no time during the conversation did I express any opinion other than to point out to him the general idea that the government workers responsibility was first to their government of the people and second to themselves. Also, there were two rather adroit attempts to get me to express an opinion as to the activities of the Labor Division, E.S.S. and their sponsoring of the labor movement. It is rather odd, but I find in situations like this I have a rather sad habit of losing my hearing and then it is usually necessary to start the conversation on a new train of thought.

I ascertained that both of his daughters are quite well and have been living in the country with their aunt but are returning to Tokyo shortly.

Oddly enough, the Labor Division of E.S.S. got lost in the shuffle some place. I am attaching the report presented by Mr. Watanabe and suggest that this be referred to Mr. Salter for inclusion in his organization material.

WPM/hm

Attachment

COPY

Central Liaison

Colonel C. P. Marcum,
Chief, National Government Division
Government Section, G.H.Q.; SCAP

January 16th, 1948.

Dear Colonel Marcum,

I have been directed by Mr. Sone, Deputy Chief Secretary of the Cabinet, who is away from Tokyo at the present moment, to send to you the report on "Recent Movement of Government Employees' Unions", a copy of which is enclosed herewith. The report is made as of December 31 last year, but the collection of materials from various Ministries and the translation thereof into English took some time and made it possible to complete it in the final form only yesterday.

Hoping that the report meets with your request,

Yours sincerely,

S. Shima /s/
S. SHIMA /t/
Secretary of the Prime Minister's Office

ENCLOSURE

Recent Movement of Government Employees' Unions and Its Effects on the Conduct of Official Business

December 31, 1947

I. Prime Minister's Office

"No overtime" movement, which began on November 24 in the Paper Allocation Board and in the Board of Commodity Prices, on December 8 in the Statistics Bureau and the Pensions Bureau, in the December 15 - 23 period in the War Damage Rehabilitation Board, and on December 16 in the Secretariat of the Statistics Committee, is still continuing. In the Statistics Bureau, some inconvenience has been caused, but with this exception, no inconvenience has been felt in the other establishments, as the personnel necessary for urgent business have been working overtime.

II. Foreign Ministry

"No overtime" was put into practice between December 1 and December 6, but the personnel necessary for urgent business worked overtime.

III. Finance Ministry

1. Union of Finance Ministry Employees. The union began the "No overtime" on November 17, in advance of the employees of other Government offices, but the minimum personnel necessary for urgent business are working overtime. The union intended to start a "mass leave of absence" on December 20. Though negotiations came to a satisfactory conclusion, a certain proportion were absent on December 20, due to inadequate means of relaying the news. This, however, soon returned to the normal conditions.

2. "Zenzai" (National Federation of Financial Employees' Unions).

(a) Gyomu-kanri ("Business control")

After the middle of October, some of the local unions adopted resolutions declaring that they would not undertake the revision of income tax assessments, or that they would not enforce the sanction against tax defaulters, or that they would resort to "lawful business control," and attempted to translate their resolutions into practice, but the said resolutions were cancelled at the warning of the Government and considering the general situation.

More recently, however, these unions began insisting that under the current schedule of pay, it was impossible to proceed to the revision of income tax assessments and the sanction against tax defaulters, as planned by the Government. While making propaganda shifting on the Government the blame for the failure to collect the expected amount of taxes, they attempted "lawful sabotage" carrying on union activities during office hours. This has affected efficiency. This state of things has been most conspicuous in the areas under the Osaka and Nagoya Finance Bureaus, the Hiroshima and Tokyo areas coming next in the same regard.

According to information received, Gyomu-kanri I-inkai ("business control" committees) were organized on October 16 and after in 24 Revenue Offices, out of 25 in the Osaka-fu area. In these Revenue Offices the same information states, Gyomu-kanri In ("business management" marks) are being stamped on documents. The revision of income tax assessments, collection of indirect taxes, and sanction against tax defaulters are being suspended, while reports filed on incomes are being accepted without necessary inquiries. The normal conduct of official business is thus being interfered with.

(b)

(b) Movement against taxes on the masses, Posters for the purpose have been prepared. The movement still remains within the extent of disputes with supervising authorities over the putting up of these posters.

(c) Mass resignations

This began with the unions in the area under the Hiroshima Bureau, and spread to other areas. In the Yamaguchi and Okayama prefectural areas, the whole local unions took part in the movement, and some local branches in other areas did the same. (The Hiroshima area is the worst, and in the Tokyo, Nagoya, and Sendai areas, this movement is only partial.) The mass resignations, however, have so far remained a gesture, the resignatiin notes being still kept in the hands of local union chiefs without being presented to the directors of the Revenue Offices concerned.

IV. Education Ministry.

1. The Union of Education Ministry Employees has been practising "No overtime" since November 28.

2. The Yokohama "Chiren" (local section for the Yokohama area) of the "Nikkyo" (Japan Federation of Teachers' Unions) held, according to information received, a "Job site meeting" during the morning hours of December 17, and cancelled the afternoon lessons, while the local sections for the Kyoto and Hyogo areas are said to have resorted to Gyoku-kanri ("business control").

V. Welfare Ministry.

The Union of Welfare Ministry Employees began "punctual attendance and punctual leaving" on December 6, and has since been practising the same thing, but the personnel necessary for urgent business are working overtime.

VI. Agriculture and Forestry Ministry.

The Union of Agriculture and Forestry Ministry Employees has been

practising

practising "No overtime" since November 25. The Ministry's employees took a mass leave of absence on December 11 and 12, in advance of the employees of other ministries.

VII. Commerce and Industry Ministry.

The Union of Commerce and Industry Ministry Employees has been practising "punctual attendance and punctual leaving" since December 12, but the personnel necessary for urgent business are serving overtime. The union decided, a report said, to enter on an "individual leave of absence" from December 15.

VIII. Ministry of Transportation.

1. Government Railway Labor Union.

(Desertion and sabotage)

a. Sapporo Railway Bureau District.

Within the Ikeda Track Maintenance Area under the jurisdiction of the Kushiro Administration Office, about 40 track maintenance workers belonging to the Atsunai and three other teams had deserted their work since about November 28, but they all resumed their work on December 5. In the area of the Kitami Administration Office, where the labor unions are most active, the locals of the Kitami conductors group, the Kitami engineers group, the Abashiri and Engaru stations, and the Engaru engineers group, decided to go on independent strikes, which, however, were not actually carried out.

The local of the Administration Office is refusing overtime since December 9. Job site meetings were held by most locals belonging to the jurisdiction of the Bureau.

b. Sendai Railway Bureau District.

The labor unions within the District, prone to radical actions, had been conducting collective absentive since some time ago, when the cold and snow-storm still aggravated the situation, resulting in the congestion of freight cars at Aomori. The direst shortage of coal that followed dealt an additional blow, and finally caused the suspension of service.

(1) Aomori Engineering Area.

Since about November 27, about 40 of the 350 trammen had been failing to attend to their work, thereby interfering with the normal operation of trains. Situation since then is outlined below: December 11. 128 of 140 apprentice engineers (Giko) absented themselves; Payment of wages suspended.

December 12. 138 of 141 engineers absented themselves.

December 13. 70 attendants.

Rate of attendance increased, but they sabotaged works.

December 18. Most of the attendants resumed work.

(On December 25, Katsumi NAKAMURA, an apprentice engineer, was fired by way of disciplinary punishment, as the instigator of the sabotage.)

(2) Aomori Track Maintenance Area.

December 4. 499 absentees out of 648. At the order of the chief of the Administration Office, 128 more attendants in the afternoon.

December 5. As of the attendance hour: 39 absentees. Many of the attendants retired one after another before the closing hour.

December 6. 152 absentees with leave; 23 without leave.

Normal conditions were gradually restored thereafter.

(3) Ominato Automobile Area.

December 4. 58 absentees out of 114.

December 5. No attendant. Operation of services seriously affected.

December 6. 47 absentees with leave; 46 without leave.

December 8. Normal conditions restored.

(4) Hirosaki Engineering Area.

Many of the trainmen absented themselves during October, with the result that about two freight trains were cancelled for some time. While subsequently the rate of attendance was on the increase, quite recently desertion of work was resumed.

December 14. Attendants refused to work.

December 15. Of the 47 shed workers, 34 absented.

December 16. No attendant.

December 17. No attendant.

December 18. 35 absentees.

December 19. Normal conditions restored.

On December 13, transportation of coal was rendered impossible on account of snow-storm. All freight services, with the exception of those for the Occupation Forces, were cancelled. As of December 16, coal in stock found in the jurisdiction of the Sendai Railway Bureau amounted to an ecuivalent of only 0.5 day's consumption. Only two freight train's continued to run and one passenger train had to be cancelled, and the operation of 27 of the 47 large type locomotives was suspended. The coal supply and the weather improved on December 17, but the labor situation became worse,

permitting the operation of only seven trips of freight trains, both ways, on the main lines, with the services of passenger trains considerably reduced.

2. The members of the National Federation of Employees' Unions of Maritime Offices, the National Employees' Union of Weather Observatories and the Labor Union of Transportation and Construction Headquarters, have been observing "no overtime" since December 1.

IX Ministry of Communications.

1. "Zen-Tei" (National Union of Communications Employes).

With the Osaka District Federation having submitted its case to the District Labor Committee on August 30 this year for the first time, many of the district federations and locals took similar steps, and, as of November 18, the cases submitted amounted to 35 throughout the country. Meanwhile, the National Union of Communications Employes also submitted its case to the Central Labor Committee on September 26. Since about the time the District Labor Committees were appealed to, there were signs of increasing desertions, which came into prominence in mid-October. The warning issued on October 22 by the Government against the practice of wildcat strikes, coupled with the notice given by the communications authorities on October 29 that while the wildcat strikes were on proportionate reduction of wages would be made, abated the situation lessening the number of the deserters, and temporarily restoring normal conditions of work. But since about the time of national meeting

of the Union, which was held from November 2 to 5, (at which the importance of regional strife was re-endorsed; employees control of communications, sabotage without absenteeism, and local strikes were recommended as means of strife.) slow-down strikes know as "safe communications" were begun in various parts of the country. Consequently, telegrams waiting transmission accumulated at the rate of several hundred per day in some post offices within the Metropolitan Prefecture of Tokyo.

Then the Union decided to accept conditionally the proposed arbitration, which had been presented by the Central Labor Committee on November 13. But, the Union, in demanding the expedited payment of the bonus equivalent to 2.8 months' wage, gave warning to the Government on December 8 that, "unless the payment is decided upon by the 9th as demanded by the Union, peaceful continuance of communications services cannot be guaranteed." As was anticipated, the desertion of work and the so called "safe communications" on a nation-wide scale were resumed since December 10, retarding smooth progress of work. For instance, it is reported, on December 10, nobody attended at the Shimoda Post Office as of 11,00 A.M.; at theTennoji Post Office on the same day all the workers on day duty in the telegraphic department absented themselves, with the exception of the managing staff; and on the 11th nobody of the 200 workers of the Office turned up.

2. Employees Union of Communications Ministry. (Local Union of Central Ministry belonging to National Union of Communications Employees.)

"No overtime" has been observed since December 10.

X. Ministry of Labor.

With the exception of the members of the executive and central committees, the employees had been forbidden from partaking in the People's Meeting for Protection of the Right to Live, which was held in front of the Imperial Palace on November 18 (by the National Federation of Labor Unions). But as most of the members of the Employees Union of the Ministry took part in the demonstration parade, the business of the Ministry was interfered with.

2 June 1947

MEMORANDUM

1. Information stated herein was obtained from K. Urashima, Director of Labor Bureau, H. Yamamoto, Chief of Labor Section, Labor Bureau, and H. Kanazawa, Public Relations Officers, all officials of Ministry of Communications.

2. Throughout Japan there are approximately 2000 communications workers who devote full time to activities of the All Japan Communications Workers Union and still receive from the Government the salaries and allowances commensurate with their recorded classifications.

3. Negotiations are now being conducted between representatives of the Ministry of Communications and All Japan Communications Workers Union to reach an agreement as to the number of employees to be permitted to devote their time to labor activities and be paid full compensation by the Government. The Ministry is considering one employee to every 500 or 700 union members. The Union is said to have approximately 350,000 members.

4. Each member pays monthly dues of 1% of base salary. The average monthly base salary approximates ¥600. Thus, on the estimate of 350,000 members a sum of ¥25,200,000 is paid into the union annually.

5. Under the terms of the Collective Bargaining Agreement now in effect the Government is obliged to provide space in buildings for labor union activities.

6. It is understood that the Ministry of Transportation has entered into a Collective Bargaining Agreement for one year with the labor union of transportation workers, said to be 425,000, whereby the Government agrees to pay full compensation to employees engaged exclusively in labor activities on the basis of one employee for each 500 union members, and, in addition, allow 500 more for administrative work at Central and Regional Union Headquarters, provided that the total number shall not exceed 1600.

7. While no information is at hand regarding the procedures in other Ministries, it is reasonable to assume that they are somewhat similar to those existing in the Communications and Transportation Ministries.

J. B. TUNNY,
Chief, Domestic Branch
Postal Division, CCS

Mr. Blaine

LIST OF LABOR UNIONS OF JAPANESE GOVERNMENT EMPLOYEES

(SOURCE: From "List of Labor Federations" obtained from R. L. Deverall, Chief, Labor Information and Education Branch, Labor Division of ESS (POB M-104, Phone 2-2497). Data originally submitted by Ministry of Health and Welfare, 13 August 1946.)

Affiliated with the JAPAN GENERAL FEDERATION OF LABOR UNIONS
(Zen-Nippon Rodo Kumiai Sedomei)

Address: 17, 2-chome, Jinbo-cho, Kanda Ward
President: Komakichi Matsuoka
Number of affiliated Federations: - 37
Membership as of 1 July 1946 - 1,067,899

NATIONAL FEDERATIONS	Name of Rep.	No. of Unions	No. of Members
JAPAN FEDERATION OF COMMUNICATION AND TRANSPORTATION LABOR UNIONS (Nippon Katsu-Unyo Rodo-Domei)	Teshiharu Shigemori	95	148,320
Address: 4,4-chome, Ginza Kyobashi Ward, Tokyo			
NATIONAL TOBACCO LABOR UNION (Zenkoku Tabako Rodo-Kumiai)	Denshiro Shiraishi	29	13,852
Address: 72, 5-chome, Higashi Shimagawa, Shimagawa Ward, Tokyo			

SOURCE: Obtained by Ministry of Health and Welfare from Sodomei Publication "LABOR" (Rodo) April 1946 issue.

Affiliated with THE NATIONAL CONGRESS OF INDUSTRIAL UNIONS
(Zenkoku Sangyo-Betsu Kumiai Kaigi)

Address: c/o Employees' Union of Agriculture and Forestry Ministry, Yuraku-cho, Kojimachi Ward, Tokyo

Chairman: Kozo Mizukochi
No. of Affiliated Federations - 21
Membership as of 1 July 1946 - 1,457,169

		Date of Affil.	Name of Rep.	No. of Unions	No. of Members
	ALL COMMUNICATION EMPLOYEES' UNION (Zen-Teishin Jugyoin Kumiai)	5/30/46	Dohashi Kazuyoshi		400,000
	Address: c/o The Central Post Office, Kojimachi Ward Tokyo				
?	ALL JAPAN COUNCIL OF MEDICAL EMPLOYEES' UNION (Zen-Nippon Iryo Jugyoin Kumiai Kyogi Kai)	3/31/46	Goto Reizo		18,000
	Address: 3-1116, Egoto Nakano Ward, Tokyo				
	ALL JAPAN TRANSPORT WORKERS UNION (Zen Nittsu Rodo Kumiai)	2/20/46	Kongo One		130,000
	Address: c/o the Jitsugyo Kai Kan Bldg., Nishi-1 Ginza Kyobashi Ward, Tokyo				
	FEDERATION OF INTERNATIONAL TELEPHONE COMMUNICATION CO. EMPLOYEES UNION (Kokusai Denki-Tsushin Kabushiki-Kaisha Jugyoin Kumiai Rengo Kai)	6/17/46	Takatsu Seiichi		3,500
	Address: c/o The International Telephone Communication Co. Jindai-mura, Kita Tama-gun, Tokyo				
	GOVERNMENT RAILWAY TOKYO REGION WORKERS' UNION (Kokutetsu Tokyo-Chiho Rodo Kumiai)	4/19/46	Kato Etsuo		118,000
	Address: c/o The Railway Museum Bldg., Manseibashi Kanda Ward, Tokyo				

	Date of Affil.	Name of Rep.	No. of Unions	No. of Members
JAPAN EDUCATION WORKERS' UNION (Nippon Kyoiku Rodo Kumiai)	6/24/46	Masao Iwama		117,000

Address: The Bunka Kogyo Kai Kan
Bldg., 12, 7-chome,
Shimbashi, Shiba Ward,
Tokyo

PREPARATORY COMMITTEE FOR ALL JAPAN OCCUPATION FORCES WORKERS' UNION (Zen-Nippon Shinchu-gun Yoin Rodo Kumiai Junbi Kai)	July 46	Tanikawa Shotaro	20,000

Address: 98, Shimura Shimizu-cho
Itabashi Ward, Tokyo

SOURCE: NATIONAL CONGRESS OF INDUSTRIAL UNIONS INAUGURAL CONVENTION PROGRAM

Affiliated with NATIONAL COUNCIL OF GOVERNMENT AND PUBLIC EMPLOYEES' LABOR UNIONS

Address: c/o Employees' Union of the Agriculture and Forestry Ministry
Yuraku-cho, Kojimachi Ward, Tokyo

Chairman - Kozo Mizukuchi

No. of affiliated groups - 20
Membership as of 1 July 1946 - 1,593,085

	Name of Rep.	No. of Members
ALL COMMUNICATION WORKERS' UNION (Zen Teishin Jugyoin Kumiai	Koji K	375,000

Address: Ote-machi
Kojimachi Ward

AGRICULTURE AND FORESTRY MINISTRY EMPLOYEES' UNION (Norinsho Skokuin Rodo Kumiai)	Koji Mizokuchi	2,000

Address: c/o The Chuno Bldg.,
Yuraku-cho
Kojimachi Ward

	Name of Rep.	No. of Members
AUDIT BUREAU EMPLOYEES' UNION (Kaikei Kensa-in Shokuin Kumiai)	Yoshikatsu Okuda	300
Address: 3-4, Kasumigaseki Kojimachi Ward		
COMMERCE AND INDUSTRY MINISTRY EMPLOYEES' UNION (Sho-Ko-sho Shokuin Kumiai)		3,000
Address: c/o The Patent Standard Bureau Sannen-cho Kojimachi Ward		
EDUCATION MINISTRY EMPLOYEES' UNION (Monbo-sho Shokuin Kumiai)		800
Address: 3-4, Kasumigaseki Kojimachi Ward		
FEDERATION OF MINT EMPLOYEES' UNION		3,000
Address:		
FEDERATION OF NATIONAL FINANCE BUREAU EMPLOYEES' UNION (Zenkoku Zaimu Shokuin Kumiai)	Ekishiro Takahashi Ekisabura Takahashi	25,000
Address: 29, Dai Kan-cho Kojimachi Ward		
FEDERATION OF PRINTING BUREAU EMPLOYEES' UNION (Insatsu Kyoku Jugoin Kumiai Rengo Kai)	Toshio Uchinaka	10,000
Address: c/o The Printing Bureau Takinogawa Factory Nishihara, Takinogawa		
FINANCE MINISTRY EMPLOYEES' UNION (Okura-sho Shokuin Kumiai)	Heiji Hirai	3,000
Address: Honshio-cho Yotsuya Ward		

	Name of Rep.	No. of Members
FEDERATION OF TOKYO METROPOLIC TEACHERS' UNION (Tokyo-to Kyo-shakuin Kumiai Rengo Kai) Address: c/o The Secretariate of the Tokyo Metropolitan Office	Hideo Urabe	18,000
GENERAL FEDERATION OF GOVERNMENT RAILWAY EMPLOYEES' UNION (Koku-tetsu Rodo Kumiai Sō Rengo) Address: 2-35, Jingu-dori Shibuya Ward	Seiichi Suzuki	570,000
GENERAL NAVIGATION BUREAU EMPLOYEES' UNION (Kaiun Sokyoku Shokuin Kumiai) Address: Marunbuchi Kojimachi Ward		2,000
JAPAN EDUCATION WORKERS' UNION (Nippon Kyoiku Rodo Kumiai) Address: c/o The Bunka Kogyo Kai Kan Bldg., 7-12, Shinbashi, Shiba Ward		12,500
METROPOLITAN POLICE BOARD COMMUNICATION EMPLOYEES' UNION (Keishi-cho Tsushin Shokuin Kumiai) Address: The Metropolitan Police Board		285
NATIONAL FEDERATION OF PUBLIC ORGANIZATION EMPLOYEES' UNIONS Address:		540,000

	Name of Rep.	No. of Members
NATIONAL METEOROLOGICAL OBSERVATORIES EMPLOYEES' UNION (Zenkoku Kisho Shokuin Kumiai) Address: Ote-machi, Kojimachi Ward	Takio Suda	4,700
NATIONAL TOBACCO WORKERS' UNION (Zenkoku Tabako Jugyoin Kumiai) Address:		22,000
TOKYO DISTRICT RAILWAY BUREAU WORKERS' UNION (Tetetsu Chiho Rodo Kumiai Address: c/o The Railway Museum, Manseibashi, Kanda Ward	Tetsuro Kato	
TOKYO METROPOLIC LABOR SECTION EMPLOYEES' UNION (Tokyo-to Kinro-bu Shokuin Kumiai) Address: c/o The Labor Section of the Tokyo Metropolitan Office	Morishige Matsuba	1,100
WAR DAMAGE REHABILITATION BOARD EMPLOYEES' UNION (Sensai-Fukko-in Shokuin Kumiai) Address: c/o The Home Ministry, Yurako-cho, Kojimachi Ward	Katsumi Akaiwa Tatsuo Mutata	400

SOURCE: Tokyo Metropolitan Government

Affiliated with OTHER NATIONAL FEDERATIONS

No. of Federations	- 8
Membership*	35,161

	Name of Rep.	No. of Unions	No. of Members
NATIONAL DEAF AND DUMB SCHOOL EMPLOYEES' UNION	Shiei Furuya	9	1,057

Address: 267, Iriai-cho, Shitaya Ward, Tokyo

Area Covered: Hokkaido, Tohoku, Tokyo, Kanto, Hokuriku, Tokai, Kinki, Chugoku, Kyushu

SOURCE: Note: * - Not complete - this is only scattered information.

GENERAL FEDERATION OF GOVERNMENT RAILWAY WORKERS' LABOR UNIONS

Address: 35, 2-chome, Shingu-Dori
Shibuya Ward, Tokyo

Chairman: Seiichi Suzuki

	Date of Affil.	Name of Rep.	No. of Unions	No. of Members
DISTRICT FEDERATION OF OSAKA RAILWAY BUREAU EMPLOYEES UNIONS (Osaka Tetsudo-kyoku Kan-nai Jugyoin Kumiai) Chiho Rengo Kai Address: c/o The Osaka Railway Bureau, Osaka City	12/28/45	Tomiyashi Imai	12	68,856
FEDERATION OF HIROSHIMA DISTRICT GOVERNMENT RAILWAY EMPLOYEES' UNIONS (Hiroshima Chiho Jugyoin Kumiai Rengo-Kai) Address: c/o The Hiroshima Railway Bureau, Hiroshima City		Makoto Usuki	12	43,783
FEDERATION OF HOKKAIDO DISTRICT GOVERNMENT RAILWAY EMPLOYEES' UNIONS (Kokutetsu Hokkaido Jugyoin Kumiai Rengo Kai) Address: c/o The Sapporo Railway Bureau, Sapporo City	5/23/46	Shunzo Tate	176	56,681
FEDERATION OF NIIGATA GOVT. RAILWAY BUREAU EMPLOYEES' UNIONS (Niigata Tetsudo-Kyoku Kannai Kokutetsu Jugyoin Kumiai Rengo Kai) Address: c/o the Niigata Railway Bureau, Niigata City			9	46,171
FEDERATION OF SHIKOKU RAILWAY BUREAU EMPLOYEES' UNION (Shikoku Tetsudo-Kyoku Jugyoin Rengo Kumiai) Address: The Shikoku Railway Bureau, Takamatsu City	5/25/46	Otoichi Haneto	8	14,745

	Date of Affil.	Name of Rep.	No. of Unions	No. of Members
LOCAL EQUIPMENT SECTION CONFERENCE OF GOVT. RAILWAY EMPLOYEES' UNION (Kokutetsu Rodo Kumiai Chiho Shisetsu-bu Kyogi-Kai) Address: c/o The Tokyo Local Equipment Section, Kitaurawa, Daiyama Pref.		Noboru Watanabe	8	11,894
MOJI DISTRICT FEDERATION OF GOVT. RAILWAY EMPLOYEES' UNIONS (Kokuyu Tetsudo Rodo Kumiai Moji Chiho Rengo Kai) Address: c/o The Moji Railway Bureau, Moji City	5/15/46	Rikuyoshi Miki		52,000
NAGOYA DISTRICT FEDERATION OF GOVT. RAILWAY EMPLOYEES' UNIONS (Koku-tetsu Jugoin Kumiai Nagoya Chiho Rengo Kai) Address: The Nagoya Railway Bureau, Nagoya City		Tsuneo Suzuki	10	55,652
SENDAI DISTRICT FEDERATION OF GOVT. RAILWAY EMPLOYEES' UNIONS (Kokyuyu Tetsudo Rodo Kumiai Sendai Chiho Rengo Kai) Address: c/o The Sendai Railway Bureau Sendai City				42,000
TOKYO DISTRICT GOVERNMENT RAILWAY WORKERS' UNION (Koku-tetsu Rodo Kumiai Tokyo Chiho Rodo Kumiai) Address: c/o The Railway Museum Manseibashi, Kanda Ward	Apr.'46	Tetsuro Kato	23	113,526

SOURCE: Ministry of Transportation and Communication.