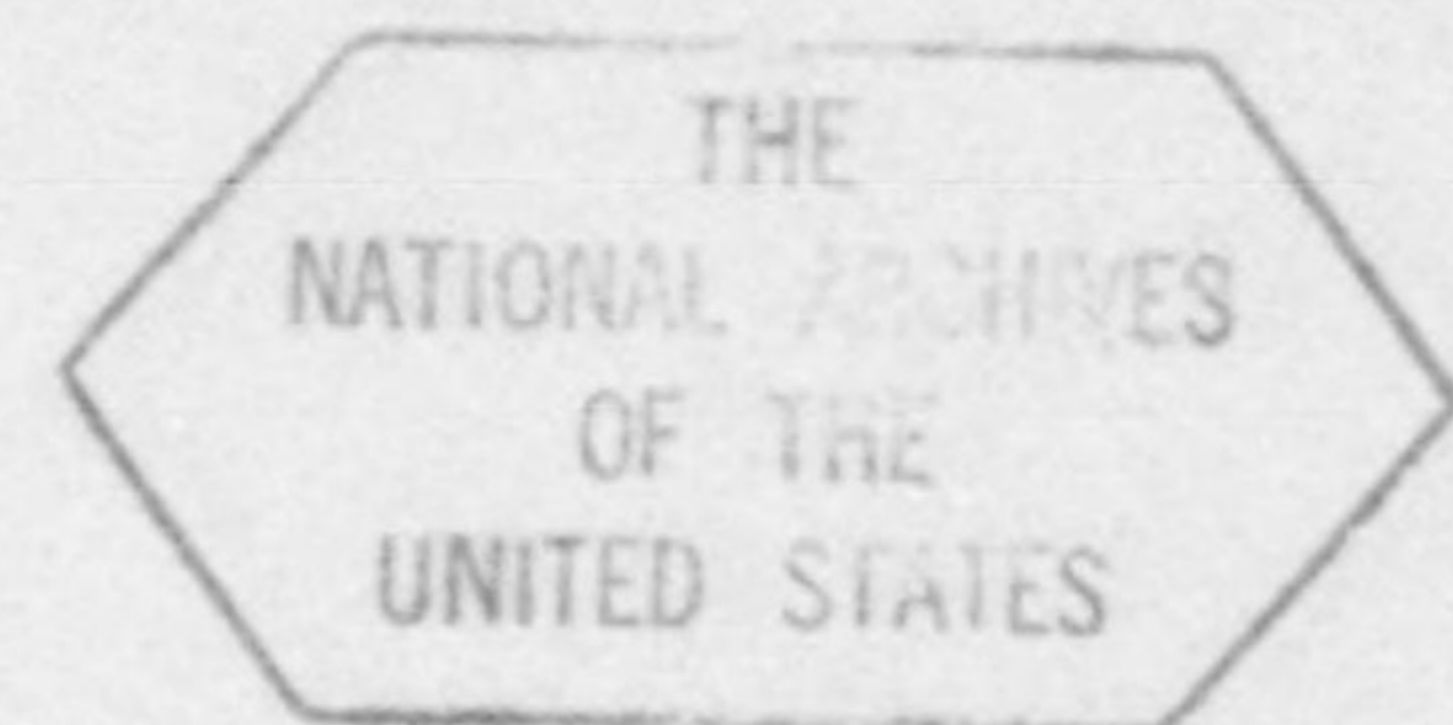


GHQ/SCAP Records(RG 331)
Description of contents



- (1) Box no. 2759
- (2) Folder title/number: (24)
Teachers Union in Japan
- (3) Date: Feb. 1948 - Sept. 1949

(4) Subject:

Classification	Type of record
9741, 9742	c, e, i

- (5) Item description and comment:
1) Kanto
11) Includes Contents List

(6) Reproduction: Yes No

(7) Film no.

Sheet no.

TEACHERS UNION

No.	Date	From	Subject
1.	4 Feb. 48	Tochigi	Labor Union Activities
2.	6 Feb. 48	Nagano	Labor Union Activities
3.	6 Feb. 48	Ibaraki	" " "
4.	8 Feb. 48	Saitama	" " "
5.	9 Feb. 48	Yamanashi	Japan Teachers' Union
6.	10 Feb. 48	Gumma	Teacher's Unions
7.	10 Feb. 48	Chiba	Japan Teachers' Union Activities
8.	14 Feb. 48	Kanto	Transmittal of Labor Union Activities Reports.
9.	28 Feb. 48	Gumma	Teachers' Union.
10.	9 Aug. 48	Ibaraki	Japanese Teachers Unions
11.	18 Aug. 48	Saitama	Special Report on Teachers' Union.
12.	11 Aug. 48	Nagano	Notice.
13.	27 Sep. 48	Nagano	Progress of the July 31 Teachers' Union Problem.
14.	4 Oct. 48	Nagano	Governor's Notice of Interpretation of Government Ordinance 201, to Nagano Pref. Teachers' Union.
15.	13 Oct. 48	Nagano	Report on Teachers' Union Activities.
16.	Unknown		Japan Teachers Union.
17.	13 Sep. 49	Kanto	Re: Meeting with Nagano TU on Revision of Constitution


*File with
Team
Remain*

13 September 1949

Mr. Camacho, Re: Meeting with Nagano TU on Revision of Constitution

I attended a half-day meeting with Mr. Humbert with the Nagano Teachers Union. We had a copy of the present and proposed revision of the Union constitution. You may be interested in reading what I wrote about our suggestions to the Union. While you do not have the documents for reference, perhaps you will be able to follow the comment.

Your comments will be appreciated.



Rollin C. Fox

HEADQUARTERS
KANTO CIVIL AFFAIRS REGION
APO 201

Date 12 Sept '49SUBJECT: Report of Field Trip to Nagano CAT Civil Education Sectio

TO : Commanding Officer
Headquarters, Kanto Civil Affairs Region
APO 201

1. The undersigned accompanied by _____

Arrived at Nagano CA Team on 9 Sept 1949 and departed 11 September 1949Authority L O 57, Hq Kanto Civil Affairs Region, dated 8 September 1949 date

2. Specific Activities Engaged In. (Inspections, Conferences, Meetings, etc.)

- a. To confer with the Team CE Officer in regard to the transition in the CE education program due to later dissolution of the prefectural teams
- b. In company with the Team CE Officer to meet with the teachers union to evaluate the proposed revision of the union constitution.
- c. In company with the Team CE Officer to meet with the superintendent and teacher consultants in regard to a program of consultative services for Nagano Prefecture.

3. Brief Statement of findings.

- a. The Nagano Teachers Union has made a second proposed revision of their constitution. This has been done by a constitutional revision committee. It is anticipated that at a meeting to be held on 18 September a final revision will be approved for submission to the "committee" -- legislative committee -- of the Union. Suggestions and comments made to the Union representatives are contained in enclosure 1.
- b. The teacher consultants number 35. Twelve are located in the prefectural headquarters of the secretariat and 23 in the branch offices in the guns. Sixteen are assigned to the elementary school program and 19 to the secondary schools. Some subject specialization among secondary school consultants is practiced. There is only one woman teacher consultant; among other duties she assists in the homemaking program.

The consultants expressed a need for improving their services through self-study but regretted that they do not have appropriate books to study.

A plan for operations of consultants was completed by the consultants two days prior to the conference.

4. The following suggestions and comments were made to the consultants.

(1) The assignment of a consultant to a given number of elementary schools is considered good practice at present in Japan.

(over)

SUGGESTIONS AND COMMENTS MADE TO REPRESENTATIVES OF NAGANO
TEACHERS UNION IN A MEETING TO CONSIDER REVISION OF THE UNION CONSTITUTION

10 September 1949

A. STATUS OF UNION

The Teachers Union in Nagano has replaced its former radical leadership with officers of moderate tendencies. There appears to be a sincere desire in the Union to follow practices which will have long-range beneficial results for the members. There are several divisions or departments as follows: elementary school, lower secondary school, upper secondary school, college, special school, pre school education, school clerks, youth division, and women's division.

The membership exceeds 15,000 which constitutes practically all teachers and principals in all types of schools in Nagano.

There are no teachers or principals as full-time union workers -- only part-time.

The dues are ¥46 monthly divided as follows: ¥35 to prefectural union, and ¥11 to Japan Teachers Union. In addition to this sum varying dues are paid to the gun branches.

There is a "general meeting" of 520 elected members who serve as representatives on a basis of one to each 30 members. There is a "committee" or legislative committee of 84 chosen by vote in the guns on the basis of 1 to each 7 representatives in the "general meeting". There is also an executive committee of 25 selected by guns on the basis of 1 to each 1,000 members plus members representing the gun branch unions and the union divisions named in par. 1. There is also a "standing executive committee".

(There is an active and effective education association in Nagano consisting of approximately all teachers and principals. The dues are ¥40 per month. There are 8 departments.)

B. PLAN TO REVISE THE CONSTITUTION

The Nagano Teachers Union has a constitution committee that has prepared a revision of the constitution. The proposed revision is a distinct improvement over the present constitution, but it is not satisfactory from the standpoint of giving democratic control to the members of the union.

C. SUGGESTIONS MADE IN REGARD TO REVISED CONSTITUTION.

1. The related articles should be grouped under appropriate chapter headings so as to avoid the present repetition and duplication.
2. The preamble ought to state clearly the additional aim to establish the security and wellbeing of the members.
3. The chapter headings should be revised and rearranged so as to be

Enclosure 1

in conformity with good practice. Example: General (name, address, juridical person, etc.); Aims; Membership; Organization; Officials; Elections; Finances; Amendments; Dissolution; and By-laws.

4. There should be no youth and women's divisions of the union. Rather the divisions ought to be on a position basis: elementary schools, lower secondary schools, upper secondary schools, special schools, pre school, etc. However, in order to insure the representation of woman members among the officers it is suggested that a woman be one of the vice presidents.

5. There is great need to bring the union more directly under the control of the members. To this end the "general meeting" ought to meet two or three times a year rather than once. There should be no "committee", and no "standing executive committee", but an "executive committee" is necessary.

The "general meeting" members ought to be elected by schools on some basis such as: 1 for each school of 26-50 members; 2 for each school having over 50 members; and 1 for combination of 2 or more schools each having fewer than 26 teachers.

If this would make too large a body, then the above ratio should be increased.

The executive committee should have authority to carry out what the "general meeting" authorizes.

6. The general officers of the prefectural union -- president, vice presidents, (one of whom should be 2 woman), secretary, treasurer -- should be nominated by written petition of members (perhaps 150 or more names required for each petition) and elected by secret written ballot of all members in an election conducted simultaneously in the schools. The officers should be subject to recall. The general officers should preside over the executive committee and the general meeting.

7. In the aims of the union it is wise to eliminate "educational research" inasmuch as this is not a proper function of a union. The aims of the union should be centered around wages, working conditions, and health and welfare of its members.

8. There should be no proxies. If necessary alternates should be elected at the same time with regular delegates or representatives. However, the union should be able to function without alternates.

9. Teachers who desire to join the union ought to do so on the gun branch level. A member who wishes to resign should indicate so to the branch of which he is a member and be automatically dropped from the membership list.

10. An auditing committee of 5 or 7 should be chosen by the "general meeting". No union officer should be on this committee. The auditing committee should select a public auditor (a trained auditor who is of course not a member of the teachers union) to audit the books. The other duties of the auditing committee given in the constitution appear appropriate.

11. Art. 39 ought to include as a reason for penalizing a teacher "conduct unbecoming a teacher".
12. Provision should be included giving the manner in which the proposed revised constitution is to be ratified.
13. Provision should be included as to how the constitution can be amended.

D. MEMBERSHIP OF UNION

Only active teachers or those on authorized leave should be union members. If the Teachers Union claims the benefits of the Trade Union Law it should consider that supervisory personnel are excluded from membership by the Law. It is strongly contended that principals are supervisory personnel representing the board of education in each school and carry out the directions of the board.

A principal ought not to be a member of a union with teachers who teach under his supervision. The aims of a union are such that the principal cannot serve the board of education as its representative in the school and at the same time join with the teachers in actions which may at times be in conflict with the duty of the principal. Principals are privileged to form their own independent union, not affiliated with a teachers union, but such a union should not be considered a trade union.

Teachers in the national schools cannot be members of a trade union. Consequently the Nagano Teachers Union should either eliminate such personnel or declare itself not a trade union.

The above is only a temporary situation because it is anticipated that a Local Public Service Law will be passed by the Diet clarifying the status of teachers as government workers.

E. PROTECTION OF TRADE UNION LAW AND LABOR RELATION COMMITTEE

It should be remembered that an individual teacher may appeal as an individual to the labor relations committee for protection given by the Trade Union Law. If the Teachers Union is a trade union the union may make the appeal for the teacher.

JAPAN TEACHERS UNION

1. Names, organization and membership union:

- a. Ibaraki Prefectural Branch of Japan Teachers Union
- b. Location: Sannomaru, Mito City, Ibaraki Prefecture
- c. Director : Nagai, Hiroshi
 Vice Chairman: Taguchi, Takaki
 Sakai, Saburo
 Sagi, Kazuo
 Treasurer : Kurusu, Munetaka
 Minagawa, Isamu
- d. Membership : 11,375 persons
- e. Organized : July 1947

2. Methods employed in selecting or electing union officials:

There are two committees under this union, namely the union Officials Committee and the Executive Committee:

a. The Union Officials Committee is composed of persons elected from the Branch Union of each 18 Districts of this prefecture.

- (1) For each membership of 300 members in a District, five (5) officials are elected to represent the committee. For each additional 100 members one (1) more official is added.
- (2) There are 180 officials elected in this committee and they hold meetings once a month.

b. The Executive Committee are those persons elected by the following:

From each district, two (2) representatives ...	36
(18 Districts in this prefecture)	
From the University	2
From the Continuation School	1
From the Middle School	1
From the High School	1
From the Grammar School	1
Young Teachers Group (men)	3
Women Teachers Group	3
	48

10

3. Union affiliation:

Japan Teachers Union, National Headquarters located in Tokyo.

4. Amount of union funds and methods of collecting union dues:

a. Union funds: None

b. Union dues: ¥10 monthly

c. Collection: Branch union collected the dues and send it up to headquarters.

5. Political activities of union as appropriate:

None

6. Union strike plans, demands, and status of negotiation:

a. Strike plan: To be decided at a general meeting of union members.

b. Demands: Complete enforcement of the new 6-3 school system at the expense of the national treasury.

Establishment of a minimum wage system.

Abolish discrimination between male and female workers.

Opposition to enactment of unreasonable laws.

Conclusion of labor agreement.

c. Status of negotiations:

Demands are in the hands of the Prefectural Government, no decision has been made by the Prefectural Government as to the acceptance of these demands.

HEADQUARTERS
Nagano Mil Govt Team
APO 181

LRT/kk

File 080

13 October 1948

SUBJECT: Report on Teachers' Union Activities

Gov File

TO: Commanding Officer
Kanto Military Government Region
APO 201
ATTN: Labor Relations Officer

1. The Ministry of Education sent a telegram (see Incl 1) to the Nagano Prefecture Education Department requesting a written report on the progress and for disposition of the Teachers' Union Problem.

2. The report was forwarded by letter dated 27 September 1948. (see Incl 2)

2 Incls:
1-Telegram from Ministry of Education
2-Ltr, Nagano Prefecture Education Dept dtd 27 Sept 1948

THOMAS H STRATTON
Major, CMP
Commanding

Officer

Info Copy sent to Labor IX Corps 29 Oct 48

to 15

(COPY)

TELEGRAM

Detailed report in writing on the progress and disposal
of July 31 Teachers' Union problem requested not later than
27 Sept. Chief, Educational Personnel Section, School Education
Bureau, Ministry of Education.

#

15

Serial 19

HEADQUARTERS
Nagano Mil Govt Team
APO 181

LRT/fw

091.4

4 October 1948

SUBJECT: Governor's Notice of Interpretation of Government Ordinance 201, to Nagano Prefecture Teachers' Union

Gov File
Int

TO: Commanding Officer
Kanto Military Government Region
APO 201
ATTN: Labor Relations Officer

The enclosed notice of the Governor's interpretation of Government Ordinance 201 presented to Nagano Prefecture Teachers' Union is forwarded for your information.

1 Incl:
Governor's Notice
to Teachers' Union

THOMAS H STRATTON
Major, CMP
Commanding

No action taken.
Int

14

(COPY)

27 September 1948

TO: Chief, Educational Personnel Section
School Education Bureau, Ministry of Education

FROM: Education Department Head, Nagano Prefectural Government

SUBJECT: Progress of the July 31 Teachers' Union Problem

In response to your inquiry by wire regarding the subject, herewith is submitted a report as follows:

1. Extension of the Period of Labor Agreement

As the labor agreement concluded between the Governor of Nagano Prefecture and the Nagano-ken Teachers' Union on 23 June 1947 went out of force on 22 June 1948, it was agreed after due deliberations that the period be extended by one month. The new agreement was to be effective until 22 July 1948, but it was agreed that, in case the Board of Education Law was enforced before the day, it be effective until the day preceding the day of the enforcement of the Law. However, the Education Vice-Minister's notice regarding the enforcement of the Law, Hatsu Cho 81, which arrived on July 20 made it clear that the Law had been enforced on July 15.

Accordingly, the labor agreement became invalid on July 14 and there was naturally no agreement on and after July 15.

The Teachers' Union bargained collectively and frequently with the Prefectural Government for the conclusion of labor agreement with the aim of extending the period by one month from July 15, but the Prefectural Government considered the propriety of concluding labor agreement in the light of the SCAP letter announced on newspapers. However, as a verbal promise had been made at the conclusion of labor agreement earlier that both parties would make efforts to leave no period without agreement and also considering that some measures should be taken for the management of teachers in full-time service with the Union, tuberculous teachers, holidays etc. as contained in the agreement, the Prefectural Government considered it to be necessary that there should be no period without agreement between July 15 and the day of the announcement of the Government Ordinance based on the SCAP letter.

Accordingly, on the morning of July 31 a memorandum to the effect that the labor agreement concluded earlier be extended again by one month from July 15 was exchanged under a retroactive date of July 14. Even though the extension by one month was confirmed by this memorandum, the labor agreement was naturally to lose effect on the day when and if the Government Ordinance based on the SCAP

13

Incl.

letter was announced, so the aim of the extension was to make no period on and after July 15 without any agreement.

During all this while, the Nagano Military Government had been informed that there was no agreement with the Union on and after July 15 and that consideration should be given to the administration of teachers in full-time service with the Union in view of the no-agreement situation. The exchange of the memorandum was also reported to it without loss of time.

2. Particulars of the Memorandum Exchange.

In August, the Education Department Head was examined by Associate Prosecutor Ishiai, Nagano District Procurators' Office, in regard to the particulars of the exchange of the memorandum and, since the SCAP letter was to be considered to be an order and the memorandum was exchanged after the letter was received, he was suspected of violation of the 12 June 1946 Imperial Ordinance 311, "Punishment for Acts Prejudicial to the Objectives of the Occupation."

The Prefectural Government had thought that the exchange of the memorandum was not contrary to the SCAP letter since it was dated July 14 and it was a mere memorandum that was exchanged, but the Procurators were of opinion that it was contrary to the SCAP letter as the memorandum was actually exchanged on July 31, even though the date was July 14.

As a result, an instrument showing legal bases as follows, prepared by direction of the Commanding Officer of the Nagano Military Government Team, was delivered to the Governor of Nagano Prefecture by Associate Prosecutor Ishiai, Nagano District Procurators' Office:

a. Some of the information provided by the Prefectural Government to the Military Government in the past was somewhat inaccurate. For example, only basic standards in personnel administration as contained in the agreement with the Teachers' Union were reported and how they were to be interpreted was not reported. According to the 8th Army Strategic Order 32, false or misleading information, if any, will bring about a punishment of imprisonment at hard labor not exceeding 5 years after trial by the provost court. So it is desired that information fully accurate, not misleading and without omission be provided in the future.

b. As to the status of teachers in full-time service with the Teachers' Union, a notice is said to have been received from the Ministry of Education that it be authorized until the end of September this year. This notice provides for temporary measures for the cases where the labor agreement loses effect with the enforcement of the Government Ordinance 201, there being teachers whose full-time service with the Union is approved on the basis of labor agreement effective at the time of the enforcement of the said Ordinance.

In Nagano Prefecture, however, the labor agreement lost effect on July 14 and the contract on the extension of the period of the agreement by one month, concluded on July 31 under a retroactive date of July 14, should be said to be invalid as it is contrary to the intent of the SCAP letter. Accordingly, there are to be no teachers in full-time service with the Union on and after July 15 in Nagano Prefecture and the Cabinet decision on temporary measures for the period ending September 30 is not applicable to Nagano Prefecture.

3. Steps taken for the Union.

Education vice-Minister's Notice, Hatsu Gaku 364, was handed to the Teachers' Union on August 25 under date of August 11. Another notice to the following effect was handed on September 2 on the basis of the intent of the Military Government and the instrument received from the Procurators' Office:

"The notice sent earlier tells you that full-time Union teachers should return to their original assignments by September 30, but as their service for the Union on and after July 15 has come to be unauthorized, they should return to their schools as early as practicable."

4. The Prefectural Education Department felt much responsibility for the creation of the above problem and the Department Head was relieved of his post and assigned to the Personnel Section under date of September 10, assuming the responsibility. Also, in the near future, the Education Section chief will be assigned elsewhere and there will be some change in the setup of school-inspectors.

(COPY)

NAGANO PREFECTURAL OFFICE

11 August 1948

To: Kozo Fujinaki, Executive Committee Head,
Nagano-ken Teachers' Union

Subject: Notice

As you are aware, the Government Ordinance No. 201, "Government Ordinance Regarding Temporary Measures to be Taken on the Basis of the SCAP's 22 July 1948 Letter to the Prime Minister", was promulgated and enforced 31 July 1948.

It is desired that your Union take necessary steps promptly following the enforcement of the said Ordinance, with the following matters in mind:

1. The so-called right of bargaining collectively on the same footing, with a restrictive nature backed by threats of strikes, slow-down, etc., shall not be approved. However, public officials and their organizations shall have the freedom of bargaining, in the sense that, along the lines of the present Ordinance, they may express their views, opinions or grievances to better their conditions of employment, have full talks in regard to the matter and produce evidences, so you are requested to contact your superiors within the above-mentioned scope.
2. Labor agreements, arrangements, etc. hitherto made shall be invalid. Accordingly, you are requested to be aware that such organizations as the business council shall naturally cease to exist. However, measures will be taken so that measures hitherto taken in regard to such matters as public officials' pay and service may be effective, so far as they are not contradictory to, or violate, the provisions of the present Ordinance. It is to be added that the prefectural government is willing to take adequate steps for the welfare of public employees.
3. Persons in full-time service with the Union on the basis of the labor agreement, etc. hitherto concluded shall not be approved and their pay shall not be authorized. Accordingly, it is requested that your Union take adequate steps promptly so that such persons may return to their original assignments by 30 September 1948. The prefectural government also intends to give convenience to their comeback as far as practicable.
4. As public officials have been deprived of their right to strike, they shall refrain from acting detrimental to the efficiency of business operation, to say nothing of going to strike or slow-down.

~~##~~
11/

In case such actions be committed, strict disciplinary actions will be taken under the provisions of the present Ordinance, so it

is requested that full care be taken by your Union in this regard.

s/ T. HAYASHI
t/ T. Hayashi
Governor of
Nagano Prefecture.

#

12

1st Ind

(18 August 1949)
 SUBJECT: Report on Teachers' Union

GWS/ka

SAITAMA CIVIL AFFAIRS TEAM, APO 201, 19 August 1949

TO: Chief, Kanto Civil Affairs Region, APO 201

1. In compliance with verbal instructions received from the Chief, Kanto Civil Affairs Region, this report is submitted.
2. This same material was made a part of the July monthly report of this team, and is contained in ANNEX E-1.

2 Incls:
 n/c

GEORGE W SYLVESTER
 Lt Col PA
 Chief, Civil Affairs

2d Ind

MTC/jw

HEADQUARTERS, KANTO CIVIL AFFAIRS REGION, APO 201, 23 August 1949

TO: Commanding General, IX Corps, APO 309
 ATTN: Civil Affairs Section

1. Forwarded for your information in relation to verbal inquiry over telephone made to this headquarters 16 August 1949 by Sgt Brakken.

2. The basic letter and the E-1 Monthly Activities Report for July of Saitama CAff Team contain the recommendations made by the team C.E. officer to the Saitama Teachers Union.

FOR THE CHIEF:

2 Incls:
 n/c

EARL W. SMITH
 Major AGD
 Adjutant

Note:

1. Basic ltr on this forwarded -
 signed by Mr. Comacho -
2. Refer to Central File

HEADQUARTERS
SAITAMA MILITARY GOVERNMENT TEAM
APO 201

RDB/mi
18 August 1948

080

SUBJECT: Special Report on Teachers' Union.

THRU : Commanding Officer, Kanto Military Government Region,
APO 201

TO : Supreme Commander for the Allied Powers, GHQ,
APO 500
ATTN - Civil Information & Education Section.

1. Inasmuch as officials of teachers' union throughout Japan are currently exhibiting undesirable attitudes and actions, attached report is submitted as being of possible interest to other military government teams.

2. Similar report has been submitted to Headquarters, IX Corps in compliance with letter, Headquarters IX Corps, 27 July 1948, file number AG 000.8 (D), subject: "Japanese Teachers' Union."

CHARLES P. HAYWARD
Lt. Col., FA
Commanding

1 Incl (in trip)
Report on Teachers'
Union Activities, with 5 Incls.

This Report was compiled by the
Civil Education Officer SMGT & has no
connection w/ labor section.

Info Copy only

REPORT ON TEACHERS' UNION OF SAITAMA PREFECTURE

Inasmuch as the problem of the teachers' union is definitely of local importance, apparently of national significance, and possibly of interest to other prefectural education officers, it is considered advisable to submit a special report on the subject.

Throughout the month of July the prefectural teachers' union has undergone intensive investigation. During April 1948, the union officials presented to the Governor a proposed new labor contract (inclosure one) the majority of which was ridiculous in its demands. After long consultation with union officials, the latter agreed to revise the contract and resubmit it. As of 6 August 1948, after a lapse of four (4) months, this has not been done. Instead, a strong, concise resolution (inclosure two) was presented to the Governor demanding that the contract be accepted in its entirety.

When it was discovered that the union was conducting itself in a manner not in keeping with sound educational policy and not in the best interests of the school children of Saitama, the civil education officer, in cooperation with the prefectural Governor and education staff, requested an audience with the officials.

In substance, the following represent statements made to the union officials:

a. "When in the course of events it is proven that a private organization, in this case a teachers' union, is functioning in such a way as to be detrimental to the public welfare, in this case to the school children of Saitama, it is imperative that corrective action be taken. Failure to take this action would be failure in the line of duty, on behalf of prefectural authorities as well as on behalf of this military government team. Your statement that your activities are no different from those occurring in other prefectures is of no consequence. In the absence of specific instructions from the national level, this problem is of a local nature and is to be solved by the prefectural education department with the guidance of the education section of the military government team."

b. "You have stated that your organization is a labor union and as such its independence should be recognized. Yes, your independence should be recognized. However, when attitudes and actions establish conclusively the fact that you have not assumed your educational responsibilities but have devoted all of your time to labor activities, then the ability of your organization to function independently is seriously questioned."

c. "There are twenty-two (22) teachers now employed full-time by the union while being paid from school, or public funds. Granting that, at present, such is condoned by the national labor contract, the Constitution states that public funds will not be used for private purposes. The union is a private organization. Full-time employees should be paid by the union. Furthermore, the Far Eastern Commission, in December 1946, stated that the "employer can not provide funds for a labor union."

d. "There are twenty-two (22) teachers who work one or two days per week for the union. There are ninety-six (96) teachers, comprising the prefectural committee, who devote one or two days per month. There are twenty-five (25) teachers in each of nine (9) guns and five (5) cities, totaling three hundred and fifty (350) who devote one or two days per month to union activities. From conversation with principals and teachers it has been learned that far too many of these teachers are called away from their classroom duties to perform union functions. Is it not ridiculous that a situation exists wherein a principal and a group of pupils are literally forced to do without the services of a teacher because of union meetings?"

e. Participation in administrative policy and in personnel matters, which are the prerogatives of the prefectural government until the School Board Law becomes effective, can not be permitted. Article 8 of your proposed contract is a striking example of your intention to manage educational affairs. It states, "Concerning appointments and removals, suspensions from office, transfers, rewards and punishments of teachers, such must be consulted on by both sides before decisions are made." Is the prefectural government supervising education, or is the teachers' union?"

f. "In summary, it is requested that serious consideration be given to the abolition of the following practices:

- (1) Requiring teachers, while being paid by the government, to devote full-time or part-time to union work.
- (2) Ordering teachers to attend meetings at the expense of classroom instruction.
- (3) Demanding joint participation in administrative policy."

Following the above lecture to the union officials, in an effort to enlighten the twelve-thousand (12,000) teachers of Saitama, as well as the general public, the education officer conducted a press conference. More publicity was

received than was anticipated, due primarily to a reporter's understanding that certain remarks were orders from 8th Army. However, despite the misinterpretation it is believed that the placing of the issue in the eyes of the public is to be desired and has had beneficial results.

Following this publicity, the six (6) leading officials of the union appeared at Headquarters, Saitama Military Government Team and signified their intention to resign. Their resignations are in the process of being accepted by the central committee.

Following this move, five (5) members of the National Japanese Teachers' Union appeared in Saitama to investigate the problem after which they released a notice to the press (inclosure three). This press release upheld all of the actions of the local union and included a reprimand to the governor for permitting the prefectural labor office to lose its prestige.

Recent events at the national level, particularly the message of the Supreme Commander concerning the present National Public Service Law and the resignations of SCAP labor personnel have given impetus to actions on the part of prefectural education officials. In addition, the minister of education dispatched a telegram to the prefectural governor advising him to give serious consideration to the intent of General McArthur's message in his dealings with labor officials relative to the local union's proposed new contract.

At present, the issue of the proposed contract has been shelved by the Governor pending national action on the Supreme Commander's message.

The eight hundred and sixty-four (864) principals of this prefecture have been addressed on the subject, "The Role of a Teachers' Union in Education." In process now, to be concluded 18 August 1948, is a lecture tour on the same subject which will reach the twelve-thousand (12,000) teachers of this prefecture.

It is hoped that this move will cause the teachers to vote for desirable officials at the approaching election.

In view of present circumstances surrounding the national labor situation it is hoped that a concerted effort is to be made at this time in the direction of removing one of the most serious obstacles in the path of democratization of Japanese education --- the teachers' union.

CHARLES P. HAYWARD
Lt. Col., FA
Commanding.

5 incls

- #1 Proposed Labor Contract.
- #2 Resolution Presented to Governor.
- #3 Report of Investigation of National J.T.U.
- #4 Protest of Unified Labor Union Committee.
- #5 Statement of Saitama Japanese Communist Party.

[Handwritten signature]

NEW LABOR CONTRACT

The governor of Saitama Prefecture (we call A) and the Saitama teachers' Union (we call B) conclude the following Contract with the purpose of elevating the status of teachers and contributing to the advancement of the democratization of education in Saitama each other, according to the spirit of the New Constitution and Trade Union Bill.

Chap. 1. General matters

1. This contract not only takes over the right and duty but also improves the extent of application and validity of the Contract, concluded between the governor of Saitama Prefecture and the association of Saitama Teachers' Union on the 28th, April, 1947.

A and B are responsible to put the Contract into operation with sincerity, and A should take administrative measures to make the private school principals put it into practice surely by the authorities that A has.

2. A should negotiate collectively with B, as taking it for the only one union of teachers' labour unions, and should not negotiate collectively with any other union of the same kind without the understanding of A and B.
3. Teachers in Saitama Prefecture should be members of B.
4. A shall make efforts to secure teachers' livelihood, assuming responsibility for it, and maintain and improve teachers' working condition. A and B are responsible to do their best for the establishment of the freedom of studying art and science and for the advancement of democratic education.
5. A should not discriminate teachers in their treatment by the difference of sex, or the difference of schools from which they graduated, or by any other unreasonable reasons.
6. A shall affirm that the Labor Standard Law is applied to teachers as well as other labourers and take necessary administrative steps for this purpose, properly and promptly.
7. A and B set up the educational management conference composing of the committee men selected by A and B according to the object of this contract.

The provisions of the educational management conference shall be settled separately by mutual agreement of A and B.

Chap. II Matters concerning Personnel Affairs

8. Concerning appointments and removals, suspensions from office, transfers, rewards and punishments of teachers, such must be consulted on by both sides before decisions are made.
9. A does not discharge teachers (B's member except the following cases.
- When it is the desire of a teacher.
 - When the result of the teachers' achievements in his duty is very bad, and when recognized by A and B that it is hopeless to make him reform.
 - When one is given a decision of guiltiness committing an infamous offence.
10. A should not discharge B's members or should not treat against B's members' interest intentionally in the following cases.
- The medical treatment period of the sound or illness owing to public work and for 90 days after it.
 - The reaseration period of before and after childbirth and for 90 days after it.
11. When A wishes to discharge, suspend from office or transfer B's members owing to unavoidable circumstances and report the authorities about these matters. A should inform the teacher and B beforehand of it.
- But when B's member is imposed a punishment (an infamous offence) or when B recognizes that previous information is not necessary, they are exceptional.
12. A establishes such wage system that can secure a wholesome and cultural life to B's member and his family. But the main lines concerning the execution of wage are decided through the consultation between A and B.
- For this purpose A forms special wage committee with B.
13. A provides the working rules concerning the following allowances which are defrayed by prefecture, city, town or village and the manager of private schools after the consultation with B, and takes sure and pertinent administrative steps for putting it into operation and should not neglect the supervision and guidance for it.
- Expenses for study.
 - Allowance for night-duty.
 - Over time allowance (Holiday work allowance, Over time work allowance, Over work allowance,)
 - Living out allowance.
 - Damage allowance.

- (6) Clothing allowance.
 - (7) Condolence money.
 - (8) Housing allowance.
 - (9) Expenses for medical treatment of T.B. case.
 - (10) Allowance for suspension from office.
 - (11) Marriage allowance.
 - (12) Cold district allowance.
 - (13) Remote place allowance.
 - (14) Concerning promotion of salary.
 - (15) Working rules concerning wage at private school.
 - (16) Allowance for the work besides the regular duty.
14. A puts into operation the retiring allowance system which does not impose a burden on B's member after consultation with B.
15. A bears the actual expenses in case of B's member's child-birth or his wife's. But the calculation is decided by mutual consultation of A and B.
16. Planning and operation of any welfare works concerning B are decided by mutual consultation of A and B.

Chap. III

17. Teacher's service is as follows.
- a. Hours of duty are seven hours restrained a day. Forty two hours a week is the maximum.
 - b. Teaching hours are three hours a day at primary schools, lower secondary schools and upper secondary schools. As for colleges, it is provided separately after consultation.
18. A keeps clerk and nurse at every school. In case it is not practised, the work of the teacher who substitutes them is recognized as over time work.
19. Fixed number of teachers is as follows.
- 1. More than two for a class at kindergartens .
 - 2. More than three for two classes at primary schools.
 - 3. More than two for one class at junior high schools.
 - 4. More than 2.5 for one class at senior high schools.
 - 5. As for college, it is provided separately after consultation.
20. Number of pupils should be less than 40 for one class. But less than 25 for one class at kindergarten, and less than 12 for the class of the blind and dumb and of the pupils that need to be educated specially.

21. When the fixed number of teachers is short or the students of one class is in excess of the fixed number, the over work allowance is given to teachers.
22. A sets up the following organizations for the promotion of the quality of teachers after consultation with B.
 1. Establishment of research organization for the teachers to whom no economical burden is imposed.
 2. Establishment of the system of studying at homeland and the period shall be one year.
 3. Twenty days in a year shall be given to the teachers as their free studying days.
23. Other work conditions shall be decided through the consultation between A and B.

Chap. IV Matters concerning Holidays

24. Holidays are given weekly and fete days and may day are also holidays.
25. Twenty day-holidays in a year are granted to the teachers in acknowledgment of their services.
Those who worked during their holidays are paid by the day.
26. In case a member of the teachers family becomes ill and has no person to care for the sick, the teacher is allowed to be absent from duty for nursing.
27. Three-day holidays are granted as menstrual holidays. Holidays before and after childbirth are 16 weeks, absence from duty owing to pregnancy is recognized a holiday by the diagnosis of a doctor.

Time for suckling is given for one year after the child-birth.
28. A establish free day nursery for the teachers.
29. All the holidays are paid holidays.
30. When a teacher does not attend school for more than a month consecutively on account of official trip, holidays, absence from school, etc., A allots another teacher for the post temporarily during that time.

Chap. V Matters concerning accident compensa- tion and medical treatment.

31. Matters concerning B's members' death or injury or illness while on duty are decided by mutual conference of A and B.

32. Tuberculous illness of B's member is treated in accordance with the illness caused by official duty and the period less than three years since the day when it was decided to be tuberculosis is recognized as work time.
33. When B's member becomes ill and no person takes care for him, an allowance for employing a nurse is paid. The amount of the allowance is decided by mutual consultation of A and B.
34. B's members are allowed to participate in the management of the teachers' mutual aid association.

Chap. VI Matters concerning Union Activities.

35. A does not dismiss, transfer, discipline or treat with B's member disadvantageously by the reason of their engaging in a proper union activity (including acts of dispute).
36. A must not take the measure to meet with the union activities with business order during the acts of dispute or when feared to get into walkout.
37. A acknowledges that B's officers whom B considers to be necessary can engage exclusively in the union activities keeping their present posts. The number of the officers is 50.
38. A admits that B's member can hold public office freely so far as it is compatible with the status of teachers. A does not interfere with B's political activities.
39. A permits B to use the buildings and facilities under the custody of A. A encourages effectively the custodians of public educational facilities outside of the jurisdiction of to permit B to use such facilities.
40. A acknowledges B's members engage in union activities. Trips for union activities are treated as official trips, but travelling expenses are not paid.

Chap. VIII Matters concerning Educational Management Conference.

41. Following matters are discussed at the educational management conference.
- (1) Personnel affairs.
 - (2) Wages.
 - (3) Working condition.
 - (4) Holidays and leave of absence.
 - (5) Educational Planning, budget, and management.
 - (6) Accident compensation and medical treatment.

- (7) Education and culture.
- (8) Welfare.
- (9) Promotion of democratic education and establishment of the freedom of learning.
- (10) Others.

42. Both A and B make effort to realize with sincerity what is decided at this educational management conference. Matters recognized necessary by both sides are codified and included in the articles of labor contract.

Chap. IX Supplementary Rules

43. Report to the administrative government office or to the labor relations committee under trade union law must be notified mutually between A and B.
44. When a dispute arises concerning this trade agreement, it is submitted to the mediation of labor relations committee.
45. This trade agreement is effective for one year since its conclusion. But it is effective more one year when neither of them express any intention to change it one month before it expires. When it becomes difficult to execute this contract by some special circumstances, it is consulted separately even in the course of its effective term. Moreover, this contract remains effective by the time when a new contract is concluded even when the intention of changing this contract is expressed.
46. Every article of this contract is effective so far as the existing law permits and regarding matters under the governor's power.
But the consultation between A and B is required for the interpretation of the existing law.
47. Three copies of this contract is made and both of A and B keep one of them and an other is sent to the administrative government office.
48. This contract is put into effect on _____, 1948.

Governor of Saitama Prefecture
Chairman of Saitama Teacher's Union.

[Handwritten signature]

RESOLUTION PRESENTED TO GOVERNOR
BY TEACHERS' UNION

"We that wish the sound development of the union activities request the perfect fulfilment of the labor contract which was made in peaceful agreement. Above all, it is our great regret that the problem of the teachers who devote full time to union activities which is the kernel of the union operation is left unsettled still now. Hereupon we demand prefectural authorities to cease to look to right or left on the pretext of the attitude of the central government or objective situation and set about to settle that matter in haste."

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Incl # 2² //

THE PUBLIC STATEMENT OF J.T.U. INVESTIGATION
COMMITTEE AS TO SAITAMA T.U. QUESTION

The Saitama Teachers' Union question, broadcast all over the country by N.H.K. (July 14 and 15) and Kyodo press (July 14) was supposed to be very serious and fundamental one concerning the limitation its activities, strife committees and its independence. Thereupon Japan Teachers' Union sent investigation committees to Saitama on June 20, and after their detailed investigation we have come to state our opinion.

1. These subjects such as the sphere of our activities, staff election and how it must be carried out, is to be decided for itself from a democratic point of view Union's Independence should be respected to the last.

2. The Question of Strife Committee was being recognized by Labor Contract that had been concluded between Japan Teachers' Union and Monbusho, and so it is not necessary to refrom it, as long as the new contract is made between Japan Teachers' Union and Government.

3. In Tokyo, our members are now under negotiation with concerning authorities, but according to the original characteristic of the contract, both the Union and the Governor should fix up this matter directly by putting them even and from an equal standpoint. We cannot help feeling regretful at the present Kenchos' attitude --- the poor management of the labor administration and their indifference on the educational reconstruction.

4. In view of the serious fact of this question, we are going to have all Japan Government Communication Workers Union investigate this matter, as it is not the subject of Teachers' Union only but the important one on the part of all organized labors in Japan.

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Incl #3²

July 26, 1948

Protest

TO: Mr. Nishimura, Governor of Saitama Prefecture.

The problem of the Saitama Teachers' Union of this time is a life or death affair for the essence and existence of labor union involving the extention of union activities, full time devotees, and the election of union officials, and it is not only the problem of a mere Saitama Teachers' Union, but also a problem common to all the labor union. If the Saitama Teachers' Union is transformed into such a union that has the character as announced, it will lose its independence or life and soul and will remain as only a nominal union. Moreover the influence it produces upon the other labor unions is of much significance. It is obvious that the responsibility of concluding the labor contract in question lies with the union and the prefectural authorities. In spite of this fact, the prefectural authorities has thrown this responsibility on others and tried to cover its inability, poverty of labor administration and the insufficiency of the zeal for educational recovery. Consequently we can not help drawing a conclusion that the responsibility that led the situation into such a tangle and gave such a strong impetus to all the labor unions lies with the prefectural authorities.

We hereby demand the Governor in the name of 200,000 workers of this prefecture to devise a means of settlement as quick as possible with a definite and independent attitude to this situation.

The Front Unification Conference
of the Labor Unions of Saitama
Prefecture.

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1/ Incl # 4²

TRANSLATION:

Translation of Document published by the Saitama District of the Japan Communist Party:

Statement regarding the question of the Teacher's Union of Saitama.

For protection of liberty and democracy in labor movements.

The news, "The Teachers' Union of Saitama Prefecture should quit all activities at once," gave a great shock to all the laboring class people in Japan. The Military Government of Saitama announced on the morning of the 20th, "The Military Government of Saitama wants you to understand that the Eighth Army Headquarters did not make any order regarding the Teachers' Union of Saitama, nor does any Military Government issue orders directly." Mr. Beer, chief of the education section, said, "There is a possibility it may have been misinterpreted as an order of the Eighth Army in some quarters due to the delicate interpretation of English into Japanese."

Mr. Kurihara, chief of the labor section of the Saitama Prefectural Office declared at the interview with the representatives of our party on the 21st that they will recognize the freedom of the labor movement and do not intend at all to make the Teachers' Union of Saitama break up.

The government is now driving the people into the slavlike living conditions by forcing the 3,700 yen wage, increasing the railway fare and communications charges, and collecting taxation from the masses. Thus they are making preparations for introducing foreign capital. Against this policy, we, the laboring class of people, centering around the all Government and Public Workers' Union, rise up as an advance guard for all the working men.

The case regarding the Teachers' Union of Saitama, at this time, is the first means of the corrupt reactionary to destroy the peoples' offensive by force and violence, and an evident sign of their intent to establish grievance machinery and to change the labor laws.

They force the burden of the school building expense and the teachers living cost on the working class people, besides, establishing a district education commission, make local bosses hold the right to direct education and teachers. With this, they are taking the policy to disturb democratic education and thereby lead Japan's racial culture into ruin.

We can clearly see the result when the Japan Teachers' Union is prohibited to make the requests of living guarantee and democratic recovery of education to the government.

All worker, farmers, small and middle merchants, and industrialists! Now militarism and runious reactionary power are coming again in place of democracy.

Look at the violence to Tokuda and to the other working men in the day time. In Fukui, every democratic movement by the public peace law was forbidden, and in Osaka, Kyoto, and 11 other prefectures, they issued the law prohibiting the workers' demonstration. They made a statement suggesting their intent to deprive the All Government and Public Workers' Union of the right to strike.

All the working men in Saitama Prefecture!

We want you to fight with us against the oppression of the Teachers' Union of Saitama, at the same time, to form a democratic organization by yourselves in your own working shops and villages against all illegal oppressions.

The people's right should be protected by the people's own hands.

But such reactionary policy will be only the last struggling of the ruling class against the revolutionary growth of the working class of people. The Japan Communist Party will fight it out taking the lead of all the working men's movements relying on their power.

Hereupon we want the Ashida Cabinet to immediately quit, calling to account of this Teachers' Union case.

1. Protect education and culture of Japan!
1. Keep up the freedom of labor movement and all the people's rights!
1. Sweep away anti-Communism, Militarism, and Violencism!
1. Form a people's front centering around the All Government and Public Workers' Union!
1. Knock down Fascism by a Nation's Front!
1. Protect peace, freedom, and independence!

July 20th, 1948

Japan Communist Party,
Saitama District Committee.

HEADQUARTERS
Nagano Mil Govt Team
APO 181

12 August 1948

SUBJECT: Teachers' Union Activities

THRU: Commanding Officer
Kanto Mil Govt Region
APO 201

TO: Commanding General
IX Corps
APO 309

1. In compliance with paragraph 1, letter Headquarters, IX Corps, file AGC 00.8 (D), subject: "Japanese Teachers' Unions", dated 27 July 1948, the following report is submitted.

2. The Teachers' Union of this Prefecture caused considerable delay in completing the in-service training plans for the summer vacation period. An in-service teacher training committee was formed in March. The Teachers' Union and other organizations and groups interested in education were represented on this committee. From the start, the Union delayed action and then suggested that the committee turn the matter over to them as they had a plan. The courses to be offered and localities were decided upon after considerable delay. The big issue was in connection with the selection of the lecturers and instructors. Prefecture Government was hesitant to make selections without union approval. This headquarters reminded the Governor and the Education Department Chief that the selection was their responsibility.

3. The Union contract entered into between the Governor and the Teachers' Union was recognized as being void after the passage of the Education Law by the Diet. On 31 July, as a result of pressure from the Unions, the Governor extended the Teachers' Union contract for one month. He permitted the agreement to be back dated and become effective as of 14 July 48. Following the promulgation of the Cabinet Ordinance, resulting from General MacArthur's letter, the Procurator advised the Governor that contracts of this type were void. The contract permitted twenty teachers to devote full time to Labor Union activities and receive full time salary from Prefecture.

4. The Teachers' Union has made demands for salary adjustment from time to time. The teachers of the colleges in

Info Copy Only - (CI+E Report)

BASIC: Ltr, Hqs Nagano Mil Govt Team, subject: "Teachers' Union Activities", dated 13 August 1948.

the Prefecture staged a strike on 27 July 48, demanding that the salaries of teachers in nationally operated colleges be made equal to or better than the salaries of the teachers of the Prefectural upper secondary schools. This was called a twenty-four hour business strike as it took place during vacation time and did not interfere with students' class work. On 16 July 1948, the Teachers' Union made a demand for 5,200 yen standard monthly base pay. The Union recommended all teachers with equivalent education be given the same pay and that teachers be licensed to teach on any grade level from kindergarten to upper secondary school, regardless of specific preparation.

5. The Teachers' Union Text-Book Committee is planning to put out school texts on all grade levels. This work was started recently in competition with the Education Association Text-Book Committee.

6. The Teachers' Union is taking considerable interest in the Board of Education Law. They hope to have the law modified in order that School Board members may be paid a full-time salary. If this cannot be done, the leaders of the Union recommend the Union make an effort to pay the salaries of the teachers who may be elected in order to encourage Union control of the School Board.

7. The local union insists that it is an "autonomous" body and follows no established policy from the central union. However, recently this headquarters was able to obtain a copy of a "Circulating Information Bulletin" published by the central union. This bulletin is closely guarded by all union officers and copies are distributed on a receipt basis. This is one method of communicating policies from national to local unions. Bulletin number 42 has been translated by this headquarters and is attached herewith. (See incl. 1). Attention is invited particularly to section six, "Instruction of Nikkyo-Gumi, No. 3", pages 14-19. This shows clearly that a carefully devised plan of operation is sent to the unions on almost every conceivable subject. They have a plan to "Absorb the Education Association", "Perfect the Election of the Education Committee", and "Take Over the Perfect Operation of the PTAs." Following the recent SCAP announcement, much of the information contained in this bulletin is of no further importance. However, it shows the plan of the National Union. This plan is being closely adhered to by the Prefecture Union.

8. The Nagano Teachers' Union is strongly influenced by communist policies. Many of the leading prefectural union officers are communist sympathizers and some are actual party members. On Gun and local levels the Union is most active where communist

BASIC: Ltr, Hqs Nagano Mil Govt Team, subject: "Teachers' Union Activities", dated 13 August 1948.

are most numerous. For example, in Shimoina Gun, fifty-three communist teachers guide the labor union work. Communists are found to be more prevalent among the young teachers. The few older teachers who follow communism, through labor union activities, are opportunists out to gain power. The exact number of communists in the Teachers' Union is not known, but the total prefectural figure exceeds 200. Not only are communists officers in the Union, but the Union frankly and openly seeks advice from well-known communists in the Prefecture. Reports have been received that Takakura Teru, well-known communist leader of the Josho area, is frequently consulted concerning teacher union policies. His advice is said to be carried out frequently in the selection of teacher personnel and in advocating policies. In the Josho area, thirty-five percent of all the teachers left their classes in order to participate in the May Day Labor Demonstration. Further indication of the Union supporting communism can be seen in the 15 July 48 issue of the Nagano Teachers' Union Information Bulletin, Number 8. In this bulletin, the Union recommends many leading communists as "lecturers" in the teacher re-education courses. They recommend them to give courses in the "Establishment of Brighter Farming Village", which has no professional significance and is only a method of getting communist lecturers to spread communist doctrines. Copies of this bulletin can be furnished from this headquarters. In order to combat this problem the Prefecture Education Department was requested to supply this headquarters with the names of all lecturers. One of the Prefecture Labor Relations Board candidates was a top ranking officer of the Teachers' Union with strong communist leanings. The rank and file of the teachers are not communists, but methods used by the few who dominate union activities do not encourage free expression of opinions of non-conservative action on the part of the majority of teachers. As a result the few radicals set union policies.

9. The Union has strongly opposed the continuance of the Teachers' Association. However, the Shinano Teachers' Association has an active history of sixty years and remains relatively strong. The Union opposes the Association on the grounds of "feudalistic" practices. It is the one remaining obstacle in the path of complete control of education in this Prefecture by the Union. As a result of the dissolution of the Nippon Education Association in Tokyo, it is expected that the Prefectural Association will again come under bombardment from the Union in its efforts for local dissolution.

BASIC: Ltr, Haw Nagano Mil Govt Team, subject, "Teacher' Union Activities", dated 13 August 1948.

10. Observation indicate that the ultimate aim of the Teachers' Union is to gain complete and effective control of all education activities in Nagano Prefecture. The Prefectural Government Education Department has, to date, taken a weak and ineffective stand against the strong methods employed by the Union.

11. The Union is prepared to "struggle" against the recent letter from General MacArthur if orders are received from Tokyo to do so. "Struggle" committees have been set-up on the Prefectural, Gun and school levels to execute any strike order or any instructions relative to the "struggle". An active propaganda campaign is now in effect against the inclusion of teachers in the scope of the ordinance concerning public service employees.

1 Incl.
Nikkyo-Gumi Bulletin

THOMAS H. STRATTON
Major, CMP
Commanding

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CIRCULATING INFORMATION BULLETIN
NIKKYO GUMI

NUMBER 42

Tokyo 14 July 1948

The Contents:

- 1) The final negotiation with the Government concerning 5,200 yen "wage struggle"
- 2) Appealed to the Central Labor Relation Committee of the Government and Public Employees.
- 3) Principles for our struggle with the 5,200 basic wages.
- 4) Who gains by the raise of the commodity prices?
- 5) Struggle of the University and College Teachers.
- 6) Instruction of Nikkyo-gumi, No. 3

FINAL NEGOTIATION WITH THE GOVERNMENT
CONCERNING 5,200 YEN WAGE STRUGGLE

3 July

In this negotiation, the result of the collective bargaining held several times has been summarized and the difference of opinions between the government and the union has been clarified.

1. About 6 conditions

1) From when the new wage system is to become effective: Government insisted from June, while Union insisted from April, in accordance with the terms to end the strike concluded in March.

2) Revision of the commodity prices

Government executed the revision of commodity prices without our assent, as a problem outside of the collective bargaining. But the Union expressed its objection to this "unproper" economic policy as it was directly connected with the wage problem.

~~SECRET~~
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3) "Mass Taxation"

The government insisted that, "It is the difference of interpretation", and dared to declare that they don't think the present tax system is "exploiting" the public. The Union denied the interpretation in a wholesale way.

4) Regarding the prospective establishment of an "organization to settle the disputes," the government declares that it will not bring out the plan to the present dispute, but the Union has fundamentally denies the establishment of such an organ.

5) Administrative-Readjustment

Union is dead against it. Labor Minister Kato declared that no dismissal will be taken place, though the "adjustment of unbalance" between the estimate personnel and actual personnel might be necessary. On the contrary, Chief Cabinet Secretary Tamabechi and vice-secretary Arita, declared "The government would discharge some of the employes." They lack unity even in the Cabinet itself.

6) The "Highest Wage System"

Government does not make any clear declaration on the ground that "This problem is connected with all other industries, and outside of the collective bargaining, and so Govt. might increase the wage when the revising of commodity price is effected." The Union expresses its unconditional objection to such measures.

7) Regarding the above-mentioned six items, Labor Minister Kato says that all are worth discussion, but Vice-minister Chief Secretary Tamabechi says that only three (or third?) items are worth collective bargaining. Here again the lacks of unity in the Cabinet was revealed.

REGARDING THE 1948 BUDGET

The Union expressed the objection to the next year's budget from the following reasons.

- 1) The budget has not been made with the objective of securing the livelihood of the nation in general.
- 2) Our demands should be met within the limit of the original budget and it is fundamentally wrong to seek the solution by making a supplementary budget, which is an incentive to the inflation.
- 3) We insisted "When the supplementary budget is appropriated, it should not be done by raising the commodity prices; the source of finance should not be sought in the public."

But the government paid no respect to our demand, but passed this "anti-people," and "national-decay" budget, in the face of the objection of all the people and of the Budget Committee of the Lower House.

REGARDING THE BILL OF WAGES OF GOVERNMENT
OFFICIALS TO BE EFFECTIVE FROM JUNE 1948

In spite of the fact that the collective bargaining was still going on, the government brought the bill to the Diet and get it through it, virtually denying the collective bargaining.

The Union objected the Govt. step on the ground that under the conclusion made by collective bargaining, the bill concerning the wages should be submitted to the Diet.

APPEALED TO THE CENTRAL LABOR RELATION
BOARD OF ALL GOVERNMENT EMPLOYEES UNIONS

To: Mr. Suehiro, chairman of Central Labor Relation Committee

All Government and Public Service Office Workers' Union had demanded the 5,200 yen basic wages to the government and public employes in order to secure the "lowest living" to maintain the labor, a fundamental condition to the re-establishment of Japan, and has kept collective bargaining, but the insincere and dis-united government brought the matter to the disrapture.

In April this year, we tried to make a final decision at the New-wage Committee regarding the new wages since April as a once-for-all solution of this 2,920 yen basic pay problem.

But as the government tried to establish the Labor Mediation committee, the New-wage Committee was aborted on May 24.

In the meanwhile the livelihood of the members has become more and more difficult, and under the spiral inflation which was accelerated by the revision of the prices of commodities, the livelihood of the teachers is on the verge of corruption and there is much danger of something undesirable breaking up.

But we cannot hope to get any speedy solution to this problem by the government which has not been cooperative in the past.

Therefore, we want your mediation in accordance with Labor Relation Law Chapter 18, Article 1, 3 with the necessary documents attached.

All Government Employes' Federation, National Govt. Railroad Workers' Union, National Governmental Officials Employes' Labor Union Federation, Nippon Teachers' Union, National Finance Office Workers' Union, Federation of Nippon Self-Govt Labor Unions, Metropolis Labor Unions Federation, Council of the Printing, Monopoly & Mint.

Bureaus of the Finance Ministry Workers Labor Unions, National Communication Workers' Union.

THE CENTRAL EXECUTIVE COMMITTEE MADE
A POLICY "HOW TO STRUGGLE TO GET THE
5,200 YEN BASIC WAGES", WHICH WAS AP-
PROVED BY THE SIXTH CENTRAL COMMITTEE
ON JULY 7TH

Policy how to get 5,200 yen Basic Pay:

The Big Capitalists and their faithful spokesman the present Government, boosted the communication and transportation fares as well as all commodity prices, and made a exorbitant budget of 400 billion.

On the other hand, Govt forces the laborers the low wages of 3,700 yen basic pay and in this way is desperately struggling to keep the capitalistic system which is on the Verge of corruption.

The Govt is trying to accumulate the big estimate through the taxes imposed on the people, while the greater part of the expenditures are spent for the benefit of some of capitalists and big construction workers.

In order to force the policy to protect the benefit of the capitalists, Govt is trying to establish a Dispute Mediation Organs to stipulate a law to suppress us, or to oppress by police and all other means, and is trying to strangle labor union movements in this country.

In order to realize the reestablishment of Japan by the hand of us, we the teachers' union will fight with other labor unions for the attainment of the following demands.

1) Pay us 5,200 yen basic wages from April with the following conditions:

1. The pay should be the take-home-pay from April.
2. Objection to the boost of commodity prices.
3. Abolition of the mass taxation.
4. Not to establish a Dispute-mediation organ.
5. Not to do any dismissal, or administrative readjustment.
6. Not to establish the highest wage system.

OBJECTIVES OF OUR STRUGGLE

In order to attain the objectives, we must keep close liaison

with other comrade-organizations both in Central and Local, and at the same time must fight with farmers and citizens in general.

1) Establishment of the lowest wage system.

Each local union will keep a close connection with other labor unions of the district, and figure out the lowest wage system and "fight" to get the same.

2) Objection to the raise of commodity prices.

To propagaze widely that the boost of the commodity price drives the labor class to the wall, and at the same time gives a great harm to the merchants, technicians, farmers of middle and smaller scale, and to inform the character of this exorbitant budget, and to struggle for the establishment of the Price Revision Board.

OPPOSITION TO THE MASS TAXATION

Substantial elimination of labor income tax by abolishment of business taxation by alleviating the tax exemption limit.

Opposition to the increase of indirect tax.

Opposition to the undue tax to the farmers and small businessmen.

Opposition to the lessening of the corporation tax, a means to protect big capitalists.

Demands to collect taxes thoroughly from the blackmarket dealers.

OPPOSITION TO THE REVISION (TO THE WORSE) OF LABOR RELATION LAW AND OPPOSITION TO THE UNDUE SUPPRESSION

To oppose to the proposed revision (to the worse) of the labor law; to "struggle" for the perfect effectuation of the present law; to oppose to the oppression to the mass movement through "petty crime law"; revision of the political fund law; and at the same time to oppose to the revision of the labor contract and the perfect effectuation of the present labor contract.

PERFECT DELIVERY OF FOOD-STUFF AND DAILY ESSENTIALS

To struggle to realize the increase of the staple food, perfect rationing, to bring about extra rationing of rice to teachers, opposition to the substitutes for staple food, free distribution of the clothes to the laborers, establishment of distributing organizations, and the utilization of the hoarded or idle or extra materials.

ELECTION STRUGGLE

To address to the citizens and farmers from you own posts on every occasion that to "fight together" is the true election.

METHODS OF STRUGGLING

1) Struggle in the Central Area

To make the present "5,200 yen struggle" of all government public workers' unions, and the "opposition to the raise of the commodity prices struggle" the common fight of all laborers.

For that purpose the NIKKYO-GUMI will become the center of the struggle of all labor unions, and unify the common struggle system under the All Labor Union Federation.

To keep a close connection with other comrade organizations, and make this struggle as the common objective of the people.

Take special precaution against sectionalism but keep a close and perfect liaison with other comrade-organizations.

STRUGGLE IN THE LOCAL DISTRICTS

To materialize the struggle policy for the securement of the lowest wage system for the government and public employes, and to cooperate with the prefectural labor unions councils and other comrade-organizations, as well as the citizen and farmers for the common struggle.

All the local struggles we are now conducting should be done along the line of this "5,200 yen struggle" policy, and should not deviate from the main objective.

The followings are some of the instances in order to expand our struggle horizontally:

1) To cooperate with the labor class including the middle and small businessmen, to oppose to the levy of mass tax, objection to the raise of the commodity prices, securement of the staple food.

2) To cooperate with the farmers to secure the fertilizers and to oppose to the raise of the price of the same.

To demand to fix the proper price of the rice, and oppose to undue taxes.

In order to lead the election struggle to victory, take a vigorous action such as sending the questionnaires to the public about what they think of political parties, of the members, of

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their actions and behaviors, with the objectives of checking the opinions of the public to the candidates, collecting the signatures of the public as a means to demand recall and dissolution of the reactionary local bosses.

By analyzing the "anti-people, exorbitant" budget, explain to the public why we are doing this "wage-struggle"

CONCLUSION

The present 5,200 yen struggle is not merely a struggle to secure that wage; it is not the struggle to raise the government workers wages only.

The issue of the struggle is closely connected with the benefit of all the laborers and people.

Therefore, the struggle of this year must be expanded to all people.

In order to attain the purpose, a unity of action must be had throughout all the organizations, from the headquarters, prefectural unions, branch offices and chapters.

The struggle thus fought and won is the only way to the recovery of our fatherland.

In accordance with the policy, a strategic committee has been formed by the representative of the prefectural teachers unions on the day of the Central committee meeting and the discussion was done about the problems which we now face. As the result the following conclusion was made, which was approved by the central committee meeting.

1. Struggle System:

A. Central System

Nikkyo-gumi executive section has been switched over to the struggle system.

B. Local System

1) Establish and strengthen the struggle system of the local prefectural teachers' unions.

Strengthening of the connection; to establish a joint front with the prefectural labor organizations and prefectural labor employ unions. Establishment of the struggling system for the summer vacation.

2. Joint Struggle:

To figure out the lowest wage in accordance with the actual situation of the local districts, and to submit the same to the local Labor Relations Board.

Establishment of finance.

Strategy conference.

A Strategy committee will be composed with the central struggling committee and one representative of each prefecture. It will be the central struggle expansion committee. The representative of each prefecture should be the person who is in a responsible position.

The date of the meeting is left to the chief of the Central Struggling Committee.

WHO PROFIT BY PRICE BOOST?

1) Will the labor class get the benefit?

The national budget for next year which has passed through the Diet is detrimental to the welfare of the working class, with the raise of commodity prices, low wages and administrative readjustment by means of mass dismissal.

Of the 400 billion yen budget over 80% of the income is to be burdened by the laboring mass, while the income from the mass taxation occupies 65.9% and one individual, even a baby, has to pay 3,150 yen.

On the other hand, regarding the expenditure, the amount to be paid to protect the benefits of the big capitalists is no less than 80% of all the expenditures.

Such budget which was made at the sacrifice of the labouring mass will drive the people to bankruptcy through its inevitable result of commodity price boost, heavy taxation, low wages, mass taxation, raising of the land-tax and the compulsory collection, bringing about the decrease of the purchasing power and the lowering of the productivity and will accelerate the financial inflation.

The smaller merchants and businessmen will be deprived of the funds as the banks and other financial organs will refrain from loaning funds to them, while the raw materials will boost in prices and the heavy taxes will be levied, which will lead to the inevitable result, the extreme poverty.

The official commodity prices at the end of last year have increased 110 fold compared to those of 1934 - 1936, while those

of the blackmarket are 360 fold (as announced by the government) the average prices being 200 fold, while the 3,700 yen basic wage is only 55.8 fold of the prewar level.

Unless a five-fold raise of the present wage be effected, we cannot lead even a pre-war level of life, which was famous throughout the world for its low wages.

According to the Slide Index of the Oriental Economy through the boost of the prices, the purchasing power of the 3,700 yen has become no more than 47.8% of that former 1,800 yen.

The present budget will drive the factory workers, farmers, fisher-men, laboring citizens, small businessmen to starvation. The budget will be put into practice by means of a raise in commodity prices, ammass heavy tax, and will inevitably raise prices and will necessitate an additional budget increase. This vicious circle will explott the masses to the last drop of blood.

The price boost and inflation will persistently demand the sacrifice of the laboring class, but will benefit them not a bit.

WHO WILL GET THE BENEFIT

Since the Manchurian Incident the Japanese Government carried on the wicked war at the sacrifice of the masses of people, but protected the privileges of certain classes by means of inflation.

After the surrender, all the Cabinets adopted the policy of accelerating this inflation and raising the commodity prices.

Just before the suspension of paying the munitions subsidy fund, the government paid a huge subsidy fund, thus accelerating inflation. It made public the plan of taxes on property, so that the rich men involved could take appropriate measures. It took taxes from those privileged classes very lenitently, just for the sake of formality, while forcing the mass of people the "five-hundred yen life".

The governments allowed the capitalists combine with the bankers to release the old yen, or new companies to make speculative purchases. The currency increased but the production dwindled, the price of commodities raised but he livelihood of the people became harder and harder. The capitalists made exhorbitant profit by sabotaging the production.

As the inflation advances prices increase, thus the prices of land, buildings, materials are boosted, and by selling the materials through blackmarket channels, an exhorbitant profit is gained.

On the other hand, stocks and stockholders' reserve funds being BUILDING PRODUCTION MACHINERY, bring benefit rather than loss.

The capitalists who made loan from the bank will lose nothing through the fall of the money value.

By keeping the production till the price for the same is boosted, the owners can get a big profit.

There are so many factories which made enormous illegal profit by reporting less the manufactured goods and materials at hand.

The capitalists of Tokyo Shibaura Company have reportedly made over 8 billion yen, while HIDACHI manufacturing Company 2 billion yen illegal profit.

The greater part of the 515 billion yen Price Adjustment Subsidy Fund of the present budget was paid to the special monopolistic capitalists as the subsidy to cover their "loss" arising from the difference between the production price and the consumers' prices, and is accelerating the inflation.

The trick is that the Govt swallows blindly the capitalists' report of the cost price, and pays them as they demand.

We are sorry that we have little space to illustrate many other instances to show "who get benefit" by inflation and raise of commodity prices.

One of the conspicuous features of an inflation is the boost of the prices of commodities appears irregularly.

The capitalists like inflation because the rise of the cost of labor lag far behind to the other commodities, and the labor is not paid for its value.

The character of the inflation is that the raising of wages do not boost the commodity prices, but wages never catch up with the commodity prices.

The weak in the economic circle are deprived of their property by the raise of the commodity prices, while the strong men usurp the "value" of other people by making use of its boost.

STRUGGLE OF UNIVERSITY AND COLLEGE DEPT. FOR WAGE RAISE PROBLEM

After the first collective bargaining on July 18, the department had the struggle Expansion Standing Committee meeting on June 21st and established the plan for this struggle and attended the second collective bargaining meeting on June 22nd.

The Mombusho answered:

- 1) The raise of wages as of the end of December last year is

possible.

- 2) There are no measures to meet the demands at the time of switching over to the new system.
- 3) To investigate the true situation even after the switching over to the new system is effected.
- 4) Will consider to meet your demands by finding new sources of finance.

To which the Union contended that

- 1) These can not be recognized as the answers to our demands submitted last time.
- 2) We cannot accept them.
- 3) We shall have to decide our final attitude by asking the regular mediation organizations.
- 4) We want you to be more effective in pushing our demands to the authorities concerned.

But as the negotiations are deadlocked, the Nikkyo-gumi issued the following instructions in order to cope with the new situation of the struggle.

INSTRUCTIONS OF THE NIKKYO-GUMI

23 June 1948

The University and College Dept. of each prefectural teacher's union should complete its "struggle preparations" by the end of this month.

REGARDING THE STUDENTS' EDUCATION REHABILITATION STRUGGLE

- 1) To issue a declaration to support the students' strike.
- 2) The same dept. should become the centre of the prefectural teachers' union, and will guide & support the students' strike.

According to the Constitution, the right to order a strike belongs to the Mass Meeting of the Union, but as it was impossible to hold a rally at one, you are requested to take appropriate measures in your struggle, confirming that the right to issue direct instructions belongs to the prefectural teachers' unions.

(If it is a single one, the executive committee chairman of the prefectural teachers' union, and if it is a combined one, the prefectural university and college, the executive committee chairman issues the instructions.)

Nikkyo-gumi has no central struggle system, but the standing committee of the university & college department will become the centre of the struggle activities, while the Central Executive committee will take care of the liaison work.

Another instruction from the University & College Dept. was "The local unions which had finished its preparation for struggle shall inform the Dept. of the Nikkyo-gumi by telegram."

THE THIRD COLLECTIVE BARGAINING MEETING REPORT

- A. (Union) No conclusion has been reached during the past negotiations. We want to hear the concrete opinion of the Minister.
- B. (Education Minister) We have been endeavoring to eliminate the difference, and I believe the difference has become smaller compared to last year. The difference of last year was three grades (one grade being about 50 yen), It is 2 grades at present. I am sorry we could not comply with your demands at once, although we are doing our best.
- A. The difference between the wages of teachers of two categories are from 800 to 1,000 yen on the 1,800 basis.
- B. We admit the difference of the wages between the Mombusho teachers and local teachers.
- A. We believe you have studied this problem. Have you some materials for that problem? From what materials do you know the actual situation of the schools under your administration?
- B. They are in the secretary's office, which when finished are to be made public.
- A. We demand your substantial answer. There is much danger of strike breaking out. Do you admit it?
- B. It is another question to admit it. Right now is the time when both parties should cooperate with each other.
- A. Are you ready to make an additional subsidy?
- B. We are not in a position to do it. We must first of all make materials to support our demand. We have materials, we have sincerity, but we have no power to materialize it.

- A. Show your plan which you submitted to the Finance Ministry. Did you negotiate with the Finance Ministry without any standard? The "discrimination had already existed when the straightening up of the irregular wage scale was done. Did you take any step to abolish the differences?
- B. We could do something if we had money.
- A. Show your plan, even if it is incomplete one.
- B. Wait for a couple of days.
- A. Do you mean to discontinue negotiation, or do you mean to make a further effort?
- B. We cannot do it by the end of December, and we don't like to make an empty promise.
- A. Show us your standard and plan to switch over to new wage system. If our demands are not accepted, we shall discontinue this negotiation.
- B. We want to improve the situation. We will study the matter so that we can give you better answer than that we did on June 22nd.

THE 4TH COLLECTIVE BARGAINING

July 3

- B. It is too difficult for us to straighten it up right now, and we are not in a position to show you any concrete measures.
- A. This is the problem which was brought to your attention last year. If you don't show us any concrete plan and just tell us to trust you, we cannot.
- B. We will lessen the difference at the time of switching over to the 3,700 yen basic pay and other occasions. We will see to it through some business methods.
- A. We want to do it with our funds at hand, but we cannot promise you anything before we check how much funds are available.
- B. We want to solve the problem once and for all.
- A. To what extent do you think you can do that? What is your concrete plan?

(Mr. Shimizu, Chief of the section interposed)

- B. My section can do nothing except giving the material after the switch over. We are not in a position to issue the BACK-PAY RETROACTIVE order.
- A. Then there is no need for further negotiation. Do you mean to discontinue this negotiation?
- B. No.
- A. Then how much are you willing to pay? Make an additional budget plan, and show us next time.
- B. We cannot make a definite one, but we will show you a plan, made from our materials at hand, and after consulting with the Ministry Conference.
- A. You shall show it to us.

INSTRUCTIONS FROM STRUGGLE GUIDANCE DEPARTMENT

July 3

- (1) Prefectural teachers' unions are to send a telegram to the Education Minister to the effect that, "Remove the uneasiness arising from the discriminate wages of teachers"
- (2) The union of each school under the Mombusho shall send telegram to Minister that, "they have a grave determination."
- (3) Let the principals send a telegram to the Minister asking to solve the problem.
- (4) Let the prefectural governor send telegram to the Minister asking to solve the problem.
- (5) Let the members of the Houses elected from the labor front push the government for our cause.
- (6) To cooperate with the students autonomous federation for our common struggle.

INSTRUCTIONS OF NIKKYO-GUMI

(No. 3)

July 3

- I. Establish the struggling system, and decide the struggling tactics.
- (1) Abiding by the decision of the 7th Central Committee Meeting, the Headquarters will switch over from the Central Executive Committee to Central Struggle Committee to fight vigorously. It is desired that the local unions will establish a struggle system and give active guidance to the local government and public workers' organizations.

- (2) Establish a common front through the common problems such as opposition to the raise of prices, and abolishment of the bed tax etc. with the general farmers and citizens in addition to the organized laborers. Endeavor to establish a democratic PTA.
- (3) Make clear why we are fighting the 5,200 yen struggle or and election struggle, and have a rally in order to establish a strong struggling system.
- (4) The Central Headquarters will do all it can to give the local chapters various informations by means of stumping and others, but the prefectural teachers' unions are on their part requested to give detailed information to the Headquarters.
- (5) Endeavor to rouse the public sentiment regarding this struggle on every occasion.
- (6) The organization and principle for struggle shall be reported to this Headquarters without fail by July 31st.

II. Each prefectural union is requested to figure out how much wage is necessary for a teacher with 2.5 dependents to lead a "minimum" living standard in April this year and demand the governor including the following six items to pay the same.

- (1) When you figure out the minimum wage, keep pace with the government employes labor unions.
- (2) The expenses for food in the pay check is to be figured out from the actual expenses. (Nikkyo-gumi figured out to be 63%)
- (3) The raise of the wages, the abolition of the sex discrimination and other local problems, should be fought vigorously so that these struggles have connection with the New Wage Struggle.

III. Regarding the switch over to the new 2,920 yen system, the union should make clear to the prefecture that it is dead against the government plan which believes in the occupational class system, even if the wages are paid through the Cabinet order.

Take up the University and college Dept. struggle, and inform to all members as a problem which is connected with their organizations.

Where there is no such organization, make the best use of this chance to make one, and utilize it for our struggle.

(1) The Struggle Guidance Dept. of University and College Dept. of Central Headquarters has switched over the Central Struggling committee to a more effective organ.

The local districts must give ungrudging help to the University and College Dept. so that it could conduct a strong struggle in the whole organization.

(2) Regarding the struggle of that Dept, the representatives of the nation will meet on July 15 to grasp the actual situation, and decide how to fight in future throughout the nation. Concrete instruction will be given later.

PREPARE FOR THE ELECTION STRUGGLE

The political situation is delicate, and we can not tell when the Diet. will be dissolved. But we believe the dissolution will be taken place from between August to October.

Therefore, the prefectural teachers unions should make concrete measures and prepare for it. You are requested to support Mr. Kuroda and other five people who were expelled from the Socialist Party, and Mr. Noro and other nine people who have bolted from the same party, for their attitude to "purify" the Socialist Party.

By the formation of education committee law, election will be taken place in October for the members, seven for committees of Tokyo, Hokkaido and the prefectures and 5 for that of 5 big cities and you are requested to make a perfect preparation for the same.

Regarding the practical election measures, you will be instructed more concretely later.

Those prefectures which have already dissolved Education Associations shall establish a nominal Education Association immediately and require that teachers apply for admission there-to.

Accordingly a meeting is expected to be held on 5 August at which the dissolution of the Nippon Education Association is to be discussed.

However under the present situation, the Union is not in a position to secure the two-thirds vote necessary to carry out the dissolution. So you are requested to take proper measures at once so that our delegates can attend the general meeting."

Start the objection to the day-duty and night-duty system.

(1) Don't obey the past practice but refuse to approve the

day-duty and night-duty system. Make clear that you will not be restricted by the unreasonable demand.

(2) Demand to the governor to issue notice to mayors and headmen of the communities to stop the teachers' day-duty and night-duty system immediately.

(3) Have close liaison with the Labor Standards Bureau and make them support our contention.

(4) Make the authorities pay us overtime for the day-duty and night-duty through the labor standard law in a backpay retractive system.

(5) Demand, with principal's certificate, the over-time pay since July last year.

(6) Demand not to order any over-time work till the stipulation concerning overtime is fixed.

Have deeper interest in regulations relating to Education.

1) Inform the content of the education committee law to all members and make use of every chance to enlighten the public for the same.

We will discuss about this education committee problem in the near future, and so every prefectural union is requested to make concrete study for the problems such as how to elect the members, education chief and other education administration officers.

2) In order to wage our struggle more effectively on the "appointment and dismissal of the education public officers and others" and other bills, the will of the members must be fully checked, and must prepare for the next Diet struggle.

Make a democratic Textbook Selection Council, and let it choose the textbooks.

From the education rehabilitation council.

The Central Education Rehabilitation Council has got the participation of all labor unions and democratic organizations and formed a joint front.

It is to be desired that those local districts which have not formed one, will form it right way, and send to the Central Education Rehabilitation Conference its former representatives.

Condemn the bosses who want to make use of the Education Rehabilitation Council, and prepare yourselves for the election struggle and 5,200 yen basis pay struggle.

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Make a permanent policies as well as the temporary ones.

Cooperate with the all government and public workers unions and all labor conference to make an "Illegal practice Exposure Committee" and lead the situation advantageous to our 5,200 yen struggle.

1. Expose the illegal practices of the Metropolis, Hokkaido and prefectural governments.
2. Expose the hoarders of school-things for the school children and the illegal transactions of the schools.
3. Expose the illegal practices in connection with the school buildings.

PS. We will send to you the "GUIDE HOW TO STRUGGLE TO GET THE 5,200 BASIC WAGE" which we expect you will make the best use.

6 NEGOTIATION TO REMOVE THE DISCRIMINATION AGAINST MOMBUSHO TEACHERS HAS COME TO RUPTURE

The struggle to straighten up the discrimination in the wages of Mombusho teachers reached the last stage.

Therefore at the seventh Central Committee Meeting, the bill was introduced in first day to be discussed.

Whether the struggle should be confined to the University and College Dept. or not was discussed from the legal and practical points but at last it was agreed that the struggle of that dept. is the struggle of the Union as a whole, and "To give the authority of instructing strike to the Chairman of the Central Executive Committee was approved with the overwhelming majority, the opposition being only two votes.

Therefore, it was so arranged that the Dept. was set free from any restriction from the stipulation and could do what it deem proper.

The collective bargaining of the day, the last one, was done from 20,00 with over 200 observers, but the Union got nothing, and so the Union announced the rupture of negotiation.

1) The intention of the Mombusho thus revealed as the result of the negotiations were: When the present wages are switched over to the 2,920 yen basis pay, the present wages will not become the standard, and Mombusho wanted to straighten up the differences on that occasion.

2) To make study expenses cover the deficiency, but that appropriation is at present "missing"

3) It will not be finished before August to make the necessary "data" to get the budget.

But even if the extraordinary session is summoned, it is expected the Diet will be shotlived, and it is hard get the bill through the Diet.

As has already been revealed, the government tried to solve the problems with such half-measures as 1, & 2, which was the cause of all the present trouble.

They are now concentrating their effort for the 3rd plan, but even if our demand is met by that step, we must wait till next Diet, which we can ill afford to.

It is entirely the Mombusho's fault that this negotiation was broken down. The time has come for the members of that Dept. to conduct a vigorous struggle, and for members in general to stir themselves up to support them as our common struggle.

After the central committee meeting, the Nikkyo-gumi Headquarters formed a counter measure committee, composed of all members of University & College Dept. standing committee, and Central Struggle Committee.

With regard to the struggle of the local district, in Hokkaido 7 schools walked out on 13rd, and 6 of the Chiba are expected to walk out on July 15, while school of Osaka, Fukushima and others have completed the preparation and are waiting for the instruction.

As has been instructed by INSTRUCTION 3, this struggle is not to be confined to the DEPT. concerned, but all the members must stir up as one man for the final and common victory.

NOTICE

As the paper price was boosted two fold while that of postal are four-fold, we must ask you to pay five yen a copy from No. 41, and the additional payment of the fee.

We are now applying to the communication authorities to make the postal fee for this bulletin cheaper.

When the permission is given, in future you can get a copy for five yen including the postal fee.

Untill the definite paper price is fixed, please pay for this paper by rough calculation.

As we have received no paper rationing, the publication of this is delayed. To these people who have not paid the cost, we have suspended to send bulletin since 41.

HEADQUARTERS
IBARAKI MILITARY GOVERNMENT TEAM
APO 181

*Our File
Ref*

9 August 1948

SUBJECT: Japanese Teachers Unions

THRU : Command Channels

TO : Commanding General
IX Corps
APO 309
ATTN: C.E. Section

In compliance with letter AG 000.8 (D), Hq IX Corps, subject: "Japanese Teachers Unions", dated 27 July 1948, the following report is submitted for Ibaraki Prefecture:

1. SUMMER IN-SERVICE TEACHER TRAINING:

a. Union members of the In-service Training Committee made every effort to outlaw examinations for evaluation of the summer courses.

b. The union demanded a voice in the selection of lecturers. This was denied.

c. The union attempted to dictate place and time for the courses. Denied.

2. TEACHERS' CONTRACTS:

No negotiations due to the SCAP Letter to the Japanese Government.

3. SALARY ADJUSTMENT DEMANDS OF IBARAKI TEACHERS UNION:

a. Starting salary of Normal School graduates to be ¥500 per month.

b. All other salaries to be raised proportionately.

c. Each teacher to receive ¥600 per month for "study Expenses" (¥500 for books; ¥100 for teaching aids).

d. Transportation expenses for teachers travelling to and from work by bicycle:

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Info Copy Only - (CI+E Report)

1. 2 kilometres \$200
2. 4 kilometres \$300
3. 6 kilometres \$400
4. 8 kilometres \$500

e. Increases in the following:

1. Housing allowance
2. Marriage fund
3. Birth allowance
4. Retirement fund
5. Special service and overtime allowance
6. Travelling allowance

4. NEW TEXT-BOOK PLAN:

a. No noticeable reaction

b. Union had printed summer vacation workbooks with intent to sell them to the students. Prefecture ruled against vacation assignments, thus obstructing sale of such books.

5. BOARD OF EDUCATION LAW:

a. Union expresses strong desire to elect teachers to this board. Law precludes any such action.

b. Union is strongly opposed to any and all local boards of education. Union fears the effect these local boards will have on their bargaining power.

FOR THE COMMANDING OFFICER:

WILLIAM D. COTHAM, JR.,
Captain, C.E.,
Adjutant..

COPY

BASIC: Ltr Hq Gumma Mil Govt Team, APO 201, Subj: "Teachers' Union", dated 28 Feb 48

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HQ KANTO MILITARY GOVERNMENT REGION, APO 201, 13 March 1948

TO: Commanding General, IX Corps, APO 309

✓ 1. It is the opinion of this headquarters that the information contained in the basic letter is in some respects incomplete. A further study of the situation is believed desirable. An immediate study will be made in Gumma-Ken by staff officers of this headquarters in collaboration with the local MG Team in accordance with the following plan:

✓ a. Review will be made of the situation concerning the action of the Teachers Union and of the Prefectural Government in regard to the 20 February meeting of teachers which was held in contradiction to instructions of the governor.

✓ b. A review of pertinent Teacher Union activities and recommended action referred to in pars. (6) and (7) of the basic letter will also be made.

c. Based upon the findings of (a) and (b) above appropriate conferences will be arranged with the Teacher Union representatives and the Ken Government officials for the purpose of influencing a satisfactory solution at the local level.

No!

✓ d. Upon completion of the above action a full report will be submitted.

✓ 2. In view of the action to be taken by this headquarters, it is recommended that no action be taken on the recommendations contained in the basic letter.

/s/ Ernest A. Verkler
/t/ ERNEST A. MERKLE
Colonel. CAC
Commanding

This Indorsement written by Mr. Fox, I do not concur with par 1.c. JAT 15-Mar-48

*J. Trullator
your copy - one
has gone to
C.F.
St. H...*

See Spec Reports 248 File for Basic Report Gumma dtd 28 Feb 48.

HEADQUARTERS
 GUMMA MILITARY GOVERNMENT TEAM
 APO 201

BAF/JJB/jn

28 February 1948

SUBJECT: Teachers' Union

TO: Commanding General, Headquarters Eighth Army, APO 343

1. On 20 February 1948 the Gumma Federation of Teachers' Unions, acting without authority and precedent, usurped the powers of the Prefectural Governor and declared a school holiday for approximately 386,000 children for the purpose of holding a union meeting and demonstration in Maebashi city park. It was not a strike. The meeting was attended by approximately 2,000 teachers although union plans called for a meeting of 6,000 teachers.

2. The union declared that its purpose was to substitute Sunday as a school day and that it, the union, had notified the school children through the school principals that the children would have Friday the 20th as a holiday and would attend school on Sunday the 22nd. Having school on Sunday is forbidden by statute.

3. The Governor was told of the union's contemplated action on 17 February 1948 in language which was tantamount to an order. This was done through the heads of the Educational Department, who would not make a decision on the union's request although they knew it to be unlawful. The Governor replied on 19 February 1948 in which he stated that in view of Article 48 of the Education Law it was deemed improper to change regular school hours for the purpose of union activity. The union disregarded the Governor's answer and held their meeting as scheduled.

4. Responsibility for the entire affair rests upon Sanki Kitamura, chairman of the Gumma-ken Teachers' Union executive committee and the executive committee members. It was from this committee that orders were issued to the principals to change school hours and to hold the mass meeting and demonstration. Union members (teachers) were ordered by the committee to report to Maebashi park for a union meeting. The teachers had no voice in the proceedings and docilely followed the orders of the executive committee without question. The fact, however, that only about twenty-five percent of the teachers attended the rally casts doubt upon whether the executive committee is truly representative of the union at large.

~~9~~ See 1st Ind KMG R 13 March made

- 1 -

9 by Mr. Fox. in 248 File.

28 Feb 48

Subject: Teachers' Union

5. The Prefectural Governor took a weak stand. He called in the union officials concerned and stressed that this action should never be taken again. He cancelled classes for Sunday the 22nd because "it was not regular hours", but he failed to point out that the cancellation of school on Sunday was due to the fact that 386,000 school children should not be penalized because a union took authority into its own hands. He failed to take action against the union in any manner whatsoever, even so far as an official letter of censure, because of Article 11 of the Trade Union Law. He thought of docking the teachers one day's pay but decided against that for he did not, in his own words, want to "incur the wrath of all the teachers". He made the statement that he thought that any action he might take would "drive the teachers to take part in the March offensive".

6. By his failure to take action the Governor has tacitly admitted that he will not take a firm stand on any issue concerning labor unions. In the case of the Teachers' Unions this has led to unwarranted interference in the Civil Education Program by the union and is seriously hampering both Japanese and Occupation Force educational efforts. The Civil Education section head of this team states that interference of the Teachers' Unions in the educational program nullifies any professional advancement.

7. In view of the above facts it is recommended that higher headquarters:

a. Make the Teachers' Union of Gumma Prefecture the subject of an official letter of censure through the Japanese government.

b. Issue an order through either the Japanese government or the All-Japan Teachers' Union dissolving the executive committee of the Gumma Federation of Teachers' Unions as not being truly representative of the membership and ordering that a new election be held.

c. Issue an order through the listed channels banning the union from any activity or interference in the educational program particularly in the following:

- (1) Having authority with the Governor to appoint school principals and officials.
- (2) Holding union meetings during working hours or changing school hours for the purpose of union activity, and
- (3) Having individuals, employed as teachers, spend their full time on nothing but union activities.

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BLAIR A. FORD
 Lt Col, Infantry
 Senior Mil Govt Officer

HEADQUARTERS
KANTO MILITARY GOVERNMENT REGION
APO 201

AVA/so

14 February 1948

~~248~~
080

SUBJECT: Transmittal of Labor Union Activities Reports

TO : Commanding General, IX Corps, APO 309
Attn: Military Government Labor Officer

1. In compliance with Ltr IX Corps, file AG 091.4 (D) sub: above dtd 6 August 1947, and paragraph 1a Ltr, IX Corps, file MC 091.4, Subject: "Labor Relations Activities, dtd 6 August 1947, the inclosed reports are submitted.

FOR THE COMMANDING OFFICER:

Our File
Est

KENNETH G. SEE
1st Lt., Q.M.C.
Adjutant

7 Incls:
Japan Teachers Union

- Chiba,
- Gumma,
- Ibaraki,
- Nagano,
- Saitama,
- Tochigi,
- Yamanashō.

Teachers
Union

8
See Spec Reports 248

HEADQUARTERS
CHIBA MILITARY GOVERNMENT TEAM
 APO 181

JLH/cp

ECO.

10 February 1948

SUBJECT: Japan Teachers' Union ActivitiesTO: Commanding Officer, ^{KANTO} Military Government Region, APO 201

1. In compliance with letter, Headquarters, IX Corps, subject: "Labor Union Activities", file 091.4 (d), dated 26 January 1948, a report on the activities of the Chiba Prefectural Teachers' Union is submitted as follows:

a. Chiba Teachers' Union (C.T.U.) was organized on 15 October 1947. At present it has a membership of 8,5000 male and 4,000 female (total 12,500) teachers and officials of the primary, middle schools, and colleges of this prefecture. There are twenty-three branches of this union located throughout the prefecture.

b. Union officials are elected in the following manner:

- (1) Representatives (Daigi-in) are elected on the basis of one for each ten union members at each school.
- (2) Out of one hundred members of the union, one central committeeman (Chuo-in) is elected by each branch of the union.
- (3) Executive committeemen (Shikko-in) are elected at the central committee meeting. A chairman and vice-chairman of the executive committee, chief clerks, and auditors are elected at the general meeting of the representatives.

c. Union affiliation is the Japan Teachers' Union with headquarters in Tokyo.

See Ltr Trans Kanto 14 Feb 48
 (all Teachers Union Reports)

10 February 48

ECO

Subject: Japan Teachers' Union Activities.

d. Funds of the union are obtained through the collection of monthly dues. (20 yen monthly per member), this amounts to approximately three million yen each year. The twenty yen collected is consumed as follows:

1. Three yen is forwarded to the Japan Teachers' Union Headquarters in Tokyo.
2. Nine yen is forwarded to each city and gun.
3. Eight yen remains for the operation of the Chiba Teachers' Union.

The members of each school send their dues to their respective branch union. The official in charge of the branch union sends the collected dues to the main union headquarters located at Chiba City.

e. The union does not claim to have any political activities.

f. No strike plans have been initiated by this union.

g. The union has prepared and submitted many demands to the Education Section and Labor Committee of the Prefecture Government. The most important demands are as follows:

1. The urgent management for the complete operation of the newly established school system. Due to the financial status of many areas, it is demanded that most of the operation expenses for the educational institutions come for the national government.
2. Construction of some three hundred and eighty new middle schools which are necessary for efficient operation under the new 6-3-3 system.
3. Increase of teachers' salaries to 3,200 yen each month for males and 2,880 yen each month for females. The average monthly salary paid at this time is 1,400 yen for male and 1,200 yen for female teachers.
4. Five thousand additional teachers are demanded as necessary for primary schools and two thousand additional for middle schools. It is demanded that the classes should be reduced in number and the number of teachers increased.

~~7~~ 7

ECC.
Subject: Japan Teachers' Union Activities.

10 February 1948

h. Status of negotiations is as follows:

1. The education prefectural officials agree to most of the demands; but due to the low financial condition of the Prefectural Government, the governor does not.
2. The demands have been submitted to the Chiba Prefectural Labor Committee for reconciliation. To date, a settlement has not been reached.

FOR THE COMMANDING OFFICER:

ROBERT L. ROBERTSON
Maj Cav
Adjutant.

#7

HEADQUARTERS
 GUMMA MILITARY GOVERNMENT TEAM
 APO 201

BAF/JJB/jn

10 February 1948

SUBJECT: Teacher's Unions

TO : Commanding Officer, Headquarters Kanto Military Government
 Region, APO 201

1. Reference is letter Headquarters IX Corps and Kanto Military Government Region, subject: Labor Relations Activities, dated 6 Aug 1947.

2. Reference paragraph 1a of letter referred to in paragraph 1:

a. Central organization of teachers in Gumma Prefecture is known as the Gumma Federation of Teacher's Unions. The federation is headed by Miki Kitemura and comprises the following groups:

- (1) The Primary School Teacher's Union headed by the same Miki Kitemura.
- (2) The Middle School Teacher's Union headed by Goahchi Yamaguchi.
- (3) The College Faculty Union headed by Isao Oku.

Membership in the federation totals 11,040 members. It was formed in May 1945. Organization of the federation is broken into two councils and executive boards.

The legislative council is composed of 54 members elected by secret ballot from the member unions: 24 from the Primary union; 18 from the Middle union, and 12 from the College Faculty union.

This council in turn selects an executive board of 24 members which carries out the duties of the legislative council. Representation on the executive board is left to the discretion of the legislative council.

The legislative council was elected on 25 October 1947 for a six-month term (approximate). The term will expire on 31 March 1948 at which time the annual election of the council will be held.

b. Union officials assert that the legislative council of the federation was elected by secret ballot of the member unions. They had no figures of the number of union members who actually voted.

The Gumma federation is affiliated with the All-Japan Teacher's Union and elects one (1) member to the national executive board and five (5) members to the national legislative council.

These representatives however were not elected by a secret ballot or by an actual vote of the union members. Two hundred and seventy (270)

29
 29
 6

Ltr, Hq Gumma Mil Ovt Team, Labor Relations Activities, 10 Feb 43, contd.

proxy votes--which supposedly represented the 11,040 members of the Gumma federation--were cast in an open meeting. Counting of the votes was accomplished by a show of hands.

c. The federation is affiliated with the All-Japan Teacher's Union.

d. The federation shows a deficit of 50,000 Yen in its treasury at the present time. Union officials cannot account accurately for expenditure of the money.

The organization receives a total of 2250 Yen monthly from the member unions as follows: Primary, 1000 Yen; Middle, 750 Yen; and the College, 500 Yen.

The federation has never issued a financial statement of accountability to its members. Auditing of funds is accomplished by a member of one of the three member unions who checks the records bi-monthly. The treasurer of the union noted however that the funds hadn't been audited since the beginning of the deficit, and that began several months ago.

There is actually no responsible method inaugurated by any of these unions to check funds or financial records.

e. Federation officials deny any political function or activity. This is a fallacy. The federation was responsible and instrumental in blocking appointment of a principal at a primary school in Numata-machi on purely political grounds.

A principal for Numata was selected early last fall through a joint agreement of the Governor and officials of the Gumma Federation of Teachers Unions. This appointee was rejected however by the Numata town assembly.

The Governor then appointed another principal of whom the union approved. However the Governor arbitrarily appointed this man without consulting the union officials. Even though the union had no grievance against the appointee of the Governor, they blocked all efforts to place him in the job purely on the grounds that the union had not been consulted before the appointment was made.

More serious, however, is the interrelation of the federation's union activities and actual job of teaching. There is no line of demarcation. Teachers engage in union activity while on the job and allow union beliefs and activities to interfere with their duties.

f. The federation is presently in a deadlock with the government over the question of wages. The federation was given an allowance of 2.8 month's salary which all government workers received. It wants an additional 1500 Yen per teacher above this amount. The Governor has refused this demand.

The federation affiliated with the government workers in this demand.

Ltr, Hq Gunma Mil Govt Team, Labor Relations Activities, 10 Feb 48, contd.

5. The Gunma Federation of Teacher's unions has no competent direction, no concrete labor program, engages in petty political squabbles. It shoulders no responsibility for the accounting of union funds and it has taken no efforts to acquaint its members with their responsibilities as union members.

The federation asserts that at one time it conducted a Trade Union School for its members but questioning revealed that no curriculum had been set up and the education consisted of several discussions in which labor union leaders got together to seek means to force the Governor to accede to their demands.

3. Member unions.

Primary School Teacher's Union:

a. This member union consists of 15 branch unions comprising 8,628 members. It is headed by the federation chief, Miki Kitamura.

b. The Primary union has two councils, the legislative branch consisting of 64 members elected by secret ballot of the branch members and an executive committee consisting of 15 members selected by the legislative council.

c. Affiliated with the Gunma federation and the All-Japan Union.

d. The Primary union has 35,000 Yen in its treasury. Dues are collected at each branch union on the day wages are paid and amounts to 20 Yen per month per member.

This union issued a financial statement in November 1947. Books were audited by several members of the branch unions. There is no scheduled or monthly accounting of finances however. Financial statements are issued when and if the treasurer and union officials feels that it is necessary.

e. The union engages in no other political activity other than the instances cited for the Gunma federation.

f. Negotiations for this union are concluded through the federation.

4. Member unions.

Middle School Teacher's Union:

a. This member union consists of 12 branches with a total membership of 1436. It is headed by Gohachi Yamaguchi.

Ltr. Hq Gumma Mil Govt Team, Labor Relations Activities, 10 Feb 48, contd.

b. The Middle School Teacher's Union has two councils, the legislative branch consisting of 96 members elected by secret ballot of the branch members and an executive committee of 19 members selected by the legislative council.

c. The union is affiliated with the Gumma federation and the All-Japan union.

d. The union has a deficit of 50,000 Yen. Dues are based on 3 percent of the basic salary and are collected monthly.

A financial statement was issued by the union on 13 November 1947 at which time the treasury showed a deficit of 1500 Yen. Union officials cannot account accurately for the difference of 48,500 Yen for the past two months. The treasurer vaguely referred to "traveling expenses."

e. Union engages in no political activity other than the instances cited for the federation.

f. Negotiations are concluded through the Gumma federation.

5. Member unions.
College Faculty Union.

a. This union comprises four schools and 559 members. It is headed by Isao Oku.

b. It also has two councils, the legislative council of 23 members elected by secret ballot of the members and an executive council composed of 8 members selected by the legislative council.

c. Affiliated with the Gumma federation and the All-Japan Teacher's union.

d. Union has no money in its treasury at the present time. Dues are 6 Yen monthly.

e. No political activity other than through the Gumma federation.

6. The Teacher's Union--the federation and the member unions--is rife with Communists, pro-Communists, and "parlor pinks". Apparently the whole aim of the union is to agitate with no definite objective other than agitation.

CIC records show that many teacher's and union leaders are former members of the Communist party or possess radical tendencies.

Ltr, Hq Gunma Mil Govt Team, Labor Relations Activities, 10 Feb 48, contd.

On the surface there is no reason for a union as well organized as this one to engage in petty disputes and squabbles which do not result in direct benefit to the member.

Union members are not well acquainted with the facts concerning their union and do not take an active interest in its promotion. A ruling board is elected and then, as far as the membership is concerned, the ruling body is the supreme authority.

This union could accomplish a great deal with the right kind of leadership and labor education but it is the belief of this Headquarters that the local unions are just following the Tokyo line and making no effort to secure autonomous leadership for Gunma prefecture.

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BLAIR A. FORD
Lt Colonel, Infantry
Senior Mil Govt Officer

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HEADQUARTERS
YAMANASHI MILITARY GOVERNMENT TEAM
APO 201

Kofu, Japan
9 Feb 48

SUBJECT: Japan Teachers' Union
TO : Commanding Officer, Kanto Military Government Region,
APO 201

In compliance with Par 2, Ltr. Hq IX Corps, dated 26 January 1948, the following report is submitted.

1. Name, organization, and membership of union

- a. Name: Yamanashi Teachers' Union (Yamanashi ken Kyoshokuin Kumiai)
- b. Organization: There are ten branches altogether one for each of the nine guns and one for Kofu city. Each branch includes departments for primary school, high school, youths' school, higher school and college. Similarly, the main office is subdivided into the same departments. The union contract with the Gen Govt. is union shop.
- c. Membership: Male 3020 Female 2128 Total 5148

2. Methods employed in selecting or electing union officials. Once a year, in May the election committee (consisting of about sixty members, drawn from Kofu City and the nine guns, at the rate of one member for each 150 union members) selects candidates. (Twice as many candidates as there are offices to be filled are chosen.) Election is by secret ballot.

3. Union affiliations.

The union is a local chapter of the Japan Teachers' Union (Nikkyo). Also, it belongs to the Kanto Block Conference of the Japan Teachers' Union. There is no lateral connection with any other organizations.

4. Amount of union funds and methods of collecting union dues. Monthly dues are 10 Yen per member. Extra dues are collected as required to finance special union "Struggle" activities. 3 Yen out of the monthly 10 Yen dues is paid to the parent Union Headquarters (Nikko). Another 3 Yen goes to gun treasuries. The remaining 4 yen is expended on travelling expenses, meeting expenses, publicity, and other miscellaneous expenses.

5. Political activities of the union
 The union has finally succeeded in freeing itself of domination by a few Communist leaders, and can be said to be free of any significant political interference. Its political activities at present are confined exclusively to pressure exerted on the Ken Assembly for the fulfilment of its present "Struggle" demands.

6. Union strike plans, demands, and status of negotiation.
 Present demands are as follows:

a. Perfect enforcement of the new schooling system.

- (1) Establishment of a systematic plan for the schooling system.
- (2) Establishment of independent school buildings for the established high schools.
- (3) Stabilization of the number of teachers, and decrease of the number of pupils per class.

b. Establishment of salary according to district.

- (1) Extract determination of the class of the various districts, and special allowances for certain regions.
- (2) Increase of the amount of travelling expenses and subsidies for commuters.
- (3) Marriage allowance.
- (4) Immediate subsidies for those serving in cold areas.
- (5) Special distribution of staple foods and necessary commodities.
- (6) Living allowance for those serving in remote places.

Present activities are concentrated particularly on the fulfilment of the 6-3-3 school system. Last year, demands were made for a year-end allowance and a supplemental deficit allowance, but the union contented itself with the 218 month allowance plan agreed upon by the central government for all government workers' unions. (as in the case of other government workers' unions, 2 months of the 2.8 months' allowance has so far been received.)

In the current campaign for election of 5 labor representatives (including two representatives from govt, workers' unions) to the Prefectural Labor Relations Committee, the Teachers' Union is supporting the Govt. Railway Workers' Union candidate along with its own candidate, in opposition to the allowance of the Ken Govt. Employees' union and the All Japan

Communications workers union. It is almost certain that the Teachers' Union and Railway workers' union candidates will win (these two unions command the greatest number of works).

FOR THE COMMANDING OFFICER:

JOHN N. KOPKE
Capt Cavalry
Adjutant

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SAITAMA MILITARY GOVERNMENT TEAM
APC 201

8 February 1948

SUBJECT: Labor Union Activities.

TO : Commanding General, IX Corps, APC 309.

1. In compliance with letter, Headquarters IX Corps, file 091.4, subject: "Labor Union Activities", dated 26 January 1948, the following report is submitted for the Teachers Union of Saitama Prefecture:

a. Saitama Prefecture Teachers Labor Union.
Membership, male 6,843, female 5,380,
Total 12,223.

b. Union officials are elected in the following
manner:

- (1) 1 Chairman is elected by 3/8 of all votes cast, term of office, 1 year.
- (2) 2 Sub Chairmen, 3/8 of all votes cast, term of office, 1 year.
- (3) 1 Chief Secretary of Union, candidates are selected by the election committee, candidate must receive 3/8 of all votes cast, term of office 1 year.
- (4) 2 Assistant Secretaries, 3/8 of all votes cast, term of office, 1 year.
- (5) 3 Auditors, election committee selects candidates, the 3 receiving the greatest number of votes cast are elected for a term of 1 year.
- (6) Central Committee, 1 for every 150 union members, candidates are selected by election committee, those candidates receiving the most votes are elected for a term of 1 year.
- (7) Central Executive Committee, 2 for each gun and city. Election committee selects candidates, those receiving most votes are elected for a 1 year term. Additional members to the Central Executive Committee are, 1 representative from Kindergarten schools, 1 from Primary schools, 1 from Middle schools, 1 from High schools, 1 from Universities, 1 from Private schools, 2 from Young Teachers Group, and 2 from Women teachers. These candidates are selected by the election committee, and are elected by the gun and city representatives of the Central Executive Committee.

c. This union is affiliated with the "Japan Teachers Labor Union".

BASIC: Ltr, Saitama Military Government Team, APO 201,
subj: "Labor Union Activities", dtd 8 Feb 1948.

d. Cash on hand 250,000 yen
Bonds 473,280 yen
Total 723,280 yen

Five (5) yen per month is collected each month from all members, by a responsible person in each school. A receipt is given each member at the time dues are paid. After dues are collected the money is forwarded to the next higher branch of the union.

e. Political activities of the union are decided upon by the Central Committee, at present the union has no political interests.

f. Strike plan, demands and methods of negotiation will be decided upon by a general meeting only.

TIMOTHY J. RYAN
Lt Col Inf
Commanding.

24

copy

HEADQUARTERS
IBARAKI MILITARY GOVERNMENT TEAM
APO 181

AG 004.068

6 February 1948

SUBJECT: Labor Union Activities

TO : Commanding Officer, Kanto Military Government Region,
APO 201
Attn: Labor Officer

In compliance with letter Headquarters IX Corps, sub:
as above, file no. 091.4 (D), dated 26 Jan. Sub.: Labor
Relations Activities, file Mil Govt (091.4), dated 6 August
1947, the enclosed report is hereby submitted for this
organization.

FOR THE COMMANDING OFFICER:

WILLIAM D. COTNAM, JR
Capt C.E.
Adjutant

1 Incl:
Japan Teachers Union Report

TO: COMMANDING OFFICER, KANTO MILITARY GOVERNMENT REGION, APO 201
FROM: LABOR OFFICER, IBARAKI MILITARY GOVERNMENT TEAM, APO 181
SUBJECT: LABOR UNION ACTIVITIES, IBARAKI MILITARY GOVERNMENT TEAM, APO 181
DATE: 6 FEBRUARY 1948

~~35~~ 3

HEADQUARTERS
Nagano Mil Govt Team
 APO 181

LRT/kk

6 February 1948

SUBJECT: Labor Union Activities

THRU: Commanding Officer
Kanto Military Government Region
APO 181TO: Commanding General
IX Corps
APO 309
ATTN: Military Government Section
Labor Relations Officer

1. In compliance with Ltr, IX Corps, File AG 091.4(D) Subj: above, dtd 6 Aug 47, and par 1a, Ltr, IX Corps, File MC 091.4, Subj: "Labor Relations Activities, dtd 6 Aug 47, the following information is submitted.

2. Data on Nagano-Ken Teachers Union.

a. Nagano-Ken Teachers Union, c/o Shinano Kyoiku Kaikan Hall, No. 1098, Asahi-machi, Nagano-shi

Membership of Union:

Male : 9,337
Female: 3,992
Total 13,329

b. There are three governing bodies for the union. The general committee, the executive committee and the general convention (Tai Kai). Each gun has a local branch office of the union. One union member per 1,000 members per gun is elected to the executive committee. If there are less than 1,000 members per gun one committee member is elected, if there are more than 1,000 but less than 2,000 members per gun, 2 committee men are elected to the executive committee. One member per 150 members are elected to the general committee. One member per 50 members per gun are elected to the general convention. No member announces himself as a candidate for election. The members write in their choice of candidates and may enter more than one name on the ballot. Secret ballots are used. Each gun has its own rules for conducting the election and the necessary number of votes a person must receive to be declared elected. A member residing in one gun may not vote for a person residing in another gun. The Executive Committee and the General Committee hold a joint meeting and

Ltr, Nagano Mil Govt Tm, Subj: "Labor Union Activities", dtd 6 Feb 48

nominate candidate for the executive committee positions of chairman, vice chairman, chief secretary and vice-secretary. Five candidates are nominated for each post. One chairman, two vice-chairman, one chief secretary and one vice secretary are elected. The general committee make the policies and rules for the union and the executive committee so that there are enforced. All the most important matters are referred to the general committee (Tai Kai). The rank and file may attend these meetings and discuss the subject before the convention but have no voting power. All decisions are made by vote of the members of the general committee (Tai Kai).

c. The prefectural teachers union is affiliated with the Japan Teachers Union, Kyoiku Kaikan, Tokyo-To. During normal times one representative of the prefectural union is sent to the National Union. At the present time there are two representatives at the National Union.

d. The prefectural treasury has about ¥300,000 Yen on hand at the present time. Each member pays 10 Yen per month to the prefectural union. Each local gun headquarters collects the dues and forwards them to the prefectural headquarters. In addition each gun collects dues for the gun only and the amounts collected are not uniform throughout the prefecture. Three Yen per month per person is paid to the National Japan Teachers Union.

e. The union states they have no political activities or affiliations.

f. The union has no immediate or future strike plans. On 24 Nov 47 the union held a general meeting at the Union Headquarters, Nagano-shi and formulated their demands. The demands were presented to the governor on 25 Nov 47 by delegates of the union requesting a reply by 1 Dec 47. The following demands were submitted.

- 1 Provide funds from the national and prefectural level for construction of new schools, repair and maintainance of present schools and provide necessary equipment to enforce new education system.
- 2 Payment of minimum wage as follows:

Single person	¥2,273.87
Married person, no children	3,270.55
Married person, one child	4,060.12
Married person, two children	4,920.05
Married person, three children	5,894.22

The computation of the minimum wage is based on the assumption that a single person needs 2,400 calories

Ltr, Nagano Mil Govt Tn, Subj: "Labor Union Activities", dtd 6 Feb 48

per day, the cost for one month is ¥1,250.53. The cost of food is 55% of the entire cost of living for one month.

- 3 Payment of bonus of ¥2,000 for each union member and ¥1,000 for each dependent to cover the cost of living expenses for the period January to June 1948.
- 4 Payment of a special cold District Bonus as follows:

Unmarried person	¥4,000
Married person	¥9,000
Each dependent	¥3,000

The bonus is to cover the cost of fuel, warm clothing, medical and sanitation necessities needed during the cold season.
- 5 Reduction of the amount of income tax.

3. The governor replied to the union that he would take actions on the unions demands after he had received the directions of the Education Ministry because the problems of the union are those of a national wide level. The union was unsatisfied with the governor's reply, as a result on 26 Dec 47 the union applied to the Nagano Ken Local Labor Relations Committee for mediation. No decisive action has been taken by the committee to date.

ARTHUR G COULSON
Lt Col, CMP
Commanding

HEADQUARTERS
 TOCHIGI MILITARY GOVERNMENT ZENAN
 Utsunomiya, Tochigi Prefecture, Japan

*Over File
 [Signature]*

APC 201
 4 February 1948

SUBJECT: Labor Union Activities.

TO : Commanding Officer,
 Kanto Military Government Region,
 APC 201.

1. In compliance with Par 2, Letter File No. AG-091.4 (D), IX Corps, subject as above, dated 26 January 1948, the following report of the Japan Teachers' Union Tochigi Branch, is submitted.

a. Names, organization and membership of all unions. See Incl #1.

b. Methods employed in selecting or electing union officials.

(1) The method of selecting officials for the head office of this union is as follows:

Each branch union recommends the required number of candidates. The consolidated list of all candidates is published for all members of the union. Each member of the union has the right to vote for his choice by means of a secret ballot.

(2) In selecting the branch union officials, the selection of candidates is left to the members of that particular branch. The same secret ballot system is used.

c. Union affiliations.

N.S.I.U.

d. Amount of union funds and methods of collecting union dues.

There is no union funds at the present. Although an average of 5 yen to 15 yen for members per month is collected and the total income is approximately \$ 100,129 per month, \$ 27,200 of it is sent to the central headquarters while the rest is spent on rental fees for meeting places, travel expenses, and publication expenses. During the period December 1947 to present day, approximately 40,000 yen was spent for 10 special meetings or an average of 4000 yen per meetings. The dues are collected on pay day.

BASIC: Ltr. Techig Military Government Team, Subj: "Labor Union Activities." dated 4 February 1948.

e. Political Activities of unions as appropriate.

Negative report.

f. Union strike plans, demands and status of negotiations.

Negative report.

BOSCH PRICE
Lt. Col., Inf
Commanding

1 Incl:
Chart.

[Handwritten initials]

Tochigi Prefectural Teachers' Union
Chairman: Takeo Asakura
V. Chairman: Takenosuke Hanazuka Asaji Toi Kinie Sato
Chief Secretary: Yuji Uetake

Name of the Branch Union	Representative	Members		Dues
		Male	Female	
Kawachi Branch	Asaji Toi	336	504	\$ 10.00
Utsunomiya Branch	Jun Shinohara	434	303	13.00
Shimotsuga Branch	Shoji Uetake	552	678	5.00
Tochigi-shi Branch	Yoyo Uetake	260	107	10.00
Naga Branch	Hideya Nagashima	499	541	12.00
Southern Masu Branch	Fukuichi Yoshida	318	245	12.00
Northern Masu Branch	Yuba Ikutane	560	484	9.00
Sano Branch	Teyoyuki Kurita	193	135	10.00
Ashikaga-gun Branch	Kyoso Masubuchi	224	231	20.00
Maioya Branch	Takenosuke Hanazuka	383	337	9.00
Kanitsuga Branch	Takeo Asakura	548	628	10.00
College 2 Higher School Branch	Hokuro Onaki	288	74	15.00
Private School Branch	Takeshi Toba	92	36	18.00
Aso Branch	Takeshi Togasaki	197	138	15.00
	Total	4072	4555	