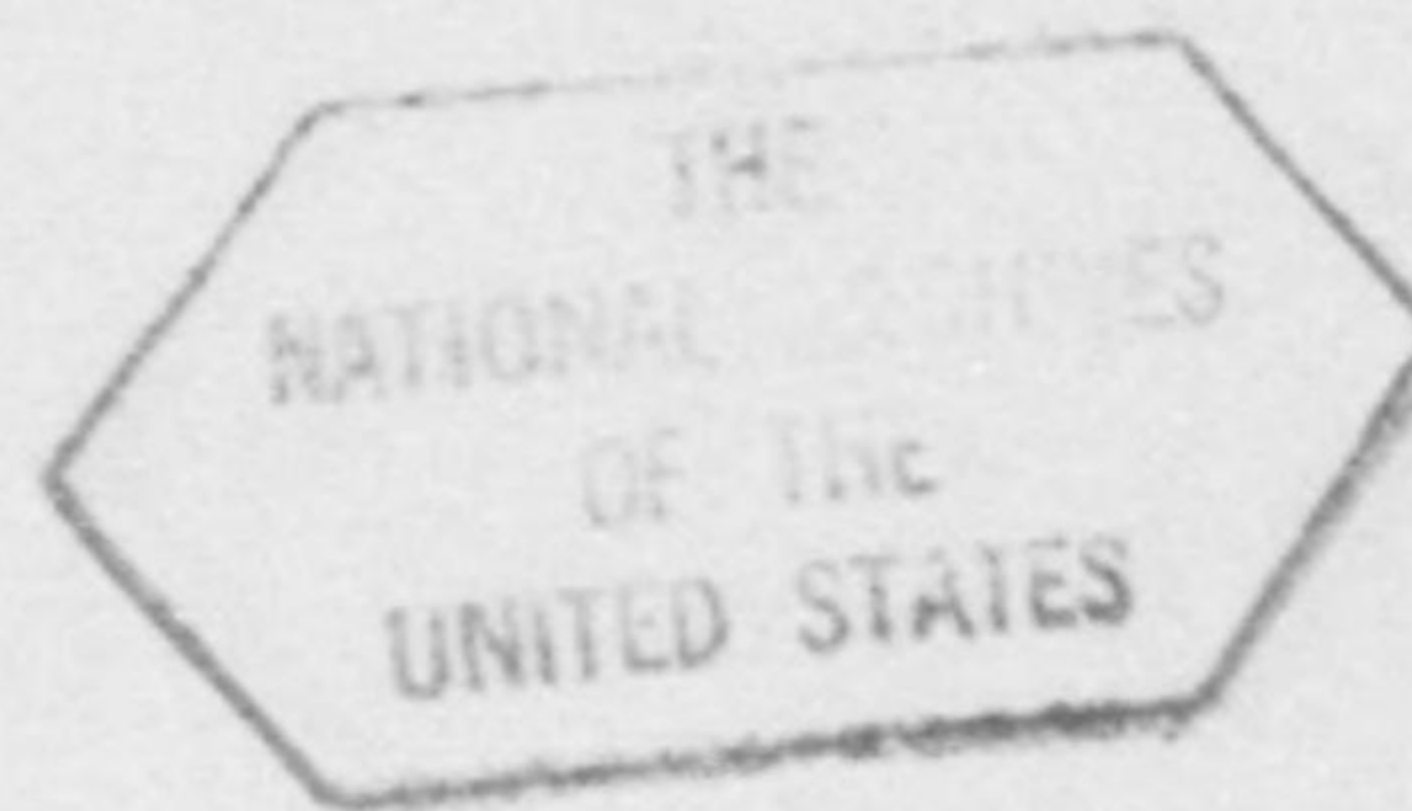


GHQ/SCAP Records(RG 331)
Description of contents



- (1) Box no. 2759
- (2) Folder title/number: (21)
Communication Union
- (3) Date: June 1948 - Aug. 1949

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- (5) Item description and comment:
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Sheet no.

COMMUNICATIONS UNION

No.	Date	From	Subject
1.	1 Jun 48	Gumma	Surveillance of All-Japan Communications Union Election.
2.	15 Jun 48	Yamanashi	Special Report.
3.	21 Jun 48	Chiba	Election of Delegates to National Convention of All-Japan Communication Workers' Union.
4.	24 Jun 48	Ibaraki	All Japan Communication Workers' Union
5.	28 Jun 48	ESS	All-Japan Communications Workers' Union
6.	2 Jul 48	Nagano	Election of Delegates to attend the National Convention of All-Japan Communications Workers Labor Union.
7.	13 Sep 48	Nagano	Second Regular Convention of Japan Telephone Facilities Company Union.
8.	22 Aug 49	Kanto	Information on Communication Workers in Kanto Region.

Japanese Liaison Office
Kanto C A R

22 August 1949

Subject: Information on Communication Workers in Kanto Region

The Information on the total number of Communication Workers in the seven prefectures of Kanto Region, who will be discharged under the current rationalization program, is submitted for reference as follows.

Table 1.

Classification	Postal Workers	Telegraph, Telephone Workers
The grand total as of March 1949	28,445	9,265
Total of just before the dischargement	28,131	9,984
Number of the discharged persons	1,804	340
Number of the discharged persons as of 19 August '49	858	223

Table 2.

Prefecture	Postal Workers (as of 19 Aug. '49)	Telegraph, Telephone Workers (as of 18 Aug. '49)
Chiba	26	126
Saitama	22	139
Gumma	8	130
Ibaraki	21	140
Nagano	117	45
Tochigi	16	96
Yamanashi	13	75
Total	223	751

N. Imajo
Liaison Officer

8

BASIC: Ltr, Nagano MG Team, subj: Second Regular Convention of Japan Telephone Facilities Company Labor Union, dtd 13 Sep 48.

080

1st Ind

JAT/ca

HEADQUARTERS KANTO MILITARY GOVERNMENT REGION, APO 201
21 September 1948.

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

Over File
WJ

1. Forwarded as a matter of information.
2. Labor Union referred to in basic is not a government workers union.

FOR THE COMMANDING OFFICER:

KENNETH G. SEE
1st Lt., QMC
Adjutant

See Spec Rpts File

COPY

~~43~~
8

HEADQUARTERS
Nagano Mil Govt Team
APO 181

LHS/an

13 September 1948

SUBJECT: Second Regular General Convention of Japan Telephone Facilities Company Labor Union

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

1. The second regular general convention of the Japan Telephone Facilities Company Labor Union was held 2nd and 3rd September 1948 at Yoshidaya Hotel, Nakahama cho, Sawa city, Nagano Prefecture. Fifty-six (56) delegates, 12 members of the Central Struggle Committee and approximately 30 observers were present at the meeting. The meeting was presided over by Chairman Furukawa (Kansai Branch) and Kaname Tanaka, Vice-chairman (Kanto Branch).

2. The convention approved the transfer of the enterprise to the Ministry of Communications. The Central Struggle Committee is negotiating with the Ministry to achieve the transfer. In the event of transfer the following stipulations were approved by the convention.

- a. Full employment
- b. Improvement of working conditions.

The convention approved demand for 5,500 yen monthly wage to be presented as a demand of the union to the management. The union will also demand rationalization of management and revocation of monopoly of profits by the company. Appropriation of 3,934,120 yen from union funds to be used as a struggle fund was approved.

3. The following persons were elected officials of the union.

Executive Chairman	Kiyoshi Nakamura	Chugoku Branch
" "	Takeo Daimon	Kanto Branch
Chief Clerk	Ginji Sekiguchi	" "
Executive Commissioner	Kaname Taguchi	" "
" "	Yoshiaki Tahara	" "

~~938~~
938ea 1st Ind KMGR 21 Sept 48
7

BASIC: Ltr, Nagano Mil Govt Team, APO 151, subject, Second Regular General Convention of Japan Telephone Facilities Company Labor Union, dated 13 September 1948.

Executive Commissioners	Kazuo Suzuki	Kanto Branch
"	"	"
"	Keiheiichi Ichinotani	"
"	Kazuo Fukemachi	"
"	Rishichi Nakayama	Kansai
"	Issei Ashida	Kanto
Auditor	Toshio Fuchara	"
"	Kazuo Fujiwara	"

The political affiliations of the above persons is unknown.

M. C. BRISON
 Captain, CE
 Executive Officer

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 93
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HEADQUARTERS
Nagano Mil Govt Team
APO 181

2 July 1948

SUBJECT: Election of Delegates to attend the National Convention
of All Japan Communications Workers Labor Union

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

1. The member of the Nagano Branch of All Japan Communication Workers Labor Union (Zentai) are composed of the employees of the savings offices, post-offices, telephone offices and all other government workers in connection with communications, numbering about 10,000 among 50 locals.
2. According to the National Constitutions, the number of the local delegates to be sent to the Convention is specified as one per each 700 rank-and-file. As Nagano Branch has 10,000 members, it can delegate 14 representatives to the National Convention.
3. The Nagano District had an Emergency Conference at Matsumoto on 6 and 7 May 1948, when nearly 500 persons attended the meeting for re-election of the district officials and to discuss their tactics for sending their delegates to the National Convention at Kanazawa-shi between 22 and 25 June 48.
4. Sub-committee organized at this Conference had a secret meeting on the 2nd day of the Conference and arrived at an agreement in regard to the election of the delegates. It was further decided that the election be supervised by the Secretary belonging to the Nagano Headquarters.
5. Representatives from each local assembled at Matsumoto on 23 and 24 May and 44 candidates were decided. These representatives went back to their original locals and organized Election Control Committee
6. The members qualified to vote were those who paid up dues as of April 1948, and election was effected at each local on 27 and 28 May 48 under the supervision of the election control committee

~~7~~
6 see Ltr Trans KMGK 20 Aug 48

BASIC: Ltr, Rqs Nagano Mil Govt Team, APO 151, subj: "Election of Delegates to attend the National Convention of All Japan Communications Workers Labor Union, dated 2 July 48.

7. The results were forwarded to Nagano on 30 May and published on 3 June 1948.

5. Those who were elected as delegates to the National Convention at Kanazawa-city are as follows:

Delegates

<u>Name</u>	<u>Place of Employment</u>	<u>Political Affiliation</u>
Shiochi Hayakawa	Nagano Savings Bureau	Unknown
Norio Shigano	" " "	"
Shinsaburo Yamada	" Communication Bureau	Communist
Koshi Fukusawa	" " "	Unknown
Yoshio Tokutake	" Post Office	Communist
Kiyoshige Yoda	" " "	Unknown
Yoshitaka Hori	Nagano Electric Communication Workers Bureau	"
Hidekazu Todoroki	Watanishi Post Office	"
Mitsuo Nakazawa	Suzaka " "	"
Ken Koyama	Matsushiro Post Office	"
Shigeru Nakamura	Ueda Post Office	"
Taketo Takeguchi	" " "	"
Yasuichi Osuni	Hogawa Post Office	"
Shinichiro Nakajima	Fukushima Post Office	"

THOMAS H. STRATTON
Major, GIP
Commanding

~~786~~

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

004.06 (28 Jun 48) ESS

APO 500
28 June 1948

SUBJECT: All-Japan Communications Workers' Union

TO: Military Government Team Labor Officers

1. Reference letter from General Headquarters, Supreme Commander for the Allied Powers, Economic and Scientific Section, to Military Government Team Labor Officers, dated 28 April 1948, subject: All Japan Electric Workers' Union.
2. Attached for information and guidance is a brief study of the structure and function of various union organs of the All-Japan Communications Workers' Union.
3. This is the second of the series of trade union analyses which will be forwarded at intervals to Military Government Team Labor Officers for information and guidance.
4. Military Government Team Labor Officers are encouraged to familiarize themselves with the structure and function of the National Union described in the attached study, and to further study the structure and function of the regional and lower union levels with which they have direct contact. Scrutiny should be given to the procedures and regulations under which these bodies conduct union elections and other union business.
5. Techniques and materials for the use of Military Government Team Labor Officers in introducing and encouraging democratic union procedures have been suggested in earlier memoranda.

1 Incl
Trade Union Analysis No. 2,
dtd 28 June 48, subj: All-
Japan Communications Workers'
Union.

W. F. Marquat
W. F. MARQUAT
Major General, U. S. Army
Chief, Economic and Scientific Section
W. F. M.

TRADE UNION ANALYSIS)

NUMBER.....2)

28 June 1948

ALL-JAPAN COMMUNICATIONS WORKERS UNION

1. The All-Japan Communications Workers Union (Zen Nippon Teishin Jugyoin Kumiai) was formed in Tokyo in November 1945. In January 1946 the first general meeting was held with representatives from the Tokyo metropolitan area and from Saitama, Chiba and Kanagawa Prefectures. DOBASHI, Kazuyoshi, one of the founders, was unanimously elected first president, and since that time has remained the actual as well as titular leader of the union.

2. In March 1946 Zentei pledged itself to participate in the formation of the National Congress of Industrial Unions. From its modest beginning, Zentei has risen to a position of commanding importance on its own behalf and as a leader among Sanbetsu unions. In a little more than two years, Zentei has organized the overwhelming majority of workers in the postal, telephone and telegraph services along with the government life insurance, mail order service and communication training schools into one big union. Present membership represents more than 90% of the employees in these fields.

STRUCTURE AND FUNCTION

3. The fact that the present jurisdiction of Zentei includes all of the various communication industries, as well as other services, explains in part the rather complicated internal organization of the union. One vertical pattern of internal organization follows the familiar geographical lines common to many Japanese unions as well as to companies and government authorities. Another pattern of organization groups the various more or less distinct craft groups into functional councils. The situation is further complicated by the vertical organization of a Youths' and a Women's Section. Finally, the headquarters of each of the various geographical levels of the union has, in addition to the usual officials and committees, a secretariat consisting of several bureaus.

4. Geographical organization

The first sub-divisions are district federations, of which there are ten: Tohoku, Hokkaido, Kanto, Tokai, Hokuriku, Shinetsu, Kinki, Chugoku, Shikoku, and Kyushu. The scope of these district federations corresponds with the jurisdictional scope of the local Communications Ministry Bureaus.

The district federations are composed of prefectural conferences. Fifty-two such conferences have been organized: six in Tokyo Prefecture, two in Kyoto, and one in each of the other prefectures.

Approximately 1300 local unions are grouped into the prefectural conferences. These local unions are the basic units of the union, although some of them are further subdivided into sections on the basis of different crafts represented at a single work place.

5. Functional Councils.

a. Zentei has set up twelve functional councils as follows: Special Post Office Council, Railway Post Office Council, Engineering Council, Postal Business Council, Telegraph Council, Telephone Council, Insurance Council, Postal Savings Council, Communication Education Council, Electric Laboratory Council, Administrative Council, and Medical Council. These councils operate on a national level through representation on the Central Executive Committee.

b. The basic units of these functional councils are either local unions or sections of local unions. For example, the Telegraph Council consists of the local unions of telegraph bureaus and of the telegraph section of local unions organized at ordinary and special post offices. Thus in the case of a single local union organized at a special post office, the telegraph section of the local may belong to the Telegraph Council, the telephone section may belong

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

to the Telephone Council, and the balance of the one local union may belong to the Special Post Office Council. Membership by local unions and sections of local unions in these functional councils is direct, since the councils do not have any district or prefectural organs or responsibilities.

c. The practice of allowing sections of local unions to belong to the various functional councils is not universal or consistent. Although local unions in post offices allow telephone and telegraph sections of the local to belong to their respective functional councils, they do not permit postal savings sections to belong to the Postal Savings Council, on the ground that to do so would disrupt the unity of the local union. Similar concern has been expressed by local unions in other fields.

d. In some quarters, fear has been expressed that the functional councils may operate to disrupt the solidarity of the entire national union. Some of them, including the Special Post Office, Engineering, Railway Post Office, Telephone, Telegraph, Postal Savings, and Insurance Councils, are strong and well organized. These 7 councils, as now constituted, have many of the features and functions of separate craft unions. Each has its own national convention, central and executive committees and headquarters officials.

6. Youth Section; Women's Section.

a. Each of these sections is organized vertically from the local to the national levels, along the same geographical pattern described above in paragraph 4.

b. In addition to structural separateness, these two sections enjoy a substantial degree of independence in function. Each holds separate meetings as it chooses at local, prefectural, district and national levels. Although subject to eventual control by the central executive bodies, these sections can, and have been allowed and encouraged to, take various actions and make public statements in their own names.

c. Each section has direct representation on the national Central Executive Committee through three persons selected at its annual separate national convention.

d. Of the two, the Youth Section has in the past taken considerably more independent action than has the Women's Section. A portion of the members of the Youth Section were formerly organized into the more militant Youth Action Corps, and used to spearhead strike and struggle activities. Although the Youth Action Corps, as such, has been disbanded, the Youth Section continues to take a major part in such matters.

7. Executive and Administrative Bodies. Each of the four geographical levels - national, district, prefectural and local - and seven of the Functional Councils have similar executive and administrative bodies. Details of the composition of these bodies are shown in Tables I to V inclusive. Although the time and frequency of meetings is slightly different on the various levels, the essential functional nature of these bodies is the same on all levels. Table VI shows these details for the national level.

a. National Convention. This is the basic legislative body of Zentei, and all national powers are vested in it. Since normally it only meets once a year, however, its functions chiefly are: (1) to elect the officers of the national headquarters, (2) to ratify or reject the executive acts of the national officers during the previous year, and (3) to debate and legislate on broad general policy.

b. Central Committee. This body consists of about 164 members, each representing 2,000 rank-and-file members. It normally meets three times a year, and possesses all the fundamental legislative power of the national convention when the latter is not in session.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

c. Central Executive Committee. The highest executive organ of Zentei is the Central Executive Committee, scheduled to meet twice per week. This body also has quasi-legislative powers, exercised in emergencies when the Convention or Central Committee is not in session.

d. Officers. Headquarters proper consists of five officers: 1 chairman, 3 vice-chairmen, and 1 secretary-general. Largely because of the personality and history of Dobashi, he, as chairman, is the dominating figure rather than the secretary-general who directs the various bureaus. The officers do not have voting rights on the Central Executive Committee.

e. Auditors. These officials operate within the headquarters, but have no executive authority or duties or voting power.

f. Secretariat Bureaus. The Zentei constitution provides for the establishment of twelve bureaus in the national headquarters under the direction of the Secretary-General as follows: (1) General Affairs, (2) Organization, (3) Accounts, (4) Education, (5) Information and Publicity, (6) Welfare, (7) Publications, (8) Liaison and Negotiations, (9) Special Post Offices, (10) Research, (11) Business Study, and (12) Management Council. Similar bureaus are set up in the offices of the district federations. Some prefectural conferences have organized in the same fashion as the higher levels; others have only a small secretariat staff under the direction of the secretary-general in the prefecture. Most of the local unions have also set up a few bureaus to handle various functions at a local level.

The staff members of these bureaus on all levels are selected by the Central Executive Committees from among their own members. The staff, in turn, designates one of its number to act as chief of the bureau.

The Management Council, normally a very important body, was suspended last fall when Zentei went into dispute with the government. Prior to that time, it had functioned as a standing grievance committee meeting regularly with a committee from the Communications Ministry in an effort to discuss and adjust grievances before drastic action is taken. This Council may be resumed following the recent settlement of the Zentei dispute.

g. Central Struggle Committee. Zentei establishes a special "Struggle Committee" in times of crisis which takes over many of the functions of the national headquarters. This committee consists of the five top officers, certain of the bureau chiefs and others designated by the Central Executive Committee. Such a committee conducted the recent prolonged Zentei dispute, and has not as yet relinquished control over union activity.

MEMBERSHIP

8. Zentei national headquarters claimed a total membership of 363,807 as of December 1947. This union is the largest of the eighteen affiliates of the National Congress of Industrial Unions (Sanbetsu), having a bit less than two and one-half times the number of members claimed by the All-Japan Machine and Tool Workers Union as second largest. By itself, Zentei constituted nearly 31% of the total membership claimed by NCIU in 1947.

9. This membership is distributed among the ten district federations as follows:

Hokkaido	23,556	Hokuriku	12,704
Tohoku	35,465	Kinki	54,473
Kanto	80,124	Chugoku	32,116
Tokai	38,189	Shikoku	17,682
Shinetsu	18,141	Kyushu	51,357

FINANCE

10. Responsibility for the collection of all membership dues devolves upon the local unions. Both the methods of collection and the amounts vary among locals.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

Some collect on the basis of a specified number of yen per month; others collect on the basis of a percentage of monthly basic wage.

11. The average amount collected is about ¥36 per month, or approximately 6% of basic wage. This amount is apportioned and remitted to higher union levels as follows: National Headquarters - ¥7 per month; District Federation - ¥2; Prefectural Conference - ¥2 to 2.5. The balance is retained by the local union. The union's estimated monthly income is thus calculated to be about ¥13 million, of which about ¥2.5 million is rendered to the national headquarters.

12. In addition to an income from membership dues of around ¥150 million annually, Zentei has received indirectly from its employer - the Japanese Government - approximately ¥69 million per year in the form of wage and salary payments to full-time union officials. Approximately 3,150 full-time union officials throughout the country each receive from the government average annual payments of ¥20,000, or approximately ¥1,660 per month.

OFFICIALS

13. The present constitution of Zentei provides that the term of office shall be one year. There is no bar to reelection and service for an additional term or terms of the same length. The term of office in the case of a vacated post is the remainder of the unfulfilled original term.

14. The executive officers and the members of the Central Executive Committee receive from union funds living allowances amount to ¥1500 for those whose homes are in Tokyo, and ¥3000 per month for those living outside the Tokyo area.

15. In addition to the above-described living allowances, the top executive officers are paid salaries out of union funds as follows: Chairman - ¥5000; Vice-Chairmen and Secretary-General - ¥3000 per month. The total monthly income of these officers from all sources approximates ¥10,000; they are sometimes referred to as "labor aristocrats."

16. The large number of full-time union officials paid wages by the government; at present around 3,150, has been a subject of discussion and controversy between the union and the government. The first agreement by the government to pay the wages of union officials did not restrict the number of such officials; the present ratio is one official to approximately 120 union members. The government first proposed to reduce this ratio to one official per 500 union members. It has further proposed that union members who become full-time officials resign their jobs and be given priority to return to their jobs upon conclusion of their service as union officials. The union has generally resisted these proposals, and has counter-proposed plans which would not materially reduce the number of officials. A more recent government proposal suggests a ratio of 1 official to 700 employees.

UNION ELECTIONS

17. Methods of selecting union officials are set forth in a list of rules apart from the constitution. In referring to these rules, and in the rules themselves, the Japanese word "senshutsu" is used, which, though ambiguous, is usually taken to mean selection rather than election. Full text of the rules applicable to the national level in Zentei is included in this study. Procedures followed by the lower union levels are established by them with the approval of higher headquarters, and are essentially similar to those on the national level.

18. These rules appear to require certain democratic practices. Reference is made to an election committee to supervise elections, provision for nominating candidates and being nominated, use of written secret ballots, and early vote for absentees.

19. However, use of the term and the practice of selection, coupled with the practices of allowing committees to designate smaller committees, staffs and chiefs of bureaus, etc., has effectively nullified democracy in these union elections. The practical result is dictatorial prerogative and control by incumbent

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

union officials. Approximately 90% of the delegates to the national convention are reportedly designated by prefectural officials rather than elected by the rank-and-file members. The national convention, in turn, confirms the Central Executive Committee members who have been similarly designated rather than elected. The five top executive officers are elected by written secret ballot at the national convention. Having been elected or confirmed by an unrepresentative body, the national union officers and committee members can hardly be considered to represent the democratically expressed choices of the membership.

20. Similar results are reported at the prefectural and local levels. This situation is partly the result of ignorance and disinterest on the part of rank-and-file members, and the apparently calculated efforts of present union leadership to maintain the status quo.

21. In the past the only exceptions to the above-described procedures and results have been found among some of the District Federations and Women's Sections. Use of written secret ballot for the election of all officials and committee members has been more widely practiced by these groups. This fact does not alter the conclusion that Zentei is controlled by undemocratically selected officials, since neither the District Federations or the Women's Sections have any important part in formulation or control of union policy.

UNION LEADERSHIP AND CONTROL

22. The lines of authority which are described in the constitutions on various levels of Zentei have not in the past been strictly followed. The union has been able to shift responsibilities at will in accordance with changes in circumstance or strategy. Lower union bodies are allowed to formulate their own constitutions, rules and election procedures within the framework of national policy and with the approval of higher levels. At times the local levels are allowed some autonomy in framing and negotiating purely local issues. At other times, locals act under central direction on both local and national issues.

23. As a practical matter, however, actual control of the union rests with the Central Executive Committee and is further centered in the national officers and headquarters staff. In times of conflict, control is transferred to the Central Struggle Committee, as was done in September 1947 at the beginning of the recent dispute.

24. The fact of strong central control has repeatedly been evidenced. Zentei's leading part in the abortive 1 February 1947 general strike, and its subsequent plans to stage an independent nation-wide communications strike in late February of that year, rested upon the ability of national headquarters to coordinate and command local activities. This type of central control and direction is greatly facilitated by the union's control of communication channels, which enables it at all times to maintain the closest liaison among its branches and lower organs.

25. Further evidence of strong central control over seemingly independent local action was seen in the recent dispute involving Zentei, and other government unions, during the period September 1947 to April 1948. In latter August 1947 the national headquarters directed the branches to initiate their own struggle demands and strike activities centered around a standard of 2400 calories daily intake, and to immediately organize struggle committees to issue orders to sub-branches and to coordinate local activities directed toward a national struggle. Branches were informed then that union tactics would be directed by central union headquarters through informal verbal orders or other undercover methods. During the course of the dispute various directives from the national headquarters appeared at times to free the local levels of central control. This "freedom" was more nominal than real, with close central coordination and direction maintained throughout the entire period.

26. The patterns and practice of central control are both cause and effect of Communist influence in Zentei. Strong control and direction from top authorities is standard Communist technique. On the other hand, an organization subject to

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

central control is usually per se more susceptible to Communist influence and domination.

27. Zentei has long had a deserved reputation of being one of the most strongly Communist influenced unions within the similarly influenced NCIU, and, in fact, in all Japan. The "fraction method" of placing a few influential Party members or sympathizers in positions of leadership where they can influence or control the policies of governing bodies has been cleverly used in Zentei, and accounts for much of the Communists' success there.

28. Communist domination of the union on the national level is established. Dobashi, the Chairman, although denying membership in the Party, consistently and openly follows the Party line. One of the three vice-chairmen is an open Party member; the other two are open sympathizers and probable secret members. The secretary-general is listed as a Socialist. Admissions of Party membership, coupled with the records of union decisions and action, make it clear that the Communists have maintained control at the top despite considerable criticism of Communist influence from within the union.

29. Until the recent organization of Democratization Leagues, there had been no organized opposition to Communist influence. Numerous scattered local protests, such as one proposal by the Kanagawa prefectural branch for withdrawal of Zentei from NCIU, were defeated by the ability of Communist leaders to command the votes of theoretically "neutral" members. It is unquestionably true that many union members are neither Communists nor Party sympathizers, who could, if better organized and properly led to take an active part in union affairs, bring about substantial changes.

30. Most important single step toward correcting existing undemocratic features of Zentei is reform of election procedures and practices and promotion of widespread rank and file participation in election of union officials. No improvement can be expected to develop or long endure until control of the union reverts to the membership.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

STRUCTURE AND FUNCTIONS OF THE UNION AND ITS ORGANS

TABLE I

Headquarters

Structural Chart

Name of Group	Source of Candidate	Number of Members	Method of Selection	Confirmed by
Convention	General membership	1 per 700 members. 1 more for fraction of 351 at prefectural conference 1/	90% are not elected. Recommended by Committee of Local Union. 2/	Qualification Jury
Central Committee	General membership	1 per 2000 members in each prefectural conference. Total 164	Elected by prefectural conference	National Convention
Central Executive Committee	1 from each prefectural conference	52	Recommended by each body stipulated in the Constitution	National Convention
	1 from each functional council--- Youth Section	78		
	Women's Section--- Negotiation Committee	3 3 8		
Officials	General membership	1 Chairman 3 V-Chairmen 1 Sec-Gen	Elected at the Convention	National Convention
Auditors	General membership	10	Recommended from each district federation	Appointed by Convention
Bureau Chief	Bureau members; namely, Central Executive Committee	11	Mutually elected by bureau members	Secretary-General
Bureau Staff Members	Central Executive Committee		Mutually elected by Central Executive Committee	Chief of Bureau

1/ Central Committee (164) and officials of Headquarters, Central Executive Committee, Auditor, attend to National Convention.

2/ There is no clause in the Constitution about election. The word used in the Constitution is selection (senshutsu).

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

TABLE II

District Federation

Structural Chart				
Name of Group	Source of Candidates	Number of Members	Method of Selection	Confirmed by
Federation Convention	Rank and file in the district	1 per 400 members. One more for fraction of 201 at the Prefectural Conference with in district	Elected by the Prefectural Conference	Qualification Jury
Federation Committee	Rank and file. Candidates recommended by local unions in district	1 more for fraction of 751 at each Prefectural Conference within district.	Elected at Federation Convention	Federation Convention
Executive Committee	Rank and file in the district. Candidates recommended by prefectural conference in the district	1 for 7000. 2 for over 7000. 2 from Women's Section 2 from Youth Section	Elected at Federation Convention Recommended from each section	Federation Convention
Officials	Rank and file in district	1 president 2 V-Pres. 1 Sec-Gen	Elected at Federation Convention	Federation Convention
Auditors	Rank and file in district	3	Elected at Federation Convention	Federation Convention
Bureau Chiefs	Bureau Staff Members (Executive committee)		Elected by staff members of each bureau	
Staff Members of Bureau	Executive Committee		Mutual election by Executive Committee	

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

TABLE III

Prefectural Conference
(Tokyo Central)

		Structural Chart		
Name of Group	:Source of Candidates	:Number of Members	: Method of Selection	: Confirmed by
Prefectural Conference Convention	: Rank and file of locals with in the prefecture	: 1 per 30 for 300 members : 1 per 50 for 300-1000 : 1 per 100 for over 1000 members of locals	: Mostly recommended by Executive Committee of local unions	: Qualification Jury
Committee (Hyogiin)	: ditto above	: 40 : The rate of allocation to each local union is decided according to number of representatives	: Mostly recommended by Executive Committee of local unions. Some locals ask for approval of local conventions	: Prefectural Conference Convention
Executive Committee	: ditto above	: 1 from each local within prefecture	: Mostly decided by local union Executive Committee	: Prefectural Conference Convention
Officers	: ditto above : Candidates recommended by local union	: 1 President : 2 V-Pres. : 1 Sec.-Gen.	: Elected by Prefectural Conference Convention	: Prefectural Conference Convention
Auditors	: ditto above	: 2	: Elected by Prefectural Conference Convention	: Prefectural Conference Convention
Bureau Chiefs	: Executive Committee		: Elected by Members of Bureau	
Bureau Members	: Executive Committee		: Mutually elected by Executive Committee	

1/ There is no clause in the Constitution of Prefectural Conference about election of representatives, Committee, and Executive Committee.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

TABLE IV

Functional Council
(Postal Saving)

Structural Chart

Name of Group	Source of Candidates	Number of Members	Method of Selection	Confirmed by
Functional Council Convention	General membership of the Council	Number decided at each convention and allocated to each branch $\frac{1}{}$	Decided by each branch committee $\frac{1}{}$	Qualification Jury
Committee (Hyogiin)	ditto above	1 for less than 1000 2 for more than 1000 at branch level	Selected by each branch committee (no election)	Functional Council Convention
Standing (Executive) Committee	ditto above	10	Elected at Functional Council Convention	Functional Council Convention & Committee
Officials	ditto above	1 president 2 Vice-Pres. 1 Sec.-Gen.	Elected at Functional Council Convention Recommended by president	Standing Committee
Auditing Committee	ditto above	2	Elected at Functional Council Convention	Functional Council Convention
Secretariat Bureau Members		some	Selected by Secretary-General	Appointed by President

$\frac{1}{}$ Branch constitutes a local union of Zentei. Local unions of the same craft are organized into a functional council. Branch committee is the committee in each branch.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

TABLE V

Local Union
(Tokyo Central Post Office)

Structural Chart				
Name of Group	Source of Candidates	Number of Members	Method of Selection	Confirmed by
Local Union Convention	Rank and File	1 per 10 members at each division	Elected at local union rank and-file	Qualification Jury
Committee	Rank and File	40 allocated to each division according to number <u>2</u> / ¹	Supposed to be elected but mostly no electing is done	Local Union Convention
Executive Committee	Committee	7 5 by mutual election 1 Woman Section Chief 1 Youth Section Chief	5 by mutual election Recommended respectively by Women and Youth Sections	Local Union Convention
Officials	Committee	1 President 1 Vice-Pres. 1 Sec.-Gen.	Elected by Committee	Local Union Convention
Management Council Committee <u>3</u> / ¹	Committee	12	Elected by Committee	Local Union Convention
Auditing Committee	Rank and file	2	Elected by Labor Union Convention	Local Union Convention

1/ Supposed to be elected, but in actuality election is neglected.

2/ Allocation of committee to each division of Post Office.

General Affairs Division	4	Custodian	1
Savings & Insurance	4	Telegraph	2
Foreign Postal Service	3	Postal Registry	2
Distribution	4	Ordinary Post	6
Special Post	6	Package	5
Welfare	2	Liaison	1

3/ The committee is now suspending functioning.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

TABLE VI

Headquarters

		Functional Chart		
Name of Organ	Regular Meeting	Special Meeting	Duties & Responsibilities	Responsible to
National Convention	October annually	1. When demanded by 1/3 of rank & file.	Highest authority policy resolution and formulation	General membership
		2. When the Central Executive Committee requires it.		
Central Committee	3 times a year	1. When demanded by 2/3 of the Committee Members.	Interim policy formulation. Planning for execution of policy	National Convention
		2. When the Central Executive Committee requires it.		
Central Executive Committee	Twice a week	When it is necessary	Execution of policy. Routine business	National Convention and Central Committee
Bureau Chiefs			Execution of policy	Secretary-General

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)ELECTION RULES OF ZENTEII. General Rule.

Art. 1. These election rules are set up for the election of Central Committee and officials of Headquarters.

Art. 2. Regular election of officials and Central Committee is carried out in October every year.

II. Election Committee.

Art. 3. Central Executive Chairman and Vice-Chairman and the Secretary-General shall be elected from the nation-wide electorate. Central Committee shall be elected from prefectural electorate.

Art. 4. Election Committee shall be organized in each electorate. Election Committee in national electorate shall be set up by the decision of the Central Executive Committee, while that of the prefectural electorate shall be set up by the prefectural organ.

Neither candidates nor those who are recommended as candidates can be members of election committee.

Art. 5. The duties of election committee are as follows:

Item 1: To announce the election to rank and file members 30 days before the election date.

Item 2: To announce names of candidates and other necessary information to rank and file 15 days before the election date.

(Items 1 and 2 above do not apply in case of by-election.)

Item 3: To report the result of election to the Central Executive Committee and to the prefectural organ, and to publicize it to rank and file in the electorate.

Art. 6. Election committees shall screen the qualifications of candidates.

Art. 7. Election committee shall investigate a case of violation when the committee discovers one or a report of violation is made.

The Committee shall have the power to dispose of such cases, and shall request the approval of each decision making organ under which the violation happened.

III. Candidacy.

Art. 8. Union members who want to become candidates must fill in the regular candidacy form and register at the Election Committee Board to which they belong by 20 days before the election date.

Art. 9. In recommending candidates for Central Executive Chairman, Vice-Chairmen, and Secretary-General, the consent of the person recommended and the consent of more than 20 other members is necessary. In case of recommending candidates for Central Committee, and for officials other than those named above, the consent of the person recommended and the consent of 10 additional members is required. Candidacy recommendation form must be filled in and registered at the Election Committee Board by 20 days before the election date.

Art. 10. Article 9 above does not apply to candidacy for by-election and recommendation of candidates for by-election.

TRADE UNION ANALYSIS NUMBER 2 (Cont'd)

ELECTION RULES OF ZENTEI (Cont'd)

IV. Election

Art. 11. Election shall be done by representatives selected by union members both in national electorate and in prefectural electorate.

Art. 12. Election must be done by written secret ballot.

Art. 13. Union members who are to be absent on the date of election can vote beforehand.

Art. 14. The candidate who receives the highest number of valid votes shall be elected first. In case of a tie vote, the younger candidate shall be elected.

Art. 15. If the vote for any candidate is less than 1/10 of the total valid votes divided by the number of posts to be filled, that candidate cannot be elected.

Example: Total valid votes.....950
 Posts to be filled..... 2

$950 \div 2 = 475$

$475 \div 10 = 47.5 - 48$ votes required for election

Art. 16. In case an elected person is disqualified, candidate who received the next highest number of votes shall be elected.

Art. 17. By-election shall be carried out by the recognition of the Election Committee.

Art. 18. If an elected person moves out of the electorate, he shall be disqualified.

Attached Rules.

Art. 19. Amendment of these election rules shall be made by the decision of the organ higher than the Central Committee.

Art. 20. These election rules shall be enforced from June 14, 1947.

ALL JAPAN COMMUNICATION WORKERS UNION

1. Details of Nomination:

With the national convention of the All Japan Communication Workers Union to be held at Kanaiwa City, Ishikawa Prefecture on June 22 through June 24, 1948, the Ibaraki Branch began its nomination of delegates from 1 June at Mito, Tsuchiura, Taga, Naka-Tobu, Ota, Shimodate, Koga, Takahama, Hitachi, Inashiki, Kashima, Yuki, Ishioka, Kiji Tsukuba, Nishi(Western) Ibaraki and Isbhama with the candidates totalling to thirty-four (34) persons.

2. Election Procedure:

There are 40 districts in this prefecture and each selected an election representative to go to Mito to cast the vote of the districts choice. Out of 40, 37 representatives were present at the time of election. On 14 June 1948, at the Mito Post Office, 37 election representatives, of each district casted their votes through secret singular ballot system to elected legates to represent the Ibaraki Branch in the Communication Workers Union Convention.

3. Names of delegates elected with political affiliation:

	Name	Town	Votes	Political Affiliation
1.	Sakurai, Minoru	Mito	22	None
2.	Ikeda, Hanjiro	Yuki	22	None
3.	Nishimura, Shohachiro	Takahama	21	None
4.	Hachisu, Yoshiro	Mito	18	None
5.	Terakado, Akira	Taga	17	Communist
6.	Oki, Tsuneco	Kashima	16	None
7.	Okubo, Kanematsu	Tsuchiura	15	None.
8.	Ito, Yoaki	Inashiki	14	None

Number of eligible voters: 40
 " votes casted : 37
 " absenteeism : 3

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HEADQUARTERS
IBARAKI MILITARY GOVERNMENT TEAM
APO 181

24 June 1948

SUBJECT: All Japan ~~Electric Industrial~~ ^{Communication} Workers Union

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

In compliance with telegram Cite Kanto 595, the following election results of the All Japan ~~Electric Industrial~~ ^{Communication} Workers Union is forwarded for your information by this headquarters.

FOR THE COMMANDING OFFICER:

WILLIAM D. COTHAM, JR.
Capt CE
Adjutant

Incl: ^{Communication}
All Japan ~~Electric~~
~~Industrial~~ Workers Union

55
See Kanto Ltr 1 July 48 091.4

HEADQUARTERS
CHIBA MILITARY GOVERNMENT TEAM
APO 181

21 June 1948

SUBJECT: Election of Delegates to National Convention of
All Japan Communication Workers' Union

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

1. In compliance with radiogram your headquarters, cite Knto 595, dated 23 April 1948, the following report on election of delegates to the All Japan Communication Workers' Union Convention to be held at Kanazawa City, Ishikawa Prefecture from 22 to 25 June 1948 is herewith submitted.

a. The union is composed of approximately 5,500 members. It was decided to select delegates at the ratio of 700 to one, or a total of eight. The delegates were selected by and represent the following departments:

(1) Prefectural Executive Department	3
(2) Branch of Ordinary Offices	2
(3) Branch of Special Offices	2
(4) Women's Department	1

b. Each branch of the union had originally elected a trustee to represent his respective office in affairs of any nature. At a meeting conducted by the trustees on 15 June, they confirmed the selection of the following delegates.

(1) Masataka Shimita	No political party
(2) Funio Hasegawa	Communist
(3) Tokuji Odaka	No political party
(4) Teruji Shibata	Communist
(5) Hichi Tobita	No political party
(6) Katsuo Murayama	No political party
(7) Yoshiro Miyanchi	Communist
(8) Takushi Satomi	Social Democrat

c. The president and the vice-president of the union could not fully explain the election procedure without consulting their subordinates. On many occasions when questions were asked, they employed subterfuge in answering.

BASIC: Election of Delegates to National Convention of All
Japan Communication Workers' Union, dated 21 June 1948
cont'd.

All of the eight delegates to the convention are also trustees.
At the final meeting of the forty-two trustees, they were
present and helped approve of their own selection. The entire
procedure appeared to be either secretive or very poorly
organized.

FOR THE COMMANDING OFFICER:

ROBERT L. ROBERTSON
Major CAV
Adjutant

3 5/10

HEADQUARTERS
YAMANASHI MILITARY GOVERNMENT TEAM
APO 201

Kofu, Japan
15 June 1948

SUBJECT: Special Report

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

Reference telegram instructions regarding national convention of labor unions, report on election of delegates to national convention of All-Japan Communications Workers' Union is submitted.

BURTON E. STETSON
Lt Col Infantry
Commanding

1 Incl:
Delegates - National Convention of
All-Japan Communications Workers' Union

~~54~~ 2 See Kanto ltr 1 July 48 091.4

All-Japan Communications Workers' Union
Election of Delegates to National Convention
Yamanashi Prefecture

1. Date and Place: June 22-25, 1948, Kanazawa City, Ishikawa Prefecture
2. Number of delegates: 5
3. Method of Nomination: The 17 branches of the union held hand-showing nomination meetings on 3 June and nominated 1 person for each 50 members, Seventeen persons were nominated.
4. Method of Election: Standing Committeemen (a total of 40) of the 17 branches met in Kofu on 10 June to cast 4 entry written secret ballots to elect 4 delegates, The fifth delegate, according to the Union Constitution, is a central committeeman elected to office once a year. At present the position is filled by:

Name: Kofi Teramoto, age 33 (elected 25 May 1948)
Position in Union: Secretary, Yamanashi Chapter: central
Committeeman, Yamanashi Chapter
Position in Company: Official, Electric Engineering Bureau
Political Affiliation: Communist

5. Results of Election:

Name: Hosaka Oka, age 38
Position in Union: Executive Committeeman, Yamahashi Chapter.
Position in company: Teacher, Communication workers' Training Station.
Political Affiliation: Communist Sympathizer
Number of Votes: 27

Name: Motowo Ozawa, age 32
Position in Union: Vice-chief, Yamanashi Chapter
Position in Company: Official, Postal Savings Bureau
Political Affiliation: Neutral Number of Votes: 24

Name: Masao Yamamoto, age 24
Position in Union: Chief, Kofu Post Office Branch
Position in Company: Official, Kofu Post Office
Political affiliation: Neutral Number of Votes: ;2

Name: Kishiro Banno, age 24
Position in Union: Executive Committeeman, Yamanashi Chapter
Position in Company: Official, Kajikazawa Post Office
Political Affiliation: Neutral Number of Votes: ;2

Total number of votes: 40
Valid votes 36
Invalid votes 4

~~257~~ Inclosure 1;

HEADQUARTERS
GUMMA MILITARY GOVERNMENT TEAM
APO 201

1 June 1948

SUBJECT: Surveillance of All-Japan Communications Workers
Union Elections

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

1. In compliance with instructions contained in Radiogram #55106, Headquarters Kanto Military Government Region, surveillance was conducted by this Headquarters over the nomination and electoral procedure of the All-Japan Communication Workers Union from the 27th through the 29th of May 1948. The following information is submitted.

2. Twenty two (22) delegates were nominated for election to the national convention from a total of twenty six (26) local union chapters. Of the twenty six (26) chapters, however, only fifteen (15) of these nominated candidates. The remaining eleven (11) chapters maintained that they had no member qualified for a national convention post.

Nominations were not conducted along a specific outlined procedure since the national and local union constitutions do not provide or contain regulations for union elections. Some chapters arbitrarily appointed candidates, some held nominations by a show of hands, some just let the local union official represent them and a few conducted nominations along parliamentary lines.

In the absence of specific instructions from national headquarters, the twenty six (26) local chapters formed an All-Gumma Election committee which supposedly was to set up election rules and procedures. The committee had no authority however and maintained little discipline over the various chapters.

It is significant that of the twenty two (22) nominees, seven (7) belong to the Communist Party. Two females (Independents) were also nominated.

3. Surveillance of the elections disclosed many discrepancies and a total lack of organization. All chapters conducted elections during business hours at various times and different days. Counting of ballots was not done by a centralized election agency.

In all of the separate polling locations no provisions were made for enclosed polling booths. Ballot boxes consisted of cardboard containers, not sealed, and paper bags. The ballots

~~See~~ See Kato Ltr 1 July 48 -1- 091.4

were blank pieces of paper and the voters had to rely on an excellent memory to write down seven (7) choices out of a total of twenty two (22.)

Although the Gumma Election Council had forwarded lists of candidates and election dates to the various chapters one week prior to the election, many chapters held their local elections prior to the 27th of May, counted the results and held the ballots for a week or more until the remaining chapters had held their elections.

4. Four thousand two hundred and fifty five (4,255) cast votes out of a total of four thousand five hundred and eighty two (4,582) registered union members. This was surprisingly high percentage since many union members had not heard of the election on the second day of surveillance conducted by this Headquarters.

5. Election results is as follows:

<u>Name</u>	<u>Affiliation</u>	<u>Chapter</u>
H. Tsukagoshi (2,948)	Independent	Maebashi
K. Miyashita (1,795) Female	Independent	Maebashi
S. Kogure (2,490)	Independent	Takasaki
Y. Sunaga (2,678)	Independent	Ota
M. Toriya (1,684)	Social Democrat	Takasaki
S. Roppongi (1,765)	Independent	Isesaki
T. Mizunuma (2,253)	Independent	Fujioka

The seven (7) Communist Party candidates made a poor showing, polling but several hundred votes apiece.

6. In post-election statements the delegates to the national convention said their first consideration would be to revise the national constitution to include rules and regulations for election procedures. Most of them expressed dissatisfaction over the haphazard methods of the recent election.

7. It was recommended by this headquarters that the twenty six (26) local chapters form an Election Council with authority to exercise discipline over all elections in this prefecture and to draft a written program of electoral procedure.

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

Distribution:

3 copies - As above
.1 copy - Labor file

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