b. Personnels employed in simple work.

d. Vice Minister of each Ministry.

The Employees of the Diet and the courts shall be included in the provisions of the regular government service until December 31, 1951. (Second Supplementary Provisions Article 11).

The National Personnel, Authority shall have authority to determine whether positions are in the national public service or other service, and, within the provisions of the Article 2, to determine whether positions are in the regular government service or the special government service. (latter half of the 4th paragraph of Article 2).

(3) The Trade Union Law shall not be applied to the Employees included in the provisions of the regular government service, and consequently those employees cannot organize a labor union as provided in the Trade Union Law.

They can organize a union or other organization based on the provisions of paragraph 2, Article 98 of the National Public Service Law.

According to the Provisions of Article 4 of the Second Supplementary Provisions of the Law, any employee association or union actually existing on the effective date of the enforcement of this Law (Dec. 3) and having as its main constituents, personnel of the Government service may continue its existence. All such associations shall provide democratic processes for the election of officers and the conduct of business and otherwise conform in organization, purpose and procedure to the provisions of this Law.

Such organization shall register with the National Personnel Authority under procedures of that authority (Article 4 of the Second Supplementary Provisions).

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Such organization shall register with the National Personnel Authority under procedures of that authority (Article 4 of the Second Supplementary Provisions).

The association or other employer organization may be incorporated as a judical person. (Article 98, Par. 7). Consequently the existing "trade unions incorporated as judical persons" may continue its existence as a judical person.

(4) Though the Trade Union Law and the Labor Relations Adjustment Law shall not be applied any more to any personnel included in the regular government service, the application of penal provisions provided in from Article 33 to Article 36 of the L.R.A.L. shall be the same as before even after Dec. 3 with respect to the application of penal provisions for any act committed before Dec. 2 (Article 5 of the Second Supplementary Provisions).

3. Cooperation and practice for the labor education the object of which is the all workers.

4. Cooperation and practice for the labor education the object of which is the general public.

5. Reporting the opinion to the administrative authorities (labor office, prefectures, labor education advisory committee) concerning the labor education.

6. To make advice for the inquiry of the administrative authorities.

(3) Meeting.

The committee shall held the meeting more than once a month regularly and if necessary, it shall also held it temporarily.

(4) Department meeting.

1. The committee shall establish the department meeting by matters or by districts if necessary.

2. Structure and management of the department meeting shall be followed by the committee.

(5) Management of business.

Officers of the Labor Office shall take charge of business management of the committee.

(6) a. The committee shall closely connect with the committee of neighboring area and the prefectural Labor Education Advisory Committee, and shall contribute to general development of the labor education in the prefecture.

b. The committee shall encourage and render service that local union should receive the help concerning labor education from the upper union with which the local union affiliated.

V. Supplementary Notes.

(1) We ask prefectural labor policy section to send the reports of the committee according to provisions concerning with the Labor Education Advisory Committee of the Regulation for Report of the Labor Education Conditions.

(2) As to enforcement of the points, if you have any questions for it, we wish you may refer and report to the Labor Education Section, Labor Ministry.

(3) Enforcing this program, it is desirable to connect with M.G. Team

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(3) Enforcing this program, it is desirable to connect with M.G. Team completely.

Feb. 7, 1949 (Confidential)

FROM: Chief of Labor Education Section, Labor Policy Bureau, Labor Ministry.

TO : Each Chief of Labor Department of the prefecture.

As to the Establishment of Labor Education Committee in each Labor Office concerning labor education, the instruction has been already sent as Labor Note No. 38 dated Feb. 5.

However, we think you seem to have some questions on establishment of this committee, we wish you will pay every possible effort to make them carried out, minding the following notes.

Notes on Establishment of the District Labor Education Committee.

1. On enforcing this committee, you should be always careful to make character of this committee clear from the beginning and not to make it policy deciding machinery or machinery to decide while. Accordingly as the administration authority this committee should be managed as advisory committee in its nature. But when clear intention that the character of this committee is advisory machinery comes to front, it is difficult to ask cooperation to the union. So we wish you will skillfully manage it so that such problems may be solved.

2. On management of the committee, you should carefully manage it to prevent the committee from being made use by some special radical unions.

3. On establishing and managing this committee, it is especially necessary that the chief of the Labor Office shall always connect and cooperate with the unions which have same opinion as the Labor Ministry.

4. On establishing this committee, we specially expect to permeate the labor education administration which is now being carried out into the end.

So we wish you will try your best to make this committee completely active and useful.

5. On appointing the committee members, they need not represent all of the unions but should be restricted those unions which are sympathetic to the program. And opportunity to make these who are not sympathetic agree with this program shall be bred. It is proper that the chief of the Labor Office shall appoint the committee member of learned and experienced.

As to appointment of other members, it is desirable you will follow the way of appointment of members of the Labor Relations Committee.

6. It is proper that all actual operation and procedures of the committee shall be positively managed by the chief of the Labor Office as the chairman.

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As to appointment of other members, it is desirable you will follow the way of appointment of members of the Labor Relations Committee.

6. It is proper that all actual operation and procedures of the committee shall be positively managed by the chief of the Labor Office as the chairman. However, according to conditions there is no objection that learned and experienced becomes the chairman.

7. As to necessary expenses for this committee, the chief of the Labor Office shall be solely responsible for management and be careful to prevent from being abused by the union.

Feb. 8, 1949

SUBJECT: On guidance in the Constitutions and Labor Agreements of the Trade Unions and the Applications of the Standards of Examination of their Qualifications.

FROM: Director of the Labor Policy Bureau.

TO: Prefectural Governors.

As regards the Vice Minister's notification, Labor Issue No. 32 dated Dec. 22, 1948 concerning the individual guidance in the constitutions and labor agreements of the trade unions and his notification, Labor Issue No. 4 dated 2nd of this month concerning the standards for examination of the trade unions qualifications you are, we expect, endeavoring to implement the purposes of these notification.

Nevertheless it is desirable in your efforts you should pay special attention to the following matters.

N o t e

I. These notifications aim at advising the trade unions to secure their autonomy spontaneously.

So it is proper for the labor administration officials to make efforts towards trying to get them understand the aim by all means. The officials should never take on the pressuring attitude towards trade unions (examination standards (3) - (4)), and should not take such measure as to put them immediately to the examination of the prefectural labor relations committee to deny their qualifications (except the cases of II).

Consequently putting them to the prefectural labor relations committee examination should be the ultimate step toward such trade unions as will not amend their ways with all the advices and guidances.

II. As the organizations which make the political, social or cultural activities their main business (examination standards (5)) have not the substantial character of the trade union, they should be immediately put to the examination and the measures for the denial of their qualifications should be taken.

III. Since the military governments in the prefectures are expected to give guidance and cooperation in the efforts of the labor administration officials it is a matter of course that close liaison must be kept with the former. But such an attitude as in which the latter would do the work by the initiative of the M.G. authorities should be avoided, and the very efforts of the prefectural labor administration officials must be the foremost.

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VI.

IV. Concerning these still unfiled reports on the investigations about the trade unions and the employers organizations (The Dec. 28, 1948 Notification, Labor Issue No. 515) their investigations shall be finished as soon as possible and the lists of investigations on them shall be filed by Feb. 20 instant so that the main efforts might be devoted to the above-mentioned individual guidance and examination of the qudifications.

Labor Issue No. 44 Feb. 8, 1949

SUBJECT: Concerning the Execution of Allocation of Paper for Trade Unions.

FROM: Director of Labor Policy Bureau, Labor Ministry.

TO: Each Prefectural Governor.

As for the paper allocation to trade unions, we have informed you of it already , but this time it was decided that the allotment of paper for trade unions should be put into effect.

Accordingly the principles for its execution have been made public by the Administrative Director of the Paper Allocation Committee Office of Prime Minister's Office.

This allocation is to be put into effect according to Article 8 of "16 Principles concerning Trade Unions in Japan" issued by the Far Eastern Commission on Dec. 6th, 1946.

Business concerning the allocation is to be done by the above-mentioned Paper Allocation Committee, but at the same time it is desirable that you should try toget all the trade unions in your prefecture to understand fully its purpose.

The procedures applying for allotment were published in No. 6619 Official Gazette (in Government office items) dated on Feb. 8th.

(Reference.)
Extract from 16 Principles concerning trade unions in Japan.

Art. 8. Trade unions should be encouraged to promote adult education and an understanding of democratic processes and of trade union practices and aims among their members.

The Japanese Government should, as far as possible, assist trade union officials in obtaining information on trade union activities in other countries. These objectives should be given due weight when allocations of paper supplies and imports of foreign publication are made.

Annexed Sheet

Points of Application for Allocation of Paper for Trade Unions.

I. Qualification for Application for Allocation.

1. All the local labor unions with more than 500 members paying dues (hereafter members paying dues are simply mentioned as members) have qualifications for applying for allotment.

Local labor unions here mean the labor unions established and registered according to the trade union law (including trade unions of public servants), which are the lowest bodies of trade union organization irrespective of names such as "unions", branches" and chapters", which have the union constitutions and officials of their own, and which can do activities of their own.

2. Trade unions established and registered according to the Trade Union Law, which are deemed as the upper-grade bodies of local trade unions shown in 1 irrespective of names such as federation, council, union and branch (hereafter such upper-class bodies are to be referred simply as upper-grade bodies) can apply for allocation only in the cases when they were entrusted with the alloted amount by their subordinate local trade unions.

II. Estimated allocation amount.

Estimated allocation amount shall be that accounted by this standard: One copy for six members, which is weekly and has four (4) pages, the size of which is B3. (If it were B 3 size with 2 pages, one copy would be for 3 members: if it were monthly bulletin, the size of which is B 5 with 64 pages, one copy would be for 6 members.) (hereafter the amount thus derivable is referred) as "estimated allocation amount".)

Any local labor union with more than 500 members can apply for paper allocation for union organ and can submit one part or whole of the estimated allocation amount to the upper-grade bodies.

Any local labor union with less than 500 members can not by itself apply for paper allocation for union organ but it can submit the estimated allocation amount to the upper-grade bodies.

Forms (size and pages) and number of publication times of union organs published actually are to be decided freely by the unions which have received allocation. Therefore it does not matter whether it be in the form of news paper or in the form of magazine.

III. Documents to be submitted.

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Forms (size and pages) and number of publication times of union organs published actually are to be decided freely by the unions which have received allocation. Therefore it does not matter whether it be in the form of news paper or in the form of magazine.

III. Documents to be submitted.

1. It is needed that any trade union which applies for allocation should submit application paper for paper allocation for trade union organs. Its form shall be that of the annexed sheet.

2. In the cases when the upper-grade bodies submit application paper, it is needed that the letter of attorney (including such cases as the trade unions entrusted by the subordinate local trade unions entrust further to the upper-class bodies) of the trade unions by which the estimated allocation amount is transferred together with the documents shown in "1" should be submitted.

Its form shall be that of the annexed sheet.

3. Address to which application paper shall be sent:

Committee of Paper Allocation for Press and Publication in the Office Board of Paper Allocation for Press and Publication, % Nissan Hall, Shiba Tamuracho, Minato Ward, Tokyo Metropolis.

4. Number of copies to be submitted:Two.

IV. Others.

When the trade unions which have transferred the estimated allocation amount to the upper class bodies want to change the trade union to which they transfer or want to revoke doing so for reasons of change of the upper-class concerned and others, can at any time make requests for necessary changes.

Warrant of Attorney for Paper Allocation for
Trade Union Organ Paper.

	Name	Site	Name of the repre-sentative	Member-ship	Amount be tra
Concerning the local union which got transference from the affiliated unions under it and which transfers the right to its upper grade organization.					For mem
Transferee (affiliated upper-class body)					

Amount to be transferred	for so many members

Certificate:

Name of the trade union

Site

Membership

Name of the representative with seal.

Warrant of Attorney for Paper Allocation for
Trade Union Organ Paper.

	Name	Site	Name of the ropre-sentative	Member-ship	Amount to be transferred
g the local union transference fron icted unions under ich transfers the its upper grade ion.					For so many members
e ed upper-class					
to be rred	for so many members				

icate: Name of the trade union

Site

Membership

Name of the representative with seal.

(City) Application Paper of Paper Allocation for Trade Union Organ Papers. (L

(Prefecture) (Upp

Applying trade union	Name: Representative's name with Seal. Place of the main office. Membership.			
Concerning the local trade union under it when the former transfers the right.	Name	Site	Name of the Representative	Number members
Concerning the upper-class body above it when the latter transfers the right				
Classification of the organ paper to be published.	Appellation			
	Format	Pages	Period of publication	Number publication time
	Name and site of the printing house.			

Paper of Paper Allocation for Trade Union Organ Papers. (Local trade union)

Application Fee 50 yen for one case

(Upper-class body)

Representative's name with Seal.

of the main office.

ship.

Registered number

	Site	Name of the Representative	Number of members	Transferred amount

lation

t	Pages	Period of publication	Number of copies published at one time	

and site of the printing house.

Labor Issue No. 50 Feb. 10, 1949

SUBJECT: On Re-Appointment of Committeemen of P.L.R.C.

FROM: Director of Labor Policy Bureau.

TO: Prefectural Governors.

As for the above-mentioned matter the procedures and other necessary instructions were shown in detail by the Labor Vice-Minister's Notification "On procedures for commissioning the committeemen of P.L.R.C. as the result of revision of Art. 37 of the Enforcement Ordinance, Trade Union Law" issued from Labor Ministry (Labor Issue No. 2) dated Jan. 8th.

But in some prefectures they are preparing for commissioning business in disregard to those procedures; in others the election date passed long ago.

Since we have been reminded of these facts from the sources concerned, It is especially desirable that you should never fail to proceed on those procedures beforehand and speed up the commissioning business by all means.

At the same time you shall take steps to fill vacancies of committeemen as the result of revision of the National Public Service Law and vacancies of other committeemen immediately.

As for the procedures for such reappointment, you should never fail to consult with us beforehand according to the same procedures as those of commissioning committeemen.

SUBJECT: On Treatment of the Case of Violation of Article 11 of the Trade Union Law by Reason of the Violation of the Press Code.

FROM: Director of the Labor Policy Bureau of the Labor Ministry.

TO: Chairman of the Central Labor Relations Committee.

As the instruction concerning the above subject as stated in the enclosure has been sent out to the Governor of each Prefecture, you are also required to send the instruction with the same principle to each Prefectural Labor Relations Committee.

In case that you are consulted by the Prefectural Labor Relations Committee as stated in Item 3 of the enclosure, you will direct the Prefectural Labor Relations Committee concerned how to treat the case after consulting with G.H.Q.

LABOR MINISTRY

(23) Labor Issue No. 32 9 March, 1949

SUBJECT: On the promotion of the Democratization of Labor Unions and Labor Relations.

FROM: Vice Minister of Labor.

TO: Each Prefectural Governor.

We notify that you shall deal with the matters in accordance with the instructions mentioned below, notwithstanding that, we have heard that some persons have doubts on the purports and meanings of these instructions and there are arguments on them.

We requested, by the instruction on the above subject given at the end of last year, that you should make an individual guidance in constitutions of labor unions and labor agreements, and on 2nd Feb. of this year we sent you the standards for the qualifications of labor unions stipulated in Art. 2 of the Trade Union Law, and moreover we notified the matters as regards the above, calling for your attention on the enforcement of these standards on 11 Feb. by the instruction of Director of the Labor Policy Bureau, Labor Issue No. 54.

N o t e .

I. Application of the standards for the qualifications of labor unions shall be made by the instruction, Labor Issue No. 54, of Director of Labor Policy Bureau.

Accordingly:

1. The organizations which aim political activities, friendly relations, culture, welfare, and benefit, etc. for their prime objects shall be denied their qualifications after making examinations instantaneously.

2. On the exclusion of "those who are regarded to be representing the interest of employers" from affiliation and prohibition of getting "major part of expenses" from aids of employers, you shall advise to labor and management that they will carry out them voluntarily as was shown by the standards for qualifications.

As for the unions which can immediately take above measure, you shall have the concrete steps for the revision of their constitutions and agreements, etc. taken as soon as practicable.

You shall advise national unions and others which are regarded to have need of preparatory measures, that they will take measures required by the standards for the qualifications within the suitable period fixed by your consideration (It's maximum is considered to be not longer than about 90 days)

3. The submission to the examination of Prefectural Labor Relations Committees shall be made when their abuses would not be reformed after your sufficient advices.

II. As we mentioned above, we must expect the voluntary effort of both labor and management under the sufficient advice and guidance.

However, you shall emphasize to both labor and management that this does not mean the facts of violation of Article 2 shall be overlooked for ever and that the standards for the qualification are to be enforced under the firm resolution.

4 Feb., 1949

FIRST WEEK

Feb. 27 (Sun.) to Mar. 5 (Sat.)

Theme: Thorough information on the objects of Article 1 and 2 of the Trade Union Law.

I. Points.

Thorough information on the objects of Article 1 and 2 of the Trade Union Law is given not only to trade union members but to all unorganized workers and the public in order to promote a fair and correct trade union movement.

Especially emphasis are put on following points.

1. Although workers have the right of organization and the encouragement of collective bargaining, they shall be used to raise the status of workers and contribute to economic development.

2. Trade unions shall not admit to membership the employer or persons representing the interest of the employer and not depend on the employer's aid for the expenses.

3. Trade unions shall not be controlled or interfered by any specific political party or organization.

4. All salaries for full-time union officers shall be borne by trade unions.

II. Method:

Main methods admitted to be effective for thorough information of this week's theme are as follows:

1. Press.

(a) Editorial.

The chief of the Labor Dept. of each prefecture shall ask newspaper editors to insert editorials which emphasize that the trade union should be organized to develop the workers' position and contribute to the economic rehabilitation - that is, the fundamental spirit of the Trade Union LAW - and the union activities should be performed by democracy, independency and responsibility.

2. Trade unions shall not accept [illegible] ployer or persons representing the interest of the employer and not depend on the employer's aid for the expenses.

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(b) Report.

Concerning the functions of this week the theme of which the trade union or other fields manage, they shall ask to arrange its date as possible as can and announce it on the daily newspaper as the announcement of the newspaper and insert its process as the report.

(c) Fillers.

The suitable "fillers" concerning the theme of this week is to be made and submitted.

Example:

(1) The trade union should be organized according to article 2 of the Trade Union Law and workers should act independently.

(2) participation of those who are admitted by the trade union as the representatives of the employers

shall be allowed and those who receive the main expense from the employer shall not be admitted as the trade union.

2. Radio.

National Broadcasting "Labor Hour" of J.O.A.K. (29th Mar. A.M. 800-830, Tuesday) shall manage the theme of this week and all union members and general public shall be encouraged to hear and prefectures that have the broadcasting stations within jurisdiction shall be asked to broadcast following broadcasting concerning the theme of this week to those stations.

(a) Station Break.

Example.

(1) The trade union should be organized according to article 2 of the Trade Union Law and Workers should act independently.

(2) participation of those who are admitted by the trade union as the representatives of the employers shall be allowed and those who receive the main expense from the employer shall not be admitted as the trade union.

(b) Broadcasting of Lecture.

The chief of the Labor Dept. as the prefectural governor or its substitute shall introduce the whole status of the trade union movement under the jurisdiction and also make the thorough information of the spirit of article 1, the Trade Union Law and explain the standard establishment of the trade union in relation to the Article 2.

(c) Broadcasting or recording.

Conditions of the Labor Education Meeting inserted in the following "meeting" shall be broadcasted or broadcasted after recorded.

3. Meeting.

(a) Labor Education Advisory Committee.

The labor education advisory committee shall be held and discuss to carry out the each education week's theme during this month, especially the "Thorough information of Article 1 and 2 of the Trade Union Law" and ask the co-operation of fields concerned.

(b) Labor Education Meeting.

The chief of the Labor Dept. as the prefectural governor or its substitute shall introduce the whole status of the trade union movement under the jurisdiction and also make the thorough information of the spirit of article 1, the Trade Union Law and explain the standard establishment of the trade union in relation to the Article 2.

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(b) Labor Education Meeting.

As far as the budget of the prefectural government offices permits, the labor education meeting shall be held, sponsored by prefectures, labor committee, trade union liaison conference, to make thorough information of this week's theme, point of this meeting shall be followed by that carried under the guidance of M.G.T. and movies, gentoes or union members' entertainment shall be added to draw the attention and shall plan to make union members and general public join. The above meeting shall plan separately to hold the smaller scale one at the labor office, sponsored by the labor education committee of the district.

4. Public Hall.

Thorough information of this week's theme to the public, especially unorganized workers, at the public hall; encouragement of holding the lecture meeting or one-day lecture, recommendation of lecturers; supply of materials.

Furthermore, such posters as manage the theme of this week shall be made and inserted at the public hall and exhibit to those who are attendants of various meetings.

5. publication.

Special article dealing with the theme of this week shall be inserted in such temporary publications as organ papers, leaflets and pamphlets published by the labor policy section of prefectures, labor office, or other organs concerned with the government and they shall be distributed to trade unions, labor libraries, schools, general libraries or public halls and encouraged to read them.

Trade unions, (involving the federation) employers' organizations or other organ paper of each field shall ask to deal with the theme of this week and submit materials. Trade unions shall make such posters as emphasize the theme of this week and encourage to submit materials to insert at each workshop.

And the posters and leaflets (Material No. 2) prearranged to be distributed by the Labor Ministry shall be made use of effectively in the accordance with the above.

6. Visual education.

Render a service that a Gento "A picture Story; The Trade Union Law" (Material No. 11) may be projected at trade union meetings as various functions dealing with the theme for this week.

7. Railway loud speaker.

Example: "You worker's right of organization and encouragement of collective bargaining is recognized by the Trade Union Law and now you can organize a trade union. If your union admits to membership the employer or persons representing his interest, or receive his aid for the major expenses, it becomes a puppet union and is not a trade union. For instance such a trade union that admits to membership company's officer or manager, chief of personnel affairs section or accounts section, upper employe of labor affairs section, secretary or guard and receives the salaries for full-time union officers or special service, for the convenience of union officers from the company is to be called a puppet union.

Let's examine the trade union if it is not doing such a thing.

8. Theatre.

Give publicity of the theme for this week by a loud speaker during rest-periods in theatres and cinemas.

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Let's examine the trade union if it is not doing such a thing.

8. Theatre.

Give publicity of the theme for this week by a loud speaker during rest-periods in theatres and cinemas.

Furthermore put up posters showing the outline of trade union including number of unions and union members at corridor of theatres.

Example: (This applies to the words in the previous railway loud speaker).

9. Bulletin board.

Ask for or encourage city, town and village offices as well as trade unions to put up on their bulletin boards the posters dealing with the theme for this week, and give materials if necessary.

III. Meterial.

(publication)

1. "Labor Weekly" (No. 102, 28th Feb.) published by the Labor Ministry.

Special Article concerning the theme of this week is to be put on. Will be dispatched to the labor policy section and the labor office by the railway mail, by 28th February.

The number of copies may be more increased than the decided number.

2. poster and leaflet, made by the Labor Ministry.

Will be enclosed in the "Labor Weekly" or sent to the labor policy section or the labor office separately. The number of copies is to be informed as soon as decided.

3. "Explanation of the Trade union Law" edited by Sangyo Rodo Chosa-jo. P. 9-20, P. 38-43, published by Sangyo Rodo Chosajo (price ¥ 25.00)

4. "primer of the trade union Law" p. 43-49, P. 66-70, P. 74-75, P. 82-88, P. 92-94, published by Seiko-sha, (price ¥ 80.00)

5. "Textbook of the Trade Union" P. 1-12, P. 28-33, published by Seikosha (price ¥ 80.00)

6. "Explanation of Labor Relations Adjustment Law" P. 107-110, published by Jiji Press (price ¥ 12.00)

7. "Radio Labor Questions and Answers, edited by the Labor Ministry, P. 28-29, P. 30-42, P. 68-76, P. 96-98, Series No. 1 published by Central Labor College (price ¥ 80.00)

8. "Radio Labor Questions and Answers, Series No. 2" edited by the Labor Ministry, P. 10-26, P. 32-37, P. 96-97, P. 105-107, P. 108-110, P. 112-113 (price ¥ 65.00) published by the Central Labor College.

9. "Radio Labor Questions and Answers Series No. 3" P. 10-18, P. 36-37, P. 52-53, P. 88-90, P. 92-97 (price ¥ 80.00)

10. "Radio Labor Questions and Answers, Series No. 4" P. 84-105, P. 115-116, P. 125-138 (price ¥ 90.00) published by the Central Labor College.

3. "Explanation of the Trade Union Law" edited by Sangyo Rodo Chosa-jo. P. 9-20, P. 38-43, published by Sangyo Rodo Chosajo (price ¥ 25.00)

4. "primer of the Trade Union Law" p. 43-49, P. 66-70, P. 74-75, P. 82-88, P. 92-94, published by Seiko-sha, (price ¥ 80.00)

5. "Textbook of the Trade Union" P. 1-12, P. 28-33, published by Seikosha (price ¥ 80.00)

6. "Explanation of Labor Relations Adjustment Law" P. 107-110, published by Jiji Press (price ¥ 12.00)

7. "Radio Labor Questions and Answers, edited by the Labor Ministry, P. 28-29, P. 39-42, P. 66-76, P. 96-98, Series No. I published by Central Labor College (price ¥ 80.00)

8. "Radio Labor Questions and Answers, Series No. 2" edited by the Labor Ministry, P. 19-26, P. 32-37, P. 96-97, P. 105-107, P. 108-110, P. 112-113 (price ¥ 65.00) published by the Central Labor College.

9. "Radio Labor Questions and Answers Series No. 3" P. 15-18, P. 33-37, P. 52-53, P. 89-90, P. 92-97 (price ¥ 80.00)

10. "Radio Labor Questions and Answers, Series No. 4" P. 84-105, P. 115-116, P. 125-138 (price ¥ 80.00) published by the Central Labor College.

(Gento)
11. picture story -"the Trade Union Law" produced by Rodo Kumiai Eiga Seisakujo.

S E C O N D W E E K

Mar. 6 (Sun.) – 12 (Sat.)

Theme: Union Constitution.

I. points:

As union constitution is one to be called a "constitution" of the union, which decides the foundation of its structure and management. The consciousness that the union constitution must be democratic and independent is given to workers and they are encouraged to examine their constitution with the consciousness, in order to promote the sound and fair movement of the union.

Especially emphasis are put on following points.

1. The union constitution shall not be provided against the Trade Union Law and other related Laws and ordinances.

2. The union constitution shall be familiar with the affiliated union members and observed by them.

3. The qualification and limitation of union members shall be provided definitely in the union constitution.

4. The election procedures of union leaders and their rights shall be provided in detail in the union constitution.

5. The structure and rights of union machineries and procedures of business shall be provided in detail in the union constitution.

6. An inquiry or discipline of union members and a charge or impeachment of union leaders shall be provided in the union constitution.

7. An accounts system shall be defined and its audit be provided in detail in the union constitution.

8. That the use of the right to strike should be decided by secret votes by all union members shall be provided in the union constitution.

II. Methods:

Individual guidance to each union members shall be chiefly carried out for the thorough information of the theme for this week according to the points of guidance and suggestions (Instruction, Labor Note No. 32 on the promotion of democratic

3. The qualification and limitation of union members shall be provided definitely in the union constitution.

4. The election procedures of union leaders and their rights shall be provided in detail in the union constitution.

5. The structure and rights of union mechanisms and procedures of business shall be provided in detail in the union constitution.

6. An inquiry or discipline of union members and a charge or impeachment of union leaders shall be provided in the union constitution.

7. An accounts system shall be defined and its audit be provided in detail in the union constitution.

8. That the use of the right to strike should be decided by secret votes by all union members shall be provided in the union constitution.

II. Methods:

Individual guidance to each union members shall be chiefly carried out for the thorough information of the theme for this week according to the points of guidance and suggestions (Instruction, Labor Note No. 32 "on the promotion of democratic trade unions and democratic labor relationship.")

It is desired that each labor office guides through more than a half of all trade unions within its jurisdiction during this week.

Main methods desired for this week in accordance with every week are as follows:

1. press.

The chief of the Labor Dept. of each prefecture shall visit and ask for newspapers to print the editorials dealing with that a trade union movement shall be made fair and sound, and stressing that union's independent and responsibility shall be made clear in the union constitution at first in order to settle the problem.

2. Radio.

As "Labor Hour" (from 8.00-8.30 p.m. Mar. 8 (Tues)) of the Tokyo Central Broadcasting Station treats the theme for this week, encourage the public as well as union members to listen in it.

Those who have a broadcasting station in their prefecture shall ask for it the station kreck concerning the theme for this week.

Sample:

"Is the structure and rights of your union's executive provided definitely and in detail in the union constitution? It starts from the democratization of union constitution that the union movement is made sound and fair."

3. Meeting.

a. Workshop meeting.

Urge the opening of a study-meeting at workshop on the theme for this week during a lunch time or after working.

b. Meeting at Labor Office.

Gathering together union leaders under the jurisdiction of each Labor Office, give a kind guidance of the examination of union constitution at a study meeting to be opened for the theme of this week with its chief in the chair.

4. publication.

Encourage the examination of union constitution by distributing periodical publications including each organ of prefectural government, Labor Office and trade unions, and special publications such as leaflet and pamphlet, in which the theme for this week, especially the examination method of union constitution shall be printed.

5. Visual.

Render a service to trade unions for the projection of cento "Management and Constitution of the Local Union" (Material No. 15) at its meeting held during this week.

6. Bulletin board.

Encourage trade unions to put up posters on their bulletin boards which stress that union members shall be concerned about the theme for this week and examine the union constitution and that the union constitution shall be observed by all members.

III. Materials:

(publications)

1. "Labor Weekly" March 7, No. 143 published by the

by distributing periodical publications including [illegible] prefectural Government, Labor Office and trade unions, and special publications such as leaflet and pamphlet, in which the theme for this week, especially the examination method of union constitution shall be printed.

5. Visual.

Render a service to trade unions for the projection of Gento "Management and Constitution of the Local Union" (Material No. 15) at its meeting held during this week.

6. Bulletin board.

Encourage trade unions to put up posters on their bulletin boards which stress that union members shall be concerned about the theme for this week and examine the union constitution and that the union constitution shall be observed by all members.

III. Materials:

(publications)

1. "Labor Weekly" March 7, No. 103 published by the Labor Ministry. It is prearranged to be sent to each labor office by rail, Number of copies to be issued may be increased more than already decided.

2. "Labor Weekly" Jan. 17, No. 95, published by the Labor Ministry. points of guidance concerning union constitution are interested in it.

3. "Drawing up the union constitution" by Koroku Kurokawa, published by Toyo Shokan, price ¥ 150.00

4. How to be structure of the Trade Union.

Constitution of the Local Union in U.S. edited by Labor Ministry, published by Kokusai Tosho Shuppan-sha. price ¥ 100.00

5. "Democratic Trade Unionism and American Union Constitution" by edited by Labor Ministry, published by Homu-Gyosei Kenkyujo. price ¥ 20.00

6. "Constitution and Rules of the Main Trade Unions in Japan" edited by the Labor Ministry and distributed by the Trade Union Section, Labor Policy Bureau, Labor Ministry.

7. "Structure and Management of the Trade Union" edited by the Labor Ministry, published by the Central Labor College, price ¥ 40.00

8. "The Trade Union Democratization Struggle" edited by the Labor Ministry, published by Romu Gyosei Kenkyujo. price ¥ 30.00

9. "Collective Bargaining and Grievance Machinery" edited by the Labor Ministry, published/Sangyo Rodo Chosajo, price ¥ 130.00

10. "Radio Labor problems Questions and Answers Series 1" edited bythe Labor Ministry, published by the Central Labor College, P. 18-22, P. 29-30, P. 12-13, P. 69-70, P. 71. price ¥ 50.00

11. "Radio Labor Problems Questions and Answers Series II" edited by the Labor Ministry, published by the Central Labor College, P. 11-12, P. 49-55, P. 17, P. 89-91, P. 104-105, P. 80-84, price ¥ 65.00.

12. "Radio Labor problems Questions and Answers Series III" edited by the Labor Ministry, published by Central Labor College, P. 19-24, P. 45-48. price ¥ 80.00

13. "Radio Labor problems questions and Answers IV" edited by the Labor Ministry, published by the Central Labor College, P. 17-21, P. 21-24, P. 26-28, P. 29-31, P. 31-38. price ¥ 90.00

14. "Labor Information" (datedNov. 30. No. 10) edited by Kagoshima prefecture. Distributed by the Labor Policy Section of the prefecture.

T H I R D W E E K

Mar. 13 (Sun.) - 19 (Sat.)

Theme: Union Accounts.

I. points.

As union accounts are powerful elements to place trade unions on firm basis, union members are encouraged to be concerned about union accounts and to manage accounts independently and democratically, in order to promote the sound and fair movement of the unions.

1. Union due shall be fixed properly and democratically according to union activities.

2. Union members shall pay positively union due.

3. Union accounts shall be operated skillfully and completely.

4. Budget and settlement in union accounts shall be clarified.

5. Income and expenditure in union accounts shall be made clear and be opened to all union members.

6. Various books for union accounts shall be consolidated.

7. An audit system of union accounts shall be practiced.

II. Method.

Methods recognized as effective on enforcement of the theme of this week are as follows.

1. Press; the chief of the labor dept. of each prefecture, shall visit the newspaper editors to insert the editorials which discuss that the union accounts should be managed democratically and independently.

2. Radio.

As "Labor Hours" of National Broadcasting of Tokyo Central Broadcasting Station treats the theme of this week, it is encouraged not only the union members but also the general public to hear this hour.

Prefectures which have broadcasting station within

6. Various books for union accounts shall be provided.

7. An audit system of union accounts shall be practised.

II. Method.

Methods recognized as effective on enforcement of the theme of this week are as follows.

1. Press; the chief of the Labor Dept. of each prefecture, shall visit the newspaper editors to insert the editorials which discuss that the union accounts should be managed democratically and independently.

2. Radio.

As "Labor Hours" of National Broadcasting of Tokyo Central broadcasting station treats the theme of this week, it is encouraged not only the union members but also the general public to hear this hour.

Prefectures which have broadcasting station within their jurisdiction shall ask them to broadcast station breaks concerning the theme of this week.

Example:

It is important factor for the independent and democratic development of the trade union to clarify the union accounts. Fair and clear union accounts are benefit of the proper and strong union activities.

3. Meeting.

a. Meeting at Workshop.

It is encouraged to hold the society for study at workshop concerning the theme of this week by making use of recess or hours after the working hour and materials shall be given.

b. Meeting at Labor office.

The Labor Office shall hold the society for study on the theme of this week as much as possible and ask officers especially those who take charge of accounts of the unions within its jurisdiction to gather and lead them properly.

6. Other meeting.

It is encouraged that at the various meeting of federation of the trade unions to be held in this week the theme of this week should be taken up as subject of the discussion.

4. Publications.

It is encouraged to discuss about the theme by the distributing to concerned parties special articles concerning the theme of this week especially how to discuss it shall be inserted in such regular publications as the organ of the prefectural the Labor Office and temporary publications such as leaflets or pamphlets.

5. Visual Education.

We shall render a service so that they may show Gento "management and constitution of the Local Union" (Material No. 12) at various meeting of the trade union.

6. Bulletin Board.

It is encouraged that the each union shall hang the poster emphasizing that each union member has interest in the theme of this week.

XII. Material.

(publication)

1. "Labor Weekly" (No. 104, 14th March)

published by the Labor Ministry.

Special article concerning the theme of this week is to be put on. It is prearranged to be sent directly to the labor policy section and labor office by the mail by 12th March. Number of copies might be increased than ever.

2. Pamphlet "points of the Union Account" published by the Labor Ministry. It is prearranged to be sent to the labor policy section by the beginning of March and the number of copies is to be reported as soon as decided.

3. "Talk on the Union Finances" All Volumes edited by the Central Labor College. This book is to be edited and published under the guidance of the Labor Education Section, the [illegible] at the Central Labor College and be able to be

6. This week:

XII. Material.

(publication)

1. "Labor Weekly" (No. 104, 14th March)

Published by the Labor Ministry.

Special article concerning the theme of this week is to be put on. It is prearranged to be sent directly to the labor policy section and labor office by the mail by 12th March. Number of copies might be increased than ever.

2. Pamphlet "points of the Union Account" published by the Labor Ministry. It is prearranged to be sent to the labor policy section by the beginning of March and the number of copies is to be reported as soon as decided.

3. "Talk on the Union Finances" All Volumes edited by the Central Labor College. This book is to be edited and published under the guidance of the Labor Education Section, the Labor Ministry at the Central Labor College and to be able to be sold by the end of February.

4. "Management and structure of the trade Union" P. 37, P. 66, edited by Labor Ministry. published by the Central Labor College. (price ¥ 40.00)

5. "How to organize the Trade Union" edited by the Labor Ministry. P. 20-21, P. 38-41, P. 47-48, P. 57-58, P. 63-64, P. 93-94, P. 101-103, P. 111-112, P. 127-129, P. 131-132, published by Kokusai Tosho-sha (price ¥ 100.00)

6. "Formation of the Trade Union Constitution" P. 117-129, P. 239-252, published by Toyo Shokan (price ¥ 150.00)

7. "Financial Activities of the trade Union from the standpoint of its mutuality," edited by N.C.L.U. All Volumes. published by Rodo Kyoiku-sha. (Price ¥ 20.00)

8. "Radio Labor Questions and Answers, Series No. 1" P. 27-30, P. 69-72, published by the Central Labor College (price ¥ 50.00)

9. "Radio Labor questions and Answers" Series No. 2" P. 42-45, P. 92-94, published by Central Labor College (Price ¥ 65.00)

10. "Radio Labor Questions and Answers, Series No. 3" p. 44-47, published by the Central Labor College (price ¥ 80.00)

11. "Trade Union of America" p. 157, P. 164-166 published by Chikura Shobo. (price ¥ 86.00)

(gento)

12. "Management and Constitution of the Unit Union" planned by the Labor Ministry, produced by Shino Seiki, Shachin Kenkyujo.

T H E F O U R T H W E E K

March 30 (Sun.) - March 26 (Sat.)

Theme: Relationship between the National Union and the Local Union.

I. points:

In order to contribute to development of the sound and fair trade union movement, fair recognition of necessity of nationalizing the trade union organizations when workers are organized shall be given and relationship between service and control of the national union on the local union and maintenance of independency of the local union shall be adjusted.

Emphasis shall be put on the following items:

1. Will of the local union shall be completely reflected upon the National union, and matters of the local union shall not be left in hands of the National union.

2. The National Union should serve for the local union while local union positively requests service the national union.

3. The local union should retain independency from the national union.

4. Control which is made by the national union for the local union according to practical conditions of the union should be democratic.

5. Local union should have to contact or deal with national directly and not have to go through prefectural and regional federation.

II. Method.

Methods recognized as effective on enforcement of the theme of this week are as follows.

1. Press:

a. Editorials:

The chief of the Labor Dept. of each prefecture shall visit and ask the powerful daily newspaper editors within its

3. The local union should retain independency from the national union.

4. Control which is made by the national union for the local union according to practical conditions of the union should be democratic.

5. Local union should have to contact or deal with national directly and not have to go through prefectural and regional federation.

II. Method.

Methods recognized as effective on enforcement of the theme of this week are as follows.

1. press:

a. Editorials:

The chief of the Labor Dept. of each prefecture shall visit and ask the powerful daily newspaper editors within its jurisdiction to insert the editorials which emphasize important part the trade union should take in order to contribute to the economic rehabilitation of Japan, discuss that the trade union should be cautious about its position and should not do its activities blindly, and suggest how to be the national union and the local union.

b. fillers.

Proper fillers shall be written and given to them.

Example:

(1) In order that the trade union makes its activities powerful, it has national organization, however, will of local unions affiliated with it should always be completely reflected upon the national union.

(2) Activities of the federation of trade unions should put emphasis on services for local unions affiliated with it.

(3) Control of the national union on the local union should not retard the independency of the local union.

2. Radio.

An "Labor Hour" (March 22 Tues. 8 p.m. 8.30 p.m.) of National Broadcasting of Tokyo Central Broadcasting Station treats the theme of this week, it is encouraged the general public as well as the union members to hear this hour.

Those prefectures which have broadcasting station within their jurisdiction shall ask (by) broadcast station breaks concerning the theme of this week.

(a) Station breaks.

Example.

(1) In order that the trade union makes its activities powerful, it has national organization, however, all of local unions affiliated with it should always be completely reflected upon the national union.

(2) Activities of the federation of trade unions should put emphasis on services for local unions affiliated with it.

(3) Control of the national union on the local union should not retard the independency of the local union.

(b) Round-table conference.

Several proper representatives of the federations of trade unions which are descended from different organizations in the prefecture shall be elected and round table conference of them being taken the chair by the chief of the Labor Department shall be planned.

(c) When the convention of the federation of trade unions is held, conditions of it shall recorded. This record with proper explanation shall be edited and be broadcasted.

3. Meeting.

Encourage the unions or federations to hold a general meeting or education meeting, and give thorough information about the theme of this week.

Encourage each local union or branch to discuss the theme of this week at the meeting held in the week end make the local union realize more about the federation to which it is affiliated.

Make use of material No. 2 at these meetings. It is desirable that the Prefectural Labor Policy Section or Labor Office will make necessary materials and present them to the unions.

4. Publication.

Encourage the union or the federation to issue the union organs with items discussing about the theme of this week, and present them with appropriate materials.

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(c) When the convention of the federation of trade unions is held, conditions of it shall recorded. This record with proper explanation shall be edited and be broadcasted.

3. Meeting.

Encourage the unions or federations to hold a general meeting or education rally, and give thorough information about the theme of this week.

Encourage each local union or branch to discuss the theme of this week at the meeting held in the week and make the local union realize more about the federation to which it is affiliated.

Make use of material No. 2 at those meetings, it is desirable that the Prefectural Labor policy section or Labor Office will make necessary materials and present them to the unions.

4. Publication.

Encourage the union or the federation to issue the union organs with items discussing about the theme of this week, and present them with appropriate materials.

5. Visual aids.

Recommend the Film strip "Federation of Labor Unions" (material No. 1.) to be shown at various meetings of labor unions.

6. Railway Station Loud Speaker.

Example. Everybody who is going to your workshop. I believe that you are all a member of a labor union. Is your union affiliated to the national union? If it is not, I recommend that your union will join the national or a higher union and try to strengthen your union. If your union is affiliated, you must be careful whether your union is controlled by it. You will ask the upper union to give you service for such problems as labor education activities or political activities."

7. Bulletin board.

Encourage each union to put up posters showing the theme of this week on the bulletin board and give appropriate and kind guidance.

III. Materials.

(Publications)

1. "Labor Weekly" (No. 105, Mar. 21th) published by the Labor Ministry in which special articles on the theme for this week are inserted.

It is prearranged to be sent to each Labor Policy section and Labor Office by rail on Mar. 19. Number of copies may be increased a little more than already decided.

2. "Relationship between Local and National Union" edited by the Labor Ministry.

It is edited and printed by the Labor Education section, Labor Ministry as a labor education material and already distributed to each Labor Policy Section in early February. But it is prearranged to be sent again with some supplements in early March.

3. "Relationship between Local and National Union" written by L.G. Deverall, ex-chief of SCAP's Labor Division, distributed by the Tokyo Metropolis Labor Bureau.

4. "Structure and Management of the Trade Union" edited by the Labor Ministry, published by the Central Labor College, P. 7-42, P. 88-91, price 40.00

5. "How to be constituted the Trade Union" edited by the Labor Ministry, published by the Kokusai Tosho-sha, P. 13-15, P. 17-18, P. 24-34, price 100.00

6. "Radio Labor Questions and Answers, Series 1" edited by the Labor Ministry, published by the Central Labor College P. 3-12, price 50.00

7. "Radio Labor Questions and Answers, Series 2" edited by the Labor Ministry, published by the Central Labor College, P. 3-4, price 65.00

8. "Radio Labor Questions and Answers, Series 3" edited by the Labor Ministry, published by the Central Labor College, P. 3-8, price 80.00

9. "Trade Unions in the United States" written by Schichiro Matsui, published by the Chigura Shobo, P. 20-21, P. 51-88, price 50.00

10. "National Major Trade Union Constitutions and other Various Regulations" edited by the Labor Ministry, distributed by the Trade Union Section, Labor Ministry.

2. "Relationship between Local and National Union" edited by the Labor Ministry.

It is edited and printed by the Labor Education section, Labor Ministry as a labor education material and already distributed to each Labor policy Section in early February. But it is prearranged to be sent again with some supplements in early March.

3. "Relationship between Local and National Union" written by L.G. Deverall, ex-chief of SCAP's Labor Division, distributed by the Tokyo Metropolis Labor Bureau.

4. "Structure and management of the Trade Union" edited by the Labor Ministry, published by the Central Labor College, P. 7-42, P. 86-91, price 40.00

5. "How to be constituted the Trade Union" edited by the Labor Ministry, published by the Kokusai Tosho-sha, P. 13-15, P. 17-18, P. 24-34, price 100.00

6. "Radio Labor Questions and Answers, Series 1" edited by the Labor Ministry, published by the Central Labor College P. 3-12, price 50.00

7. "Radio Labor Questions and Answers, Series 2" edited by the Labor Ministry, published by the Central Labor College, P. 3-4, price 65.00

8. "Radio Labor Questions and Answers, Series 3" edited by the Labor Ministry, published by the Central Labor College, P. 5-8, price 80.00

9. "Trade Unions in the United States" written by Schichiro Matsui, published by the Chigura Shobo, P. 20-21, P. 51-88, price 50.00

10. "National Major Trade Union Constitutions and other Various Regulations" edited by the Labor Ministry, distributed by the Trade Union Section, Labor Ministry.

(Gento)

11. "Federation of Trade Unions" planned by the Labor Ministry, sold by the Shinseiki Shashin Kenkyujo.

Feb, 3, 1949

SUBJECT: On Treatment of the Case of Alleged Violation of Article 11 of the Trade Union Law by reason of Violation of the press Code.

FROM: Director of the Labor policy Bureau of the Labor Ministry.

TO: Each prefectural Governor.

Recently the cases concerning the disciplinary treatment by the employer of the workers by reason of violation of the press Code being alleged as violation of Article 11 of the Trade Union Law have sometimes occurred.

The press Code is a memorandum (see inclosure) issued by the General Headquarters to the Japanese Government, and any act against it is not a proper act provided for by Article 11 of the Trade Union Law. Any clear case of Violation of the press Code cannot be dealt with as the case of violation of Article 11. In case there is any doubt whether the case is clearly violation of the press Code, you are requested to adopt the following procedure.

You are informed that the instruction concerning the above subject as stated in the enclosure has been sent out to the Central Labor Relations Committee.

N o t e

1. In case of disciplinary treatment by the employer of the persons who have been clearly pointed out either by G.H.Q. or by the Military Government as the violators of the press Code, they shall not be dealt with as the case of violation of Article 11 of the Trade Union Law, should the employer on his own initiative or at the request of Military Government or G.H.Q. take disciplinary action against such violations.

2. In the case of disciplinary treatment by the employer of persons whose action in violation of the press Code is evident though it has not been pointed out by G.H.Q. or of the Military Government, they shall not also be dealt with as the case of violation of Article 11 of the Trade Union Law, if consultation with Military government confirms that a serious violation has in past taken place

The Press Code is a memorandum (see inclosure) issued by the General Headquarters to the Japanese Government, and any act against it is not a proper act provided for by Article 11 of the Trade Union Law. Any clear case of violation of the Press Code cannot be dealt with as the case of violation of Article 11. In case there is any doubt whether the case is clearly violation of the Press Code, you are requested to adopt the following procedure.

You are informed that the instruction concerning the above subject as stated in the enclosure has been sent out to the Central Labor Relations Committee.

N o t e

1. In case of disciplinary treatment by the employer of the persons who have been clearly pointed out either by G.H.Q. or by the Military Government as the violators of the Press Code, they shall not be dealt with as the case of violation of Article 11 of the Trade Union Law, should the employer on his own initiative or at the request of Military Government or G.H.Q. take disciplinary action against such violations.

2. In the case of disciplinary treatment by the employer of persons whose action in violation of the Press Code is evident though it has not been pointed out by G.H.Q. or of the Military Government, they shall not also be dealt with as the case of violation of Article 11 of the Trade Union Law, if consultation with Military Government confirms that a serious violation has in post taken place, and the men disciplined are responsible therefore.

3. In case the employer takes disciplinary measures by reason of the charge of violation of the Press Code and when it is not clear whether it is really the violation, the Prefectural Labor Relations Committee shall consult with the Central Labor Relations Committee submitting at the same time the report of investigation, and only after receiving direction of the Central Labor Relations Committee shall decide whether to treat the case as the violation of Article 11 or not.

SUBJECT: On Treatment of the Case of Violation of Article 11 of the Trade Union Law by Reason of the Violation of the press Code.

FROM: Director of the Labor Policy Bureau of the Labor Ministry.

TO: Chairman of the Central Labor Relations Committee.

As the instruction concerning the above subject as stated in the enclosure has been sent out to the Governor of each prefecture, you are also required to send the instruction with the same principle to each prefectural Labor Relations Committee.

In case that you are consulted by the prefectural Labor Relations Committee as stated in Item 3 of the enclosure, you will direct the prefectural Labor Relations Committee concerned how to treat the case after consulting with G.H.Q.

4/2+CO
15 Feb

6

Standards for Investigation of Qualification of Trade Union

The Ministry of Labor has decided upon the standards for investigation of qualification of trade union as shown in attached sheets, and sent out a notification to the prefectural governors under date of 2 February, instructing them to the following effect.

(1) The above standards shall be fully respected, as they have been set up so as to make more concrete the control measures hitherto taken for healthy development of the trade union.

(2) In close cooperation with the authorities concerned, every step shall be taken to lead the trade union, sparing no efforts in excercising great care in order that the qualification of the trade union may not be disclaimed at the time of investigation.

In this connection your attention is further drawn to the fact that local military government units have been notified by GHQ for the strict enforcement of the subject standards.

N O T I C E

Standarde for Investigation of Qualification.

of
Trade Union.

Jan. 31, 1949.

1. Policy.

That trade unions satisfy the conditions provided in Article 2 of the Trade Union Law is an indispensable factor in order to make them free from the control by employers and minority of union members, to establish the independence and democracy of unions and to achieve the aims of trade union perfectly.

However, as the investigation of the qualification has not been conducted strictly, the tendency that hinders normal development of unionism has appeared.

For the prupose of elimination of this tendency, it is necessary to conduct a fair and strict investigation. After this, the investigation shall be conducted according to the above-mentioned policy.

2. Method of investigation.

Unification of standards for investigation of the qualification of trade unions in the whole country shall be ~~connected~~ conducted (based on the following standards), while the trade unions which qualification already was investigated should be reinvestigated when the status and practises of the union has shown that the re-investigation is necessary according to the following standards.

3, Investigation standards.

(1) Trade Union shall be the organization which has the structure conforming to the provisions of Article 7, 13 and 14 of the Trade Union Law.

Such organizations, therefore, which have no constitution of their own, no resolutionary organs, no executive ~~a.~~ mere liaison or conference organ which cannot make any formal decision binding on its members cannot be regarded as trade union.

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(2) Trade union shall be autonomous, having workers as the main constituents.

The text of Article 2 of the Trade Union Law provides that trade union shall be the organization which is formad autonomously with workers as the main constituents.

(3) The organizations which admit to membership persons regarded to represent the benefits of employers are not trade unions.

persons whose admittance to membership is prohibited under Article 2, sub- par. 1 of the Trade Union Law are a s follows:

A. Those w ho are in the position of manageme: or supervision, who deal with confidental policy business and who participate directly in decision of working conditions by the employer.

The following persons are included.

a. All company officers. members of the board of directors or similar body.

b. Plant managers, chiefs of the personnel and Accounting Sections and comparable staffs having access to confidential information pertaining to personnel and company labor relations.

c. persons who have authority to hire, transfer and discharge employees and who have authority to determine company policy concerning production, finances, labor relations, public relations, legal and other professional matters.

d. Upper staff in the labor department (department or section are included irrespective of name)

e. Secretary or persons who deal with confidential business policy concerning personnel or company-labor relations.

f. Plant protection guards.

(4) The organizations which accept their major expenses from their employers are not recongnized as trade unions.

"Major expenses" provided in Article 2, sub-par. 2 of the Trade Union Law includes the expenses that are much in quantity and important in the itmes of expenses. But they exclude the comtribution by employers for welfare, recreation, retirement and hospitalization of members or for benefit funds jointly sponsored by company and union, provided that such contributions are not used for other pruposes.

The following comes under the support of "major expenses"

a. Wages, salaries or any form of monetary or other allowance to full time union officials, or full time union employee.

b. Furnishing of free automobiles, telegraph ic or telephone service, transportation, dormitories, office space meals or other free service to union officials or staffs, which are not provided to all other employees.

However, it shall not be deemed a violation of the provision of Article 2, sub-par. 2 of the Trade Union Law that a company provides wages for union officials designated by agreement to engage in such bargaining with the employer as day to-day handling of grievances during working time, not to exceed two hours per day on the average, or to union members attending local or national conferences in reasonable number.

(5) In view of actual result of union activities, such organizations as social meetings or aiming at only cultural activities or carrying out only labor supply enterprises or mutual aid enter-prises for members, are not regarded as trade union, because they do not meet the nedessary conditions of trade union provided in Article 2 of the Trade Union Law.

And such organizations which are principally engaging in political activities, or being against for the political activities, have no qualification of trade union from the sim or provision of Article 2 of the Trade Union Law.

or the important part of the union's expenses is being spent for political activities

N O T I C E

Standards for Investigation of Qualification.

of
Trade Union.

Jan. 31, 1949

1. policy.

That trade unions satisfy the conditions provided in Article 2 of the Trade Union Law is an indispensable factor in order to make them free from the control by employers and minority of union members, to establish the independence and democracy of unions and to achieve the aims of trade union perfectly.

However, as the investigation of the qualification has not been conducted strictly, the tendency that hinders normal development of unionism has appeared.

For the purpose of elimination of this tendency, it is necessary to conduct a fair and strict investigation. After this, the investigation shall be conducted according to the above-mentioned policy.

2. Method of investigation.

Unification of standards for investigation of the qualification of trade unions in the whole country shall be conducted (based on the following standards), while the trade unions which qualification already was investigated when the status and practices of the union has shown that the re-investigation is necessary according to the following standards.

3. Investigation standards.

(1) Trade Union shall be the organization which has the structure conforming to the provisions of Articles 7, 13 and 14 of the Trade Union Law.

Such organizations, therefore, which have no constitution of their own, no resolutionary organs, no executive ones, no accounts or organization which has no substance as a cooperative e.g. a mere liaison or conference organ which cannot make any formal decision binding on its members cannot be

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(2) Trade union shall be autonomous, having workers as the main constituents.

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(3) The organizations which admit to membership persons regarded to represent the benefits of employers are not trade unions.

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(4) The organizations which accept their major expenses from their employers are not recognized as trade unions.

"Major expenses" provided in Article 2, sub-par. 2 of the Trade Union Law includes the expenses that are much in quantity and important in the items of expenses. But they exclude the contribution by employers for welfare, recreation, retirement and hospitalization of members or for benefit funds jointly sponsored by company and union, provided that such contributions are not used for other purposes.

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