F. On July 22 a Cabinet Order was passed establishing the first special schedule on the 2920-yen basis which was for Taxation Workers.

G. From the period March 20 until the end of September numerous negotiations were underway between the unions and the various ministries and the Ministry of Finance. The negotiations included the consideration of proposals that certain occupational groups be placed under special schedules. This was permitted under the New Pay Law. Initially some 15 special schedules were proposed. By the end of September only 4 special schedules were proposed by the Ministry of Finance. During this period some ministries and agencies adjusted the payment of salaries of their workers and some did not. Some adjusted the payment of workers on a partial basis.

H. On September 27 four special schedules were provided by Cabinet Order, one covering tax collectors and economic investigators, (Exhibit D) which was predicated on the 3791-yen basis, and three additional special schedules for railway workers, seamen, and police, but predicated upon a 2920-yen basis.

I. On October 7 an additional Cabinet Order was passed, effective October 9, covering the three special schedules of railway workers, seamen, and police and putting them on a 3791-yen basis (Exhibit E).

3. Special funds were made available in March to each Ministry to cover the change from 1800-yen to 2920-yen basis, with pay adjustment immediately being made up to 2500-yen.

4. The new fiscal year which began April 1 was not covered by a general appropriation. Monthly appropriations were separately made for operating expenses; for the month of April, for the month of May and for the month of June. Adjustments in salary occurring during the periods April, May or June were covered by these special appropriations. Finally, the annual appropriation for the fiscal year 1948 was made during July. At that time funds were appropriated to each Ministry to cover the 3791-yen basis for salary and wages, over and above their original estimate.

MacDonald Salter

MacDONALD SALTER
Chief, Classification & Compensation Br.

MS:jd

Att. 5.

Exhibit A

Law concerning Salary and Other Pays granted to Government Workers (Law No. 12, 1948)

Effective March 20, 1948

Government service officials and those treated as such, unclassified officials, junior clerks, auxiliary workers, and craft workers who are regularly employed by the Government exclusive of workers whose pay is specifically provided by the other Law, Prime Minister, President of the Supreme Court and those attestated as in the Constitution, Article 7, (to be referred to hereinafter as government workers), shall all be granted a total monthly salary and other pays averaging 2,920 yen retroactive to 1 January, 1948.

The method and principles of determining the pay of government workers and all other matters recommended in the First and Second Reports of the Temporary Wage Committee shall be used in fixing their individual pay under the 2,920 yen average wage.

The specific salary ranges by occupation and other components of pay shall be separately prescribed by Law.

Supplementary Provisions

Article 1.

The present Law shall be effectuated on the very day of its promulgation.

Article 2.

Pending the establishment of the new pay system as described in paragraph 2 above, government workers shall receive an average total monthly salary of 2,500 yen retroactive to 1 January, hereinafter referred to an Interim Total Pay.

Article 3

The components of Interim Total Pay shall be Interim Base Pay, Interim Family Allowance, and Interim Area Allowance.

Article 4

The amount of Interim Base Pay for all government workers shall be computed by multiplying the total of their present Base Pay, Provisional Increased Pay, and Temporary Addition of the Provisional Increased Pay (hereinafter referred to as Effective Base Pay) by one of the appropriate rates described below based on the number of duty hours in their regular schedule:

Schedule A - 150 percent. Average weekly regular duty hours are at least 41.5 and less than 44 hours.

Schedule B - 160 percent. Average weekly regular duty hours are 44 and less than 48 hours.

Schedule C - 170 percent. Average weekly regular duty hours are 48 hours or more.

The procedures for payments of the Interim Base Pay shall be the same as those provided in the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance No. 192, 1946). Provided, however, that employees who have heretofore been paid their Base Pay twice a month may continue to be so paid for the interim period.

Article 5

The Interim Family Allowance shall monthly be 225 yen per family dependent.

The procedures for payment of the Interim Family Allowance shall be the same as those provided in the Ordinance concerning Temporary Family Allowance (Imperial Ordinance No. 221, 1942.)

Article 6

The Interim Area Allowance shall be paid to all government workers who serve in designated high cost of living area.

These allowances shall be 10 to 30 percent of the Interim Base Pay plus the Interim Family Allowance.

The designation of high cost of living areas and allocation of appropriate rate of Interim Area Allowance to those areas shall be determined by Minister of Finance.

The Interim Area Allowance shall be issued as provided in the supplementary Provision, Article 4, Paragraph 2.

Article 7

If government workers are absent from their work without proper authorization, their Interim Base Pay inclusive of the Interim Area Allowance for it (to be referred to hereinafter as the Interim Base Pay) shall, despite of the regulations of Article 4, Paragraph 2 and Article 6, Paragraph 4, be reduced by deducting for each hour of absence at the basic hourly rate.

The basic hourly rate shall be computed on the Interim Base Pay by the same method used in calculating basic hourly rate for overtime purposes as described in the administrative regulations issued pursuant to Law No. 167, 1947 (Law concerning Compensations granted to Public Servants under the Labor Standard Law and Other Laws.)

In such an instance as in the preceding paragraph, the reduction shall be made from the pay of later period, if the Interim Base Pay have already been paid out for the current month.

Article 8

Former Effective Base Pay, Temporary Family Allowance under the Ordinance concerning Temporary Family Allowance (Imperial Ordinance No. 221, 1942.) and Temporary Area Allowance under the Imperial Ordinance No. 405, 1920 (Matter concerning allowance granted to workers who serve in the Area of Transportation difficulties,) and Temporary Allowance under the Law No. 140, 1947 (the Law concerning Temporary Allowance granted to Government Workers) already received by workers for the period of 1 January, 1948 and after shall be regarded as part payment of the Interim Total Pay granted under the present Law.

Differential between former pays as described in paragraph 1 of this article and the Interim Total Pay as described in Article 2 and 3 shall be taxable in accordance with the provision of Income Tax Law, 38, Paragraph 1 - 5.

Exhibit B

LAW ADMINISTERING THE NEW PAY
(Law No. 46 of 1948)

EFFECTIVE MAY 31, 1948

(Purpose of this Law)

Article 1.

1. The purpose of this Law shall be to establish temporarily the amount of pay and the other allowances and issue regulations thereof prescribed for government service officials and those treated as such (inclusive of those standing as such,) junior clerks, auxiliary workers, craft workers who are regularly employed by the Government in the regular service (exclusive of the Prime Minister, President of the Supreme Court, those attested as in the Constitution, Article 7, and also those specified by the other laws hereinafter referred to as "worker or workers" -) in compliance with the provisions of the Law concerning Salary and Other Pays granted to Government Workers, (Law No. 12, 1948 - hereinafter referred to as "Law No. 12" -) Paragraph 3, and otherwise to promote uniformity in personnel policy within the government service.

2. The provisions of this Law shall not be construed to repeal, amend or supersede in any particular any provisions of the National Public Service Law as existent or at any time amended. On and after 1 July, 1948 any provisions of this Law in conflict with any provisions of the National Public Service Law inclusive of Law, Cabinet Ordinance, or Rules or Orders of the National Personnel Commission shall be null and void. All provisions of this Law shall become null and void on 31 December, 1948 or at any earlier date as may be provided by law.

3. The classification plan as provided by Article 14 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law (Law No. 120, 1947) and shall remain in effect until subsequent modifications are presented to the Diet for approval by the National Personnel Commission.

(Administrative Agency)

Article 2.

1. The Office of New Pay Administration, Area Allowance Committee, and New Pay Grievance Committee shall be established temporarily for a duration under the direction of Prime Minister in order to fulfil the purpose as provided maintaining the most efficient administration of this Law.

Article 3.

1. The Office of New Pay Administration shall carry out the administrative unification adjustment for the determination of pay rates as provided in this Law and the other administrative matters empowered to practice as provided thereby.

Article 4.

1. The Office of New Pay Administration shall elect Chief, Deputy Chief, and several staff officials.

2. The Chief Secretary of the Cabinet shall take charge of directorship as the Chief of the Office of New Pay Administration, and the Director of the Allowance Bureau of the Ministry of Finance shall be the Deputy Chief of the Office.

3. The staff officials shall be appointed by the Prime Minister from among the workers who are in charge of pay administration in the respective government agencies partly to serve in the Office of the New Pay Administration.

4. The Chief shall direct the affairs of the Office.

5. The Deputy Chief shall administer the affairs of the Office assisting the Chief.

6. The staff officials shall carry out the affairs of the Office as directed from the above.

Article 5.

1. The Area Allowance Committee shall investigate and examine the allocation of areas according to the cost of living, the issuing rates of Area Allowance to the areas so allocated, and the other necessary matters as to the issuance of the said allowance.

Article 6.

1. The members of the Area Allowance Committee shall be appointed by the Prime Minister equal in number representing both the workers and the Government.

2. The total number of those members in the Area Allowance Committee shall not exceed 20.

Article 7.

1. The Area Allowance Committee may establish Local Area Allowance Committees in each respective Prefectures of To, Do, Fu, and Ken in order to make them investigate necessary matters assigned and empowered to the said Committee.

Article 8.

1. The New Pay Grievance Committee shall finally decide the issue reexamining it as provided in Article 24, Paragraph 1.

Article 9.

1. The New Pay Grievance Committee shall be composed of 9 members.

2. These members shall be appointed by the Prime Minister each 3 representing respectively the workers, the Government, and the impartial third party.

Article 10.

1. The New Pay Grievance Committee shall elect a chairman. The chairman shall be elected by the members from among the members representing the impartial third party.

2. The chairman shall preside over the New Pay Grievance Committee.

3. In case the chairman is absent, any of the other members representing the impartial third party shall be elected by the members to carry out the duties for him.

Article 11.

1. The meeting of New Pay Grievance Committee shall be called by the chairman, and the majority rules the decision. In the case of tie vote, the chairman shall decide the issue.

2. The Committee shall not hold a hearing nor make a decision without the participation of at least two members each representing the workers, the Government, and the impartial third party.

3. The Committee shall hold its hearing without delay upon a request of the reconsideration as provided in Article 24, Paragraph 1.

(Kinds of Compensations)

Article 12.

1. Pay granted in compliance with this Law shall be Base Pay, Family Allowance, Area Allowance, and Special Work Allowance.

(Base Pay)

Article 13.

1. All workers shall receive a compensation based on the complexity and difficulty of their duties and responsibilities, hardship, work hours, environment, and the other working conditions.

Article 14.

1. The jobs of workers shall be divided into 15 grades, and descriptions of key jobs illustrative of the various levels of work for the respective grades shall be provided by the Chief of the Office of New Pay Administration.

2. The range of base pay for the respective grades as referred to in the preceding paragraph shall be provided as in the Annexed Table.

3. Enterprise workers, teachers, tax collectors, and the other workers whose jobs necessarily are grouped in a specified group of jobs may be regulated, as established by Cabinet Order by provisions other than those of the preceding two paragraphs as to the grading of jobs and the range of salary steps applied thereto, provided, however, that the said order shall be established the same in spirit as the preceding two paragraphs provide and well balanced with these provisions in compliance with the spirit of the preceding article.

Article 15.

1. The Prime Minister, President of the Supreme Court, Respective Ministers, Attorney-General or President of the Board of Audit (hereinafter referred to as "Chief of Agencies") and those delegated by the Chief of Agencies shall, subject to the approval of the Chief of the Office of the New Pay Administration, determine the grading of jobs and the rate of individual worker's base pay in the respective agencies on the basis of the plan provided under Article 14.

Article 16.

1. Regulations concerning the Base Pay of those newly recruited or those promoted or demoted from one grade to the other, and the standard of their within-grade pay promotion shall be established by Cabinet Order.

Article 17.

1. Procedure for payments of Base Pay under this Law shall be the same as those provided in the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance, No. 192, 1946.) Provided, however, that employees who have heretofore been paid their Base Pay twice a month may continue to be so paid.

Article 18.

1. Family Allowance shall be paid to all workers who have family depending upon them.

2. The provisions of the Law No. 12, Supplementary Provisions, Article 5 shall be applied correspondingly hereto.

(Area Allowance)

Article 19.

1. Area Allowance shall be paid to the workers who serve in the areas allocated where the cost of living is specifically high.

2. The monthly amount of Area Allowance shall be computed by multiplying the monthly total of Base Pay and Family Allowance by the established issuing rates.

3. Allocation of areas according to the cost of living and the issuing rates of Area Allowance to the areas so allocated shall be decided by the Minister of Finance after receiving the recommendation of the Area Allowance Committee.

4. The Provisions of Article 17 shall be applied correspondingly hereto at the issuance of area allowance.

(Special Work Allowance)

Article 20.

1. Special Work Allowance may be paid to workers in case they carry out specified extra duties which are to be enumerated under the necessary consideration and either impossible or extremely difficult to incorporate in the base pay.

2. Kinds of Special Work Allowance, the coverage of those who receive them, allowance rates, and issuing regulations shall be determined by Cabinet Order.

(Pay at the time of Absence)

Article 21.

1. The Law No. 12, Supplementary Provisions, Article 7 shall be applied in case of absence without the proper authorization.

(Revision of Pay Rates)

Article 22.

1. The Chief of the Office of New Pay Administration may revise or order to revise the decision of a chief of respective agencies or one who delegated him, in case the grading of jobs and range of salary steps established by him in compliance with the provisions of Article 51 are recognized improper under the principle of pay administration as provided in Article 13.

(Request for Reconsideration)

Article 23.

1. A worker who is not satisfied with the decision of a pay rate allotted to him as prescribed in Article 15 (inclusive of the revision of pay rates as provided in the preceding article) may request the Chief of the Office of New Pay Administration for his reconsideration.

2. The Chief of Office of New Pay Administration shall be obliged to settle the issue upon the receipt of such request as provided in the preceding article and to notify the worker who appealed and the government agency concerned.

3. The provisions of the preceding article shall be applied correspondingly to the preceding paragraph.

Article 24.

1. If the worker is still dissatisfied with the decision as in the preceding article, paragraph 2, he may request a reconsideration again to the New Pay Grievance Committee.

2. The New Pay Grievance Committee shall be obligated to settle the issue upon the receipt of such request as provided in the preceding article and to notify the worker who appealed and the government agency concerned.

3. The provisions of Article 22 shall be applied correspondingly to the preceding paragraph. In such an instance the "Chief of the Office of New Pay Administration" shall mean the "New Pay Grievance Committee."

Supplementary Provisions

(Enforcing Date)

Article 25.

1. The present Law shall be enforced on the very date of its promulgation.

(Transition to the New Pay)

Article 26.

1. In case the top of the pay range to which the job of a given worker is allocated at the time of effectuating this Law is less than 160 percent of his Effective Base Pay (described in Law No. 12, Supplementary Provision, Article 4), such worker shall receive a base pay rate to be specified by Chief of the Office of New Pay Administration.

(Revision of Minimum Wage by Age)

Article 27.

1. Amount of the present guaranteed minimum wage by age shall be revised by Cabinet Order as provided in the First Report of the Temporary Wage Committee, Paragraph 1, Item 5.

(Transitory Area Allowance)

Article 28.

1. Allocation of areas according to the cost of living, the issuing rates of Area Allowance to the areas so allocated shall remain as they have been, until the Minister of Finance decides as referred to Article 19, after the Area Allowance Committee properly considered.

(Balance Payment)

Article 29.

1. The interim pays already issued to a worker on and after 1 January, 1948 in compliance with the Law No. 12, 1948, and an allowance issued in compliance with the Law No. 168, 1947 (concerning Taxation Special Allowance to Government Employees who serve in Regional Financial Bureau and Taxation Office) and the other allowance of such nature as provided in this Law shall be regarded as a part payment to him of the pay provided for in this Law.

2. In case an amount regarded as a part payment in accordance with the provisions of the preceding paragraph exceeds that of the pay provided for in this Law, the pays already granted the said worker may not be requested him to reimburse.

3. The differential of the part payment as in the preceding paragraph and the pays issued under this Law shall be regarded as pays provided for in the Income Tax Law (Law No. 27, 1947), Article 38, Paragraph 1, Item 3 in applying the said law hereto.

(Abolition of Laws)

Article 30.

1. The following laws shall be abolished: The Law concerning Temporary Allowance for Government Workers

(Law No. 140, 1947)

The Law concerning Lump Sum Grant for Government Workers

(Law No. 166, 1947)

The Law concerning Taxation Special Allowance to Government Employees who serve in Regional Financial Bureau and Taxation Office.

(Law No. 168, 1947)

The Law concerning Lump Sum Grant for Government Workers

(Law No. 216, 1947)

The Law concerning Lump Sum Grant for Government Workers

(Law No. 8, 1948)

Attached Table

Salary Schedule

Grade	1	1,000	1,050	1,100	1,150	1,200	1,250				
"	2	1,100	1,150	1,200	1,250	1,300	1,350	1,400			
"	3	1,300	1,350	1,400	1,450	1,500	1,550	1,600			
"	4	1,500	1,550	1,600	1,650	1,700	1,750	1,800			
"	5	1,700	1,750	1,800	1,850	1,900	1,950	2,000	2,050	2,100	2,150
"	6	2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	2,900
"	7	2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,400
"	8	3,000	3,100	3,200	3,300	3,400	3,500	3,600	3,700	3,800	3,900
"	9	3,500	3,600	3,700	3,800	3,900	4,000	4,100	4,200	4,300	4,400
"	10	4,000	4,200	4,400	4,600	4,800	5,000	5,200			
"	11	5,000	5,200	5,400	5,600	5,800	6,000				
"	12	6,000	6,200	6,400	6,600	6,800	7,000				
"	13	7,000	7,200	7,400	7,600	7,800	8,000				
"	14	8,000	8,400	8,800	9,200	9,600	10,000				
"	15	Amounts specifically determined									

Exhibit C

Law concerning Salaries and other Pays of Government Workers from June, 1948 onwards
(Law No. 95, 1948)

Article 1. Government service officials and those treated as such (inclusive of those standing as such), junior clerks, auxiliary workers and craft workers, who are regularly employed by the Government in the regular service (exclusive of those specified by other laws. Hereinafter referred to as workers) will receive salaries and other pays of 3,791 yen averaging all workers retroactively as from 1 June, 1948.

Article 2. Salaries and other pays prescribed in the preceding article shall be administered in accordance with the Law administering the New Pay (Law No. 46, 1948. Hereinafter referred to as Law No. 46), except in cases specifically provided for in this Law.

Article 3. The range of salaries according to grades prescribed in Article 14, paragraph 2 of the Law No. 46 shall be as in the Annexed Table.

2. The monthly amount of Family Allowance shall be 250 yen per one dependent family member.

Supplementary Provisions

Article 4. This Law shall come into force as from the date of its promulgation.

Article 5. In case a worker upon enforcement of this Law is receiving a base pay which is higher than the amount provided for the top of the pay range to which his position is allocated, as provided in Law No. 46 (1948), Article 26, such worker shall receive a new base pay amounting to 115% of his present base pay. However, this 115% amount shall be converted to correspond with the nearest base pay figure provided in the Annexed Table, as determined by the chief of the office of New Pay Administration.

2. In case the new base pay determined in the manner described in the preceding paragraph is less than the top of the pay range provided in the Annexed Table for the grade to which the worker's position is allocated, the worker shall receive the top of the pay range provided in the Annexed Table.

Article 6. Payments under Law No. 46 for the period later than 1 June, 1948, which workers have already received, shall be regarded as a part payment under this Law.

Annexed Table

Salary Schedule

	I	II	III	IV	V	VI	VII	VIII	IX	X
Grade 1	1,300	1,370	1,430	1,500	1,560	1,630				
2	1,430	1,500	1,560	1,630	1,690	1,760	1,820			
3	1,690	1,760	1,820	1,890	1,950	2,020	2,080			
4	1,950	2,020	2,080	2,150	2,210	2,280	2,340			
5	2,210	2,280	2,340	2,410	2,470	2,540	2,600	2,670	2,730	2,800
6	2,600	2,730	2,860	2,990	3,120	3,250	3,380	3,510	3,640	3,770
7	3,250	3,380	3,510	3,640	3,770	3,900	4,030	4,160	4,290	4,420
8	3,900	4,030	4,160	4,290	4,420	4,550	4,680	4,810	4,940	5,070
9	4,550	4,680	4,810	4,940	5,070	5,200	5,330	5,460	5,590	5,720
10	5,200	5,460	5,720	5,980	6,240	6,500	6,760			
11	6,500	6,760	7,020	7,280	7,540	7,800				
12	7,800	8,060	8,320	8,580	8,840	9,100				
13	9,100	9,360	9,620	9,880	10,140	10,400				
14	10,400	10,920	11,440	11,960	12,480	13,000				

Exhibit D

Cabinet Order No. ___

PROMULGATED 27 SEPT 1948

Cabinet Order concerning Regulations as to Base Pay Range and Grading of their Jobs applicable to Tax Collectors and Economic Investigators

The Cabinet hereby establish Cabinet Order concerning regulations as to base pay range and grading of their jobs applicable to tax collectors and economic investigators, under the Law concerning Salaries and other Pays of Government Workers from June, 1948 onwards (Law No. 95, 1948), Article 2, and the Law administering the New Pay (Law No. 46, 1948), Article 14, Paragraph 3.

Article 1.

In compliance with the provisions of Law administering the New Pay, Article 14, Paragraph 3, grading of jobs for tax collectors and economic investigators, and the base pay range for respective grades shall be regulated as provided for in this Cabinet Order.

Article 2.

"Tax collectors" referred hereto in this Cabinet Order shall be workers who are engaged in the imposition and collection of taxes serving in taxation offices and in General Affairs Division, (as to Regional Financial Bureaus that have not General Affairs Division, any branch that handles the assigned duty of General Affairs Division), Indirect Tax Division, National Tax Inspection Division and Accounting Division of Regional Financial Bureau. However, those who are designated by the chief of the New Pay Administration Office shall be excluded.

2. "Economic Investigators" referred hereto in this Cabinet Order shall be economic investigators provided for in the Economic Investigation Board Law (Law No. 206, 1948). However, those designated by the chief of the New Pay

Administration Office shall be excluded.

Article 3.

Jobs of tax collectors and economic investigators shall be segregated in 9 grades and the base pay range for the respective grades shall be provided for as in the Annexed Table.

2. The job description basic in the grading referred to in the preceding paragraph shall be established by the chief of New Pay Administration Office.

Supplementary Provisions

1. The present Cabinet Order shall be enforced on the very date of its promulgation and shall be applied to the payments paid on and after June 1, 1948.

2. Cabinet Order concerning regulations established for the collectors as to base pay range and grading of their jobs (Cabinet Order No. 248, 1948) shall be abolished. However, the said cabinet order shall still be available to the payments paid during the period from January 1, 1948 to May 31, 1948.

Annexed Table

Salary Schedule for Tax Collectors and Economic Investigators

	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Grade 1	1,690	1,760	1,820	1,890	1,950	2,020	2,080	2,150	2,210			
" 2	2,080	2,210	2,340	2,470	2,600	2,730	2,860	2,990				
" 3	2,600	2,730	2,860	2,990	3,120	3,250	3,380	3,510				
" 4	3,250	3,380	3,510	3,640	3,770	3,900	4,030	4,160	4,290	4,420	4,550	4,680
" 5	4,030	4,160	4,290	4,420	4,550	4,680	4,810	4,940	5,070	5,200	5,330	5,460
" 6	4,680	4,940	5,200	5,460	5,720	5,980	6,240					
" 7	5,460	5,720	5,980	6,240	6,500	6,760	7,020					
" 8	6,240	6,500	6,760	7,020	7,280	7,540	7,800					
" 9	7,280	7,540	7,800	8,060	8,320	8,580						

Exhibit E

Allowance Bureau
Ministry of Finance

PROMULGATED 9 OCT 1948

4 October 1948

Cabinet Order No. ----

Draft of the Cabinet Order to amend a part of the Cabinet Order concerning regulations established for Police and Prison Workers as to base pay range and grading of their jobs and other Cabinet Orders

In accordance with the Law concerning Salaries and other Pays of Government Workers from June, 1948 onwards (Law No. 95, 1948), Article 2, and the Law administering the New Pay (Law No. 46, 1948), Article 14, Paragraph 3, the Cabinet hereby establishes the Cabinet Order to amend a part of the Cabinet Order concerning regulations established for Police and Prison Workers as to base pay range and grading of their jobs and other Cabinet Orders.

Article 1.

A part of the Cabinet Order concerning regulations established for Police and Prison Workers as to base pay range and grading of their jobs (Cabinet Order No. 301, 1948), shall be amended as follows:

The Annexed Table shall be amended as Annexed Table No. 1.

Annexed Table No. 1

Salary Schedule for Police and Prison Workers

	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
Grade 1	2,210	2,280	2,340	2,410	2,470	2,540	2,600	2,670	2,730	2,800	2,860
" 2	2,730	2,860	2,990	3,120	3,250	3,380	3,510	3,640	3,770	3,900	
" 3	3,250	3,380	3,510	3,640	3,770	3,900	4,030	4,160	4,290	4,420	
" 4	3,900	4,160	4,420	4,680	4,940	5,200	5,460				
" 5	4,680	4,940	5,200	5,460	5,720	5,980	6,240				
" 6	5,460	5,720	5,980	6,240	6,500	6,760	7,020				
" 7	6,240	6,500	6,760	7,020	7,280	7,540	7,800				
" 8	6,760	7,020	7,280	7,540	7,800	8,060	8,320				

Article 2.

A part of the Cabinet Order concerning regulations established for Railway Enterprise Workers as to base pay range and grading of their jobs (Cabinet Order No. 302, 1948) shall be amended as follows:

The Annexed Table shall be amended as Annexed Table No. 2.

Annexed Table No. 2

Salary Schedule for Railway Enterprise Workers

	I	II	III	IV	V	VII	VIII	IX
Grade 1	1,430	1,500	1,560	1,630	1,690	1,760		
" 2	1,690	1,760	1,820	1,890	1,950	2,020		
" 3	1,950	2,020	2,080	2,150	2,210	2,280		
" 4	2,210	2,280	2,340	2,410	2,470	2,540	2,600	2,670
" 5	2,600	2,670	2,730	2,800	2,860	2,990	3,120	3,250
" 6	2,860	2,990	3,120	3,250	3,380	3,510	3,640	3,770	3,900

Grade 7	3,510	3,640	3,770	3,900	4,030	4,160	4,290	4,420	4,550
" 8	4,160	4,290	4,420	4,550	4,680	4,810	4,940	5,070	5,200
" 9	4,810	4,940	5,070	5,200	5,330	5,460	5,590		
" 10	5,330	5,460	5,590	5,720	5,980	6,240			
" 11	5,720	5,980	6,240	6,500	6,760				
" 12	6,760	7,020	7,280	7,540	7,800				

Article 3.

A part of the Cabinet Order concerning regulations established for Seamen as to base pay range and grading of their jobs (Cabinet Order No. 303,1948) shall be amended as follows:

The Annexed Table shall be amended as Annexed Table No. 3.

Annexed Table No. 3

Salary Schedule for Seamen

	I	II	III	IV	V	VI	VII	VIII	IX
Grade 1	1,690	1,760	1,820	1,890	1,950				
" 2	1,820	1,890	1,950	2,020	2,080	2,150	2,210		
" 3	2,080	2,150	2,210	2,280	2,340	2,410	2,470	2,540	2,600
" 4	2,470	2,600	2,730	2,860	2,990	3,120	3,250	3,380	
" 5	2,860	2,990	3,120	3,250	3,380	3,510	3,640	3,770	
" 6	3,380	3,510	3,640	3,770	3,900	4,030	4,160	4,290	
" 7	4,160	4,290	4,420	4,550	4,680	4,810	4,940	5,070	
" 8	4,940	5,070	5,200	5,330	5,460	5,590	5,720		
" 9	5,720	5,980	6,240	6,500	6,760	7,020			
" 10	6,500	6,760	7,020	7,280	7,540	7,800			
" 11	7,800	8,060	8,320	8,580	8,840	9,100			
" 12	9,100	9,360	9,620	9,880	10,140	10,400			

Supplementary Provision

The present Cabinet Order shall come into force as from the very date of its promulgation and shall be applied to the compensation paid on and after June 1, 1948.

CIVIL SERVICE DIVISION
Government Section

28 September 1948

File
WBPM
9/28/48

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

SUBJECT : Continuation of the Provisions of the New Pay Law.

1. Prior to Mr. Hoover's departure we had agreed that one of the recommendations of the NPA report to the Prime Minister would include the continuation of the Office of New Pay Administration and the provisions of the New Pay Law.

2. Your suggestion of continuing the effect of this law until 31 December 1949, will be incorporated in the report with the additional proviso that the NPA may move in at any time prior to that date.

MACDONALD SALTER
Chief, Classification & Compensation Br.

MS:mvb

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

23 September 1948

MEMORANDUM FOR: Mr. MacDonald Salter
Chief, Compensation and Classification Branch

SUBJECT : Action to be Taken on New Pay Law.

1. Just before Mr. Hoover left he called my attention to the fact that the present so-called "New Pay Law" terminates at the close of business on 31 December 1948. He suggested that action be taken immediately working toward the indefinite extension of this Law. I did not have time to thoroughly discuss the matter with him; however, it occurs to me that it might be a wiser move to secure an extension of the so-called "New Pay Law" for one year only (to the close of business on 31 December 1949). I am wondering if we would not have a better opportunity to make changes in this law at the end of 1949 if we discover during the year's operation, that we encounter difficulties in operating the proposed classification plan through the Articles of the present pay law.

2. It will be appreciated if you will let me have your comments in writing on this subject.

W. PIERCE MacCOY
Acting Chief, Civil Service Division

WPM/hm

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

23 September 1948

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Chief, Compensation and Classification Branch

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WPM/hm

W. PIERCE MacCOY
Acting Chief, Civil Service Division

Statement by Hasegawa

September 21, 1948

In had been doing my best in the completion of position discription and pay data (private industry), and, having finally completed them in the evening of September 15, I prepared two English copies and one Japanese copy and submitted these to GHQ on the following day the 16th. One copy which, although incomplete, still contained all main points, had been submitted at 9.30 a.m. of the 15th. Since September 11 or thereabout, visitors from outside, mainly newspaper reporters, increased in numbers and showered on us requests for information, so that I took steps to prohibit the entry of outside visitors into the office and repeated to all operating staffs engaged in this particular work my previous instructions not to divulge any information pertaining to our present assignment.

Apart from the fact that on the 15th I only talked on a part of the method for investigating the wages in private industry which could not by any means be made up into any topic for a newspaper article, namely, on the position of an office-boy and of a corporation, president, I had never leaked any information until I returned to the Ministry of Transportation on the 17th.

At the time of returning to the Ministry of Transportation on the 17th, I handed over to Mr. Dozaki a general summary of investigated material-one copy each of English and Japanese versions, and several other cases of subsidiary matters for investigation, and gave him specially to understand that utmost case be taken in treating such material. During all this time, I reported a gist of the result of investigations to the Chairman and the Executive Director.

Further, I also gave directions to five operating staffs as to the matters to be investigated hereafter, and left, out of the documents handed over, one Japanese copy of the general summary

without specially designating any person to receive it.

Just at the time of leaving the Office that day, I told Mr. Yoneda, who had at that moment returned from his official tour, to obtain full particulars from Mr. Dozaki, and, after having said so, I returned to the Ministry of Transportation.

Letter Miss McMahon

Pending file
47-29-
daily

MacMahon
new Pay

CIVIL SERVICE DIVISION
Government Section

18 September 1948

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

SUBJECT : Compensation Study

1. During the past month the staff has made an extensive investigation of all phases of compensation administration of the national government giving particular attention to the application of the New Pay Law. The following conclusions have been drawn:

a. The salary schedule attached to the New Pay Law and providing for a so-called average take-home pay of ¥3791 per month has no scientific basis.

b. The allocation of positions to the grading plan has been decentralized to the ministries, subject to standards prescribed by the Office of New Pay Administration and to detailed review and allocations at and above grade 9 only.

c. The grade definitions developed by the Office of New Pay Administration have been used roughly in determining the grade ranges for the different types of work at the lowest grades and somewhat more specifically for allocating to the higher grades. More specific guides or standards have been developed based largely on the use of such factors as education and experience. They have been used for the allocation of particular positions to specific grades within the grade ranges by classifying the incumbent.

d. In the application of these specific guides there was found to be substantial inconsistencies between agencies and even within ministries.

e. The relationships existing among positions as a result of these classification activities are for the most part found to have no logical bases.

f. A sampling survey of industrial positions shows that comparable government employment is paid at a substantially lower level. This survey considered not alone base pay but all emoluments involved in compensation of the industrial employee.

g. The average salary of ¥3791 popularly quoted as a guide to the level of compensation paid government employees is a figure that may not be realized in application and was based on the average industrial pay as reported by the Bureau of Statistics and adjusted to government employment and working conditions.

h. The allowance system is a war-time development of the government pay structure designed primarily as a means of augmenting salaries. Since each ministry could develop allowances for their own personnel it has resulted in a very confused situation and one in which the employee still does not receive pay adequate to his needs.

2. It is recommended:

a. That a report be made by the National Personnel Authority to the Cabinet stating its findings and pointing out what compensation is necessary for government employees to presently maintain a minimum standard of living without resorting to borrowing and other sources.

b. That no change be made in the existing responsibilities for the administration of compensation and that necessary legislation be enacted to provide for the continuance of the Office of New Pay Administration for an indefinite period.

c. That the pay grade schedules as presently existing be continued and that the pay rates be adjusted in line with basic recommendations developed by the Cabinet concerning pay increases.

d. That the present regulations authorized by the Office of New Pay Administration for the allocation of positions be reviewed and made consistent with the provisions of the National Public Service Law.

e. That a thoroughgoing study be made of all allowances.

f. That the family allowance be increased in accordance with present findings.

g. That the area allowances be reduced 10 per cent.

h. That the basis salary which has been determined, and has taken into consideration required and available food and other cost of living factors be applied to the present wage structure.

i. That the collection of cost of living and wage data be extended and improved.

Macdonald Salter

MACDONALD SALTER
Classification & Compensation Specialist

MS:jd

CIVIL SERVICE DIVISION
Government Section

15 September 1948

MEMORANDUM FOR: Record

SUBJECT : Interorganizational Administrative Contacts on Pay Matters.

1. The procedures and channels of official communication on compensation matters which would be observed in the Federal Government of the U. S. are not observed in the Japanese Government.

2. The Allowance Bureau in the Finance Ministry is charged with responsibility for all compensation matters for Japanese National Government personnel. Within that bureau there are four sections which specialize in particular aspects of the total compensation problem. When advice or decision is sought on some pay matter by another Ministry or Agency of the National Government, a direct contact is first made by the section or unit official concerned in that Ministry or Agency with the chief of the section concerned in the Allowance Bureau. Next, if this fails to be satisfactory to the requesting Ministry or Agency, contacts are made at the bureau level between the Ministry or Agency and the Director of the Allowance Bureau. Contacts described up to this point are referred to by the Japanese as "internal contacts". The next level to which recourse is taken is the Vice-Ministerial level. This seldom appears to be necessary and even more rare is the occasion when the requesting Ministry or Agency would bring a compensation problem to the Cabinet for referral to the Minister of Finance.

THOMAS ELIOT
Personnel Specialist.

TE:mvb

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CIVIL SERVICE DIVISION
Government Section

1 September 1948

MEMORANDUM FOR: Record

SUBJECT : Relationship Between the Office of New Pay Administration under the Prime Minister and the Allowance Bureau of the Finance Ministry.

Source: Interview with Mr. Kyogoku, Classification Section, NPC, and Mr. Kanazashi, Chief Interpreter, NPC, August 31, 1948.

1. It was stated that the Planning Branch of the First Section of the Allowance Bureau was the most active and important branch in that bureau at the present time due to its work in connection with the Law Administering the New Pay. The normal functions of the Planning Branch are: General Planning for salary and allowance structure; conferences necessary for the revision of salary and wage structure; survey and research of position classification.

2. Evidently from one to several key personnel of the Planning Branch, including its Chief, have been assigned to the staff of the Office of the New Pay Administration. As members of this staff they receive the instructions of the Office of New Pay Administration and take them back for detailed development to the Allowance Bureau where, in their supervisory or "key" capacity, they direct the Planning Branch or other branches concerned in the necessary research survey work or development of plans.

3. It would seem therefor that the Allowance Bureau is in fact the acting Secretariat of the Office of New Pay Administration.

THOMAS ELIOT
Personnel Specialist

TE:mvb

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."

WPM/hm

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

CIVIL SERVICE DIVISION
Government Section

August 30, 1948

MEMORANDUM FOR: Mr. MacDonald Salter
Chief, Classification and Compensation Branch

SUBJECT : Basis of Payment of Compensation to Japanese Government Employees at the Present Time.

1. In a conference with Mr. Hatoyama, Assistant Chief, First Section, Allowance Bureau, on August 30, 1948, the following information was obtained regardin the percentage of Japanese Government employees paid on the different yen bases:

¥2500 Basis	¥3791 Basis	¥2920 Basis
60% of the field workers of the Ministry of Agriculture and Forestry. All field workers of all other government units except Ministries of Finance and Communications.	Ministry of Finance Ministry of Communications	None
Seamen, Ministry of Transportation.		
Prison workers.		

2. Mr. Hatoyama stated that by the end of two weeks all employees should be on the ¥3791 basis.

3. Mr. Hatoyama has promised to submit this information in writing during the next few days.

NORA MAE BORTHICK
Classification Specialist

NB:vr

-30-

Kurakajima: LO Mid Board
Rates in Labor Agreements -

file 11-24-48

CIVIL SERVICE DIVISION
Government Section

18 August 1948

MEMORANDUM FOR THE RECORD

SUBJECT: Work Program on Compensation Study

I. Compensation Plan

A. Study of wage data prepared by Research and Planning Division of ESS, to be carried out by Mr. Shirven. This includes certain pilot occupational studies that have been carried out through the employment exchanges. In this respect it is expected that it will be possible to utilize this system and personnel in the collection of industrial wage data covering selected key positions in government for the purpose of comparing private and public employment salary and wages.

B. Collection of statistical data on wage and cost of living by contact with Bureau of Statistics and other units of the government by Fujita and Dozaki.

C. Conducting a very brief sample pilot study by contact with certain ministries and a few industrial establishments in Tokyo of comparative information pertaining to a very limited number of jobs to determine those most common to government and industry. This project is being undertaken by Fujita, Dozaki and Kurakata.

D. Preparation of a questionnaire which might be circulated through the employment exchanges for the purpose of acquiring comparative statistical information on positions common to government and industry.

II. Allowances

A. Study of the whole allowance system with the purpose in mind of isolating those allowances which should be included as parts of the compensation plan in discussing with Japanese officials responsible for the administration of allowances the possibility of reducing the number of allowances. This includes many contacts with ministry officials handling the allowance problems

B. Review of the present practices with respect to assignment of official housing, quarters, and other such allowances.

C. Review and analysis of the area and cold climate allowances

III. Cost of Living

A. Determining the minimum essentials required in a family budget, including food, clothing, lodging, education, etc.

B. Investigating research work that has been conducted to determine average size of government families.

C. To determine as closely as possible the minimum cost of living for use in constructing minimums of a salary schedule.

D. Determining the need for use of continuing indexes on cost of living which may be used when recommending any modifications in compensation schedules

IV. Classification Plan

A. Review of all present schedules prepared under the provisions of the New Pay Law to determine the method of consolidating such schedules under a single 15 grade system.

B. Identification of 25 to 50 key jobs throughout the existing classification structure.

C. The compilation of certain occupational information and its analysis for use in preparation of the classification plan and the grade definitions.

V. Classification Survey

A. Instructing and conducting brief training of the classification staff in the collection of information through position descriptions and desk audits.

B. Organizing and conducting surveys across ministry lines of key positions to determine job content and class definitions, together with the collection of information pertaining to working conditions, pay, education, and family status of the incumbent.

C. Organizing and conducting certain classification studies of units within the government which will provide occupational information.

D. Evaluation of survey experience in the conduct of organizational studies within the ministry and in certain field offices for the purpose of developing procedures for overall classification survey.

MacDONALD SALTER

CIVIL SERVICE DIVISION
Government Section

16 August 1948

MEMORANDUM FOR THE RECORD

SUBJECT: Conference in regard to Additional Pay Allowances for Kodan Employees

1. Conference was held on 11 August 1948 with Mr. Suzuki of the Allowance Bureau, Finance Ministry, in regard to special pay allowances for Kodan employees.

2. Attached hereto, Enclosure 1, is Draft Plan of Pay for Kodan Personnel Approved by E.S.S., G.H.Q., Jan. 6, 1948. The Allowance Bureau is desirous of continuing this allowance under the New Pay Law and in support of their reasons for same a brief summary of the development concerning the special allowance for the Kodan Workers, Enclosure 2, is attached.

3. No comment was made in regard to approving the plan by this office, but Mr. Suzuki was told that a study would be made of the plan and he is to call back for another conference during the week of 16 August 1948.

JESSIE B. BETTIS
Compensation Specialist

Att. 2

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Incl. 1

Allowance Bureau
Ministry of Finance

Dec. 28, 1947

Draft Plan of Pay for Kodan Personnel Approved by E.S.S.
G.H.Q., Jan. 6, 1948

Pursuant to the statutory provisions that Kodan president, vice-president, director, auditors as well as Kodan employees are government employees and amendable to general laws and regulations governing the Government officials and at the same time exception deemed necessary may be instituted in connection with pay scale for them, the salary and wage for Kodan personnel shall be dealt with in conformity with the present plan for the time being.

1. In the event of the determination or revision of the pay system for Kodan personnel, the competent Minister of State shall have to consult the views of the Kodan president concerned.

2. The pay for Kodan employee shall be determined by applying mutatis mutandis the current pay schedule of Government officials. The actual decision of wage or salary for each person shall be entrusted in principle to the Kodan president concerned who shall in turn have to report the outline of pay schedule to both the Director-General of Economic Stabilization Board and Minister of Finance through the competent Minister of State and obtain approval for it.

3. Taking into due account the fact that (1) the position held by Kodan employee is felt insecure as is envisaged in the Kodan Act, (2) the majority of Kodan employees were forced to become Government officials by virtue of the enactment of Kodan Act. (3) the Kodan employees are mostly irreplaceable experts in special line of industry, (4) welfare equipment such as medical care, dwelling houses for the benefit of employees are utterly lacking in Kodan, (5) the Kodan personnel are forbidden by law to possess stocks and shares of companies related to Kodan or to engage in its business or to have interests whatsoever, with the consequence that they are obliged to live om their pay alone, (6) the Kodan personnel are governed by strict legal provisions in their conduct of business under pain of such severe penality that has no parallel for regular government officials so as to accomplish the purpose of Kodan. It must be admitted that the severer the penality is, the better the pay should be. The Kodan employee shall be paid Kodan special allowance ranging in principle from 50% to 10% of respective basic pay for each person within the frame-work of 30% of aggregate amount of basic pay for each Kodan. (It is here-by added that the principle of maintaining to the fullest possible extent the former pay of respective staff transferred from the now defunct control association, company that has been adopted hitherto by the Government shall be dropped)

The respective rate of amount of the said Kodan special allowance shall be determined by the President concerned paying due consideration to the

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Ministry of Finance

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The respective rate of amount of the said Kodan special allowance shall be determined by the President concerned paying due consideration to the

present position, former pay, circumstances leading to employment, capacity of individual person concerned, proportion of pay within Kodan employee and other condition.

4. Overtime allowance and special service allowance shall be supplied on the basis of the legislation to be shortly enacted for Government officials.

5. The pay for president, vice-president, directors or auditors shall be determined separately by the Director-General of Economic Stabilization Board and the Ministry of Finance.

6. In the event the pay levels for Government officials are eventually revised, that of Kodan employee also shall be amended duly.

7. The plan herein proposed shall be effectuated retroactively as from the date when respective Kodan was inaugurated.

8. It is understood that the special bounty provided for in Kodan Act shall be considered so as to be realized at the earliest possible date.

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Allowance Bureau
Ministry of Finance

A brief summary of the development concerning
the special allowance for the Kodan Workers

In accordance with the promulgation in rapid succession of the various kinds of "Kodan" laws since the Shipping Kodan Law has been issued on April 7, 1947 (Law No. 52) as the outset of them, the new organizations have been established in this Country that never existed before. These new organizations have a special character enjoying the capacity of the Juridical person other than the state. Of course, they are the unique existing among the Government functions. Their existing term is not permanent as it is limited previously for one year, otherwise, it is similar with when the E.S.B. and the Temporary Commodities Supply and Demands Coordination Act shall be abolished.

According to the provision of each "Kodan" Law, these "Kodan" workers have become the Government workers being paid with the national expenditure. In principle, they must be obedient to the general regulations and Laws concerning the regular Government Official. Simultaneously, the Minister concerned is admittable to establish another detail concerning allowance, public service and other necessary matters for the "Kodan" workers after the obtaining of the approval by the General Director of the E.S.B. (Ref: the Article 15 of the Shipping Kodan Law. And there are similar provisions in any other Kodan Law).

Thus, the establishments of the "Kodan" one after another are counted 15 as their total number and also the number of workers climbs up as muchas 125,000 at this Juncture. However, each Kodan has been composed with the former Controlling Body. And one "Kodan" has not always been formed with one Controlling Body. Sometimes about more than thirty "Kodan" have been combined into one Kodan. In addition, there was a great difference between the wage system of the Controlling Body and that of the Government Agencies. This difference existed not only between the Controlling Body and the Government Agencies, but also between one Controlling Body and another one. In comparison with the standard of allowance, that for the Controlling Body enterprise workers was considerably higher than that for the General Government workers. Even among the Controlling Bodys, the balance of the allowance system had been lost remarkably. Furthermore, the most part of the "Kodan" officials were the expert or men of experience who had served in some private enterprise for long years. Especially, some persons among them had been removed forcibly to a certain Kodan from some company where they had been belonged. And that those experts or men of experiences were needed badly in order to manage harmoniously the Kodan business.

With a view to meet these circumstances, the special allowance system for them had been established as the exceptional case of allowance according to "Kodan" Laws under the principle to secure the salaries and other pays of the former Job. (here-to-after, referring to as the principle to secure the salaries and other pays of former Job), besides of the system of allowance for regular Government Workers.

Hereupon, the "Kodan" Workers had been given a privilege that they should be paid unceasingly the sum of the former salaries and other pays when they were serving in the business of the private enterprises.

These are the reason why the system of the allowance for Kodan workers has become complicated so much. (Refer: the summary concerning the method to deal with the Allowance for "Kodan" Workers havin been appointed as the Government Workers newly in accordance with the enforcement of the Goal Contributing Kodan Law ("Haitan Kodan" Law) and other Kodan Laws due to the decision at the Cabinet meeting on the May 6, 1947.)

However, as the timewent on, the critical opinion against the said decision at the Cabinet meeting had been appealed to the Government by the unions of the overall Kodan workers with the uniformed pace due to the deficiency of the knowledge concerning the system of the allowance for the Government Workers by the Bureaus and Divisions of the Competent Ministry, Agencies and the Kodan as well as the matter of the inequity among the "Kodan" due to the "principle to secure of the salaries and other pays for former Job".

On the other hand, with the Joint Signature of All Kodan's Presidents, the Directors of all the Kodans had also brought forward another proposal that the "Kodan" workers' salaries and other pays should beincreased by 70 per cent of the allowance standard for the regular Government workers, insisting the peculiarity of the "Kodan", to the Government on the September 30, 1947. Of course, these demands were not acceptable immediately, because they were difficult to be found out any firm foundation. However, the Government recognized the alteration of the said Cabinet decision in view of the new fact that the subsequent circumstances had been shifted and it was not always necessary to keep the "Principle to secure the salaries and other pays of former job". After having held the heated negotiations several times between the Government and the Kodan Directors, the new decision, the "summary concerning the method to deal with the special allowance for Kodan Workers", which is enclosed herein, has been adopted at the Cabinet meeting on the December 27, 1947, and approved by the E.S.S., SCAP after the deliberation at the meeting of the "Coordinating Committee" E.S.S. Thenceforth, it has been carried into effect till today.

In view of this fact that the present special allowance system for Kodan Workers is provided for in proportion to the system of the salaries and other pays for the Government workers. Of course, it does not mean that the average amount of the salaries and other pays for the Kodan workers must be the same amount with that for the Government workers, for example, in case of application of the ¥2,920 level. This is only desiring the similarity of the reckoning standard of allowance for the "Kodan" workers with that for the Government workers. In other words, the distinction of the age, number of the dependants to support, capacity, or etc. will make the difference of sum of the allowance respectively. Namely, the average amount of pay for "Kodan" workers is not always the ¥2,920 as well as we find the difference of the average amount of wage even between Ministries where the ¥2.920 level has being forced.

In short, through the system of pay for the Kodan has been established in proportion to the system of that for the Government workers, in principle, the "Kodan" workers have been given simultaneously the privilege to be paid the "Kodan special allowance" within limit from 10 per cent to 50 per cent of the base pay as the exceptional allowance system for the "Kodan" workers, in accordance with the provision of the"Kodan Law" which are made under the consideration of as (1) unstabilized position of "Kodan" workers on account of the character of temporary existing term of Kodan, (2) the real circumstances that it is unable to ignore radically the principle to secure the salaries and other pays for the former Job", though it was rejected once.

(Provided, however, the allocation of the total amount of "Kodan Special Allowance" to one Kodan is not admittable to overrun the limit within 30 per cent of the tatalized sum of the Base Pay for the overall workers in one Kodan)

Accordingly, as regards the new Base Pay Adjustment Schedule based on the ¥2,920 level in compliance with the system of the classification by grade of Key Job depending on the Law No. 12 and Law No. 49, 1948, it has been carried into effect for the Kodan workers successively on the same ground for the Government workers. Of course, another New Base Pay Adjustment Schedule based on the ¥3,791 level to be carried out for the Government workers in near future has been arranged previously to be put in practice for the Kodan workers in compliance with the provision of the Law No. 95, 1948.

Now, if we try to make an estimate of the total amount of the personnel expenditure for "Kodan" workers in case of the Another New Base Pay Adjustment Schedule based on the ¥3,791 level, we shall find it out as much as about ¥870 million per month on condition that the "Kodan Special Allowance", average 30 percent of the Base Pay, shall be paid as usual.

CIVIL SERVICE DIVISION
Government Section

10 August 1948

MEMORANDUM FOR THE RECORD

SUBJECT: New Pay Plan

The New Pay Plan provided that all employees of the government of Japan should receive compensation in accordance with their duties and responsibilities and that the average salary of all such employees should be ¥3791 per month.

To implement this legislation an Office of New Pay Administration was established, the head of which was the Director of the Allowance Bureau. The program to be carried out under this legislation involved a classification of all positions and the establishment of a salary schedule. To conduct this program the Director of the New Pay Administration drew upon the staff of the Allowance Bureau and organized a "conference of personnel officials". This latter consisted of Pay Officials of each ministry numbering 1, 2 or 3 depending upon the size of the ministry; Pay Officials of the Cabinet who represented not only the Cabinet but all independent agencies reporting to the Prime Minister and the Cabinet; and representatives of the Allowance Bureau. The Director of the Allowance Bureau was the chairman of the conference. While this was designed as an advisory body in actuality decisions of this body were accepted by the Director of the New Pay Administration. These decisions usually are unanimous decisions excluding the member of the conference who was an interested party in the decision.

As an attachment to the legislation for the New Pay Law there was a general salary schedule. This was made applicable to all administrative positions and resulted in the payment of an average of ¥3791 per month to all employees holding

such positions. This average and new base pay include:

A. Family Allowances

B. Area Allowances

C. All Special Allowances which were Originally Included in the Old ¥1800 per month Average Base Pay

Each ministry was permitted to submit to the personnel officials conference any recommendation they may have with respect to occupational areas where special consideration should be given with respect to salary. The conference would then discuss the matter and decide as to whether such occupational areas should receive special treatment. As a result the following special schedules have been proposed:

1. Railway workers
2. Teachers
   a. Those paid directly by the Treasurer of Japan
   b. Those paid by prefectures as a result of a 50 per cent grant-in-aid for educational purposes
3. Police
4. Taxation Workers
5. Hospital and Sanatorium workers
6. Fire prevention workers
7. Prison workers
8. Communication workers
9. Seamen
10. Monopoly employees
11. Local offices of the Ministry of Agriculture & Forestry
12. Local offices of the Ministry of Welfare
13. Local offices of the Ministry of Labor

As of today:

A. Approximately one-third of the employees now are paid on the basis such that their average salary is ¥3791 per month

B. Most of the remaining employees receive an average salary of ¥2920 per month. These consist of the local field offices of the Ministry of Agriculture and Forestry, Ministry of Welfare, Ministry of Labor, the railway workers and the taxation workers; the police, fire prevention, and prison workers who are paid at this rate upon the oral approval of GHQ to increase their average rate from ¥2500 per month to ¥2920

C. A small residual group of employees still receive an average of ¥2500 per month. These include the seamen and middle school and primary school teachers paid out of grant-in-aid funds. The reason that this group of teachers have not had their pay increase is that the prefectures have been unwilling to act, feeling that under the Local Autonomy Law they could set any salary they so desired. Furthermore, the PTA is pressing the prefectures for much higher salaries than the ¥3791 average. It is believed also that the pressure of other workers in the prefecture whose salaries will not be increased may have effect upon holding the salaries down of this group of teachers.

CIVIL SERVICE DIVISION
Government Section

6 August 1948

MEMORANDUM FOR: MacDonald Salter, Chief, Classification and Compensation Branch

SUBJECT : Conference in Regard to Dates of Payment of Japanese Personnel

1. Conference was held with Mr. Keitoku, Chief of Fourth Legal Section, Finance Ministry, and Messrs. Mogushi, Kishimoto and Watanabe on 2 August 1948.

2. They requested that in accordance with procedure followed for the months of June and July, this Division give its approval for the continuance of paying Japanese personnel each fifteen days rather than on the 26th day of the month as provided in Ministry of Finance Ordinance 112, 1943.

3. This will result in payments being made on staggered dates for the various ministries on the 11th, 12th and 13th, and on the 26th, 27th and 28th of each month respectively for the time being.

4. This authorization is of a temporary nature and was discussed and concurred in by Mr. MacCoy of this Division.

J. B. BETTIS
Compensation Specialist

Att. 1

JB:jd

1) Base pay 11th & 26th Fri. Reg #569 4 Aug 1948
2) Overtime 15th
3) allowances, special 1 - 5th } if there come in call McIntyre (Post Office) 26-5843

file 8/17/48 ~~1 - Mr Bell~~
~~2 - Mr Sallee~~
~~3 - Mr Bettis~~
4 - Return to MacCoy

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

29 July 1948

MEMORANDUM FOR: Mr. Pierce MacCoy, Chief, General Personnel Administration

SUBJECT : Information secured relative to wage study to be made by the National Personnel Commission

WHR 7/29/48

1. I went to the National Personnel Commission accompanied by Mr. Narumi to interview Messrs. Yamashita and Mr. Miyaki for the purpose of finding out what planning and/or preparations had been made by the Commission for the wage study requested by Mr. Hoover.

2. Mr. Yamashita, having had my understanding of Mr. Hoover's request explained to him, stated that he had not understood that Mr. Hoover wished the Commission to embark on preparations for the wage survey immediately. Accordingly, nothing has been planned and no thought has been given to making preparations for the wage study. Mr. Yamashita stated, however, that he appreciates the eventual importance of such a study but that it had been his belief that the Law Administering the New Pay (Law No. 46, 1948), insofar as it is recognized in the proposed revisions of the National Public Service Law, would somehow take care of the problem of wage determination.

3. I explained to Messrs. Yamashita and Miyaki that the intended scope and primary objective of such a survey would be the gathering of comprehensive, representative wage data with regard to all occupations in the regular service of the National Government, together with regional figures on cost of living and comparative wage data in private industry for similar and related occupations. Mr. Miyaki acknowledged his understanding of this explanation but indicated that the study would be made difficult due to the common practice in private industries (e. g., Bank of Japan) of furnishing housing and nominal-cost meals to their employees. Mr. Miyaki implied that there were other such intangibles and payments-in-kind which would be involved and hard to compute. He added that prefectural employees generally receive higher pay for similar work than employees of the National Government and that persons in comparable private employment receive sometimes as much as two or three thousand yen more than government employees and "30%" more than Kodan employees.

4. Mr. Yamashita stated that Mr. Miyaki's classification section is in process of a classification survey in all the ministries of positions of section chief and above and that, incidental to this survey, they are securing pay data relative to such positions.

5. When questioned concerning the number of employees on the staff of the Commission who could be made available for the wage survey, Mr. Miyaki stated that he has in his classification section, 80 technical and

20 clerical employees. Two of his technicians have shown great interest in wage problems due, apparently, to their studies in the field of economics, but they are "young and have no experience." Mr. Yamashita suggested the possibility of the Commission's taking over either some or all of the personnel of the Ministry of Finance Pay Bureau and asked me what I thought of it. I replied that as to taking over the complete staff of the Pay Bureau, I could offer no opinion; that it may be possible to secure two or three persons who have had experience in wage or cost of living surveys to be used as experts in planning and organizing the Commission's wage survey; but that such a staff nucleus need not necessarily be drawn from the Pay Bureau. Mr. Yamashita expressed the opinion that there could be located outside the government persons with the necessary experience, but that it may be difficult to persuade them to accept government employment due to comparatively low government salaries.

6. In closing the interview, Mr. Yamashita agreed to undertake promptly the preliminary planning of the wage study, including plans for securing and organizing sufficient staff to carry it out.

TLE.

THOMAS L. ELIOT

TLE:vo

Central file

CIVIL SERVICE DIVISION
Government Section

28 June 1948

MEMORANDUM FOR: W. Pierce MacCoy, Chief, General Personnel Administration Branch, Civil Service Division

WPMc 7/1/48

SUBJECT : Bill Concerning Salaries and Other Pays of Government Workers from June 1948 onward.

1. The bill seems to be entirely satisfactory with the possible exception of Article 2. Although in Article 2 it is stated that the salaries and other pays prescribed in Article 1 shall be administered in accordance with the law administering the new pay (Law #46 - 1948), the following phrase is added:

"except in cases specifically provided for in this law."

In Law #46 the National Personnel Commission's jurisdiction was protected but the foregoing phrase might be construed to exclude from the National Personnel Commission's jurisdiction any matters specifically provided for in this law.

GORDON W. PETERSON

GWP:mvb

Blaine
I dont agree with Gordon on his comment on art. #2. That phrase is to take care of some special case which are "spelled out" in art. #5. I rec. approving this law as it stands.
WPMc 7/8/48

-24-

Date: 6-29-48 GHP-Regis

Rosemary

CIVIL SERVICE DIVISION
Government Section

File

25 June 1948

MEMORANDUM FOR RECORD

SUBJECT: AMENDMENT TO NEW PAY LAW

1. ~~Mr. Fukashima~~, Deputy Director General of the Cabinet, came in to discuss the proposed amendment to the New Pay Law.

2. The law contains two basic amendments to the new pay law:

a. Raising the average salary of all workers to 3791 yen per month from 2920.

b. Monthly family allowance has been increased to 250 yen from 150 yen.

3. Two proposed salary schedules were attached, one in which the salary grades substantially overlap one another and with uneven steps; the other with considerably less overlap between grades and regular differences between steps. It was recommended that the later be utilized.

4. Mr. Fukashima was advised that this was a matter strictly within the jurisdiction of the Government Section under GO #10 and that, however, a copy for information purposes should be given to Labor Section, ESS.

5. Mr. Fukashima was told that this office would expedite the movement of this document through Government Section.

MacDonald Salter

MACDONALD SALTER

MS:mvb

Mr. Peterson
Mr. Hoover says "hold" and we will consider the bill on its own merits" when it comes in for consideration. WPB 6/21/48

Delivered by Mr. Takeuchi 6/19/48

Subject concerning the Bill for Law relating New Pay

With regard to the pay for the Government Employees, it is the usual practice after the War, to fix it by collective bargaining between the Government and its personnel. Since the Government has made a promise, at the time of settlement of recent trouble for the pay standard of 2,920 yen, to hold a prompt conference, as soon as the proposed price revision was going to be effectuated, for new pay with the employees union. But the conference is not yet opened owing to the disagreement of both parties on the procedure of negotiation. Meanwhile the Government has, recently, intended to make revision of prices and has submitted to the Diet a budget which included a budget for new pay (making up a new standard of 3,791 yen). It is the intention of the Government to complete a rapid settlement by negotiating with the union. The Federal Liaison Council of All Government Labor Unions having, however, submitted on June 12, a request of pay on standard of 5,200 yen net as for payment from April of 1948, the collective bargaining hereafter is deemed to meet several difficulties and there is a fear of delaying. Taking into consideration of the imminence of adjournment of Diet and the rising cost of living, it is deemed necessary that the Government should, without waiting for the final settlement of collective bargaining, submit, to the present session of the Diet, the bill for Law concerning the New Pay, in order to grant a pay on the new basis to Government employees.

Cabinet will attempt to present an amendment to the New Pay Law effecting only the wage base. MS.

Rosenau
file

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

8 June 1948

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

SUBJECT : Law Administering the New Pay

CS file copy

The Law Administering the New Pay, passed by the Diet 31 May 1948, has been compared with a file copy of a draft proposed by the Civil Service Division. The two are identical except for changes in four or five unimportant words which do not change the intended meanings.

GORDON W. PETERSON

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

7 June '48

Mr. Hoover

2 June 1948

WPB 6/3/48

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

SUBJECT : Law Administering the New Pay

1. Please make sure that this law as passed, is translated and checked with the copy we approved.

2. This operation should be rapidly conducted for, by the nature of the bill, it will be difficult to make revisions after time has elapsed.

3. Please give me a report thereon as soon as possible.

BLAINE HOOVER
Chief, Civil Service Division

BH/hm

Bill passed 31 May '48
no copy in yet. Capt. Brown has promised to get us a Translated copy by 4 June and will try to get a Japanese text also. Both Fukushima & the Capt. say there were no changes made in the bill as approved by the Govt. Sec.
WPB 6/3/48

6-8-48 Mr Peterson is checking copy of bill as enacted.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

File

1 June 1948

MEMORANDUM FOR : Lieutenant Colonel Carl Darnell
Executive Officer, Government Section

SUBJECT : Law Administering the New Pay.

1. On 13 May 1948, representatives of the Civil Service Division met with representatives of Labor Division, E.S.S. in General Marquat's office. The meeting was chairmaned by Lieutenant Colonel Ryder for General Marquat. This meeting was held for the purpose of discussing the bill proposed by the Ministry of Finance of the Japanese Government covering the proposed new pay plan. In an effort to reach an agreement with the Labor Division, the Civil Service Division compromised its original position relative to the provisions of the proposed law. An agreement was reached on all points and this agreement placed in writing by both the Labor Division and the Civil Service Division. The law presently under discussion is presumably the one so agreed upon between the divisions of GHQ concerned and reported to Parliamentary and Political Division.

2. In general, in these circumstances, Civil Service Division feels it is incumbent on it to respect that agreement, and objects to any revision thereof.

3. Specifically, and from the standpoint of protecting the National Public Service Law and the operation of the National Personnel Commission thereunder, Civil Service Division has objections to each of the proposed amendments which objections will be detailed if you so request.

BLAINE HOOVER
Chief, Civil Service Division

WPM/jb
Attachment

GENERAL HEADQUARTERS
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BLAINE HOOVER
Chief, Civil Service Division

WPM/jb
Attachment

G

SD -pay scales

~~Mr. Hoover~~
file

CIVIL SERVICE DIVISION
Government Section

1 June 1948

MEMORANDUM FOR RECORD:

SUBJECT: Change in date of salary payment.

WBR 6/3/48

Two conferences were held this morning independent of one another, one between Mr. Hare and Mr. Watanabe of the Allowance Bureau and the other between Mr. Salter and Mr. Fukushima of the Cabinet Secretariat. The purposes of both conferences was to obtain concurrence of this Division for the payment of salaries on a bi-monthly rather than monthly basis.

Mr. Watanabe indicated that the following schedule was now in affect for the payment of salaries:

Office of Foreign Affairs, Finance Ministry, Construction Board, and other residuary agencies of Ministry of Home Affairs	Paid on the 21st of each month.
Attorney General's Office, Transportation, Communications, and Education	Paid on the 22nd of each month.
Ministry of Welfare, Agriculture & Forestry, Communications & Industry	Paid on the 23rd of each month.

The proposal is to change the payment as follows:

Formerly paid on the 21st--proposed to be paid on the 10th and 25th.
" " " " 22nd-- " " " " " " 11th and 26th
" " " " 23rd-- " " " " " " 12th and 27th.

advised by phone that this division informally concurs

Mr. Watanabe desired a statement of concurrence from this Division which Mr. Hare indicated would have to be obtained from Mr. Hoover. Mr. Watanabe will return at 4:00 this afternoon.

Mr. Fukushima, while not presenting the detailed method of payment, pointed out that the practise had been to pay on the 21st of each month and that the proposal was to change this and pay on the 10th and 25th or on a bi-monthly basis.

Mr. Fukushima desired to know whether the payment of salaries should be based upon law or cabinet order, the latter being the current practise. He was advised that the fundamental method of payment should be based upon law. As to the means and detail, that was a matter for cabinet or ministerial ordinance. Mr. Fukushima stated that they were

-23-

proposing to pay on June 10th and 25th and that since the Diet action could not be had on such short notice that cabinet action would be necessary. It was pointed out that this was strictly a matter for the Japanese Government to work out and that this office could see no objection, particularly since the payment on June 10th would occur before the price and income tax revision of June 15th and would result in a saving both to the government and to the employees.

During the discussion the method of payment of government employees in the United States on a bi-weekly basis was briefly discussed. Mr. Fukushima said that they will give further study to the method of payment and would in time present their recommendations and the proposed bill for informal discussion in this office.

Mr. Fukushima stated that the new wage law was passed yesterday, May 31st, as originally presented to the Diet.

MacDonald Salter

MACDONALD SALTER
Compensation Specialist.

MS:mvb

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

8 June 1948

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

SUBJECT : Meeting with Mr. Fukushima, Deputy Chief, Cabinet Secretariat - 7 June 1948.

At your request I met with Mr. Fukushima at 1600 on Monday, 7 June 1948 to discuss the newspaper item relative to the Cabinet's approval of the payment of salaries of shop stewards. Mr. Fukushima stated that the subject was introducted by Labor Minister Kato at a recent Cabinet meeting without warning, and was not on the regular agenda. The temper of the Cabinet was to refuse to continue to pay the salaries of shop stewards and they pointed out to Mr. Kato that they had already gone on record to this effect. The Labor Minister pleaded, however, that as yet the unions were not sufficiently organized to be able to afford the salaries of these individuals and that he felt that in the interest of democracy the unions should be permitted to maintain these shop stewards on full time pay for the protection of the workers. Various members of the Cabinet pointed out that the unions had repeatedly displayed bad faith in many matters and therefore the Cabinet was not disposed to be sympathetic to the union's request in this matter.

After a rather heated discussion it was decided to compromise the matter and the Cabinet agreed to pay the shop steward's salaries for a short period of time but refused to put a closing date on this period stating they wished to review the situation every month. For this approval by the Cabinet the unions would have to reduce their shop stewards to one for every 700 union members and they were given until the end of June to accomplish this reduction. If the reduction was not made as ordered by the Cabinet, the salaries of all shop stewards would be ended as of the close of business 30 June 1948. If, however, the unions had made the proper reduction in the number of shop stewards, the Cabinet has agreed to pay their salaries for a temporary period but not to extend beyond the close of business 31 December 1948 with the understanding that should the unions allow the number of their shop stewards to increase beyond the ratio of one to 700 at any time, or show other evidence of bad faith, that the salaries for the shop stewards would be discontinued immediately.

The Cabinet again closed its discussion with a re-statement of the policy by the Cabinet that they believed the shop stewards should not, as a regular function be paid their salaries by the government.

WPM/hm

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

File
WPM
6/3/48

21 May 1948

MEMORANDUM FOR: W. Pierce MacCoy, Chief, General Personnel Administration Branch

SUBJECT : Guaranteed Minimum Wage by Age - Cabinet Order

1. The unofficially submitted proposed Cabinet Order on the subject of Guaranteed Minimum Wage by Age does not appear in any way to conflict with or infringe upon the National Public Service Law. It is suggested, however, that in the table which is included as a part of the Cabinet Order, the guaranteed minimum wage of 2,000 yen be expressly stated as being applicable to persons 40 years of age "or older".

GORDON W. PETERSON

GP:vo

Allowance Bureau
Ministry of Finance

20 May, 1948

Addressed to: Civil Service Division, G.S.

Subject : Guaranteed Minimum Wage by Age - Cabinet Order

We submit herewith a draft of the Cabinet Order, Guaranteed Minimum Wage by Age for your examination. The final draft will be submitted formally through C.L.O. tommorrow.

Shimasuke Fukui

CABINET ORDER NO.

In case under the Law administering the New Pay (Law No. ____, 1948 - referred to hereinafter as Law -) pay of a worker (of whom the Law, Article 1 prescribes - referred to the same hereinafter -) is less than an amount of the minimum wage by age guaranteed for him as prescribed in the annexed table, the said worker's pay shall be increased to the said amount of the guaranteed minimum wage by age.

The way of calculating age and the other necessary administrative matters of the guaranteed minimum wage by age shall be established by the Minister of Finance.

Supplementary Provision

The provisions of this Cabinet Order shall be applied to pay issued for the period on and after 1 January, 1948.

CABINET ORDER NO.

In case under the Law administering the New Pay (Law No. ____, 1948 - referred to hereinafter as Law -) pay of a worker (of whom the Law, Article 1 prescribes - referred to the same hereinafter -) is less than an amount of the minimum wage by age guaranteed for him as prescribed in the annexed table, the said worker's pay shall be increased to the said amount of the guaranteed minimum wage by age.

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ANNEXED TABLE

Age	Guaranteed Minimum Wage by Age	Age	Guaranteed Minimum Wage by Age
13	1,000 yen	27	1,350 yen
14	1,000	28	1,400
15	1,000	29	1,450
16	1,000	30	1,500
17	1,050	31	1,550
18	1,100	32	1,600
19	1,100	33	1,650
20	1,100	34	1,700
21	1,100	35	1,750
22	1,100	36	1,800
23	1,150	37	1,850
24	1,200	38	1,900
25	1,250	39	1,950
26	1,300	40	2,000

COPY

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22	1,100	36	1,800
23	1,150	37	1,850
24	1,200	38	1,900
25	1,250	39	1,950
26	1,300	40	2,000

Mr. Hoover - 18 May 45

After talking with Mr. Mayo & Mr. MacCoy - it was agreed that we would go along with the request of the Finance Ministry that article 27 be revised as follows:

"1. Amount of the present guaranteed minimum wage by age shall be ~~by~~ revised by [Ordinance] Cabinet Order as provided in the First Report of the Temporary Wage Committee, Paragraph 1, Item 5."

The Parliamentary & Political Division has been so advised.

RDH

Government Section

17 May 1948

MEMORANDUM FOR: Dr. J. W. Williams, Chief
Parliamentary and Political Division

SUBJECT : Law Administering the New Pay Plan

Returned herewith is the latest draft of the Law Administering the New Pay Plan as submitted by your office to the Civil Service Division for comment on 17 May 1948. The proposed draft is substantially the same as was approved in a joint meeting of the ESS/LD and GS/CSD as reported in my memorandum to you 14 May 1948. The only proposed corrections which we are making on this draft are made in conformance with instructions which we have previously received from your office to the effect that no present day legislation should be permitted to use the term "by ordinance". We have previously been instructed that the wording of the Law should be specific to indicate whether future changes should be made by Cabinet Order, Ministerial Order, or rules of a Bureau Chief. Following these instructions, we are recommending a slight revision of Article 16 to change the last word in Item 1 to read "Cabinet Order" in lieu of "Ordinance". In Article 20, last word in Item 2, we are recommending the use of the term "Cabinet Order" in lieu of "Ordinance". In Article 26, Item 1, we are recommending striking the word "Ordinance" and inserting the phrase "the Chief of the Office of New Pay Administration". Our reason here is that in view of the fact that these will be individual cases it would not be consistent with expeditious handling of each case by either Cabinet Order or Ministerial Order, and it is our thought that with this authority placed in the hands of the Chief, Office of New Pay Administration, each case may be handled promptly. Article 27, Item 1, we are recommending the striking of the word "Ordinance" in the second sentence and substituting the phrase ~~"law enacted by the Diet"~~. Our reason in presenting this suggested alteration is that it is our feeling that all wages should be established by the legislative body rather than by Cabinet or Ministerial Order.

The statement of our feelings relative to this law as expressed

"Cabinet Order"

RSH
18 May 48

-20

in Mr. Hoover's memorandum of 29 April and my memorandum of 14 May still stands. However, we are abiding by our agreement under the circumstances to raise no further serious objections to the enactment of the proposed bill at this time.

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

WPM:jb

Government Section

14 May 1948

MEMORANDUM FOR: Dr. J. W. Williams, Chief
Parliamentary and Political Division

SUBJECT : Law Administering the New Pay Plan

Attached is a revised copy of the Law Administering the New Pay Plan as agreed upon in a joint meeting between ESS/LD and GS/CSD on 13 May 1948. While the Civil Service Division still believes that this proposed law is fundamentally unsound in principle in that it is a product of collective bargaining in public administration, we have agreed to raise no serious objection to the proposed bill as amended in the attached draft in an effort to assist the Japanese Government to expedite settlement of current labor disputes at the present moment. We, therefore, agreed to submit the proposed bill with the changes indicated.

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

CIVIL SERVICE DIVISION
Government Section

14 May 1948

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

SUBJECT : Press Summary No. 613 - 14 May 1948 - Review

Series 2118 - Item 1.

Negotiations between the New Wage Committee of the National Council of Government and Public Office Workers Unions finally broke down after only two sittings due to the Government's insistence that the Council should have an arbitration committee. The Council, therefore, convened its plenary committee on 12 May at 1530 hours to deliberate on the situation and clarified its attitude that it, except the Government Railway Workers Union, is totally against the government plan.

The Government Railway Workers Union, on the other hand, has already prepared a new wage standard of 3,500 yen along the lines of the Government's contention, and is going to comply with the Government's plan to establish an arbitration committee in spite of the objections of other unions. Therefore, it is predicted that the unions will exert their efforts toward finding an agreement between the Government Railway Workers Union and that, if this should fail, it would be utterly impossible for the unions to propel their activities in perfect harmony.

Series 2115 - Item 1.

In line with the exception made in the case of judges, arguments have been advanced for the preferential treatment of prosecutors and policemen over general government and public office officials, whose duties as administrative officials are as important as those of judges.

In view of this fact, the National Public Safety Commission has decided to take proper steps to improve the treatment of approximately 125,000 policemen by establishing a new wage standard.

The New Wage Committee to be inaugurated on about 10 May will make final deliberations on the new wage standard and structure. Although there is a conflict of opinions in deciding the wage difference between certain jobs in relation to the adjustment of job classification, no conclusion has been reached as yet.

J. B. BETTIS
Compensation Specialist

JBB:jb

noted
WBR
5/13/48

Economic and Scientific Section
Labor Division

BH/mem
13 May 1948

MEMO FOR RECORD:

SUBJECT: Japanese Government "Draft Bill for Law Administering the New Pay."

1. Reference GS/CS redraft of "Law Administering the New Pay." This proposed redraft was discussed at length during conference between GS/CS and ESS/LA in Colonel Ryder's office 1000 hours 13 May 1948 with the following persons present: Messrs. Hoover, MacCoy, Mare and Salter of GS/CS; Messrs. Killen and Mazo of ESS/LA, Mr. Zempel and Colonel Ryder. It was finally agreed that the proposed Japanese draft of this law should receive SCAP clearance with the addition of a provision that the law would become null and void on 31 December 1948 or such earlier date as established by law. Mr. Mazo was authorized to act for ESS/LA (by Mr. Killen) and for ESS (by Colonel Ryder) in arriving at the exact wording of this provision and making any minor changes in the wording of the law.

2. At 1400 hours 13 May 1948 Mr. Mazo met with Messrs. MacCoy, Mare and Salter, GS/CS and agreed to the following changes in the proposed Japanese Government draft:

a. Article 1, paragraph 1, add the word, "temporarily," after "to establish." Also add "and otherwise to promote uniformity in personnel policy within the government service" to the end of the paragraph.

b. Article 1, paragraph 2, change to read "the provisions of this law shall not be construed to repeal, amend or supersede in any particular any provisions of the National Public Service Law as existing or at any time amended. On or after 1 July 1948 any provisions of this law in conflict with any provisions of the National Public Service Law, inclusive of law, Cabinet Orders or rules or orders of the National Personnel Commission shall be null and void. All provisions of this law shall become null and void on 31 December 1948 or any earlier date as may be provided by law."

c. Article 1, add paragraph 3 as follows: "The classification plan as provided in Article 14 of this law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 39 and otherwise of the National Public Service Law (Law #120, 1947) and shall remain in effect until subsequent modifications are presented to the Diet for approval by the National Personnel Commission."

d. Article 13, change to read, "All workers shall receive a compensation based on the complexity and difficulty of their duties and responsibilities, hardship, work hours, environment, and other working conditions."

e. Article 14, change paragraph 1 to read: "The jobs of workers shall be divided into 15 grades and descriptions of key jobs illustrative of the various levels of work for the respective grades shall be provided by the Chief of the Office of New Pay Administration."

f. Article 15, add, "on the basis of the plan provided under Article 14" to the end of the article.

3. With these changes the draft law would meet with no objection from either CS or ESS. It was therefore agreed to submit these changes to Government Section, Legislative Division and to make every attempt to achieve SCAP clearance of this law by 1700 hours 13 May 1948.

E. H.

Reader file

Government Section

12 May 1948

MEMORANDUM TO: Dr. Asai, Chairman of the Temporary National Personnel Commission

SUBJECT : Proposed Assignment of Mr. Sato to the Wages Committee

Mr. Hoover has requested that I advise you that he concurs in your disapproval of the assignment of Mr. Sato, Executive Director of the Temporary National Personnel Commission, to the Wages Committee as requested by Mr. Imai, Director of Allowance Bureau, Ministry of Finance. Not only should Mr. Sato not be assigned to the Wages Committee for the reasons which you have expressed, but also the duties of his present position will be so heavy during the coming months that it will be impossible for him to assume extra curricular activities outside the operation of the National Personnel Commission. You have his complete concurrence in your refusal.

W. PIERCE MacCOY, Deputy Chief
Civil Service Division

EM/mo
12 May 1948

ANALYSIS OF CIVIL SERVICE DIVISION REDRAFT OF JAPANESE GOVERNMENT "LAW ADMINISTERING THE NEW PAY"

1. Article 1 makes the amount of pay and allowances temporary until 1 July. Presumably, after that date there would be no pay rates applicable to government workers unless the Diet passed another law.

2. Article 2 would give the National Personnel Commission authority over the Office of New Pay Administration, Area Allowance Committee, and the New Pay Grievance Committee. Since the jurisdiction of these committees is broader than that of the National Personnel Commission, this would bring about a situation in which either enterprise workers and common laborers, who are specifically exempted from the provisions of the National Public Servants Law, would not be serviced at all by these agencies or would be serviced by agencies controlled by a commission which has no legal authority to determine wages and working conditions of this large group of workers. The same problem arises in paragraph 3, which would blanket in the "classification" plan as part of the National Public Servants Law. Again this plan is designed to cover all employees and not merely those employees who are under the jurisdiction of the National Personnel Commission.

3. Article 6 changes the nature of the Area Allowance Committee. The Japanese Government draft provides a bi-partite committee, whereas GS/CS redraft deletes any mention of labor representation on this committee.

4. Article 9 cuts down the size of the Grievance Committee from nine to three. This is much more than a mere mechanical change, since the number of labor representatives has been a major dispute issue, and the number (three each) represents the culmination of long discussions between the government and the unions. If the government should insist on only one representative from the government workers, this factor alone could precipitate a reopening of the whole dispute since it would be practically impossible for the eight major unions to agree on a single representative.

5. Article 10. Since there would be only one neutral member, he would automatically be chairman, whereas the original Japanese Government draft, by providing that the chairman would be one of the three neutrals selected by both government and labor, gave labor a voice in the selection of a chairman. Even more serious, however, is the provision in paragraph 3 that the Grievance Committee is merely advisory to the Chief of the Office of New Pay Administration. This would completely change the nature of the Grievance Committee, which was originally designed to be a top agency with arbitration powers.

6. Article 13. GS/CS draft would base pay rates only on "complexity and difficulty." The Japanese Government provision for consideration of

working conditions and hours of work is deleted. This change could have a serious effect, since consideration of working conditions, particularly unpleasant work and dangerous conditions, was a point of firm agreement between the unions and the government. Also, a consideration of hours of work in fixing pay was a major victory of the government in this dispute, and it would be dangerous to delete specific mention of this factor in the law.

7. Article 15 defines more clearly the limitation of ministerial authority in fixing pay. This is unobjectionable.

8. Articles 23 and 24 would completely change appeal procedure. The Japanese Government draft provided that an employee could appeal the allocation of his pay grade to the Chief of the New Pay Administration Office and then to the Grievance Committee, which would thereupon make a decision binding on all parties. GS/CS allows the employee to appeal to the chief of his agency and then to the Grievance Committee. The Committee then makes a recommendation to the New Pay Administration Office (which after 1 July would be under the Personnel Commission), and this Office then makes a binding decision.

9. Article 27. The revision of present guaranteed minimum wage by age has already been agreed to by unions and government. The original Japanese Government draft provided that this would be put into effect by an ordinance in accordance with the First Report of the Temporary Wage Committee. GS/CS draft would require another law. This is not a major problem, but if Diet action is necessary on this issue, such action should be taken simultaneously, either as part of the proposed law under discussion or a separate law introduced at the same time. Otherwise the government could be accused of evading its agreement.

10. In general, the GS/CS redraft goes far beyond protection of the Public Servants Law. The proposed changes merely remove or reduce labor participation in the settlement of area allowances and grievances to the point of nullifying the agreement reached between the government and unions. Also, the proposed changes reflect either oversight or disregard of the fact that a large number--probably a majority--of the national government workers are not covered by the Public Servants Law in its present form.

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

12 May 1948

MEMORANDUM TO: Mr. Blaine Hoover

FROM : W. Pierce MacCoy WPM

SUBJECT : Conference on New Pay Bill

Lt. Col. W. T. Ryder called your office at 1440 on 12 May, and wanted to talk to you to see if, between the two of you and Mr. Killen, you couldn't resolve the differences on the proposed new pay law before (as he said) it was necessary to prepare a formal paper to put the entire matter up for a topside decision. I explained that you were involved in a very serious conference on an entirely different matter today and couldn't be reached. He then wanted to know if there was anyone else in Civil Service Division that could sit in on such a discussion. He suggested either Mr. Salter or me. I advised him that I knew you would personally wish to handle such a discussion, and he complained (in rather a plaintive voice) that he had tried to get in touch with you via phone four times today. I again stressed the point of your special work today and why it was impossible for any of us to reach you, but under the circumstances I agreed, for you, to a meeting in his office at 1000 May 13 with the understanding that I did not have your engagement book available to check and that it would have to be a tentative date, depending on confirmation by you. I assured him that I would put this information in your hands as soon as you were available this afternoon and that if, by any chance, I missed you that I would make a special trip to your hotel to see that you got this information tonight. Then you could call in the first thing Thursday morning if you found it necessary to change the date. If no change was necessary, then you would meet in Colonel Ryder's office (same as General Marquat) Room 504, Forestry Building, at 1000 13 May. This seemed agreeable to the Colonel, and he stated that he would telephone Killen to hold off preparing any special papers on the new pay law until after a meeting was held.

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

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FROM: GS TO: ESS DATE : 12 MAY ~~XX~~ 48

1. Reference is checksheet, GS to ESS, dated 30 Apr 48,

SUBJECT: Draft Legislation to which a copy of the Bill for Law Administering the New Pay was attached for ESS comment.

2. Attachede hereto is revised draft of Bill for Law Administering the New Pay (Tab "A") relative to which ESS comment is desired. The same text was given to Mr Killian, ESS/Labor, on 12 May by a GS representative. ~~In the event that no reply is received by 1500, 13 May, this draft will be released to the Japanese Government.~~ to this checksheet

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

11 May 1948

noted BHH 5/11/48

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

SUBJECT : Discussion of the Proposed New Wage Committee.

noted WRH 5/11/48

1. Director, Imai, Mr. Futai, Mr. Hare and Mr. Salter discussed, this morning, the meeting of certain government officials with the 8 principal union representatives yesterday concerning negotiations for the establishment of a new wage committee.

2. The government made three proposals:

First - That a new wage committee be established. This committee is not to be a collective bargaining body but rather to consist of specialists from government and unions who will discuss technically various wage problems and make their recommendations to the Cabinet.

Second - The government insisted on an agreement to establish a mediation committee when and if differences arise between the government and unions which cannot be settled through the work of the above committee.

Third - The government will not agree to the establishment of pay system which would be contrary to the provisions of the National Public Service Act. For example: It was stated the government cannot agree to a minimum wage plan based on 2400 calories per day.

3. The government, which in this case means decisions of the Cabinet, insists that these three points be accepted or they will be unwilling to establish a new wage committee.

4. The unions rejected all points. Another meeting will be held with the unions this afternoon. In the interim period Director Imai is meeting with the pay officers of the various Ministries and agencies to explain the Cabinet proposals made to the unions and to keep them informed on the negotiations to date.

5. Director, Imai, stated that the unions had pressed for an explanation as to why the new pay law had not been enacted and that he found it very difficult to explain the situation, attributing the delay to the proposed change in price structures.

6. The above Cabinet proposals were in answer to two of the demands presented by the unions, namely, that a new wage committee be established and that a minimum wage be recognized. A third demand involves representation on the wage committee and in the present conferences being held. The unions expect comparative representation. They are represented by their most important personnel and they would like the government also represented by its most important personnel such as the Prime Minister and Ministers of State. The government has taken no action at all with respect to this last demand.

7. Conferences that have been and are being held concerning this proposed new wage committee include representatives from the 8 principal unions and for the Government--Imai, Director Allowance Bureau, Ministry of Finance; Arita, Vice Chief Cabinet Secretariat; Yoshitake, Vice Minister of Labor; Kaku, Director Labor Administration Bureau, Ministry of Labor; Ushijima, Chief Personnel Bureau, Railway Board; Urashima, Chief Labor Bureau, Communications Ministry; Watanabe, Chief Labor Bureau ESB. Sone, Director of Central Liaison and Coordination Office, has been attending but not as a regular conferee.

MACDONALD SALTER
Compensation Specialist.

MS:mvb

PROPOSED BY CSD=GS

11 MAY 1948

LAW ADMINISTERING THE NEW PAY

ARTICLE 1.

1. The purpose of this Law shall be to establish temporarily, ~~for the period prior to the establishment of the National Personnel Commission on 1 July 1948~~, the amount of pay and the other allowances and issue regulations thereof prescribed for government service officials and those treated as such (inclusive of those standing as such,) junior clerks, auxiliary workers, craft workers who are regularly employed by the Government in the regular service (exclusive of the Prime Minister, President of the Supreme Court, those attested as in the Constitution, Article 7, and also those specified by the other laws - hereinafter referred to as "worker or workers" -) in compliance with the provisions of the Law concerning Salary and Other Pays granted to Government Workers, (Law No. 12, 1948 - hereinafter referred to as "Law No. 12" -) Paragraph 3, and otherwise to promote uniformity in personnel policy within the government service.

O.K.

2. The provisions of this Law shall not be construed to repeal, amend or supersede in any particular any provisions of the National Public Service Law as existent or at any time amended. On and after 1 July 1948 any provisions of this Law in conflict with any provisions of the National Public Service Law inclusive of law, Cabinet Ordinance or Rules or Orders of the National Personnel Commission shall be null and void. ~~Furthermore, on or after 1 July 1948, as the National Personnel Commission shall determine, the Office of New Pay Administration, Area Allowance Committee, and New Pay Grievance Committee and their staffs shall be a part of the National Personnel Commission to the extent determined by the National Personnel Commission and the National Personnel Commission shall have all of the powers, functions, and authority~~

O.K.

all prov. of this law shall ~~be considered~~ became null & void on Dec 31 1948 or at any earlier ~~date~~ time a date may be provided by law.

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~~conferred by this Law on the Office of New Pay Administration, the Area Allowance Committee, the New Pay Grievance Committee, and any other person or agency. Additionally, the National Personnel Commission at its discretion shall determine policy, organizational status, organizational structure, and procedure of the temporary bodies referred to in this paragraph and eliminate or modify their functions as may be necessary to implementation of the National Public Service Law.~~

3. The classification plan as provided by Article 14 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law (Law No. 120, 1947) and shall remain in effect until subsequent modifications are presented to the Diet for approval by the National Personnel Commission.

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3. The classification plan as provided by Article 14 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law (Law No. 120, 1947) and shall remain in effect until subsequent modifications are presented to the Diet for approval by the National Personnel Commission.

(Administrative Agency)

Article 2.

1. The Office of New Pay Administration, Area Allowance Committee, and New Pay Grievance Committee shall be established during this temporary period prior to 1 July 1948 under the direction of Prime Minister, in order to fulfil the purpose as provided maintaining the most efficient administration of this Law.

Article 3.

1. The Office of New Pay Administration shall direct the administrative adjustment and standardization of pay rates as provided in this Law and the other administrative matters empowered to practice as provided thereby.

Article 4.

1. The Office of New Pay Administration shall have a Chief, Deputy Chief, and several staff officials.

2. During the interim period the Chief Secretary of the Cabinet shall take charge of directorship as the Chief of the Office of New Pay Administration, and the Director of the Allowance Bureau of the Ministry of Finance shall be the Deputy Chief of the Office.

3. During the interim period the staff officials shall be appointed by the Prime Minister from among the workers who are in charge of pay administration in the respective government agencies partly to serve in the Office of the New Pay Administration.

4. The Chief shall direct the affairs of the Office.

5. The Deputy Chief shall administer the affairs of the Office, assisting the Chief.

6. The staff officials shall carry out the affairs of the Office as directed from the above.

Article 5.

1. The Area Allowance Committee shall investigate and examine the allocation of areas according to the cost of living, the issuing rates of Area Allowance to the areas so allocated, and the other necessary matters as to the issuance of the said allowance.

Article 6.

1. The members of the Area Allowance Committee shall be appointed by the Prime Minister during the interim period and by the National Personnel Commission after 1 July 1948.

2. The total number of those members in the Area Allowance Committee shall not exceed 20.

Article 7.

1. The Area Allowance Committee may establish Local Area Allowance Committees in each respective prefectures of To, Do, Fu, and Ken in order to make them investigate necessary matters assigned and empowered to the said Committee.

Article 8.

1. The New Pay Grievance Committee shall finally decide the issue re-examining its as provided in Article 24, Paragraph 1.

Article 9.

1. The New Pay Grievance Committee shall be composed of 3 members and a Secretariat.

2. The members of the Committee shall be appointed by the Prime Minister during the interm period and by the National Personnel Commission after 1 July 19½8. Of the 3 members one shall represent the workers, one the Government, and one an impartial third party.

Article 10.

1. The chairman of the New Pay Grievance Committee shall be the impartial third party.

2. The chairman shall preside over the New Pay Grievance Committee.

3. The Committee shall act in an advisory capacity to the Chief of the Office of New Pay Administration on appeals from employees as provided in Article 24.

4. The Secretariat shall conduct the internal administrative business of the Committee, maintain a calendar of appeals, and issue the call for meetings in the name of the chairman as required by the calendar and rules of order of business of the Committee.

Article 11.

1. The Committee shall hold its hearing without delay upon a request of the reconsideration as provided in Article 24, Paragraph 1 and the majority rules the decision.

(Kinds of Compensations)

Article 12.

1. Pay granted in compliance with this law shall be Base Pay, Family Allowance, Area Allowance, and Special Work Allowance.

(Base Pay)

Article 13.

O.K.

1. All workers shall receive a compensation based on the complexity and difficulty of their duties and responsibilities, hardship, work hours, environment, and the other working conditions.

Article 14.

1. The jobs of workers shall be divided into 15 grades, and descriptions of key jobs illustrative of the various levels of work for the respective grades shall be provided by the Chief of the Office of New Pay Administration,

O.K.

2. The range of base pay for the respective grades as referred to in the preceding paragraph shall be provided as in the Annexed Table.

3. Enterprise workers, teachers, tax collectors, and the other workers whose jobs necessarily are grouped in a specified group of jobs may be regulated, as established by Cabinet Order by provisions other than those of the preceding two paragraphs as to the grading of jobs and the range of salary steps applied thereto. Provided, however, that the said order shall be established the same in spirit as the preceding two paragraphs provide and well balanced with these provisions in compliance with the spirit of the preceding article.

Article 15.

O.K.

1. The Prime Minister, President of the Supreme Court, Respective Ministers, President of the Legal Affairs Office or President of the Board of Audit (hereinafter referred to as "Chief of Agencies") and those delegated by the Chief of Agencies shall, subject to the approval of the Chief of the Office of the New Pay Administration, determine the grading of jobs and the rate of

individual worker's base pay in the respective agencies on the basis of the plan provided under Article 14.

Article 16.

1. Regulations concerning the Base Pay of those newly recruited or those promoted or demoted from one grade to the other, and the standard of their within-grade pay promotion shall be established by Cabinet Order.

Article 17.

1. Procedure for payments of Base Pay under this Law shall be the same as those provided in the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance, No. 192, 1946) Provided, however, that employees who have heretofore been paid their Base Pay twice a month may continue to be so paid.

Article 18.

1. Family Allowance shall be paid to all workers who have family depending upon them.

2. The provisions of the Law No. 12, Supplementary Provisions, Article 5 shall be applied correspondingly hereto.

(Area Allowance)

Article 19.

1. Area Allowance shall be paid to the workers who serve in the areas allocated where the cost of living is specifically high.

2. The monthly amount of Area Allowance shall be computed by multiplying the monthly total of Base Pay and Family Allowance by the established issuing rates.

3. Allocation of areas according to the cost of living and the issuing rates of Area Allowance to the areas so allocated shall be decided by the

Minister of Finance after receiving the recommendation of the Area Allowance Committee.

4. The Provisions of Article 17 shall be applied correspondingly hereto at the issuance of area allowance.

(Special Work Allowance)

Article 20.

1. Special work allowance may be paid to workers in case they carry out specified extra duties which are to be enumerated under the necessary consideration and either impossible or extremely difficult to incorporate in the base pay.

2. Kinds of Special Work Allowance, the coverage of those who receive them, allowance rates, and issuing regulations shall be determined by Cabinet Order.

(Pay at the time of Absence)

Article 21.

1. The Law No. 12, Supplementary Provisions, Article 7 shall be applied in case of absence without the proper authorization.

(Revision of Pay Rates)

Article 22.

1. The Chief of the Office of New Pay Administration may revise or order to revise the decision of a chief of respective agencies or one who is delegated by him, in case the grading of jobs and range of salary steps established by him in compliance with the provisions of Article 15 are recognized

improper under the principle of pay administration as provided in Article 13.

(Request for Reconsideration)

Article 23.

1. A worker who is not satisfied with the decision of a pay rate allotted to him as prescribed in Article 15 (inclusive of the revision of pay rates as provided in the preceding article) may request the Chief of the respective agency or one delegated by him, who determined the grade of his job for his reconsideration.

2. The Chief of the agency or one delegated by him shall be obligated to settle the issue upon the receipt of such request as provided in the preceding article and to notify the worker who appealed within thirty calendar days after receipt of the appeal.

3. The provisions of the preceding article shall be applied correspondingly to the preceding paragraph.

Article 24.

1. If the worker is still dissatisfied with the decision as in the preceding article, paragraph 2, he may request a reconsideration again to the New Pay Grievance Committee.

2. The New Pay Grievance Committee shall be obligated to recommend a decision to the chief of the office of New Pay Administration upon the receipt of such request as provided in the preceding article. The chief of the office of New Pay Administration shall notify the worker who appealed and the government agency concerned.

3. The provisions of Article 22 shall be applied correspondingly to the preceding paragraph.

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3. The provisions of the preceding article shall be applied correspondingly to the preceding paragraph.

Article 24.

1. If the worker is still dissatisfied with the decision as in the preceding article, paragraph 2, he may request a reconsideration again to the New Pay Grievance Committee.

2. The New Pay Grievance Committee shall be obligated to recommend a decision to the chief of the office of New Pay Administration upon the receipt of such request as provided in the preceding article. The chief of the office of New Pay Administration shall notify the worker who appealed and the government agency concerned.

3. The provisions of Article 22 shall be applied correspondingly to the preceding paragraph.

Supplementary Provisions

(Enforcing Date)

Article 25.

1. The present Law shall be enforced on the very date of its promulgation.

(Transition to the New Pay)

Article 26.

1. In case the top of the pay range to which the job of a given worker is allocated at the time of effectuating this Law is less than 160 percent of his Effective Base Pay (described in Law No. 12, Supplementary Provision, Article 4), such worker shall receive a base pay rate to be specified by the chief of the office of New Pay Administration.

(Revision of Minimum Wage by Age)

Article 27.

1. Amount of the present guaranteed minimum wage by age shall be revised by a law enacted by the Diet.

(Transitory Area Allocation)

Article 28.

1. Allocation of areas according to the cost of living, the issuing rates of Area Allowance to the areas so allocated shall remain as they have been, until the Minister of Finance decides as referred to the Article 19, after the Area Allowance Committee properly considered.

(Balance Payment)

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(Balance Payment)

Article 29.

1. The interim pays already issued to a worker on and after 1 January, 1948 in compliance with the Law No. 12, 1948, and an allowance issued in compliance with the Law No. 168, 1947 (Concerning Taxation Special Allowance to Government Employees who serve in Regional Financial Bureau and Taxation Office) and the other allowances of such nature as provided in this Law shall be regarded as a part payment to him of the pay provided for in this Law.

2. In case an amount regarded as a part payment in accordance with the provisions of the preceding paragraph exceeds that of the pay provided for in this Law, the pays already granted the said worker may not be requested him to reimburse.

3. The differential of the part payment as in the preceding paragraph and the pays issued under this Law shall be regarded as pays provided of in the Income Tax Law (Law No. 27, 1947), Article 38, Paragraph 1, Item 3 in applying the said Law hereto.

(Abolition of Laws)

Article 30.

1. The following laws shall be abolished:

The Law concerning Temporary Allowance for Government Workers (Law No. 140, 1947)

The Law concerning Lump Sum Grant for Government Workers (Law No. 166, 1947)

The Law concerning Taxation Special Allowance to Government Employees who serve in Regional Financial Bureau and Taxation Office (Law No. 168, 1947)