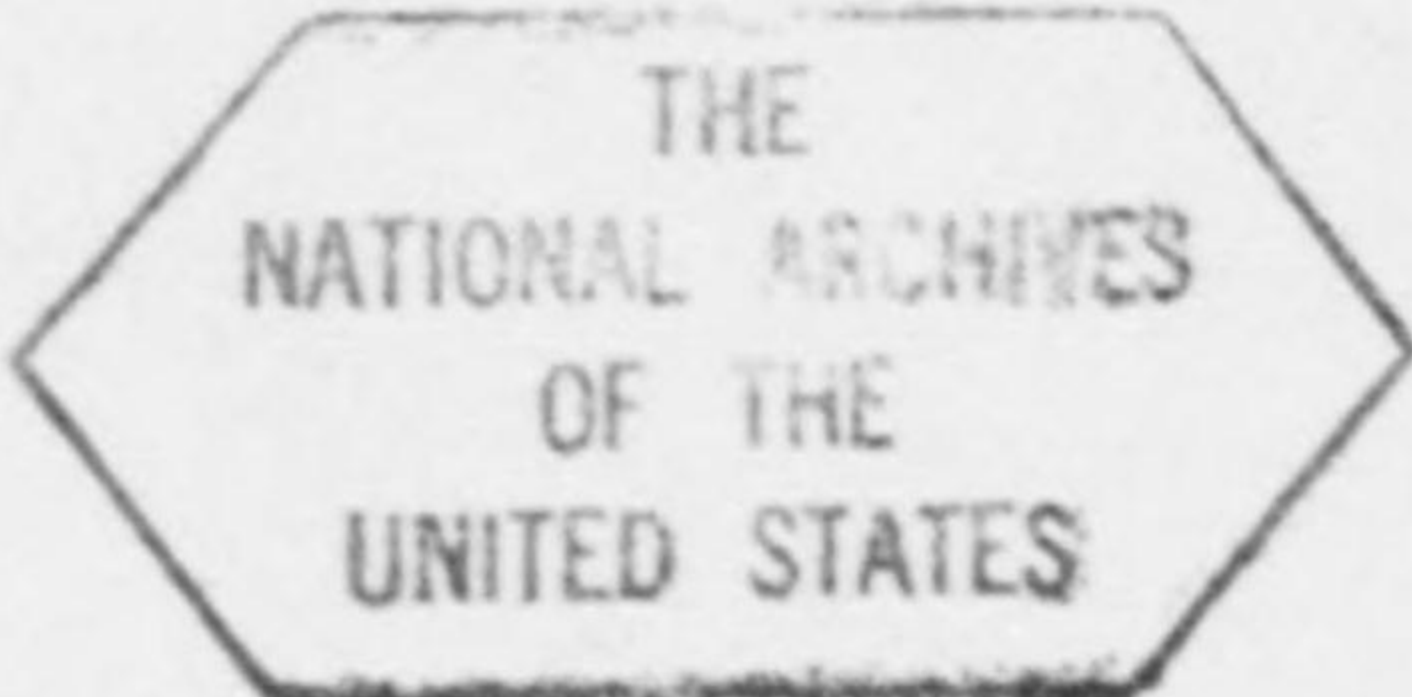


GHQ/SCAP Records(RG 331)
Description of contents



- (1) Box no. 2747
- (2) Folder title/number: (19)
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- (3) Date: Nov. 1950 - Apr. 1951

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- (5) Item description and comment :
 - i) Kanto
 - ii) Includes Contents List

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(7) Film no. _____ Sheet no. _____

| | | |
|--------|---|-----------|
| 29 Jan | Tokyo(Criticism of Tokyo-to Labor Rally) | Friedrich |
| 30 Jan | Chiba(Narita Bus Co.) | Brown |
| 22 Feb | Shizuoka(surveillance, LPS, LRC, ILPO) on Con.) | Peck |
| 6 Feb | Gumma(LSB, Yamafuji Co., inservice training) | Brown |
| 8 Feb | Tochigi(Pine Sewing M. Co., Nikko Copper Works) | Gmacho |
| 13 Feb | Kanagawa(Yokohama Plant, Furukawa Co.) | " |
| 23 Feb | Nagano(labor rallies) | Friedrich |
| 24 Feb | Tochigi(labor rallies) | " |
| 26 Feb | Gumma(Kanto Bloc LRC Pub. Mem. Con) | Gmacho |
| 2 Mar | Nagano(labor rallies) | Friedrich |
| 10 Mar | Kanagawa(spinning industries) | " |
| 17 Mar | Nagano(labor rallies) | " |
| 22 Mar | Shizuoka(labor rallies) | " |
| 26 Mar | Tokyo(surveillance, LSB) | Peck |
| 28 Mar | Kanagawa(surveillance, LPS) | " |
| 31 Mar | Tochigi(Labor College) | Friedrich |
| 2 Apl | Tokyo(KCAR, Workshop Defensive Mov, Employers Assn) | Gmacho |
| 2 Apl | Shizuoka(labor rallies) | " |

| | | |
|----------|---|-----------|
| 16 Nov | Kanagawa(Fuji Film, Tokyo Screw, Cos.) | Friedrich |
| 16 Dec | Kanagawa(Fuji Automobile Co.) | Camacho |
| 20 Dec | Tokyo(surveillance, Employment S. S., Tokyo-to) | Peck |
| 26 Dec | Tochigi(Ashio Copper Co., LSB) | Friedrich |
| 26 Dec | Gumma(Kanto Bloc LRC Sec. Chiefs Conference) | Peck |
| 26 Dec | Yamanashi(Kanto Haiden, Nippon Denka, Kusakabe Pulp) | Camacho |
| 29 Dec | Gumma(Petition regarding Gumma LSB) | Brown |
| 2 Jan 51 | Saitama(Tokyo Precision Industry Co.) | " |
| 4 Jan | Shizuoka(Ishibashi, Fuji Seishakusho, Nihon Keisen) | Camacho |
| 5 Jan | Yamanashi(conference with representatives of 5 Cos) | " |
| 15 Jan | Tochigi(LD, LSB, W&MB, LRC, 3 plants) | Friedrich |
| 15 Jan | Tokyo(Tokyo Eng. Works) | Brown |
| 15 Jan | Tochigi(LD, LSB, W&MB, Utsunomiya Sharyo, Hitachi) | Friedrich |
| 17 Jan | Tokyo(KCAR, suggestions for CAR chiefs conference) | Camacho |
| 17 Jan | Tokyo(Shochiku Motion Picture Co.) | Friedrich |
| 20 Jan | Tokyo(Chiyoda Life Insurance Co.) | " |
| 20 Jan | Yamanashi(surveillance, W&MB, LSB, LRC, ESS,) | Peck |
| 22 Jan | Tokyo(Konishi Roku Photo Industrial Co.) | Friedrich |
| 23 Jan | Tokyo(Kodansha Publishing Co.) | " |
| 23 Jan | Tokyo(Kinoshita Industrial Co.) | " |
| 23 Jan | Kanagawa(LPS for labor rally) | " |
| 23 Jan | Chiba(Kato Mfg. Co. labor dispute settlement) | Brown |
| 23 Jan | Tokyo(Press Con, for labor rallies, Tokyo-to) | Camacho |
| 25 Jan | Ibaraki(surveillance, LPS, LRC, LSB, etc.) | Peck |
| 26 Jan | Tokyo(Tokyo Shipbuilding Works) | Friedrich |
| 26 Jan | Kanagawa(LF officials con, re labor rally) | " |
| 26 Jan | Nagano & Yamanashi, LPO, LPS, plants in Matsumoto etc) | Camacho |
| 29 Jan | Chiba(LPS, Labor Education Sub-section Chief, New Aqua) | Brown |

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|-----------|---|-----------|
| 22 May 50 | Tokyo(KCAR office; Hino Diesel Kogyo) | Camacho |
| 6 July | Tokyo(KCAR office; Ogikubo Plant, Fuji Sangyo) | " |
| 12 Aug | Shizuoka(Employer Edu. Con., Sano Iron Works, etc.) | Friedrich |
| 16 Aug | Yamanashi(LD, Otsuki Sub-branch, Densan, etc) | Brown |
| 17 Aug | Tokyo(Proposed dismissal of Elect. Indust.) | Peck |
| 19 Aug | Kanagawa(Summer Labor School) | Camacho |
| 9 Nov | Tokyo(Fuso Electric Bulb Company dispute) | Peck |
| 10 Nov | Chiba(LPS, UICS, LSB, W&MB) | Brown |
| 14 Nov | Yamanashi(LD, LPS, LRC) | Peck |
| 16 Nov | Ibaraki(Union organization) | Friedrich |
| 16 Nov | Nagano(Wenryusha, Kalnew, Kitazawa, Olympus, etc) | Camacho |
| 16 Nov | Tokyo(Isetan Dep't) | Friedrich |
| 18 Nov | Tokyo(Toshima LPO, women unionists) | " |
| 22 Nov | Saitama(LD, Kongo, Peace S. M. Cos.) | Brown |
| 22 Nov | Gumma(LPS, LSB, W&MB, Gumma Central Bus Co.,) | " |
| 24 Nov | Tokyo(LSB surveillance) | Peck |
| 25 Nov | Shizuoka(Okada, Sakae, Taiyo, companies; Shizuoka B.) | Friedrich |
| 29 Nov | Chiba(LPS; inservice training) | Brown |
| 30 Nov | Tokyo(Fuso Electric Bulb Co.) | Peck |
| 4 Dec | Chiba(LPO, Yamasa, Takahara, Choshi Shoyu Cos) | Camacho |
| 4 Dec | Kanagawa(Nikko Electric Industrial Co.,) | Friedrich |
| 5 Dec | Tochigi(Pine S.M., Fuji Kiki, Furukawa Cos) | " |
| 7 Dec | Ibaraki(Inata Mura Quarry, Shimodate-machi, etc.) | " |
| 8 Dec | Chiba(inservice training) | Brown |
| 8 Dec | Nagano(surveillance, ESS, LD, LRC, W&MB, LSB) | Peck |
| 12 Dec | Ibaraki(ten conferences with small & med. indust.) | Camacho |
| 13 Dec | Gumma(LD, LPS, visit to plants re trade agree.) | Brown |

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2 April 1951

MEMORANDUM FOR RECORD

SUBJECT: Meeting with Mr. Mishiro and Mr. Shikanai of the Japan Federation of Employers' Association relative to the pamphlet entitled "What is the Workshop Defense Movement Advocated by Japan Federation of Employers' Association?"

Messrs. Maeda, Shikanai, and Goto prepared the draft. Changes were made following discussions with (1) Secretariat chief of prefectural employers' association, (2) Secretariat chiefs of industry-wide employers' association, (3) General affairs committee of JFEA, composed of LD chiefs of various private companies. Final copy was ratified by the Standing Directors' Board, Nikkeiren. No labor organization was consulted, yet labor was expected to co-operate.

Publication was primarily for spiritual enlightenment calculated to awaken complacent employers to the dangers of Communism. (Employer complacency was more prevalent in Tohoku than in Kyushu.) Mr. Shikanai has no special plan for implementation of the program. The individual employer will be free to devise his own safeguards, or ignore the entire program if he so chooses.

Mr. Maeda stated (referring to the red purge) that "for the time being" does not imply that a second purge is contemplated. Individual employers occasionally seek the opinion of JFEA relative to the advisability of second purge. JFEA always tries to dissuade inquirers from such action.

JFEA does not have authority to impose definite methods of execution, even if it had such a plan. It desires only to stimulate and "standardize" awareness of the situation and promote an exchange of ideas between individual employers and between local associations of individual employers and the central organ. A plan of positive action might possibly be evolved after this step, depending on future developments.

Mr. Shikanai emphasized that the entire program, with the possible exception of chapter 3, should not be misconstrued as a counteroffensive against labor.

MARTIN T. CAMACHO
Labor Relations Division

Annex 3a

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2 April 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies and Labor-Management Conference, Shizuoka Prefecture, 27-31 March 1951

1. Three rallies were conducted with the following results:

| | <u>Hamamatsu</u> | <u>Fuji</u> | <u>Shimoda</u> |
|----------------|------------------|-------------|----------------|
| Union Members | 325 | 280 | 60 |
| Employers | 182 | 88 | 24 |
| Students | | | 7 |
| General Public | 107 | | 3 |
| Total | <u>614</u> | <u>368</u> | <u>94</u> |
| Grand Total: | 1,074 | | |

2. The rallies were opened by a brief address by the Prefectural Labor Policy Section Chief. KaCAR participation consisted of a short greeting, then a reading in Japanese of a prepared speech on "Management Prerogatives and Personnel Rights," followed by a question-and-answer period. Participation by the audience at all three rallies was extremely active. A keen interest was demonstrated in the subject matter, particularly with regard to grievance machinery and seniority. Other questions ranged from appropriate collective bargaining units and questions concerning union representation to minimum wages. From the questioning, it was fairly evident that the audience was able to grasp the purport of the rallies and contain their questions to specific problems rather than delve on those matters which are often vague and irrelevant.

3. A conference with union and management representatives of the Tokai Bus Company in Ito was held to discuss their respective problems and the essential elements of a sound trade agreement. The bus workers have a union with a membership of 697. The union structure is comprised of four branch unions which are further divided into workshops. This type of organization and administration is in close resemblance to the unit plan of local trade union organization adopted by some of the larger unions in the United States, such as the Bakery and Confectionery Workers' International Union of America. However, while the structure of the local union here was similar to the unit plan in the United States, it lacked the democratic content. (It becomes more and more apparent that the unit plan for local trade union organization as advocated by this office but rejected by ESS/Labor, is the solution to the problem of local union structure and functions with a democratic content of self-expression and autonomous organization). The union has two full time officials, one male and one female secretary who are paid ¥6,000 and ¥4,500 per month respectively. The trade agreement was concluded on 1 December 1950 and the union has provided all members with a printed copy of the contract.

Union dues are assessed at 3% of base pay and amount to an average of ¥230. On questioning the union with regard to grievance machinery and arbitration, the officials had misconstrued the latter function by the mere fact that the provision was contained in the union constitution and not in the trade agreement. Following this disclosure, the prefectural labor policy section chief gave a brief explanation of both grievance machinery inclusive of arbitration, and seniority. The union is expending approximately 15,000 yen monthly for labor education, that is, purchasing and subscribing to books, magazines and other literature pertaining to labor, and publishing a monthly union paper. A library is maintained at each branch union and the officers of the central executive committee visit them regularly when making distribution of new labor education material. Union funds now amount to ¥400,000. The union shop clause has a three-month's "escape" period and there are no temporary workers in the company's employ. The methods and procedures employed for the selection of union representatives leave much to be desired.

4. Summary:

1,074 attend three labor rallies in Shizuoka Prefecture to hear lecture on "Management Prerogatives and Personnel Rights." Labor-management conference also held with employer and union representatives of Tokai Bus Company to discuss essential elements of a trade agreement.

MARTIN T. CAMACHO
Labor Relations Division

MR. CAMACHO

31 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip, Tochigi Prefecture, 29-30 March 1951: Labor College

At request of Tochigi labor officials, assistant labor officer participated in the four-day labor college in Utsunomiya for the purpose of giving talks on the history of the trade union movement in England and the United States. The 50-odd attendants were all union members. Advantage was taken of the opportunity to draw comparisons between the Japanese labor movement and those of England and the United States. The labor college was typical of the constructive work being done in the field of labor education in Tochigi.

RALPH FRIEDRICH
Labor Relations Division

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31 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip, Tochigi Prefecture, 29 - 30 March 1951: Labor College

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RALPH FRIEDRICH
Labor Relations Division

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28 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Surveillance of Kanagawa Labor Department on 26 March

1. Visit was made to the Kanagawa Labor Department to ascertain whether or not the practice of employing temporary workers in industrial establishments poses a threat to the labor movement, and to obtain replies to our labor questionnaires of 8 March.
2. The LPS Chief averred that the employment of temporary workers, greatly accelerated as a result of the Korean Conflict, presents no cause for alarm. The rate of increase of temporary workers and their ratio to permanent workers are unknown since most factories are in a state of flux. He believes that upon conclusion of hostilities in Korea, with a resultant return to economic normalcy in Japan, management will be compelled to stabilize its regular work force, which will result in the release of temporary, not permanent workers.
3. With regard to the word shokuin, the chief is of the opinion that it has no standard definition. At one factory the shokuin would include all non-productive personnel -- clerks, engineers, auditors, office boys, etc.; at another it would embrace the aforementioned categories plus section chiefs; at another it might include all salaried personnel as distinguished from those engaged in piecework. Whether or not a shokuin worker belongs to a union is dependent upon the nature of his work. Contrary to the information received from Mr. Moss, relative to Hokkaido, there is no rank system or special union for shokuin, nor for any other group of permanent workers in Kanagawa.
4. There are, to date, three unions comprised of only temporary workers: Tsurumi Plant of Nippon Steel Pipe Company with 270 temporary workers as compared with 3,370 permanent employees; Kawasaki Plant of Nippon Steel Pipe Company with 600 temporary as compared with 13,200 permanent workers; Tokyo Gas Company with 363 temporary as compared with 1,627 regular workers. The Kawasaki Plant Union has been qualified by the LRC. Both the Tsurumi and Kawasaki unions have attempted to negotiate with management but were informed that a contract could not be concluded with them until after the permanent workers had negotiated a contract. Generally when the permanent union bargains with management, negotiations cover permanent workers only. After they have disposed of their problems, the same union officials serve as spokesmen for the temporary workers although not necessarily representing them in the real sense of the word.
5. The LPS chief stated that when length of service is equal, the temporary worker receives a salary slightly higher than the permanent

worker. The temporary worker, however, receives a lower year end allowance and does not receive paid holidays, retirement allowance, etc.

6. Temporary workers are not members of the union because the permanent workers will not accept them and because the temporary workers have never been known to insist upon being admitted to membership. Management would prefer to maintain the status quo in this regard; consequently no one seems to be fighting for the temporary worker, not even himself.

7. An inquiry relative to the status of the recent red purgees, 886 in total, revealed that 40% are still unemployed, 12% found other employment, 8% are engaged in CP work, 15% are in business for themselves, 5% are still union officials or employed on work relief projects, 20% unknown.

8. The chief is having a conference of all LPO chiefs, on 28 March, to discuss replies to our questionnaire. He will call us when the desired information has been collected.

9. Many of the replies given by the LPS chief were vague and oblique, creating the impression in my mind that the problem of temporary workers has not been given the consideration it merits.

10. Summary: Kanagawa LPS chief does not believe that the increased employment of temporary workers poses a threat to the labor movement. (The Hokkaido labor officer claims that such is the case in his region.) Information relative to allowances, discriminatory treatment, insecurity, and other factors pertaining to the temporary worker was collected.

Status of the 886 Reds, or sympathizers, who were purged during the latter part of 1950 is summarized in paragraph 7.

CHESTER J. PECK
Labor Relations Division

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26 March 1951

MEMORANDUM FOR RECORD

*M.C.
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SUBJECT: Surveillance of Tokyo Labor Standards Bureau on
23 March 1951

1. Red Purge within LSB: The four Communists discharged by the Tokyo Bureau last December filed an appeal with the National Personnel Authority. The first hearing is scheduled for next May. Communists were discharged in some of the other Regions, but Tokyo is the only prefecture in Japan where such discharges are being contested. The LSB chief claims that he has adequate evidence to justify the dismissals and believes that the appeals were registered solely for propaganda purposes.

2. Temporary day workers: The Tokyo District Court ruled last November that in the absence of a stipulation to the contrary temporary workers would be covered by the same rule of employment governing permanent workers. Since that occasion, some companies began writing two rules of employment - one for temporary and one for permanent workers. The rules for temporary workers do not contain provisions for payment of retirement and other allowances and are generally inferior to those for permanent workers. Still, the LSB has received thus far but one complaint from workers who objected to their temporary status. An accurate wage comparison of temporary and permanent workers is not possible since wages are based, in part, on seniority, and the average permanent worker has a minimum of five or six years of seniority as compared with seven or eight months' service of the average temporary worker. Although no figures are available, the LSB chief opined that temporary workers comprise but a very small proportion of the total industrial work force. It may be possible that temporary employees work side-by-side with permanent workers (although the chief does not know of any such instance), but generally they hold subordinate, menial positions.

3. Unpaid wages: The current unpaid wages figure, representing about 50% of the July 1950 arrears, no longer poses a serious problem.

4. Summary: The LBB was visited primarily to ascertain if temporary workers, who are not admitted to union membership, were increasing in sufficient numbers as to constitute a threat to the labor movement. LBB officials foresee no indication of this possibility. The Bureau had no unusual trends or problems to report.

CHESTER J. PECK
Labor Relation Division

MR. CAMACHO

22 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Shizuoka Prefecture, 19-21 March 1951

1. Two labor rallies were conducted in Shizuoka Prefecture, with the following attendance breakdown:

| | <u>Shizuoka City</u> | <u>Numazu City</u> |
|---------------------|----------------------|--------------------|
| Employers | 63 | 97 |
| Union members | 68 | 189 |
| Unorganized workers | 20 | 17 |
| Students | <u>25</u> | <u>0</u> |
| Total | 176 | 303 |

Grand Total: 479

2. Agenda was the same as for previous rallies. It is notable that a larger percentage of employers than usual participated in the meetings. At the Shizuoka rally, a number of intelligent questions were asked, but audience response at the Numazu rally was not satisfactory during the question-and-answer period, although interest was shown throughout the session. It was noted at the Shizuoka rally that the employers displayed a high degree of interest in the discussion of those elements which are necessary to a sound collective bargaining agreement.

3. Summary: Two labor rallies were conducted in Shizuoka Prefecture for the purpose of encouraging collective bargaining agreements. Total attendance was 479.

RALPH FRIEDRICH
Labor Relations Division

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22 March 1951M.C.
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MEMORANDUM FOR RECORD

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1. Two labor rallies were conducted in Shizuoka Prefecture, with the following attendance breakdown:

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3. SUMMARY: Two labor rallies were conducted in Shizuoka Prefecture for the purpose of encouraging collective bargaining agreements. Total attendance was 479.

RALPH FRIEDRICH
Labor Relations Division

Annex 3a

MR. CAMACHO

17 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Nagano Prefecture, 12-16 March 1951

1. Three labor rallies were conducted in Nagano Prefecture, with following attendance breakdown:

| | <u>Matsumoto</u> | <u>Kiso-Fukushima</u> | <u>Okaya</u> |
|---------------------|------------------|-----------------------|--------------|
| Employers | 45 | 22 | 45 |
| Union members | 467 | 245 | 900 |
| Unorganized workers | 50 | 39 | 155 |
| Students | 88 | 35 | 0 |
| General public | <u>108</u> | <u>41</u> | <u>100</u> |
| Total | 758 | 382 | 1200 |

Grand Total: 2340

2. Agenda was the same as for previous rallies. Excellent planning by prefectural and local labor officials was in evidence. Audience interest at Kiso-Fukushima rally was outstandingly good, and a number of highly intelligent questions were asked. Audience participation at Okaya rally was limited by the fact that a large number of attendants were young female workers from silk industries. Attention, however, was good. As at other rallies, increased interest in grievance machinery and seniority was noted.

3. Summary: Three labor rallies were conducted in Nagano Prefecture for the encouragement of collective bargaining agreements. Total attendance was 2340.

RALPH FRIEDRICH
Labor Relations Division

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17 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Nagano Prefecture, 12 - 16 March 1951

1. Three labor rallies were conducted in Nagano Prefecture, with following attendance breakdown:

| | <u>Matsumoto</u> | <u>Kiso-Fukushima</u> | <u>Okaya</u> |
|---------------------|------------------|-----------------------|--------------|
| Employers | 45 | 22 | 45 |
| Union members | 467 | 245 | 900 |
| Unorganized workers | 50 | 39 | 155 |
| Students | 88 | 35 | 0 |
| General public | 108 | 41 | 100 |
| Total | 758 | 382 | 1200 |

Grand Total: 2,340

2. Agenda was the same as for previous rallies. Excellent planning by prefectural and local labor officials was in evidence. Audience interest at Kiso-Fukushima rally was outstandingly good, and a number of highly intelligent questions were asked. Audience participation at Okaya rally was limited by the fact that a large number of attendants were young female workers from silk industries. Attention, however, was good. As at other rallies, increased interest in grievance machinery and seniority was noted.

3. SUMMARY: Three labor rallies were conducted in Nagano Prefecture for the encouragement of collective bargaining agreements. Total attendance was 2,340.

RALPH FRIEDRICH
Labor Relations Division

MR. CAMACHO

10 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip, Kanagawa Prefecture, 9 March 1951: Spinning Industries

1. Kanagawa LPS and W&MB, together with Atsugi LPO, requested assistance in dealing with a difficult labor situation in the Hanbara District, where 80% of the prefecture's silk-spinning industry is concentrated in 216 separate establishments. The large majority of these are small enterprises, employing only two or three workers, but subject nevertheless to the labor Standards Law. Exceeding disregard for the law exists. The situation is complicated by the fact that there are a number of home industries, not subject to the LSL, producing the same type of goods. Wages are surprisingly low: ¥2500-¥5000 for men, ¥2000-¥3000 for women. Efforts at unionization have been firmly resisted by management. The educational level of the workers (most of whom are farmers' daughters with only 6 years of schooling) is low. The community is intensely feudalistic. LP officials stated that this visit by the assistant labor officer was the first made by any member of the Occupation for the purpose of looking into the situation. That the Kanagawa ID and W&MB are much concerned was evidenced by special reports submitted to this headquarters and by the fact that the ID Chief himself participated in the labor officer's meetings with employer and worker representatives.

2. Two meetings were held: one with approximately 30 employers, the other with about 75 workers (mostly female). To both groups it was explained that the labor officer is not a union organizer, but that he would like to point out the advantages of unionization. Since the problem of low wages and long hours is a serious one in this community, considerable time was spent in discussing this matter. The function of free trade unionism as a basic element of a democratic society was emphasized. It was further emphasized that discontent among workers offers fertile ground for Communist infiltration and that a sound union constitutes a strong bulwark against such infiltration. It was noted that this made an impression upon the employers. It was also noted that, whereas their attitude at first was characterized by suspicion, the employers gave sincere attention and a certain degree of approval before the meeting ended. There is reason for hopefulness in the fact that almost all of the employers are comparatively young. With the workers, the following approach was used: Even though the term of employment for most of them is 3 to 4 years at the most (after which they marry and become housewives), they have a role to play in maintaining the gains that Japanese labor has made under the Occupation. Maintenance of these gains will depend upon the vigor with which the unions defend them. Practical aspects of the situation with regard to their individual interests were discussed.

3. Summary: Meetings were held with management and worker representatives in the silk-spinning industries of Hanbara (Kanagawa), where intensely feudalistic conditions prevail. Purpose was to point out advantages of unionization. Meetings were conducted in response to request of Kanagawa labor officials for assistance in dealing with this difficult situation.

RALPH FRIEDRICH

Labor Relations Division

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10 March 1951

MEMORANDUM FOR RECORD

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2. Two meetings were held: one with approximately 30 employers, the other with about 75 workers (mostly female). To both groups it was explained that the labor officer is not a union organizer, but that he would like to point out the advantages of unionization. Since the problem of low wages and long hours is a serious one in this community, considerable time was spent in discussing this matter. The function of free trade unionism as a basic element of a democratic society was emphasized. It was further emphasized that discontent among workers offers fertile ground for Communist infiltration and that a sound union constitutes a strong bulwark against such infiltration. It was noted that this made an impression upon the employers. It was also noted that, whereas their attitude at first was characterized by suspicion, the employers gave sincere attention and a certain degree of approval before the meeting ended. There is reason for hopefulness in the fact that almost all of the employers are comparatively young. With the workers, the following approach was used: Even though the term of employment for most of them is three to four years at the most (after which they marry and become housewives), they have a role to play in maintaining the gains that Japanese labor has made under the Occupation. Maintenance of these gains will depend upon the vigor with which the unions defend them. Practical aspects of the situation with regard to their individual interests were discussed.

3. Summary

Meetings were held with management and worker representatives in the silk-spinning industries of Hanbara (Kanagawa), where intensely feudalistic conditions prevail. Purpose was to point out advantages of unionisation. Meetings were conducted in response to request of Kanagawa labor officials for assistance in dealing with this difficult situation.

RALPH FRIEDRICH
Labor Relations Division

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MEMORANDUM FOR RECORD

2 March 1951

SUBJECT: Labor Rallies, Nagano Prefecture, 26 - 28 February 1951

1. Two labor rallies were conducted in Nagano Prefecture, with following attendance breakdown:

| | <u>Suzaka-nashi</u> | <u>Nagano City</u> |
|---------------------|---------------------|--------------------|
| Employers | 25 | 130 |
| Union Members | 83 | 223 |
| Unorganized Workers | 59 | 56 |
| Students | 390 | 285 |
| General Public | 6 | 40 |
| Total | <u>575</u> | <u>734</u> |

2. Agenda was the same as for previous rallies. Satisfactory planning by prefectural and local labor officials was in evidence, but lack of visual aids noted. Audience interest at both rallies was good, but participation was considerably better in the Nagano meeting than in the one at Suzaka. Particular interest was shown in the subjects of grievance machinery and seniority, but it was evident that knowledge concerning the operation of these systems was inadequate. Tendency to run too much lecture was noted. The foregoing matters were brought to the attention of the labor officials. It was felt that, despite these drawbacks, interest of the audience was satisfactorily maintained.

3. Summary: Two labor rallies for encouragement of collective bargaining agreements were held in Nagano Prefecture, with a total attendance of 1309 persons.

Ralph Friedrich
Labor Relations Division

MR. CAMACHO

2 March 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Nagano Prefecture, 26-28 February 1951

1. Two labor rallies were conducted in Nagano Prefecture, with following attendance breakdown:

| | <u>Suzaka-machi</u> | <u>Nagano City</u> |
|---------------------|---------------------|--------------------|
| Employers | 25 | 130 |
| Union members | 83 | 223 |
| Unorganized workers | 69 | 56 |
| Students | 390 | 285 |
| General public | <u>8</u> | <u>40</u> |
| Total | 575 | 734 |

2. Agenda was the same as for previous rallies. Satisfactory planning by prefectural and local labor officials was in evidence, but lack of visual aids was noted. Audience interest at both rallies was good, but participation was considerably better in the Nagano meeting than in the one at Suzaka. Particular interest was shown in the subjects of grievance machinery and seniority, but it was evident that knowledge concerning the operation of these systems was inadequate. Tendency to run to too much lecture was noted. The foregoing matters were brought to the attention of the labor officials. It was felt that, despite these drawbacks, interest of the audience was satisfactorily maintained.

3. Summary: Two labor rallies for encouragement of collective bargaining agreements were held in Nagano Prefecture, with a total attendance of 1309 persons.

RALPH FRIEDRICH
Labor Relations Division

kn

26 February 1951

M.C.
pen. cy.
MEMORANDUM FOR RECORD

SUBJECT: Second Kanto Bloc Local Labor Relations Commission Public Members' Liaison Conference at Maebashi, Gumma Prefecture, 23-24 February 1951

Gumma was the sponsoring prefecture for the conference which was attended by 41 public members of Labor Relations Commissions of Ibaraki, Tokyo, Tochigi, Chiba, Kanagawa, Yamanashi, Saitama, Shizuoka and Gumma. The Secretariat Chief of the Central Labor Relations Commission and the Vice Governor and the Labor Department Chief of Gumma Prefecture were also in attendance. There were nine items on the agenda which included such questions as: "Clarification of the legal status of secretariat personnel during stages of investigating unfair labor practices," "Actual participation of labor-management members in procedures of investigating unfair labor practices," and "Validity of registration in cases of denial of certification despite frequent investigation for obtaining status of juridical person."

The division chief availed himself of the opportunity to speak to the group relative to the suggested changes in the present structure of the Labor Relations Commission. These changes call for a separation of the functions of conciliation, mediation and arbitration from those of determining matters of unfair labor practices, and questions concerning representation. This separation will require that the present tripartite Commission limit its functions to conciliation, mediation and arbitration similar to that of the Federal Mediation and Conciliation Service in the United States. An entirely new quasi-judicial body will be established with original and exclusive jurisdiction for handling any and all cases involving unfair labor practices and questions concerning representation. It was stressed that the suggested change in the organizational and functional structure of the present Commission is not solely patterned after the National Labor Relations Board in the United States but one which is a combination of the American concepts blended into conditions and circumstances as seen in Japan.

The differentiation between conciliation, mediation and arbitration functions and those of a quasi-judicial nature such as unfair labor practices appeared to be fairly clear to all those present. However, there was manifested some doubt as to the definition of an unfair labor practice, and some still opined that the primary function of the Commission is to conciliate these matters and avoid the necessity of rendering judicial decisions.

SUMMARY: Observations at Second Kanto Bloc Local Labor Relations Commission Public Members' Liaison Conference indicate lack of clarity in distinguishing unfair labor practices and a tendency to conciliate these matters rather than to take judicial action.

MARTIN T. CAMACHO
Labor Relations Division

Annex 3a

tn

24 February 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Tochigi Prefecture, 12 - 14 and
19 - 21 February 1951

1. Six labor rallies were conducted in Tochigi Prefecture, with following attendance breakdown:

| | <u>Utsunomiya</u> | <u>Cyama</u> | <u>Otawara</u> | <u>Ashikaga</u> | <u>Kuzu</u> | <u>Kanusa</u> |
|---------------------|-------------------|--------------|----------------|-----------------|-------------|---------------|
| Employers | 32 | 15 | 15 | 13 | 18 | 35 |
| Union members | 598 | 352 | 327 | 223 | 282 | 1091 |
| Unorganized workers | 10 | 8 | 5 | 0 | 0 | 30 |
| Students | 200 | 180 | 95 | 50 | 0 | 150 |
| General public | <u>210</u> | <u>52</u> | <u>73</u> | <u>15</u> | <u>22</u> | <u>20</u> |
| Total | 1050 | 607 | 515 | 301 | 322 | 1326 |
| Grand Total: | 4121 | | | | | |

2. Agenda was the same as for previous rallies. Excellent planning by prefectural and local labor officials was in evidence. Audience interest and participation were good. Increased interest in grievance machinery and seniority was noted. Kokutetsu union representatives presented complaint that their grievance set-up does not work because management representatives at the lower levels tend to suppress grievances or to discourage statement of them. Other union representatives reported that workers fear retaliation of management if they make their grievances known. Explanation of the difference between discharge for cause and discharge for economic reasons (i.e., lay-off) was followed with keen interest, and it was evident that the audience agreed that a new system for dealing with the latter problem is needed in Japan, although it was also apparent that acceptance of length of service as the controlling factor will not come overnight.

3. Summary

Six labor rallies for encouragement of collective bargaining agreements were held in Tochigi Prefecture, with a total attendance of 4121.

RALPH FRIEDRICH
Labor Relations Division

Annex 3a

MR. CAMACHO

24 February 1961

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Tochigi Prefecture, 12-14 and 19-21 February 1961

1. Six labor rallies were conducted in Tochigi Prefecture, with following attendance breakdown:

| | <u>Utsunomiya</u> | <u>Oyama</u> | <u>Otamara</u> | <u>Ashikaga</u> | <u>Kuzū</u> | <u>Kanuma</u> |
|------------------------|-------------------|--------------|----------------|-----------------|-------------|---------------|
| Employers | 32 | 15 | 15 | 13 | 18 | 35 |
| Union members | 598 | 352 | 327 | 223 | 282 | 1091 |
| Unorganized workers | 10 | 8 | 5 | 0 | 0 | 30 |
| Students | 200 | 180 | 95 | 50 | 0 | 150 |
| General public | <u>210</u> | <u>52</u> | <u>73</u> | <u>15</u> | <u>22</u> | <u>20</u> |
| Total | 1050 | 607 | 515 | 301 | 322 | 1326 |
| Grand total: | 4121 | | | | | |

2. Agenda was the same as for previous rallies. Excellent planning by prefectural and local labor officials was in evidence. Audience interest and participation were good. Increased interest in grievance machinery and seniority was noted. Kokutetsu union representatives presented complaint that their grievance set-up does not work because management representatives at the lower levels tend to suppress grievances or to discourage statement of them. Other union representatives reported that workers fear retaliation of management if they make their grievances known. Explanation of the difference between discharge for cause and discharge for economic reasons (i.e., lay-off) was followed with keen interest, and it was evident that the audience agreed that a new system for dealing with the latter problem is needed in Japan, although it was also apparent that acceptance of length of service as the controlling factor will not come overnight.

3. Summary: Six labor rallies for encouragement of collective bargaining agreements were held in Tochigi Prefecture, with a total attendance of 4121.

RALPH FRIEDRICH
Labor Relations Division

Mr. Camacho

23 February 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Rallies, Nagano Prefecture, 8-9 February 1951

1. Two labor rallies were held in Nagano Prefecture. Attendance breakdown for these is as follows:

| | <u>Ina-machi</u> | <u>Iida-shi</u> |
|---------------------------|------------------|-----------------|
| Employer representatives | 50 | 33 |
| Union representatives | 250 | 257 |
| Unorganized workers | 11 | 46 |
| Secondary school students | 293 | 232 |
| General public | <u>46</u> | <u>30</u> |
| Total | 650 | 598 |

2. Lecture-discussion method was used for outlining the essentials of a sound collective bargaining agreement. The need for such agreements in Japan was emphasized. Some time was spent in analyzing the traditional management council, exposing its defects, and recommending its replacement with three committees: contract negotiation, grievance, production and research. Audience attention and participation were excellent. It was felt that there was much value in having a considerable number of secondary school students (both male and female) in the audience, since these young people are about to graduate and set out in search of employment. Labor officials remarked that the rally served as a good supplement to the labor education program being conducted in the schools by the LD and the Board of Education. Questions by the audience indicated a definite need for further education regarding grievance machinery and the seniority system. It was recommended that employers and workers use to full advantage the services of their prefectural and local labor agencies.

3. Summary: Two labor rallies were held in Nagano Prefecture (Ina-machi, Iida-shi), with a total attendance of 1248 persons.

RALPH FRIEDRICH
Labor Relations Division

tn

13 February 1951

MEMORANDUM FOR RECORD

*M.C.
Furukawa*

SUBJECT: Visit to Yokohama Electric Wire Plant of Furukawa Electric Industry Co., Ltd., Yokohama City, Kanagawa, 12 February 1951, for Expediting Conclusion of a Trade Agreement.

A conference was held with 14 local union representatives of the plant and the vice-chairman and the planning department chief of Furukawa Electric Industry Workers Union Federation. Chief of Labor Education Subsection of Kanagawa LPS was also present. Labor officer explained to the group three methods which local unions such as of this plant may choose to pursue in the matter of negotiating and concluding collective bargaining agreements. The first method is where the local unions under a company-wide federation decide to empower their federation as the exclusive bargaining representative in contract negotiations for all the workers. The second method is where the local union members decide to delegate qualified authority to their federation to negotiate on specified matters which are of general application to the members of all the affiliated locals, but decide to negotiate on matters peculiar to each local plant at local union level, actual conclusion of the complete agreements being retained unto each local union. The third method is where local union members decide that their federation should be no more a collective bargaining representative but should act as an advisory body or a mere sounding board through which they can single out united opinions as to what they will commonly seek in their local individual contract negotiations with management. The third of the above methods was recommended to the present group as the most practicable way at their present stage of development. Further suggestions were made in reference to management prerogatives, personnel rights as distinguished from management prerogatives, seniority principle in the matter of lay-offs, promotions and transfers; disciplinary action by management and the use of grievance machinery and arbitration. According to the federation officials, the federation has sent out recommendation asking the locals to empower it as their exclusive collective bargaining representative for all the workers of the company but the local unions have not yet given definite answers for or against it. The federation will bring in a report by 20 February as to what the local unions want on the method of contract negotiations. The representatives appeared to have very little to say about specific provisions of the collective bargaining agreement, for they have not yet entered into contract negotiations on any feasible basis after one and a half years of dilly-dallying. A few questions were asked by them at the

conference concerning the above-mentioned suggestions, especially on seniority, but most of their questions only indicated a deplorable lack of practical study and zeal required of union officials in respect to contract negotiations. In view of the number of full-time union officials, there being 13 of them for approximately 1,700 workers in the plant, no doubt much more should have been accomplished.

Another brief conference was held with ^esight management representatives of the plant and the same group of union officials. The company has recently made up its mind as to the desired method of contract negotiations to the effect that matters of general application will be negotiated at the federation level and matters peculiar to individual plants at local level, and actual conclusion of complete agreements thereafter will be made at local level. Personnel right as distinguished from management prerogatives, seniority principle in the matter of lay-offs, promotions and transfers were discussed with the group. Labor officer further exemplified the use of grievance machinery and arbitration in solving the problem of disciplinary action by management.

A lecture encompassing the substance of above matters, was delivered to approximately 1,400 workers of the plant. Also stressed was the necessity of contract consciousness on the part of workers in Japan and good union leadership with respect to contract negotiations and organizational activities. The need of the organization of the unorganized was emphasized for the protection of the organized employer, for the preservation and continual improvement of wages and working conditions as well as for the security of the workers. Attentiveness of the participants was noticeable, and the noticeable impetus given them is expected to bring desired results such as the conclusion of collective bargaining agreement, and a better functioning worker's organization.

SUMMARY

Two conferences were held at Yokohama Electric Wire Plant of Furukawa Electric Industry Co., Ltd., one with the local union representatives and officials of Furukawa WU Federation, and the other with plant management officials and the same union representatives for the purpose of expediting the conclusion of collective bargaining agreement. Lack of definite attitude on the part of both management and labor as to whether they will negotiate and conclude the contract at federation level or at local level has been the major impediment in this respect. Furthermore, the union officials demonstrated during the conferences deplorably poor knowledge and lack of zeal in matters of contract negotiations. The lecture given to approximately 1,400 rank and file was received with very attentive interest.

M. T. CAMACHO
Labor Relation Division

kn

8 February 1951

MEMORANDUM FOR RECORD

*M.C.
pers. cy*

SUBJECT: Field trip to Tochigi Prefecture 29-30th January, 1951 for the purpose of (1) Conference with union and management representatives of Pine Sewing Machine Co., (2) Conference with employer and union representatives at Hikko Copper Works, Ltd.

1. Conference with management representatives of Pine Sewing Machine Co. Out of seven men discharged by "red purge", four were found definitely to be CP, one was secret member of CP and two were found to be communist sympathizers. Inquired as to the definite proofs of two discharged CP sympathizers, management representatives replied that Kura and Yoshizawa were found to be communist sympathizers since Yoshizawa was the former chairman of the communist's Youth Corps and Kura was closely associated with Yoshizawa and engaged in the act of sabotage. Questioned about the definition of sabotage, management representatives replied that the sabotage is the act which interferes with the production of the plant. Management charged that Kura instigated workers to participate slow down when company was delinquent in payment of wages. Management insisted that Kura, under the name of union activities used every conceivable communist tactics to instigate workers not to engage in effective production of the company. As to the present status of contract negotiation, the following facts were revealed:

a. Company submitted to the union a draft proposal of a trade agreement in spring of 1950, but union has not submitted a draft proposal to the company.

b. Management representative explained the reason for retardation of the contract negotiation as follows: former executive committee was under the strong influence of ZENKINZOKU but the newly elected union executive committee appears to be determined to conclude a sound trade agreement aside from the ZENKINZOKU line. Union is seriously considering the withdrawal from ZENKINZOKU.

When KEIR personnel presented definitions of management rights and personnel rights, company president explained about the functions of personnel affairs committee of his company and pointed out that the president is the sole judge and executioner of the decision reached at the said committee meeting.

2. Joint conference with management and union representatives at Pine Sewing Machine Co.

Present at the conference were five management representatives and approximately twenty-five union members and prefectural officials. KEIR personnel explained in detail concerning (1) personnel rights, (2) management rights, (3) grievance machinery and (4) seniority. The rule of seniority was

explained and recommended as a fair standard for personnel retrenchment and promotion because the use of seniority standard and grievance machinery are the most effective system by which the union can protect its members in the matter of personnel affairs. Active audience participation was achieved. It was interesting to note that the union is virtually split into two camps; one is leaning to become company union and the other is the extreme opposite of the former. LD Chief actively participated in the discussion.

3. Joint conference with management and union representatives at Nikko Copper Works.

Present at the conference were four management representatives and six union executive committee members and prefectural officials. KELR personnel explained in detail regarding definitions of management rights, personnel rights, grievance machinery and seniority. Fairly active audience participation was achieved. Majority of union executive committee members concurred with the rule of seniority as a fair standard for personnel retrenchment considered that the following standards should also be considered: efficiency of workers, family status and workers' financial status. During the meeting it was inquired why length of service should be the controlling factor in seniority as it applies to lay-offs.

4. Conference with union executive committee members concerning conclusion of trade agreement at Nikko Copper Works.

a. Present status of contract negotiation.

The union vice-chairman explained that the Furukawa set-up centers in the President, in Tokyo. The union at Nikko Copper Works feels insecure in concluding an agreement with the management at this plant. He added that the top management is evidently evading to conclude an agreement at federation level. The reason for it is that the top management intends to conclude separate agreement with each local union, particularly, with weaker unions and let stronger unions to follow suit. He said that the top management wants to maintain similar standards of working conditions throughout all plants. It was pointed out that where within the same industry there is a number of plants operated by the same company, there are three methods which may be pursued by the organized workers in the matter of concluding or arriving at collective bargaining agreements. The local plants of the company may form a federation which may act as their exclusive collective bargaining representatives for the purpose of negotiating a trade agreement for all the workers. The second method is where the workers of the local plants decide to delegate qualified authority to their federation, i.e., they authorize the federation to negotiate for them on certain specified matters which are of general application to all the workers in the various plants. In this case, they will retain unto themselves the actual conclusion of the collective bargaining agreement and the negotiation of those matters at the local level which are peculiar to their individual plants. The third method is where the local unions constitute the federation as an advisory body or a mere sounding board where they can reach an agreement as to what they will commonly seek in their local individual contract negotiations with management.

The union representatives complained about the bad faith on the part of management and KELR personnel advised them to file an unfair labor practice charge against the management with LRC for refusal to bargain

collectively and demonstrated the manner in which they could build a strong case. The union vice-chairman stated that there is no person who will shoulder the responsibility to carry out the said suggestions and admitted that the union presently lacks courage to go forward in the conclusion of collective bargaining agreement, and the faith that management will deal, with them fairly and squarely.

SUMMARY: Pine Sewing Machine Co., and Nikko Copper Works were visited for the purpose of promoting trade agreements. Prefectural and local LP official, together with LD Chief, accompanied MELR personnel on all visits and participated actively in all meetings.

MARTIN T. CAMACHO
Labor Relations Division

ak

6 February 1951

MEMORANDUM FOR RECORD

SUBJECT: Field trip to Gunma Prefecture on 24-25 January 1951 for:

- (a) Conference with Labor Standards Bureau Chief
- (b) Visit to Yamafuji Foodstuff Processing Company
- (c) In-service Training Conference for LPO personnel

1. LSB Chief reported that the Legislative Research Association (see MFR 23 Dec 50) was dissolved on 28 December 1950, and that the East Japan Press Company is continuing to publish the magazine, now, however, without any mention of the LSB on the cover. The dissolution of the association and related circumstances were made clear thru an article in the magazine and by newspaper articles.

2. Gunma Labor Standards Advisory Committee is meeting frequently to consider ways and means of improving safety and sanitation. Among its recommendations are strict enforcement of the rules of employment concerning such matters, disciplinary action against violators, strict application of those provisions of the Workmen's Accident Compensation Law providing for a higher insurance premium when special safety hazards exist, and a more extensive educational program for both management and workers -- to include various competitions, contest to lower accident rate, etc.

3. LSB Chief reported that a House of Councilors committee visited his office in Gunma to discuss possible abolishment of the Bureau, or absorption of the Bureau into the Prefectural Labor Department. The Chief claimed that the Bureau should remain as it is, a part of the central government, that it should not be subject to fluctuation according to cabinet changes nor should it be subject to any local pressures thru having to answer to the governor. LSB Chief stated that the Diet committee decided against making any change.

4. A visit was made to the Yamafuji Foodstuff Processing Co., now manufacturing field rations for the South Korean Army, and pickles for domestic consumption. This is the company which asked the CA Sgt. in Masbashi to authorize suspension of that portion of the LSL regarding maximum hours for women employees. This matter had already been clarified by the LSB; LSB Chief requested however, that the KMLR representative visit the plant. In many respects the plant was above average, having freshly painted buildings, screens on the windows, and adequate electric illumination. However, in one small room, over 200 girls were packed, shoulder to shoulder and back to back, working, standing, at long narrow

M.C.
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tables, weighing and wrapping small packets of dried fish. This room was on the second floor of a wooden building, with only one exit, a steep narrow staircase. Immediate installation of additional exits was suggested. Needs for similar improvements were pointed out to the management representative in other parts of the plant. It was suggested that if the company is having difficulty in meeting its contractual obligations on time, the answer lies not in working the girls longer hours, but in the addition of a second shift, or in the rearrangement of facilities so as to permit enlargement of the regular shift working force. Management was instructed that the LSB is the proper agency for them to consult concerning any LSE matter.

5. Time did not permit a detailed discussion of the trade union at the above plant. In informal talks with rank and file and some of the officers, however, it was discovered that, of the 1,300 employees, 300 are members of the union, and 1,000 are "temporary workers". Union officers said that they extended the "protection" of the union to all workers, even though they were not members.

6. KMLR representative participated in the three-day in-service training conference sponsored by Guama LPS for LPO personnel in that prefecture. The program was somewhat similar to that of the Chiba LPO in-service conference. KMLR representative presented a demonstration of techniques of management education, and participated in a discussion period.

SUMMARY: The Legislative Research Association, a mythical organization which caused some misunderstanding regarding the LSE, has been abolished and its dissolution publicized thru the press. Guama Labor Standards Advisory Committee is active in recommending safety and sanitation improvements. A Diet committee recently conferred with Guama LSB concerning possible streamlining, but decided to leave the agency as it is. Guama LPS conducted a very successful LPO in-service training conference; KMLR representative participated. A visit to Yamafuji Foodstuffs Processing Company disclosed a number of safety violations and a union having 300 members while 1,000 workers were classified as "temporary".

VERNON BROWN
Labor Relations Division

M.C.
 per copy [signature]

ak

2 February 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Surveillance Trip to Shizuoka Prefecture on 30, 31 January

1. Meeting with LPS Chief and three members of LRC.

a. Views were solicited concerning the three major points - minor revisions of TU and LRA Laws, appropriate collective bargaining unit, and reorganization of the LRC - covered in the questionnaire which the LM forwarded to the prefectural labor department last month. Of the 40 copies received by the LD, two were retained, three sent to learned men, 16 to labor groups, and 19 to management. Only one reply was received from the learned category. He was against the proposal for determining the appropriate collective bargaining unit. Seven of the nine replies from labor were in the negative, as were all received from management. The LM instructed the prefectural labor department not to make distribution to the LRC members from its forty copies since each member of that organization was on the LM's special mailing list. In that respect there was evidently some sort of a mix up, since none of the LRC members received copies (in their capacity as members), and some had not heard of the proposal prior to the broaching of the question today. Opposition to the projected plan was based on the fact that (1) problems of this nature are rare and only temporary, (2) management was not fully aware of the term appropriate collective bargaining unit, (3) the question in the questionnaire was so nebulously couched that even the interpreter was not sure of what was desired. Moreover, some of the management officials, according to the LPS chief, still misconstrue collective bargaining as being synonymous with mass bargaining. With reference to reorganization of the LRC, those present favored the plan, but at a much later date.

b. All labor policy section lectures to labor groups include the objectives of the United Nations. No opposition from unions has thus far been encountered in this regard.

c. None of the labor officials from this prefecture have ever been to the United States; however, on three different occasions - labor schools, rallies, etc - five labor representatives from Tokyo, who had visited the United States, spoke. Those present regarded the lectures as extremely interesting and enlightening, and the question-and-answer period very lively.

d. The LD has about 10 labor education phonograph records but seldom uses them. Such records are supposedly ineffective, having about the same effect as if a speaker stood before the group and read from any pamphlet without bothering with explanations. Magic lantern shows are usually more successful.

e. One management representative on the LRG stated that the Shibaura Machine Manufacturing Company, Fuzazu (700 workers), is reportedly still conducting an investigation of some of its employees preparatory to a contemplated red purge.

f. There have been no instances in this prefecture where differences arose between labor and management as to whether collective bargaining negotiations should be conducted on a local or a federation level. Negotiations, on whatever level conducted, were on that particular level as a result of agreement of all parties concerned.

3. Employment Security Section

a. Not more than 10% of the recent 138 persons affected by the red purge have visited the PESOs for jobs. One referral was told that he lacked the necessary qualifications after the prospective employer checked with the former employer and learned that the applicant had been purged. This information is not supplied by the PESO. Most purgees realize that employers will refuse to hire them, so they are still taking advantage of their unemployment insurance. When these "outcasts" do eventually seek employment, the ESS chief will attempt to place them in home industries where their skills will be appreciated and their possibility to agitate considerably minimized.

b. Day laborers' demands for wage increases and year-end allowances were denied by all echelons of government. The only concession granted was permission to work during the year-end holidays.

3. Labor Standards Bureau

a. The newspaper expose of home industries in Yamanashi (see last Yamanashi report) was given nationwide coverage and did much to arouse public sentiment and the LSB to this situation. Most surveys and investigations were conducted in consequence of this publicity, and hence are mostly incomplete. Although the LSB realizes that all establishments are not covered by the LSB, it will have to conduct a home-to-home canvas to determine the status of each home industry. Such industries remain relatively static with regard to employment so figures, once compiled, will reportedly be fairly accurate for some time to come. The inspector, when finding a "family establishment", can do no more than ask the head of the household to familiarize himself with the LSL and then hope that he will abide by its provisions.

b. No person has ever been imprisoned in this prefecture for violation of the LSL. In the worst punishment imposed to date (Dec 50), two executives of a bus company were fined 210,000 each. In this case management employed women ticket takers on buses until well past midnight. Management officials were warned informally about four times, formally once, and each time they promised to take corrective measures. When it was discovered that the only corrective action taken was to destroy the evidence and instruct its employees to deny the charges, even the LSB officials, who appear to have infinite patience, thought matters had

gone too far and referred the case to the procurator. Management of one other establishment was fined ¥10,000 when he was found guilty of having failed to pay back wages and remuneration for overtime.

c. The two articles of the LSL to which management objects most strenuously and most often are (1) the fact that overtime and other regulations pertaining to women and minors are too restrictive, and (2) the 8-hour work day should be increased to 9 or 10.

d. Seven men were killed in seven different accidents during the month of January. LSE safety and sanitation education has been intensified as a result. Most of the accidents could have been very easily avoided since some occurred when workers attempted to operate machines without instruction, and sometimes without authority; some were killed in areas where they had no assigned business. The employer of one of the deceased had neglected to take advantage of Workers' Accident Compensation coverage and was compelled to pay 1,000 days' wages from his own pocket. The other six were covered and paid only the very small amounts agreed to in their respective agreements.

4. Women's and Minors' Bureau

a. Representative will be conducting activities from 1 Jan to 31 March as outlined by the LM. These include encouragement of and participation in discussion groups for bettering the conditions of working women and minors. She will also be lecturing to middle school graduates on the provisions of the Labor Standards Law. This woman has not met with any outright opposition from management while carrying out her program. She is quite often deluged with LM requests for reports and surveys and claims that the LSE relieves the burden considerably by assisting her. She will soon be making preparation for Women's and Minors' Week, 1-10 April.

5. Summary:

a. In recent questionnaire, labor, management and other learned people throughout the prefecture indicated opposition to the plan to empower the LRC with authority to conduct elections to determine the appropriate collective bargaining unit. Opposition is based primarily on the fact that such problems arise infrequently and are temporary in nature. Then, too, the questionnaire was nebulously couched.

b. Shibusawa Machine Manufacturing Company, Numazu (700 workers), is reportedly still conducting an investigation of some of its employees preparatory to a contemplated red purge.

c. Not more than 10% of the recent 138 persons affected by the red purge have visited the FESOs for jobs.

d. The newspaper expose of home industriss in Yamanashi (see last Yamanashi report) was given nationwide coverage and did much to arouse public sentiment and the LSE to this situation.

e. Management opposition to the LSL is based primarily on the fact that regulations pertaining to women and minors are too restrictive, and the 8-hour day is too short.

CHESTER J. PECK
Labor Relations Division

tn

30 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Dispute at Narita Bus Co., Chiba Prefecture

1. The Narita Bus Co., with head office in Narita-machi, Chiba Prefecture, employs a total of 150 workers. Management of the firm is Communist dominated. The managing director of the company is Mr. Mitsuo Ogawa, a prominent Communist well known through out the prefecture. Mr. Chu Hagiwara, regarded by many as being number one Communist in Chiba Prefecture, is a management advisor (shokutoku) in the company. (Mr. Hagiwara recently ran for governor of Chiba Prefecture on the Communist ticket.)
2. The Naruso Traffic Workers Union was organized by workers of the Narita Bus Co., in December 1945. It is a Sanbetsu affiliate. This union has not been certified by the LRC. The trade agreement between union and management was made under the old trade union law; its termination date has been extended; management and union maintain that it is still in effect. It is probable that the trade agreement would have no legal value at the present time, however. There is no union shop clause in the agreement.
3. An examination of the policies of the Communist management in dealing with the workers is illuminating. It shows what may be expected if Communist Party aims are achieved and such Friends of Labor as Mr. Ogawa and Mr. Hagiwara, for instance, are placed in positions of power.
4. Workers at Narita Bus Co. complain that wages and working conditions are generally inferior to those of similar establishments in the prefecture. Management has so thoroughly infiltrated the union that the term "company union" would be an understatement of the conditions existing within the Naruso Traffic Workers Union. The managing director of the company, Mr. Ogawa, was formerly also president of the union. Mr. Hagiwara is at present a member of the executive committee of the union. The company maintains eight regional offices; the chief of each of these offices is an influential union member. The union has never held a general meeting. It is entirely controlled by the union officers working in collusion with management. Workers are treated arbitrarily, fired and transferred against their

Annex 3a, page 1

wishes with union concurrence, and the union agrees with management in any grievance brought up by a worker. Workers have been kept largely ignorant of their rights, but recent gross injustices finally caused the rank and file to demand that the officers of the union call a general meeting. When this was refused, the workers finally revolted, withdrew from the union, and formed a second union, on 7 December 1950. The second union has 107 members, and is now certified by the LRC. The 43 who remain in the first union are largely union officials and such union members as the chiefs of the company's branch offices.

5. The second union then demanded its right to bargain collectively with management. Management refused. The second union, after having been refused three or four times, filed an unfair labor practice charge with the Chiba LRC on 27 December 1950. Since then, they have filed an additional charge of unfair labor practice with the Commission as a result of high handed tactics of the company in dealing with individual second union members. The second union has affiliated with Sodomei, and is seeking help from Sodomei in meeting its problems. The company does not recognize the second union, and is trying to entice the workers back into the first union, claiming that they will never bargain with the representatives of the second union. Apparently they will not -- until forced to by the LRC, and the LRC has not yet acted on the complaint.

6. The above information was obtained from Chiba LPS and from Chiba and National Sodomei representatives. A visit to the plant will be made in the near future.

7. Here we have a company imposing inferior wages and working conditions on its workers, dealing arbitrarily with the grievances of the workers, refusing to bargain collectively with the union representing its employees, and guilty of the most flagrant company unionism. It is unfortunate that workers everywhere cannot observe this example of unfair labor dealings by the same people who shout loudest about "exploitation of the masses" by the "reactionary capitalists."

7. Summary

Management of the Narita Bus Co. includes the leading Communists of Chiba Prefecture. The union has been completely company dominated. On 7 December 1950 a second union was formed in opposition to high handed tactics of the company and the first union officials. Second union has 107 members; first union retains only 43. First union is uncertified; second union has been certified by LRC. Management refuses to recognize or bargain collectively with the second union. The second union has filed an unfair labor practice charge with the LRC. This case offers an interesting contradiction; the Communists, who

laud themselves as the champion of the working man, are here guilty of the most flagrant unfair labor practices.

VERNON P. BROWN
Labor Relations Division

ak

29 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Notes Taken during Critique of Tokyo-To Labor Rally (26 January)

Participants in the meeting were Mr. Friedrich, Mr. Brown, Mr. Peck, Mr. Miki, Mr. Kobayashi, Mr. Kikuchi, Mr. Ito, Mr. Murakami, Mr. Tani (Tokyo-To LPS Chief), and Mr. Nozawa (Tokyo-To Labor Education Sub-section Chief).

1. Method of Lecture: Speech should be prepared beforehand so that interpreter will have opportunity to study it and decide which phraseology to use, etc. This will make for smoothness and eliminate the impression that the thing has been done extemporaneously. Spur-of-the-moment additions should not be made. Let these wait until the discussion period. Lecturer should give brief outline at beginning, so that audience can follow his points. Two methods of presenting the content of the lecture were discussed:

a. Solid-block presentation: Entire body of material is presented, with lecturer giving the highlights and interpreter elaborating. Discussion to follow.

b. Item-by-item presentation: Lecturer mentions each item briefly; interpreter elaborates; questions and discussion are invited after each item has been presented. This has the advantage of relieving monotony and obtaining audience participation throughout. It would work especially well with groups of 200 or less. All conferees agreed that this method is preferable to the one described in (a) above.

It is important that provision be made for the audience to state its problems. Audiences will differ in the nature of their specific problems. E. g., if the group already understands the operation of grievance machinery, it is unnecessary to go into a detailed explanation of it.

It was agreed that the showing of a brief labor education film prior to the lecture would help in focusing audience attention on the lecture itself. E. g., if the Detroit auto worker film were shown first, the lecturer could tie his points in with it.

2. Content of Lecture: Specific examples should be used to illustrate the points made. It is not advisable, however, to use the name of the company or the union being cited as an example. This has an adverse effect on management and/or union groups. But it is all right to mention the prefecture. In the lecture at the first rally, the information on

Annex 3b, page 1

personnel rights, wages, and lay-off was enlightening, but by-and-large the content of the lecture did not hit the unions in the right place. Perhaps the union leaders got it, but probably not the rank and file workers. Most of the written criticisms in the sample group that Mr. Mazawa brought with him indicated that the lecture had been understood, but the lack of specific examples was brought up again and again. Conferees at this critique meeting also felt that the lecture went astray in several places, -- e. g. in discussion of union structure, etc. It was felt that the elements of the Trade Agreement should be the major feature. Avoid statistics as much as possible. Be more emphatic than encyclopedic. Following are points that should be omitted or stressed:

Omit

Statistics
Generalizations without specific examples
Examples of grievances
Union structure

Stress

Necessity for trade agreement
Union recognition clause
Union security clause
Management prerogatives
Scope of union membership
Seniority
Grievance mechry. incl. arb.
(shop steward system)
Wage clause

3. General remarks: The audience is disappointed at any changes in the program, such as failure of scheduled speakers to appear or alteration of the order of events. Avoid this. Attendants at the first rally included among their criticisms a statement to the effect that they would like to know what GM's labor policy is. Lecture at this rally was too long. There was no time for questions, although it is doubtful that many questions would have been forthcoming from so large an audience. There was a gulf between the speaker and the audience, created by the physical factors of size of auditorium, distance of speaker from audience, size of audience, etc. It would be desirable to establish a greater feeling of intimacy between audience and speaker. At the beginning, the m.c. should give a few brief facts regarding the speaker, -- to satisfy the natural curiosity of the audience concerning such things as "Who is this character?" "What is his background?" etc. But this must be brief and should not give the impression that the speaker is blowing his own trumpet. The greetings should be kept to a bare minimum.

RALPH FRIEDRICH
Labor Relations Division

kn

29 January 1951

MEMORANDUM FOR RECORD

M.C.
pers. cy.

SUBJECT: Field trip to Chiba Prefecture on 18 January 1951 for:
(a) Conference with LPS Chief and Labor Education Sub-section Chief
(b) Visit to New Aquatic Products Co.

1. In a conference with LPS Chief and Labor Education Sub-section Chief, preliminary plans were made for the labor rallies to be held in Chiba Prefecture. Plans call for one day meetings; other speakers will also be included. Prefectures have now received notice of the rallies thru the Labor Ministry. In connection with material to be presented at the rallies, Japanese conception of the application of various clauses of a trade agreement was discussed. A list of Japanese plants which have included seniority provisions in their trade agreements was furnished the LPS Chief. In connection with union recognition clauses, LPS Chief noted that according to rulings by the Labor Ministry, a union recognition clause in which the union is recognized as the exclusive representative of the employees is invalid unless there is a union shop. Chiba will forward a schedule for the rallies in that prefecture within a few days.

2. The New Aquatic Products Company in Funabashi, with 100 workers, is engaged in the production of vitamins, cod liver oil, and similar products. Funabashi LPS Chief requested the assistance of this office, as trade agreement negotiations have been continuing for about a year without results. Management representatives, except a minor official, found it necessary to conduct business in Tokyo on the day of the visit. Union officials stated that they were not surprised, as this was typical of the management attitude and tactics when it came to discussing the trade agreement. Union stated that one of their main problems was getting a responsible person from the company to be present at collective bargaining sessions. It was suggested to them, in the presence of the company representative, that they should not accept management's delaying tactics, that the law states that management must bargain in good faith, and that they should file an unfair labor practice charge with the Chiba LRC if management continued such tactics. It was suggested that they should ask the management, in writing, to set a convenient date, within a specified time limit, for a collective bargaining session, and that whoever management sends as representative must have the authority to make decisions and to initial clauses agreed upon.

3. Aside from negotiating difficulties, the main items of disagreement holding up contract conclusion are scope of employees covered, wages, and personnel matters. KCLR representative explained various criteria for establishing the employees to be covered in the trade agreement, wage clause reopening plans, seniority, grievance machinery, and other items of interest to both parties. Union officials showed considerable interest in everything discussed. Management's attitude was not discernible, as the official present had little to say.

Annex 3a, page 1

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SUMMARY: At a conference with Chiba Labor Officials, preliminary plans were made for the Labor Rallies in that prefecture. The Nippon Aquatic Products Industry Co. in Funabashi was visited and assistance given them in trade agreement matters.

V. BROWN
Labor Relations Division

M.C. MTC
per. cy.

fk

28 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip to Nagano and Yamanashi Prefecture, 22 - 25 January 1951

1. The Economics Section and Labor Division Chiefs accompanied by Prefectural and Local Labor officials visited three factories in Shiojiri and Matsumoto to discuss matters relative to trade agreements. Inspections were also made to determine conditions in the so-called "home industry" shops in Kofu.

2. Showa Denko, Shiojiri Plant

The local here is a comparatively old union having been organized in January 1946. It has a membership of 1,125 comprised of 1,045 male and 78 female members. It is affiliated with the Federation of Calcium Cyanamide Workers' Unions and the Federation of Showa Denko Labor Unions. Its first trade agreement was concluded at both the federation and local levels, former serving as the master contract and the latter as a supplementary agreement. After their expiration in October 1949, the present contract was concluded between the Showa Denko Federation and the head office in August 1950 and will remain in effect until August 1951. In a discussion with local union officials they appeared to be somewhat dissatisfied with the centrally concluded contract which, although voluminous (containing over 200 articles), is so loosely worded that it fails to meet the specific requirements of local unions. It is to be noted that the union, in its agreement, has conceded that it does not reserve the right of consent in personnel matters which is definitely a revolutionary change in the way of thinking. Unions in the past and for the most part still consider personnel rights to be matters within the exclusive jurisdiction of the union. To further guide the union on personnel rights, the mechanics of grievance machinery and seniority were explained as means whereby the workers may obtain a legitimate voice in personnel matters. In the discussion on seniority, a question was raised as to whether absenteeism could be used as a factor with respect to length of service. The division chief opined that absenteeism was closer related to dependability of the worker than as a standard for layoffs. Moreover, depending upon circumstances, the more flagrant cases of absenteeism should be dealt with as a matter of discipline. There was also a question regarding maintenance of security during disputes, namely, strikes. It was pointed out that the sole purpose of a strike is to stop production and not to destroy company property. The question of most concern to the union was, as a matter of future policy, whether the trade agreement should be concluded centrally, locally or both. The answer to this problem depended ultimately on what the union desired. If local unions wish to negotiate at the

federation level then they ought to so determine. The entire contract could be negotiated at the federation level or negotiations at this level could be limited to certain specific matters such as wages, personnel rights, union security, etc. If the local unions decide to negotiate at the federation level then they should accept the fact that they are bound by what is accomplished at that level unless they otherwise indicated. If the agreement is to be concluded locally, the federation could be utilized as a council for discussing those matters which are common to all locals and thereby maintain uniformity in their demands throughout. Those items which are pertinent to the individual local should be left to it to settle.

3. Fuji Electric, Matsumoto Plant

The history and structure of the local union at this plant is similar to that of Showa Denko. It was organized in January 1946 and is affiliated with the Federation of Fuji Electrical Workers' Unions and the Nagano Chapter of the Japan Federation of Labor Unions (Sodomei); it being the birthplace of the latter organization. Of the 1,065 employees at this plant, 1,038 are members of the union. There has been one master contract from August 1947 to August 1950. A Special Contract Negotiations Committee was organized at the federation level and it has been negotiating a new contract since September 1949 and its conclusion is expected to take place early in February. One of the obstacles presented was the union shop clause, specifically, the union's right to expel and management's right to discharge under the union security provision. Since both parties felt very keenly about the subject, the division chief quoted Professor Sumner Slichter of Harvard on the matter to serve as a guide: "A 'good' labor-management agreement should protect management from being required to discharge valuable employees because of the imposition of discipline by the union unless the discipline has been reviewed by the same umpire who reviews discipline imposed by management." Another stumbling block is the management council. A lengthy discussion was held on its functions and it was suggested that a suitable substitute could be found by the establishment of three committees, namely, a contract negotiations committee, a grievance committee and a production and research committee.

4. Toshiba Paper Factory

The union at this plant has 179 members and its only affiliation is with the Nagano Chapter of Sodomei. It was organized in January 1950 and concluded a trade agreement in August of the same year. The union officials displayed a good knowledge of the elements of a sound labor contract but they are still somewhat at sea as to the full significance of the peace clause. This was demonstrated in a question: "Should a union surrender its dispute tactics under the peace clause at the expense of sacrificing its sole means of improvement and advancement during the life of the contract?" As to the problem of prospective layoffs, they feel that there is some practicability in employing intangible factors such as wealth and living conditions as standards of separation in lieu of length of service. They feel that when workers work, side by side, day after day, for five or ten years they are able to judge fairly accurately as to each others

resources and determine those who may be laid off with the least difficulty. This argument was debunked. Management at this plant is already giving financial aid to the older workers to enable them to carry fire insurance and is further planning to assist them in taking out life insurance with accident and sickness benefits.

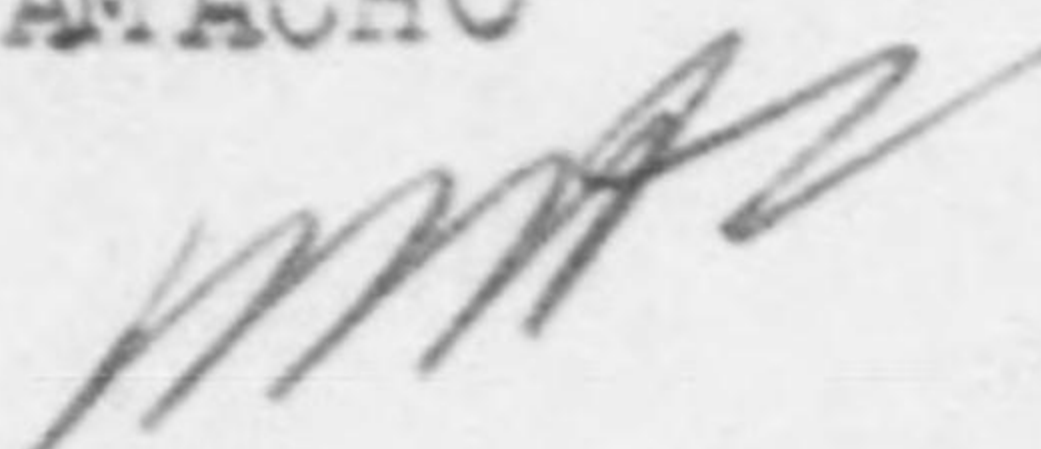
5. Home Industry in Kofu

Due to some misunderstanding on the part of the officials, the tour of inspection covered the larger workshops employing ten or more workers and were not the type of cottage industry, i.e., those with one or two workers, in which this office is particularly interested. The numerous workshops visited were mostly machine knitting shops, a carpenter shop, a silk-reeling factory, a tailor shop and a clothing factory. The workers in the machine knitting shops are using handoperated machines to knit sweaters from shoddy yarn. Those paid on time earn an average of ¥3,500 a month and those on piecework are paid ¥15 per sweater and are able to turn out about 15 a day. A young apprentice in the carpenter shop said that he has been working for the past three years at ¥1,500 allowance per month and will have to put in another three years before he can become a full fledged carpenter. The working conditions in the shops leave much to be desired in the way of space, lighting and ventilation as most of them are nothing more than improvised additions which have been built to dwelling houses.

6. Summary

Discussions on the elements, negotiation and conclusion of trade agreements was discussed at three plants in Shiojiri and Matsumoto, Nagano Prefecture, and an inspection of home industry workshops was made in Kofu, Yamanashi Prefecture.

MARTIN T. CAMACHO
Labor Relations Division

MR. CAMACHO


26 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip, Kanagawa, 24 January 1951: Conference with LP Officials

1. Following three subjects were discussed:

a. Labor rallies: schedule, program, and means of obtaining maximum publicity and attendance. Present plan is to hold three rallies in Kanagawa.

b. Follow-up on trade agreement promotion visits to factories in Kanagawa: Reports by LP officials indicate progress toward establishment of agreements at six of the seven factories visited by KELR since October 1950. LP officials were requested to submit another progress report in the near future, and offer was made to give further assistance at those plants which need it.

c. Kanagawa prefectural labor magazine (RŌDŌ KANAGAWA) and restrictions placed upon its subject matter: LP officials feel that publication of literary contributions from rank and file workers is an important incentive to the circulation of the magazine and the interest that workers take in it. While they realize the need for the type of restrictions imposed, they feel that too strict application of these will make it impossible to continue publication. It was suggested that the chief criterion for accepting contributions from workers should be that the material have a labor theme. Check will be made with CI Section, this headquarters, and opinion relayed to Kanagawa Labor Education Sub-section.

2. Brief visit was made with LPS Chief to Kanagawa Labor Hall to attend exhibit of paintings, photography, etc. by the workers of Kanagawa-ken and display of labor education materials assembled by the Labor Education Sub-section.

3. Summary:

Conference was held with Kanagawa LP officials for discussion of three subjects: labor rallies, degree of progress toward conclusion of trade agreements at plants visited by KELR, and subject matter of Kanagawa prefectural labor magazine. Brief visit was made to labor exhibit at Kanagawa Labor Hall.

RALPH FRIEDRICH
Labor Relations Division

kn

26 January 1951

MEMORANDUM FOR RECORD

*M.C.
pers. cy.*

SUBJECT: Management-Union Conference, Tokyo Shipbuilding Works, Ltd., Tokyo, 25 January 1951

1. Purpose of conference was to discuss improvements to be made when new trade agreement is negotiated. Komatsugawa LP officials participated in the meeting.

2. Background information:

Number of employees: 350. Number of union members: 298. Union is affiliated with Zenzosen (All Japan Federation of Shipbuilding Workers' Unions). Trade agreement history: First agreement was concluded in December 1945; expired July 1947. New agreement was concluded in July 1947. Changes were made in June 1948, but the agreement has continued to be valid to date (by mutual agreement). Both sides find points of dissatisfaction in the present agreement. With this fact in view, some time was spent in analyzing the faults of many existent trade agreements in Japan, with emphasis on the following:

a. Need for abolition of the management council and replacement of it with three committees: collective bargaining, grievance, and production and research.

b. Need to establish effective grievance machinery.

c. Need to establish a system of seniority, chiefly for the purpose of dealing with the problem of lay-offs.

KELR materials on the subjects of grievance machinery and seniority have been studied, and management's draft proposal for a new agreement contains a grievance set-up. The union has developed a draft proposal, but it does not contain grievance machinery. It was recommended that the union give further study to this subject. Both sides indicated interest in the seniority system, although they raised the usual objections to it. These were unanswerable during the discussion. Both management and union officials exhibited a considerable degree of receptivity to the ideas presented. Recommendation was made that they utilize the facilities of the LPO and the LRO. Offer of further assistance by KELR was made.

SUMMARY: Conference was held with management and union officials of Tokyo Shipbuilding Works, Ltd. (Tokyo) for the purpose of suggesting improvements to be made when new trade agreement is negotiated. Emphasis was placed upon grievance machinery, seniority, and abolition of the management council. Komatsugawa LP officials participated in the meeting. Both sides showed themselves receptive to the ideas presented.

Annex 3b

RALPH FRIEDRICH
Labor Relations Division

MR. CAMACHO

26 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Tokyo Shipbuilding Works, Ltd., Tokyo, 25 January 1951

1. Purpose of conference was to discuss improvements to be made when new trade agreement is negotiated. Komatsugawa LP officials participated in the meeting.

2. Background information:

Number of employees: 350. Number of union members: 298. Union is affiliated with Zenzōsen (All Japan Federation of Shipbuilding Workers' Unions). Trade agreement history: First agreement was concluded in December 1945; expired July 1947. New agreement was concluded in July 1947. Changes were made in June 1948, but the agreement has continued to be valid to date (by mutual agreement). Both sides find points of dissatisfaction in the present agreement. With this fact in view, some time was spent in analyzing the faults of many existent trade agreements in Japan, with emphasis on the following:

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KELR materials on the subjects of grievance machinery and seniority have been studied, and management's draft proposal for a new agreement contains a grievance set-up. The union has developed a draft proposal, but it does not contain grievance machinery. It was recommended that the union give further study to this subject. Both sides indicated interest in the seniority system, although they raised the usual objections to it. These were answered during the discussion. Both management and union officials exhibited a considerable degree of receptivity to the ideas presented. Recommendation was made that they utilize the facilities of the LPO and the LRC. Offer of further assistance by KELR was made.

3. Summary:

Conference was held with management and union officials of Tokyo Shipbuilding Works, Ltd. (Tokyo) for the purpose of suggesting improvements to be made when new trade agreement is negotiated. Emphasis was placed upon grievance machinery, seniority, and abolition of the management council. Komatsugawa LP officials participated in the meeting. Both sides showed themselves receptive to the ideas presented.

RALPH FRIEDRICH
Labor Relations Division

M.C.
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25 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Surveillance Trip to Ibaraki Prefecture on 22, 23 January 1951

1. Meeting with Labor Policy Section personnel and 3 LRC members:

a. About 20 phonograph records on labor education have been received from the Labor Ministry, but not utilized. As in Yamanashi, lack of phonographs was the reason offered.

b. An inquiry to ascertain if persons who had visited the United States were lecturing upon their return, revealed that no labor representative from Ibaraki has ever been to the U.S., nor did anyone from other prefectures (who had been to the U.S.) lecture here.

c. All of the prefectural labor officials are opposed to the plan of empowering the LRC to conduct elections to determine the appropriate collective bargaining unit. They offered the standard reply: The time for such a change is not opportune. One man expressed the opinion that determination of the appropriate bargaining unit can be made by using the machinery available under the present LRC regulations. Another stated that the existence of disputes of this nature are extremely rare (only two cases in Ibaraki), and questioned the wisdom of enacting legislation to cover every isolated exigency which might arise. The LPS chief did not know how the problem of two or more industrial unions in one plant should be solved, but he was confident that he could find an immediate solution if confronted with a pragmatic problem. Also expressed was the opinion that jurisdictional disputes between rival unions in the United States, e.g., CIO, AF of L, UMW, etc., do not have a parallel in Japan. Disputes among unions in Japan are mostly ideological, and are being duly eliminated through the Red Purge, personnel retrenchment, etc. A total of 40 questionnaires were recently forwarded to leading labor unions, business men and groups, and learned men throughout the prefecture, to ascertain their views on this matter. Only eight unions replied, and all opposed the plan. All of the nine answers from the employers indicated disapproval. No other answers were received. The LRC employer representative had never heard of the plan prior to today's meeting and concluded that the management groups had evidently opposed the plan without bothering to familiarize themselves with it.

d. There are no instances of national unions conducting organization campaigns among the smaller unorganized shops in Ibaraki.

e. No action has been taken with regard to acquainting labor unions with the objectives of the United Nations as required by the Labor Ministry. The LPS chief appeared to know nothing about that aspect of the labor education program, but immediately expressed many vague plans for the future.

f. There are four films on labor education available to the LPS, plus three others of a general interest to union members. Each LPO averages one film showing per month.

g. 10,000 leaflets prepared to give the reader an insight into the history, aims, problems, etc. of labor unions in Japan are being published for distribution to middle school graduates sometime this week.

2. Employment Security Section:

a. Mito, Hitachi, and Tsuchiura City officials granted day laborers ¥500 each as a year-end allowance. Payments were made from local funds. The Tsuchiura mayor reportedly set the precedent, and mayors of the other two cities felt compelled to follow suit. Representatives of the Mito City day laborers held a conference with the governor today regarding payment of a ¥500 contribution from prefectural funds. This request was denied. The Employment Security Section Chief sees indication that day laborers will mount another year-end offensive of perhaps equal intensity during the early part of February. (Some of the rural areas use the lunar calendar wherein the new year begins on 6 February.)

b. At the Kanto Bloc ESS Chiefs' conferences, held semiannually, an agreement is made for the interchange of workers. In consequence of such agreements, during the past four months 60 workers from Ibaraki, transferred to other prefectures. From 1 January to 31 March 1951, 350 workers from other prefectures will transfer to Ibaraki, to be employed primarily in the spinning and weaving industries. Employers prefer outsiders because they are more apt to remain than local workers. There are no instances of abuse of this system.

c. Seven courses, ranging in duration from six months to one year, are being offered by prefectural vocational training schools. Among them are radio, automobile mechanics, architecture, pottery, bamboo products, etc.

d. Workers released from labor boss domination totaled 500 in October, 229 in November, and 512 in December. The number of bosses were 23, 16 and 27, respectively. None of the workers registered complaints. All violations were discovered through routine inspections by PESO officials. The standard procedure is to order the boss to dissolve and attempt to find direct employment for him as well as those employed under him. There have been no prosecutions for this malpractice since 1948.

3. Labor Standards Bureau:

a. Home industries are not nearly so numerous in Ibaraki as in Yamanashi, nor do they pose any particular problem to the LSB.

b. In August 1950, the worst month with reference to the number of dilatory wage cases, 192 establishments were ¥44,250,000 in arrears. In March 1950, the worst month from the financial standpoint, 110 companies were ¥53,520,000 in arrears. That there has been a slight but steady gradual decline is indicated by the December 1950 figure - 141 cases, ¥38,240,000 in arrears.

c. Detection of fraudulent Workers' Accident Compensation Insurance claims average approximately forty each month. Average amount is between 500 to 600 yen. Demand for repayment and admonishment are the customary practice.

d. Fourteen factories with high accident rates were selected for guidance during 1950. Each factory was visited twice by the LSB and 12 times by the responsible LSIO. At the year's end it was found that accident decreases ranged from 6.77 to 52.67%. However at one factory, where production facilities had been greatly expanded, the accident rate increased by 53.08%.

4. Women's and Minors' Bureau: The chief and her assistant were attending a conference in Kanagawa during the time of this writer's visit.

5. Summary:

a. Phonograph records on selected labor education subjects are not being used, supposedly due to the lack of phonographs.

b. All prefectural labor officials are opposed to the plan of empowering the LRC to conduct elections to determine the appropriate collective bargaining unit, stating that the time for such action is not opportune.

c. There are no instances of national unions conducting organization campaigns among the smaller ununionized shops in Ibaraki.

d. Mito, Hitachi, and Tsuchiura City officials granted day laborers ¥500 each as a year-end allowance. Payments were made from local funds. Unions are now attempting to obtain a similar amount from the prefectural government.

e. LSB officials were instrumental in decreasing accidents at 14 different plants last year.

CHESTER J. PECK
Labor Relations Division

kn

23 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Press Conference re Labor Rallies, Tokyo-To, 22 January 1951

1. Purpose of conference was to present newsmen with background information regarding labor rally to be held at Hibiya Hall, Tokyo, 26 January, as first in the series of rallies to be conducted throughout the Kanto Region during the next three months. Participants were personnel from CI Section and LRD (this headquarters), Chief of Tokyo-to Labor Bureau, Tokyo LP officials, and representatives of 24 Tokyo newspapers and news agencies.

2. After introductory remarks by CI Section personnel, labor officer discussed present status of labor movement in Japan as regards collective bargaining and the conclusion of trade agreements, with emphasis on the following: If the labor movement in Japan is to stand upon solid ground, it will have to be based upon the negotiation and conclusion of collective bargaining agreements. Rules of employment alone will not suffice, since they are unilaterally set up by management. If the Japanese worker is to attain the position that he deserves in a truly democratic society, it is essential that he participate, through his union, in the negotiation and conclusion of collective bargaining agreements. Obstructive tactics of the CP were pointed out. Paucity of collective bargaining agreements in comparison with number of existing unions was cited as reason for need of greater effort in the direction of establishing agreements. It was requested that the newsmen interest themselves in the vital subjects of the labor movement, labor relations, labor laws, labor agencies, etc. It was emphasized that the union is more than an organization to promote improvement of wages and working conditions; that it is also a school for democracy, where the means of intelligent concerted action can be studied as well as the principles of democratic organization and operation. It was further emphasized that the Japanese labor movement must be free from management domination, from unnecessary government control, and from CP control. Question-and-answer period followed the above presentation.

3. Summary: Attended CI press conference at Tokyo Information Section for purpose of giving background information and requesting publicity regarding labor rallies to be held in Tokyo beginning at Hibiya Hall, 26 January. 24 newspapers and news agencies were represented.

MARTIN T. CASABRO
Labor Relations Division

Annex 3c

kn

23 January 1951

M.C.
pers. y.
MEMORANDUM FOR RECORD

SUBJECT: Settlement of the dispute at Kato Mfg. Co.

1. The following information concerning the settlement of the Kato case was obtained from management representatives, members of the second union, and Chiba LPS and LPO officials. See Memo for Record, 19 Oct 50, "Investigation of Dispute at Kato Mfg. Co..." and MAR for Dec 50.
2. When the Chiba District Court was informed by the Tokyo High Court that it should cease the fruitless mediation and render a decision, judge Takane, who had been handling the Kato case, approached Mr. Kusaka, Chairman of the Chiba LRC, and asked him to take over the mediation of the case, acting not in his capacity as LRC Chairman, but as an individual. Mr. Kusaka agreed. In this way the court was able to sidestep its responsibility and evade the instructions of the Tokyo High Court. The company was unaware of all this. They knew only that they were summoned on 1 Dec 50 by the LRC chairman who announced that he was continuing the mediation of their case, in place of the court. The company rejected Mr. Kusaka's offer of mediation. (They had petitioned the court numerous times to cease the mediation and render a decision.) Mr. Kusaka at that time told them that they had better accept the mediation, as the court was going to have to render a decision by 5 December 50; they assumed, from the nature of this warning, that the decision would probably be against them.
3. In the meantime, management had received some unofficial legal advice from various quarters which made them somewhat apprehensive as to the validity of their position. Sources for this "advice" included the Chief of the Sixth Civil Suit Section of the Attorney General's Office, a professor of law at Tokyo University, and a professor of law at Meiji University.
4. At this point, the first union announced, thru Mr. Kusaka, that it would accept a certain mediation plan which the company had agreed to in a previous discussion. The company, its patience already stretched to the breaking point by the months of maladroit manipulations by the Chiba District Court, decided that it would be wiser to settle rather than to continue any longer. The company notified Mr. Kusaka that they would accept this particular mediation plan.
5. On 5 December 50, the date a decision was to have been given, representatives of the company and of the first union met at Chiba District Court and signed the settlement prepared by the court. Its terms provide that the company shall pay a total of ¥4,478,000 to the 38 first union members, in three installments, and that the first union will withdraw its complaint filed with the Chiba District Court against the company. The above sum includes

an additional wage payment (the company has been paying regular wages, at the court's suggestion, all thru the dispute), a special retirement allowance, taxes, and a "special allowance for the strike". Two installments have now been paid; the third and last is to be paid shortly.

Thus the Kato case is settled. The first union members, admitted Communists, have drawn regular wages while excluded from the plant these many months, and are now, in addition, 4 million yen richer. The company, whose only fault was to sign a union shop trade agreement with a union representing an overwhelming majority of its workers, is now paying 4 million yen as a penalty for dealing in good faith with its workers. The trade union movement in Japan has suffered a setback, as doubts have been raised as to the validity of the union shop principle. But, most important, the Chiba District Court, who piled confusion upon confusion until it had to be called to task by the Tokyo High Court, has been able to sidestep the issue and save face. Thus, thru the good offices of the court, the escutcheon of the Hall of Justice is unblemished, and the dignity of the Learned Jurists is maintained.

SUMMARY: When Chiba District Court was instructed to cease mediating and render a decision, Judge Takane asked the chairman of the LRC to take over the case and continue mediation. The company at first objected to this but later, when the first union announced acceptance of a former mediation plan, decided it would be wiser to settle. The company gave consideration to three matters in making this decision: (1) They had received some unofficial legal advice from various sources including the Attorney General's Office which led them to doubt the validity of their position. (2) The LRC chairman's announcement that it would be wiser for them to negotiate a settlement before the court decision, made them believe that the decision would be against them. (3) The mediation plan the union accepted was one previously accepted by the company. The settlement, by weakening the trade union movement, and costing the company 4 million yen, represents a victory for the Communist first union, and has enabled the Chiba District Court to save face.

V. BROWN
Labor Relations Division

fk

23 January 1951

MEMORANDUM FOR RECORD

H.C. Perry

SUBJECT: Field Trip, Kanagawa, 24 January 1951: Conference with LP Officials

1. Following three subjects were discussed:

a. Labor rallies: Schedule, program, and means of obtaining maximum publicity and attendance. Present plan is to hold three rallies in Kanagawa.

b. Follow-up on trade agreement promotion visits to factories in Kanagawa: Reports by LP officials indicate progress toward establishment of agreements at six of the seven factories visited by KMLR since October 1950. LP officials were requested to submit another progress report in the near future, and offer was made to give further assistance at those plants which need it.

c. Kanagawa prefectural labor magazine (RŪDŪ KANAGAWA) and restrictions placed upon its subject matter: LP officials feel that publication of literary contributions from rank and file workers is an important incentive to the circulation of the magazine and the interest that workers take in it. While they realize the need for the type of restrictions imposed, they feel that too strict application of these will make it impossible to continue publication. It was suggested that the chief criterion for accepting contributions from workers should be that the material have a labor theme. Check will be made with CI Section, this headquarters, and opinion relayed to Kanagawa Labor Education Sub-section.

2. Brief visit was made with LPS Chief to Kanagawa Labor Hall to attend exhibit of paintings, photography, etc. by the workers of Kanagawa Ken and display of labor education materials assembled by the Labor Education Sub-section.

3. Summary:

Conference was held with Kanagawa LP officials for discussion of three subjects: Labor rallies, degree of progress toward conclusion of trade agreements at plants visited by KMLR, and subject matter of Kanagawa prefectural labor magazine. Brief visit was made to labor exhibit at Kanagawa Labor Hall.

RALPH FRIEDRICH
Labor Relations Division

Annex 3b. P

MR. CAMACHO

mtc

25 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Kinoshita Industrial Co.,
Tokyo, 23 January 1951

1. Purpose of conference was to encourage negotiation of collective bargaining agreement. Meeting was held at Shinagawa Plant, with participation by local LP officials.

2. Background information:

Kinoshita Industrial Co., Ltd., (refrigerators, heating and cooling equipment) has 3 installations: head office in Tokyo, 3 plants in Shinagawa (Tokyo), two in Miyagi-ken, one in Kanagawa-ken, and a construction department in Shizuoka-ken. Total number of employees is 257. Number of employees in Tokyo plants and head office: 181. Workers at these four installations have a union, with membership of 164. It was with representatives of this union, together with Tokyo management officials, that the conference was held. There is no union federation. Reason given was that differences among the enterprises are too great. There has never been a trade agreement, and labor relations have been complicated by several disputes over wage increases and allowances, two of which were settled through mediation by the Tokyo LRC. Management has indicated reluctance to conclude a trade agreement. Labor relations have been further complicated by difficulties within the union itself which have resulted in recent changes in the executive committee. If and when a contract is negotiated, the bargaining will take place between each local and the head management.

3. Since it was clear that both sides required education regarding the meaning and the need of a trade agreement, the meeting was utilized for the purpose of discussing the importance of the agreement and for outlining its essential features. Questions were invited after each of the elements had been presented. It was felt that the union leaders showed considerably more receptivity to the ideas than management did. There is indication that more persuasion will be required before management accepts the principle that collective bargaining and the establishment of an agreement will benefit the industry. It was recommended that both sides utilize the facilities of the LPO. KELR materials on grievance machinery and seniority were distributed, with the recommendation that both sides study them with care. It was further recommended that they seek the assistance of the LPO in developing draft proposals for a trade agreement, that these be exchanged, and that each side give the other sufficient time to study the proposals. Offer of further assistance from KELR was made.

4. Summary: Conference was held with management and union officials of Kinoshita Industrial Co., Tokyo, for purpose of encouraging negotiation of trade agreement. Since management had in-

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licated reluctance to conclude an agreement, meeting was utilized for purpose of discussing the value of an agreement and for outlining its essential features. Local LP officials participated in the meeting.

RALPH FRIEDRICH
Labor Relations Division

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MTC
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MEMORANDUM FOR RECORD

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25 January 1951

SUBJECT: Management-Union Conference, Kinoshita Industrial Co.,
Tokyo, 23 January 1951

1. Purpose of conference was to encourage negotiation of collective bargaining agreement. Meeting was held at Shinagawa Plant, with participation by local LP officials.

2. Background information:

Kinoshita Industrial Co., Ltd., (refrigerators, heating and cooling equipment) has eight installations: head office in Tokyo, three plants in Shinagawa (Tokyo), two in Miyagi-ken, one in Kanagawa-ken, and a construction department in Shizuoka-ken. Total number of employees is 257. Number of employees in Tokyo plants and head office: 181. Workers at these four installations have a union, with membership of 184. It was with representatives of this union, together with Tokyo management officials, that the conference was held. There is no union federation. Reason given was that differences among the enterprises are too great. There has never been a trade agreement, and labor relations have been complicated by several disputes over wage increases and allowances, two of which were settled through mediation by the Tokyo LRC. Management has indicated reluctance to conclude a trade agreement. Labor relations have been further complicated by difficulties within the union itself which have resulted in recent changes in the executive committee. If and when a contract is negotiated, the bargaining will take place between each local and the head management.

3. Since it was clear that both sides required education regarding the meaning and the need of a trade agreement, the meeting was utilized for the purpose of discussing the importance of the agreement and for outlining its essential features. Questions were invited after each of the elements had been presented. It was felt that the union leaders showed considerably more receptivity to the ideas than management did. There is indication that more persuasion will be required before management accepts the principle that collective bargaining and the establishment of an agreement will benefit the industry. It was recommended that both sides utilize the facilities of the LPO. KSLR materials on grievance machinery and seniority were distributed, with the recommendation that both sides study them with care. It was further recommended that they seek the assistance of the LPO in developing draft proposals for a trade agreement, that these be exchanged, and that each side give the other sufficient time to study the proposals. Offer of further assistance from KSLR was made.

4. Summary:

Conference was held with management and union officials of Kinoshita Industrial Co., Tokyo, for purpose of encouraging negotiation of trade agreement. Since management had indicated reluctance to conclude an agreement, meeting was utilized for purpose of discussing the value of an agreement and for outlining its essential features. Local LP officials participated in the meeting.

RALPH FRIEDRICH
Labor Relations Division

23 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Kōdansha Publishing Co.,
Tokyo, 22 January 1951

1. Purpose of conference was to encourage negotiation of collective bargaining agreements. Original plan was to confer only with management and union representatives of Kōdansha, but since other related enterprises occupy the same building, management and union officials from Sekaisha and Kōbunsha Publishing Companies were also invited. LP officials from Ueno LPO and Tokyo-to LPS participated in the conference.

2. Background information:

a. Kōdansha is the most important magazine publishing company in Japan. It has 452 employees, of whom 404 belong to the union, which is independent. There has never been a trade agreement.

b. Sekaisha Publishing Co. employs 23 workers, of whom 19 are union members. Union is independent. Prior trade agreement has expired, although its basic provisions still continue in effect. Negotiations over new agreement have begun.

c. Kōbunsha Publishing Co. has 76 employees, 61 union members. Union is independent. There has never been a trade agreement.

3. Meeting was utilized for outlining the essentials of a sound trade agreement and for discussing rights of management and union in connection with the collective bargaining process. After each element of the trade agreement had been presented, questions were invited. Since there was no time for detailed discussion of seniority and grievance machinery, it was recommended that union and management study KELR materials on the subjects (these were distributed), that they confer with LP officials, and that at a later date they discuss these with KELR if further clarification is necessary. A high degree of interest was evidenced, but there was reason to suspect that the unions represented at the meeting may be more or less of the company type. Both management and union indicated clearly, however, that they desired further discussion with KELR personnel. Arrangements will be made for subsequent meetings.

4. Summary: Conference was held with management and union representatives of three publishing companies in Tokyo for the purpose of discussing the elements of a sound trade agreement and encouraging negotiations for conclusion of such agreements. Ueno and Tokyo-to LP officials participated in the meeting.

RALPH FRIEDRICH
Labor Relations Division

M.C. [signature]
Pers. cy.

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23 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Kodansha Publishing Co.,
Tokyo, 22 January 1951

1. Purpose of conference was to encourage negotiation of collective bargaining agreements. Original plan was to confer only with management and union representatives of Kodansha, but since other related enterprises occupy the same building, management and union officials from Sekaisha and Kobunsha Publishing Companies were also invited. LP officials from Ueno LPO and Tokyo-to LPS participated in the conference.
2. Background information:
 - a. Kodansha is the most important magazine publishing company in Japan. It has 452 employees, of whom 404 belong to the union, which is independent. There has never been a trade agreement.
 - b. Sekaisha Publishing Co. employs 23 workers, of whom 19 are union members. Union is independent. Prior trade agreement has expired, although its basic provisions still continue in effect. Negotiations over new agreement have begun.
 - c. Kobunsha Publishing Co. has 76 employees, 61 union members. Union is independent. There has never been a trade agreement.
3. Meeting was utilized for outlining the essentials of a sound trade agreement and for discussing rights of management and union in connection with the collective bargaining process. After each element of the trade agreement had been presented, questions were invited. Since there was no time for detailed discussion of seniority and grievance machinery, it was recommended that union and management study KCLR materials on the subjects (these were distributed), that they confer with LP officials, and that at a later date they discuss these with KCLR if further clarification is necessary. A high degree of interest was evidenced, but there was reason to suspect that the unions represented at the meeting may be more or less of the company type. Both management and union indicated clearly, however, that they desired further discussion with KCLR personnel. Arrangements will be made for subsequent meetings.
4. Summary: Conference was held with management and union representatives of three publishing companies in Tokyo for the purpose of discussing

the elements of a sound trade agreement and encouraging negotiations for conclusion of such agreements. Ueno and Tokyo-to LP officials participated in the meeting.

RALPH FRIEDRICH
Labor Relations Division

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22 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Konishi Roku Photo Industrial Co., Ltd., Tokyo-To, 19 January 1951

1. Subject of conference was negotiation of trade agreement. Meeting was held at Tokyo-To Labor Bureau, with participation by Tokyo LP officials.

2. Background information:

Konishi Roku Photo Industrial Co., Ltd., is composed of a head office, two plants, and a research laboratory in Tokyo, and one plant each in Kanagawa, Tochigi, and Nagano. Total number of employees is 2400. Union membership: 2300. Union was organized in 1946. Present structure consists of federation made up of the locals at each plant. There is no other form of affiliation. Trade agreement history: In 1946, each local concluded an agreement with the head office. These agreements ran for three years, the last of them expiring in November 1949. Since that date, negotiation of a new agreement between the union federation and the head office has been attempted, but no significant results have been forthcoming. Union officials stated that the locals feel the need to unite in the conclusion of one master agreement with supplementary provisions applicable to the individual locals.

3. Labor officer took time to analyze the faults of most post-surrender trade agreements in Japan. Following this, the essentials of a sound trade agreement were outlined and discussed, and opportunity was given for questions by union and management representatives. It developed that one of the major obstacles to the conclusion of an agreement will be the issue of union and non-union personnel. Some time was spent in discussing the means by which such determination may be made. It was emphasized to the conferees that their first source of assistance should be their own labor agencies, particularly the local LPO's and the LPS. Offer of further assistance by KEELR was made. It was noted that the ideas presented were received with interest, and that apparently most of them were accepted. One issue that will require considerable study by both management and union is that of seniority.

4. Summary:

Conference was held with management and union officials of the Konishi Hoku Photo Industrial Co., Tokyo, with participation by Tokyo LP officials. Subject was negotiation of new trade agreement. After essentials of a sound agreement had been presented, question-and-answer type of discussion was held. Degree of receptivity was good.

RALPH FRIEDRICH
Labor Relations Division

MR. CAMACHO
mtz

22 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Konishi Roku Photo Industrial Co., Ltd., Tokyo-to, 19 January 1951

1. Subject of conference was negotiation of trade agreement. Meeting was held at Tokyo-to Labor Bureau, with participation by Tokyo LP officials.

2. Background information:

Konishi Roku Photo Industrial Co., Ltd., is composed of a head office, two plants, and a research laboratory in Tokyo, and one plant each in Kanagawa, Tochigi, and Nagano. Total number of employees is 2400. Union membership: 2300. Union was organized in 1946. Present structure consists of federation made up of the locals at each plant. There is no other form of affiliation. Trade agreement history: In 1946, each local concluded an agreement with the head office. These agreements ran for three years, the last of them expiring in November 1949. Since that date, negotiation of a new agreement between the union federation and the head office has been attempted, but no significant results have been forthcoming. Union officials stated that the locals feel the need to unite in the conclusion of one master agreement with supplementary provisions applicable to the individual locals.

3. Labor officer took time to analyze the faults of most post-surrender trade agreements in Japan. Following this, the essentials of a sound trade agreement were outlined and discussed, and opportunity was given for questions by union and management representatives. It developed that one of the major obstacles to the conclusion of an agreement will be the issue of union and non-union personnel. Some time was spent in discussing the means by which such determination may be made. It was emphasized to the conferees that their first source of assistance should be their own labor agencies, particularly the local LPO's and the LPS. Offer of further assistance by KELR was made. It was noted that the ideas presented were received with interest, and that apparently most of them were accepted. One issue that will require considerable study by both management and union is that of seniority.

4. Summary:

Conference was held with management and union officials of the Konishi Roku Photo Industrial Co., Tokyo, with participation by Tokyo LP officials. Subject was negotiation of new trade agreement. After essentials of a sound agreement had been presented, question-and-answer type of discussion was held. Degree of receptivity was good.

RALPH FRIEDRICH
Labor Relations Division

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20 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Chiyoda Life Insurance Co.,
Tokyo-to, 18 January 1951

1. Subject of conference was negotiation of trade agreement. Meeting was held at Tokyo-to Labor Bureau, with participation by Tokyo-to labor officials.

2. Background information:

Number of employees (all-Japan): 980 office workers, 1300 field workers. Number of union members: 2180. Date of union organization: April 1946. Union affiliation: Kenseiho (All Japan Life Insurance Workers' Union Federation). Trade agreement status: Prior agreement ran from November 1946 to November 1949. There is no agreement at present other than a so-called "gentleman's agreement" whereby management and union have agreed orally to carry out the provisions of the old agreement until a new one is established. This is tied in with the principle of "yogokō" (effectiveness of the contract even after expiration), a principle apparently recognized by Japanese courts. Before expiration of the prior agreement, negotiations for a new one were started, but no agreement has been forthcoming, although draft proposals have been exchanged.

3. Inquiry was made of management and union officials concerning the main obstacles to conclusion of an agreement. These were stated as follows:

- a. Personnel rights
- b. Shop system
- c. Scope of union membership
- d. Management council: What is the extent of its activities and of subjects it should handle?
- e. Union activities during working hours
- f. Period of grace before resorting to strike (i.e., peace clause)

These were discussed in detail, and opportunity was given to union and management representatives to ask questions and express opinions on each. Replacement of management council with three committees (collective bargaining, grievance, production and research) was suggested. Management proposal makes clear distinction regarding scope of union membership (on basis of which employees properly belong to management and which to union). With regard to the union shop, management is not outright

opposed, but feels that establishment of union shop system must be related to scope of union membership. In connection with the subject of personnel rights, seniority and grievance machinery were discussed. Questions by management indicated tendency to confuse discharges for cause and discharges (i.e., lay-offs) because of slack work or poor business conditions. The subject was taken up in detail, with emphasis on the need for a seniority system. Union objection to seniority was that newly hired workers would be likely to suffer because of instability of working conditions, -- i.e., their jobs would be less secure. Explanation of the operation of the seniority principle appeared to clear up this confusion.

4. Need for conclusion of a sound, written trade agreement was emphasized. Offer was made to give further assistance, but it was pointed out that first source of assistance should be the LP officials. It was noted that the degree of receptivity was excellent.

5. Summary:

Conference was held with management and union representatives of the Chiyoda Life Insurance Co., Tokyo, with participation by Tokyo-to LP officials. Subject was negotiation of new trade agreement. After main obstacles to conclusion of agreement had been presented, they were discussed in detail. Degree of receptivity was excellent.

RALPH FRIEDRICH
Labor Relations Division

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20 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Surveillance Trip to Yamanashi Prefecture on 16, 17, 18 January

1. Women's and Minors Bureau: Although Miss K. Taira, the field representative, was transferred from the Akita Bureau last November, she already seems to have a firm grasp of conditions in Yamanashi. She is fully aware of working conditions in home industries as described in the newspaper article written by a member of the Civil Liberties Commission last month. The easiest way to correct this situation, she believes, is through labor education; however, employers of such establishments reportedly allow the representative to talk with their workers only so long as she does not touch on the Labor Standards Law or other pertinent facts which would serve to enlighten labor. Employers, by applying direct pressure, can easily oppose any attempt to unionize or enlighten workers in home industries, since only 1 or 2 workers are employed in each establishment on an average, whereas small employers' associations are quite prevalent in such areas. At the outset, Miss Taira arranged meetings of large groups of women to encourage them to greater activity, since the smaller industries are too numerous to permit individual coverage.

2. Labor Standards Bureau: The chief admitted that the situation described in the recent newspaper article is true, although he thinks the working hours have been somewhat exaggerated. LSB officials have lectured and distributed pamphlets to students, employers, parents, and workers with a view to eradicating these ingrained practices. Seven violations in home industries were recently detected and maximum fines ranging from 2 to 12,000 yen were imposed. The chief stated that in Kita and Minami Koma guns, the area embraced in the recent expose, 3,300 of the 4,383 home industries employ only members of the family and are therefore not subject to the Labor Standards Law. Competition between industries covered by the LSL and those not covered is very keen. Those not covered can ignore the law and operate more economically than the others. Consequently, the industries subject to the law choose to ignore its provisions and take their chances on being caught. The LM has advised that severe punishment be meted out to all offenders. Prefectural officials, however, hesitate to follow the recommendation, contending that such action would necessitate the amercement of almost every employer in the prefecture. The chief does not believe that conditions here are inferior to other prefecture, it just happened that this prefecture received more adverse publicity. The Labor Ministry is reportedly fully aware of this problem and is studying means of resolving it.

3. Meeting with Labor Relations Commission and Labor Department Officials

a. Two people from Yamanashi - the chairman of the Chamber of Commerce and a management representative of the textile association - have

thus far visited the United States. Upon their return, they lectured and wrote a few newspaper articles, but nothing pertaining to trade unionism.

b. None of the labor unions in the prefecture have phonograph records pertaining to labor education, supposedly because they do not have phonographs. Last Summer, the Labor Ministry sent four records, covering eight selected labor education subjects, to the Prefectural Labor Department. The LD chief heard some of the records and said they were good. The LPS chief has never heard one.

c. An endeavor to acquaint the labor unions with the aims of the United Nations, as required by the LM's quarter-annual education pamphlet, is being carried out by the LPS. The chief explains at these meetings that the labor movement cannot be separated from the international situation. He noted that most unions agree with the Shoyogikai precept that labor must cooperate with UN objectives. The LD chief opined that it would be well to have the KEELR representative touch on this subject during the impending labor rallies, since all unions are extremely interested in this subject.

d. Prefectural officials are in favor of empowering the LRC to conduct union elections to determine appropriate collective bargaining units, and so stated in replying to the LM questionnaire on 10 Jan. They also solicited the views of 29 leading unions in the prefecture. Replies indicated that 16 opposed the plan, eight approved; five did not answer. LD chief believes that opposition is based mainly on ignorance and suspicion. Union officials apparently feel that undesirable domination or interference by the LRC is inevitable during the period of election.

e. The LD purchased its own 16 mm projector and is now prepared to show labor education films at the convenience of the labor groups without having to concern itself with the availability of Prefectural CIE projectors.

f. 122 of the prefecture's 158 unions have received qualification certificates from the LRC. Such investigation revealed that there are only five or six full-time union officials in the entire prefecture.

4. Employment Security Section: In company of the ESS Chief, the Kofu and Nirasaki PESOs were visited. It was revealed that:

a. The day laborers' year-end offensive was nominal, totally ineffective, and not communist inspired.

b. During the last quarter of last year, 13 labor bosses employing approximately 350 workers were discovered. In most cases the workers were supplied to construction firms in groups of 2 or 3, and therefore not easily detected. The bosses were ordered to discontinue their operations, but no punitive action was taken.

c. During the past six months, the PESOs have provided approximately 400 women with permanent work (mostly in the spinning industries) in other prefectures. This labor recruiting is one of the results of the war boom.

d. 19 students of one vocational training center (woodworkers) will complete their one year course in March and already they have been promised jobs upon graduation. The next class will consist of 25 students.

SUMMARY:

1. The Women's and Minor's Bureau Field Representative and Chief of the LRS agreed that the recent newspaper expose on working conditions in hose industries is true. They are fully aware of it, as is the Labor Ministry. Most violators are not subject to the Labor Standards Law. Education and night inspections are conducted with a view in eradicating this problem.
2. No labor union representative from Yamanashi has ever visited the United States.
3. Labor education records are not being used, supposedly due to lack of phonographs.
4. LRS officials encounter no opposition in endeavoring to acquaint labor unions with United Nations objectives.
5. In recent survey, majority of large labor unions indicated opposition to authorizing the LRS to determine appropriate collective bargaining units.
6. Day laborers' year-end offensive was nominal, totally ineffective, and not Communist inspired.

CHESTER J. PECK
Labor Relations Division

Mr. Camacho
MM

20 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Chiyoda Life Insurance Co., Tokyo-to, 18 January 1951

1. Subject of conference was negotiation of trade agreement. Meeting was held at Tokyo-to Labor Bureau, with participation by Tokyo-to labor officials.

2. Background information:

Number of employees (all-Japan): 980 office workers, 1300 field workers. Number of union members: 2180. Date of union organization: April 1946. Union affiliation: Zenseiho (All Japan Life Insurance Workers' Union Federation). Trade agreement status: Prior agreement ran from November 1946 to November 1949. There is no agreement at present other than a so-called "gentleman's agreement" whereby management and union have agreed orally to carry out the provisions of the old agreement until a new one is established. This is tied in with the principle of "yogokō" (effectiveness of the contract even after expiration), a principle apparently recognized by Japanese courts. Before expiration of the prior agreement, negotiations for a new one were started, but no agreement has been forthcoming, although draft proposals have been exchanged.

3. Inquiry was made of management and union officials concerning the main obstacles to conclusion of an agreement. These were stated as follows:

- a. Personnel rights
- b. Shop system
- c. Scope of union membership
- d. Management council: What is the extent of its activities and of subjects it should handle?
- e. Union activities during working hours
- f. Period of grace before resorting to strike (i.e., peace clause)

These were discussed in detail, and opportunity was given to union and management representatives to ask questions and express opinions on each. Replacement of management council with three committees (collective bargaining, grievance, production and research) was suggested. Management proposal makes clear distinction regard-

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ing scope of union membership (on basis of which employees properly belong to management and which to union). With regard to the union shop, management is not outright opposed, but feels that establishment of union shop system must be related to scope of union membership. In connection with the subject of personnel rights, seniority and grievance machinery were discussed. Questions by management indicated tendency to confuse discharges for cause and discharges (i.e., lay-offs) because of slack work or poor business conditions. The subject was taken up in detail, with emphasis on the need for a seniority system. Union objection to seniority was that newly hired workers would be likely to suffer because of instability of working conditions,-- i.e., their jobs would be less secure. Explanation of the operation of the seniority principle appeared to clear up this confusion.

4. Need for conclusion of a sound, written trade agreement was emphasized. Offer was made to give further assistance, but it was pointed out that first source of assistance should be the LP officials. It was noted that the degree of receptivity was excellent.

5. Summary:

Conference was held with management and union representatives of the Chiyoda Life Insurance Co., Tokyo, with participation by Tokyo-to LP officials. Subject was negotiation of new trade agreement. After main obstacles to conclusion of agreement had been presented, they were discussed in detail. Degree of receptivity was excellent.

RALPH FRIEDRICH
Labor Relations Division

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17 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Shochiku K.K. (Motion Picture Co.), Tokyo, 16 January 1951

1. Background Information:

Number of Shochiku employees (all-Japan): 4230; number in Tokyo establishment: 1550. Number of union members (all-Japan): 4130; number of union members in Tokyo branch: 1550. Number of temporary workers for all branches in Japan: 250. Union has recently withdrawn from the Communist-dominated Nichi-ei-en (Japan Cinema and Theatrical Workers' Union) and is at present independent. Having gone through a serious struggle to achieve this independence, the union is now in the process of reorganizing and strengthening itself internally. Trade agreement is in effect.

2. Conference with management and union representatives:

Subjects covered were as follows:

- a. Need for union leaders to interest entire rank and file in the process of collective bargaining and the provisions of the trade agreement.
- b. Rights of management (business rights, personnel rights) and how these may be modified in the provisions of the trade agreement.
- c. Union shop clause.
- d. Peace clause and grievance machinery.
- e. Seniority.
- f. Structure of union organization (along lines advocated by Mr. Surati, SCAP ESS Labor).

Discussion method was used, and questions from both sides indicated high degree of interest. Both union and management representatives expressed their agreement with the policies and suggestions presented by KSLR personnel. Union representatives stated that the union's bitter experience with Nichi-ei-en has made it cautious. They made the interesting observation that the union never quite understood how it became integrated with Nichi-ei-en but that somehow this happened, and the union found itself powerless to express its own convictions. Discussion of seniority elicited a large number of

questions. Inquiry was made by union officials concerning methods of dealing with Communists in American labor unions. It was recommended that both union and management study the Japanese translation of the U.S. Chamber of Commerce publication, COMMUNISTS WITHIN THE LABOR MOVEMENT. Union officials also requested information regarding union organization and structure in the American motion picture industry. This information will be supplied. The entire conference was characterized by sincere interest and excellent receptivity on the part of both management and union. Offer was made by KRLR to give further assistance.

3. Summary:

Accompanied by Tokyo-to LP officials, KRLR personnel conducted a joint conference of management and union representatives at the Shochiku Motion Picture Co. offices (Tokyo) for the purpose of discussing union-management relations and the essential elements of a trade agreement.

SALPH FRIEDRICH
Labor Relations Division

MR. CAMACHO

17 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Management-Union Conference, Shōchiku K.K. (Motion Picture Co.),
Tokyo, 16 January 1951

1. Background Information:

Number of Shōchiku employees (all-Japan): 4230; number in Tokyo establishment: 1550. Number of union members (all-Japan): 4130; number of union members in Tokyo branch: 1550. Number of temporary workers for all branches in Japan: 250. Union has recently withdrawn from the Communist-dominated Nichi-ei-en (Japan Cinema and Theatrical Workers' Union) and is at present independent. Having gone through a serious struggle to achieve this independence, the union is now in the process of reorganizing and strengthening itself internally. Trade agreement is in effect.

2. Conference with management and union representatives:

Subjects covered were as follows:

- a. Need for union leaders to interest entire rank and file in the process of collective bargaining and the provisions of the trade agreement.
- b. Rights of management (business rights, personnel rights) and how these may be modified in the provisions of the trade agreement.
- c. Union shop clause.
- d. Peace clause and grievance machinery.
- e. Seniority.
- f. Structure of union organization (along lines advocated by Mr. Burati, SCAP ESS Labor).

Discussion method was used, and questions from both sides indicated high degree of interest. Both union and management representatives expressed their agreement with the policies and suggestions presented by KELR personnel. Union representatives stated that the union's bitter experience with Nichi-ei-en has made it cautious. They made the interesting observation that the union never quite understood how it became integrated with Nichi-ei-en but that somehow this happened, and the union found itself powerless to express its own convictions. Discussion of seniority elicited a large number of questions. Inquiry was made by union officials concerning methods of dealing with Communists in American labor unions. It was recommended that both union and management study the Japanese translation of the U.S. Chamber of Commerce publication, COMMUNISTS WITHIN THE LABOR MOVEMENT. Union officials also requested information regarding union organization and structure in the American motion

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picture industry. This information will be supplied. The entire conference was characterized by sincere interest and excellent receptivity on the part of both management and union. Offer was made by KELR to give further assistance.

3. Summary:

Accompanied by Tokyo-to LP officials, KELR personnel conducted a joint conference of management and union representatives at the Shūchiku Motion Picture Co. offices (Tokyo) for the purpose of discussing union-management relations and the essential elements of a trade agreement.

RALPH FRIEDRICH
Labor Relations Division

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Memorandum For Record

17 Jan. 1950

SUGGESTED QUESTIONS FOR DISCUSSION AT CIVIL AFFAIRS TEAM COMMANDERS' CONFERENCE
SUBMITTED BY LABOR DIVISION

1. What action should Japanese Police take in labor disputes where workers maintain occupancy of shop, factory or plant without management's consent:

a. Plants under procurement demand having U.S. equipment of one kind or another, e.g. raw materials being manufactured into desired products or U.S. equipment being repaired or reconditioned.

b. Plants manufacturing equipment for the U.S. but using Japanese material and Japanese machinery.

c. Plants manufacturing equipment for foreign or domestic consumption not under procurement demand nor having any U.S. equipment.

d. Plants under reparations.

2. The present structure and organization of Prefectural Labor Relations Commissions is such as to make the quick and practical handling of labor problems very difficult if not impossible. The commission at the present time exercise quasi-judicial powers and are charged with responsibility of employing such devices as conciliation, mediation, and arbitration in the solution of labor problems brought to their attention. For the same body to perform all these functions is considered inadvisable, if not incompatible with sound administration. Problems concerning unfair labor practices and questions concerning representation and appropriate collective bargaining units are growing in intensity and will continue to do so. It is strongly felt that labor officers in the field should contact prefectural commissions with the view of creating an active desire and impetus for change in the structure and organization of the commissions so as to make them effective administrative agencies for the handling of labor disputes.

3. Questions concerning the day laborers problem:

a. As to demands made by these organizations.

b. As to attitude to be taken by Japanese officials toward these organizations and their demands.

c. As to violent and turbulent demonstrations made by day laborers usually led by Communists.

d. As to the problem of obtaining adequate funds for work relief projects.

BACKGROUND

Increasing difficulties are being experienced by Public Employment Security Offices and by prefectural labor officials with regard to handling of day laborers and their so-called "unions". The Communists are fully exploiting the situation. The Ministry of Labor has recognized these "unions", but has provided little guidance as to how they should be handled. These groups are demanding full employment, increased wages, paid holidays, exemption from all taxes, salaries of full-time "union" officials, pay for transportation to and from the PESO when applying for a job, the establishment of resting places (tents, etc) on the job sites, and many other items, many of them absurd. Communists frequently serve as spokesmen for the groups in presenting demands. Refusal of PESO Chiefs to grant the demands has frequently resulted in physical violence or property damage. Korean elements are also involved. There is actually no employer-employee relationship between the PESO Chief and the day laborers. Officials can listen to the demands, but have no means of granting them. As insufficient funds are available to secure full employment of such groups, the Ministry of Labor has directed that a rotation system be used in order to distribute the available work equally.

4. Question of adequate compensation for foreign nationals and indigenous personnel employed by Civil Affairs: This matter presents a very serious problem since many of the foreign and Japanese nationals employed by Civil Affairs are exceptionally qualified and thus subject to being enticed away by better offers.

5. Some radical unions are adopting "psychological warfare" tactics against employers, insulting their families, and making noise outside the official's office and home. Police are reluctant to act in cases of minor disturbances. What advice should be given in such situations?

Mr. Canvacho

15 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip, Tochigi Prefecture, 9-12 January 1951:
Labor Conferences

1. Conference with Officials of LD, LSB, and W&MB:

Advantage was taken of this monthly officials' meeting to discuss the following matters:

- a. Progress during 1950
- b. Forthcoming labor rallies
- c. Communist manipulation of day laborer groups and new strategy of attacking LSIO's
- d. Need for a woman official in the LPS
- e. Value of co-operation between LD and LRC (well exemplified in Tochigi Prefecture)
- f. Inconsistency of court decisions in labor cases
- g. Attacks on the Labor Standards Law

The LD Chief brought up the following topics as requiring concentration of efforts and co-operation among the labor agencies:

- a. Labor boss problem
- b. Lack of unions in small and medium-sized industries, especially in the textile industry with its majority of female workers.

The LSB Inspection Section Chief pointed out that increasingly stringent budgetary controls are only contributing to the present decline of labor. He emphasized the importance of the labor movement and the labor laws to the economic stability of Japan and stated his feeling that realization of this fact by the Japanese Government is essential.

The W&MB Chief expressed the opinion that women at home (as contrasted with working women) have a great influence in stemming the tide of CP propaganda. She stated that Tochigi Prefecture has a good number of private women's organizations whose members are visiting housewives in an effort to educate them regarding CP machinations. She cited the defeat of a CP candidate and the victory of a woman lawyer in the recent Board of Education elections as evidence of the success of these efforts.

2. Conference with LD Officials:

Subject of the conference was the forthcoming labor rallies. Officials were sounded out regarding number of rallies necessary, schedule of rallies, and informational procedures to be

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used for assuring a good turn-out.

3. Conference with Prefectural Labor Relations Commission:

Labor officer reviewed progress during 1950; commended LRC on its excellent co-operation with LD in minimizing seriousness of disputes in Tochigi Prefecture. Problems involving CP activities in labor were discussed. Some time was spent on the subject of court decisions in labor relations cases, particularly in those cases where court opinion and LRC opinion are diametrically opposed. With regard to this subject, LRC members expressed the following opinions: Some amendment may be necessary in the law, to provide that when a court deliberates on a labor case it should summon the LRC for advisory purposes. Judges tend to be too orthodox in their interpretation of the law, with the result that they sometimes render decisions which appear to lend aid and comfort to the Communists. In the short period of five years since the beginning of the Occupation, mistakes were inevitable. The process has been, and will continue to be, one of learning through experience. But the need for a labor court, or some similar body, is becoming more and more apparent. This body would function along the lines suggested by KELR to stimulate thinking with regard to LRC reorganization. The LD Chief emphasized the need for the M/L to state clearly, once and for all, whether or not there is an employer-employee relationship between the PESO and unions of day laborers. Tochigi has requested such clarification, but none has been forthcoming.

4. Trade Agreement Conferences at Three Factories:

a. Utsunomiya Sharyo (rolling stock): Number of employees: 600 (30 women). Number of union members: 570 (30 women). Date of union organization: 1 February 1946. Union affiliation: Zenkinzoku. Base wage: ¥6900. Trade agreement status: Present agreement was concluded 16 July 1950. In most respects, it is a model agreement. It has detailed wage provisions, but lacks provisions for seniority. Previous to conclusion of this agreement, only partial and piecemeal agreements existed. In a conference held with management and union representatives, the subject of seniority was discussed in detail. During this meeting, it was inquired why length of service should be the controlling factor in seniority as it applies to lay-offs. Union and management representatives pointed out that Japanese industry has too many complexities with regard to efficiency, etc. to permit immediate adoption of the seniority principle. Wages are not based on efficiency. Employers fear that they may be forced to retain older and less efficient workers if length of service is to be the controlling factor in lay-offs. A brief meeting was held with rank and file union members for the purpose of encouraging their interest in the trade agreement, union activities, and maintenance of the gains made by Japanese labor since the beginning of the Occupation.

b. Hitachi Industrial Co., Tochigi City (electric refrigerators, air-conditioning equipment): Number of employees: 790. Number of union members: 779 (63 women). Union affiliation: Hitachi General Federation, Sodomel. Trade agreement status: Prior agreement was concluded in January 1947, when the labor offensive was at its height. It was declared invalid by management in June 1949. Nego-

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tiations over new agreement have been going on since that time between top management in Tokyo and the Hitachi General Federation. Two union members represent the Tochigi plant in the federation, but there is no management representative from the plant on the collective bargaining committee. It is expected that the new agreement will be concluded by the end of January 1951. The three main issues of controversy are (1) scope of union membership, (2) union's part in management (union wants management council), and (3) peace clause. These three subjects were discussed in separate meetings with management and union representatives. The following opinions and questions were brought out during the discussions:

(1) Kakarichō in the production end of the business do not represent the interests of management and should therefore be included in the union.

(2) Clerical kakarichō should be outside the scope of union membership.

(3) Union wants union shop; management wants open shop. (This subject was discussed in some detail by the labor officer.)

(4) What are the duties of foremen and the limitations on their authority?

(5) Considering Japanese industry in general, management and union have not yet reached the stage of education and mutual trust at which the conclusion of a peace clause is warranted.

c. Tokyo Seiko, Kanuma (industrial and nautical rope): Number of employees: 81. Number of union members: 78. Union is one of five branches of Tokyo Seiko Labor Union, with main office in Kawasaki. Union affiliation: Sodomei. Trade agreement status: Previous agreement was concluded in November 1945 and extended to 15 April 1950. All provisions except those applying to wages were terminated on this date. Wage agreement is to run through March 1951. Negotiations are under way at present for master agreement. Both local management and local union are represented in the central bargaining. Management stated that present status of being without an agreement does not indicate instability of labor relations. Both management and union realize that it is undesirable to remain without an agreement. It is expected that the new agreement will be concluded in February 1951. Majority of negotiations in the past have been over the wage issue. At present, the management council is in operation, but there has not been complete and clear agreement regarding the distinction between union and management rights. Considerable time was spent in discussion of the three committees that ought to replace the management council.

5. Summary: Conferences were held in Tochigi Prefecture as follows:

a. With officials of LD, LSB, and W&MB for the purpose of reviewing progress made during 1950, discussing forthcoming labor

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rallies, and presenting problems requiring attention during early 1951.

b. With management and union representatives at three factories for purpose of discussing trade agreements.

c. With LD on specific details of labor rallies.

d. With LRC on subject of (1) progress during 1950, (2) latest CP tactics, and (3) inconsistency of court decisions in labor relations cases.

RALPH FRIEDRICH
Labor Relations Division

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15 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Labor Education at Tokyo Engineering Works

1. The labor education program, requested by the Officer in Charge at Tokyo Engineering Works (BIG5) was completed on Friday, 12 January 51. The program consisted of a series of six 2½ hour meetings, each for a different group of 35-40 rank and file workers. The small groups made a discussion type of meeting possible, and also made for minimum interference with production. One out of every 18 union members was reached during the series. The names of those to attend were selected mathematically from an alphabetical roster of the workers; thus a few union committee members and shop stewards were in attendance at most of the meetings.
2. The meetings were of the discussion type, with Kamishibei to illustrate the main points. The theme was "rank and file participation", with emphasis given to the reasons why such participation is necessary in a democratic union, the results of non-participation, methods of encouraging participation, functions of a trade union, and the trade agreement.
3. During the discussions, the workers showed considerable interest in such matters as seniority, grievance machinery, and wage clauses. The problem of the recent security discharges came up only rarely.
4. At the request of the union executive committee, a discussion meeting was held with them following the series for the rank and file mentioned above. Again, the main subject of interest was seniority, and a detailed explanation was given. The matter of the temporary worker was discussed at some length, as was the desirability of early conclusion of a trade agreement. It was learned that the reason they feel no great urgency over the trade agreement is that certain clauses have been agreed upon, in writing, and that relatively few matters remain. The main stumbling block is personnel matters. The negotiations, being conducted at a federation level, have been going on for over a year. It was suggested that if the federation is unable to negotiate a contract, that the local union should make efforts to conclude its own contract with management.
5. In discussing the problem of the temporary worker, it was discovered that there are a number of direct hire (by the Army) temporary workers engaged in regular production work. The matter was mentioned to the Officer in Charge; he stated that this system is necessary for the proper operation of the plant.
6. The petition for reinstatement of Hitoshi Tsuboi, one of the security discharges, was discussed with Lt. Col. Kundel. He stated that

the results of the reinvestigations being conducted do not warrant Mr. Tsuboi's reinstatement.

SUMMARY: The series of labor education meetings for rank and file workers at TZW (BIG5) was completed on 12 January. A meeting was held with the executive committee of the union; various labor problems were discussed with emphasis being given the provisions of a sound trade agreement. It is felt that the series of meetings was most successful, and that the union has been made more self-critical thereby; improvements may be expected.

V BROWN
Labor Relations Division

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15 January 1951

MEMORANDUM FOR RECORD

M.C. [signature]
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SUBJECT: Field Trip, Tochigi Prefecture, 9-12 January 1951:
Labor Conferences

1. Conference with Officials of LD, LSB, and WAMB:

Advantage was taken of this monthly officials' meeting to discuss the following matters:

- a. Progress during 1950.
- b. Forthcoming labor rallies.
- c. Communist manipulation of day laborer groups and new strategy of attacking LSIO's.
- d. Need for a woman official in the LPS.
- e. Value of co-operation between LD and LRC (well exemplified in Tochigi Prefecture).
- f. Inconsistency of court decisions in labor cases.
- g. Attacks on the Labor Standards Law.

The LD Chief brought up the following topics as requiring concentration of efforts and co-operation among the labor agencies:

- a. Labor boss problem.
- b. Lack of unions in small and medium-sized industries, especially in the textile industry with its majority of female workers.

The LSB Inspection Section Chief pointed out that increasingly stringent budgetary controls are only contributing to the present decline of labor. He emphasized the importance of the labor movement and the labor laws to the economic stability of Japan and stated his feeling that realization of this fact by the Japanese Government is essential.

The WAMB Chief expressed the opinion that women at home (as contrasted with working women) have a great influence in stemming the tide of CP propaganda. She stated that Tochigi Prefecture has a good number of private women's organizations whose members are visiting housewives in an effort to educate them regarding CP machinations. She cited the defeat of

a CP candidate and the victory of a woman lawyer in the recent Board of Education elections as evidence of the success of these efforts.

2. Conference with LD Officials:

Subject of the conference was the forthcoming labor rallies. Officials were sounded out regarding number of rallies necessary, schedule of rallies, and informational procedures to be used for assuring a good turn-out.

3. Conference with Prefectural Labor Relations Commission:

Labor officer reviewed progress during 1950; commended LRC on its excellent co-operation with LD in minimizing seriousness of disputes in Tochigi Prefecture. Problems involving CP activities in labor were discussed. Some time was spent on the subject of court decisions in labor relations cases, particularly in those cases where court opinion and LRC opinion are diametrically opposed. With regard to this subject, LRC members expressed the following opinions: Some amendment may be necessary in the law, to provide that when a court deliberates on a labor case it should summon the LRC for advisory purposes. Judges tend to be too orthodox in their interpretation of the law, with the result that they sometimes render decisions which appear to lend aid and comfort to the Communists. In the short period of five years since the beginning of the Occupation, mistakes were inevitable. The process has been, and will continue to be, one of learning through experience. But the need for a labor court, or some similar body, is becoming more and more apparent. This body would function along the lines suggested by KEHR to stimulate thinking with regard to LRC reorganization. The LD Chief emphasized the need for the M/L to state clearly, once and for all, whether or not there is an employer-employee relationship between the PESO and unions of day laborers. Tochigi has requested such clarification, but none has been forthcoming.

4. Trade Agreement Conferences at Three Factories:

a. Utsunomiya Sharyo (rolling stock): Number of employees: 600 (30 women). Number of union members: 570 (30 women). Date of union organization: 1 February 1946. Union affiliation: Zenkinzoku. Base wage: ¥6,900. Trade agreement status: Present agreement was concluded 18 July 1950. In most respects, it is a model agreement. It has detailed wage provisions, but lacks provisions for seniority. Previous to conclusion of this agreement, only partial and piecemeal agreements existed. In a conference held with management and union representatives, the subject of seniority was discussed in detail. During this meeting, it was inquired why length of service should be the controlling factor in seniority as it applies to lay-offs. Union and management representatives pointed out that Japanese industry has too many complexities with regard to efficiency, etc. to permit immediate adoption of the seniority principle. Wages are not based on efficiency. Employers fear that they may be forced to retain older and less efficient workers if length of service is to be the controlling factor in lay-offs. A brief meeting was held with rank and file union members for the purpose of encouraging their interest in the trade agreement, union activities, and maintenance of the gains made by Japanese labor since the beginning of the Occupation.

b. Hitachi Industrial Co., Tochigi City (electric refrigerators, air-conditioning equipment): Number of employees: 790. Number of union members: 779 (85 women). Union affiliation: Hitachi General Federation, Sodomei. Trade agreement status: Prior agreement was concluded in January 1947, when the labor offensive was at its height. It was declared invalid by management in June 1949. Negotiations over new agreement have been going on since that time between top management in Tokyo and the Hitachi General Federation. Two union members represent the Tochigi plant in the federation, but there is no management representative from the plant on the collective bargaining committee. It is expected that the new agreement will be concluded by the end of January 1951. The three main issues of controversy are (1) scope of union membership, (2) union's part in management (union wants management council), and (3) peace clause. These three subjects were discussed in separate meetings with management and union representatives. The following opinions and questions were brought out during the discussions:

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5. Summary: Conferences were held in Tochigi Prefecture as follows:

- a. With officials of LD, LSB, and W&MB for the purpose of reviewing progress made during 1950, discussing forthcoming labor rallies, and presenting problems requiring attention during early 1951.
- b. With management and union representatives at three factories for purpose of discussing trade agreements.
- c. With LD on specific details of labor rallies.
- d. With LRC on subject of (1) progress during 1950, (2) latest CP tactics, and (3) inconsistency of court decisions in labor relations cases.

RALPH FRIEDRICH
Labor Relations Division

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5 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip to Yamanashi Prefecture, 18-20 December 1950

1. Conference with representatives of 5 medium and small scale unions:

a. The attendants at the conference represented 5 different unions, each with from 50 to 80 members. None are affiliated with higher organizations at this time. LPS personnel were present and participated in the conference. The representatives expressed their primary interests in consolidating the labor movement and organizing the workers of the smaller industries in the prefecture. Because most of the industries in Yamanashi are of a small and medium size, scale union organization has been less vigorous than in other prefectures. The degree of unionization is low and the rank and file interest in and knowledge of trade unionism are less than that in other prefectures in Kanto Region. The paternalistic sentiment and family relationship in employer-employee relations, which is characteristic of smaller industries, have been another impediment to effective collective bargaining on equal terms. If the smaller unions in Yamanashi had been affiliated with national unions or unified in consolidated area-wide organizations, then to some extent they would have been able to overcome such an impediment and to bargain effectively on a par with the management through the assistance of higher leadership. The recent struggles on the part of the smaller unions for the year-end allowances, presented them with an opportunity to get together for a common purpose. Six of such unions have formed a "Year-end Joint Struggle Committee". Having realized the necessity of unifying the unaffiliated small unions, the leaders of the above committee are ambitious to extend their concerted action for formation of a unified labor organization on the prefectural level and to start organizing the unorganized workers through such consolidated organizational leadership. The union leaders present argued that the notable lack of affiliation with higher organizations is one of the factors to blame for the inactive labor movement in private industries of this prefecture, whereas the public service workers unions and public corporations workers unions, which have been unified on the national as well as prefectural level, have been as active and well organized as those in other prefectures.

b. It was noted that, whereas the major obstacle in other prefectures to the conclusion of trade agreements is the difference of personnel rights and management prerogatives, in Yamanashi financial issues constitute the main difficulty in contract negotiations. The labor officer especially emphasized the conclusiveness of a trade agreement with the basic idea that there will be no further contract negotiations during the specified term until the time for renewal. It was suggested to the group that they incorporate a sixty-day notice clause for reopening negotiations on the wage

clause only if both parties to the contract are not inclined to bind themselves to a wage clause of a six-month or longer, definite duration. Grievance machinery inclusive of arbitration, personnel rights and seniority rule, definite peace clause, etc. were also discussed.

c. One of the representatives expressed his concern about the future of the Japanese labor movement when the Occupation Forces leave Japan. The labor officer reminded the group that ESS/Lab policy has not and will not deviate from the 16 Principles of The Far East Commission. The policy to encourage self-organization of Japanese workers and collective bargaining with their employers as to the wages and hours and other conditions of employment remains unchanged, although some managements have been and are taking advantage of the Korean War, Red Purge Program, and industrial rationalization, and are purposely confusing unionism with Communism for the purpose of discouraging the workers from engaging in union activities and encouraging them to ostracize good union leadership. It was emphasized that the future of the Japanese labor movement will hinge upon the efforts of the rank and file workers and union leaders themselves; as long as labor in Japan is careful not to throw its leadership into the hands of Communists who would only invite discredit upon the labor movement in general; and as long as labor keeps the demarcation clear between union activities in the economics field and those in the field of politics, trade unions in Japan will not suffer a setback.

2. Conference with union and management representatives of the Yamanashi Branch of Kanto Haiden KK:

a. Eight union officials represented Yamanashi Prefectural Council of Kanto Haiden Workers Union, which council is composed of 5 locals with a total membership of approximately 1,200; eight management officials represented Yamanashi Branch of Kanto Haiden KK. Chiefs of the prefectural LRS and Kofu local LP office and a few prefectural and local LP officials were also present. The union central trade agreement committee has been negotiating a trade agreement with the top management in the head office constantly since April 1950. The greater part of the agreement has been agreed upon, but the irreconcilable difference regarding the wage structure is impeding its conclusion. Grievance machinery inclusive of arbitration and the rule of seniority were explained to those present. Both parties seem to be willing to adopt a grievance machinery clause inclusive of arbitration, although some differences in regard to procedural matters were revealed. The peace clause and the vital importance of an all-inclusive trade agreements were emphasized, in addition to the merits of avoiding constant negotiation during the term of agreement. Union representatives were reminded that the most important task for Japanese trade unions is to build up a solid union organization by means of educating the rank and file, to strengthen organized labor through structural simplification, to unite the strength of labor, and to enlighten the general public, who may have misconceptions concerning trade unionism.

b. Negotiations are being conducted between the central union representatives and the top management of the company's head office, and the agreement is to be signed by the central executive chairman and the company

president in Tokyo. The labor officer, in comparison, with this practice explained the common practice in the US whereby the international union or its regional office and the head office of a large company may send their representatives to the local union and the local plant respectively to help out their local negotiators in their contract negotiations; however, the agreement is almost always signed between the local union and the local plant management. Therefore, in the US the top committee of local union and plant management is the final step of grievance machinery before the grievance is filed with the arbitrator, whereas in Japan grievances unsettled on the plant level are usually referred to the head office.

3. Conference with union and management representatives of Nippon Denka Industry (Iron & Steel Mfg.) and Kusakabe Pulp Companies Ltd.

a. Present agreement of the above Nippon Denka contains provisions for grievance machinery, without arbitration, under the name of "Discussion Council." It also has provisions for a production council which meets once every month. A definite wage clause is not incorporated in the agreement, indicating that negotiations on wages can be reopened at any time during the term of the contract. The labor officer emphasized the importance of an all-inclusive trade agreement so that there will be no further contract negotiations during the term, once it is signed. The sixty-day notice clause for wage revision was also suggested. The group exhibited a keen interest in the entire presentation.

4. Lecture on "Democratic Labor-Management Relations" was presented at the six-day labor education program which was sponsored by the Kajikazawa LPO. Approximately 80% of the rank and file union members that attended were females. The labor officer emphasized the evils of Communist leadership within the labor movement, and also the necessity of constant vigilance on the part of labor in Japan to keep their rights of self-organization and collective bargaining. The union leaders' paramount responsibility to enlighten and keep informed all rank and file members was impressed upon all concerned.

5. Summary:

a. Four conferences were held with labor and management groups with a view in ascertaining their main difficulties and to assist them in arriving at equitable solutions.

b. Leaders of medium and small scale unions representative of industries in Yamnashi Prefecture are cooperating in their year-end struggles. They are now attempting to extend their concerted action with a view to unifying the prefectural labor organization. Through such a central leadership they are anxious to enkindle the heretofore inactive labor movement of the prefecture, not only in establishing collective bargaining agreements but also in unionizing the unorganized workers. Salient features of a good contract were discussed at all of the above meetings.

MARTIN CAMACHO
Labor Relations Division

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4 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Field Trip to Numazu and Hamamatsu, Shizuoka Prefecture,
13-15 December 1950

1. Accompanied by Mr. V. Burati, ESS/Lab, four conferences were held with union officials and rank and file members for the purpose of discussing matters relative to the formation of national industrial unions and a national labor federation.

a. Ishibashi Silk Reeling Mill, Numazu Plant. The local here, with a total membership of approximately 400 members, is one of the three which makes up the company federation. A trade agreement was concluded by the federation on 1 December 1950, and wages have been established at the level recommended by the mediation plan of the CLRC which intervened in the dispute of the silk workers throughout Japan when they demanded that their wages be raised commensurate to that being paid to cotton and woolen workers. Mr. Burati pointed out that in the past, local unions in Japan have unconditionally transferred their rights to higher agencies, such as federations, and have failed to hold the parent organization responsible to them for its action. He stressed that because of the large number of silk workers in Japan, they should be seriously considering the formation of a strong national union of silk textile workers. He stated that the present Zensendomei (National Federation of Textile Industry Workers' Union) is strictly company dominated and should be replaced by a national union of all textile workers. He emphasized the advantages of a national union which can conduct collective bargaining on a national level and also on a local level. At the local level it can bear the brunt of the negotiations because national union officials will not be in the employ of any particular employer; therefore, they will be in a position to bargain with management without fear of any discrimination, which may not be the case with local union officials. It was gratifying to note that the union officials displayed a good knowledge of grievance machinery and its ramifications.

b. Fuji Seisakusho (Sawmill Equipment) and Shibauro Kikai (Textile Machinery). Both are independent unions without any higher affiliation. Mr. Burati told them that local unions are endangering themselves by standing alone and that it is imperative that they unite to form national industrial unions. In view of the national prominence of the steel industry, workers should take the initiative in that regard. They could form the nucleus around which other steelworkers' unions could rally with the view of organizing a strong national union. Another factor which would accelerate such a move and which appears imminent is the dissolution of Sodomei. Such action would allow all Sodomei affiliated unions to join the national body. The union officials in stating their opinions of the matter expressed the thought that local unions had suffered immeasurably

at the hands of higher affiliations, such as Zenkinzoku, and it was only after many bitter struggles that they were able to extricate themselves from their near-fatal bondage. Mr. Burati stressed that national industrial unions in Japan are an absolute necessity if wages in general are to be brought from the lowest to the highest levels. They are also necessary to protect both employers and workers from unfair competition from poorly paid unorganized plants. No Union has the moral right to ask for more if it does not protect the employer by organizing the unorganized and thereby establish parity between employers. Mr. Burati commented that because of the bitter experiences in the past, the wariness of local union members to affiliate themselves with higher organizations is understandable, but it should not be harbored to the extent that it thwarts their own salvation. Concurrent with the formation of national industrial unions, locals should be interested in a unified labor front in Japan under Sohyogikai. He stated that it is only a matter of time before the present national federations such as Sodomei, Sanbetsu, Shin-Sanbetsu, etc., will dissolve in favor of this organization which has already established its framework. The national officers of this body have been elected, and local unions are encouraged to consult them for information and to give them every cooperation necessary for its speedy and sound foundation. The future of Sohyogikai is guaranteed and it has applied to the Japanese Government for the purchase of Army Hall which will be its headquarters. The IOFTU has admitted Sohyogikai and will establish an office in Tokyo very shortly. Local unions should go all-out to support Sohyogikai as the effort should come from the bottom as well as from the top, and working from both ends will greatly enhance its establishment.

c. Nihon Keisen (Textile Printing) Company, Hamamatsu. Following an inspection of this plant, its union officials were invited to attend a conference with twenty-one other union officers from ten unions in and around Hamamatsu. The first question that was asked by the audience was regarding political activities in labor unions. Mr. Burati explained that all good citizens should be interested in politics but good union officials should not be politicians. Nevertheless, a few Japanese union leaders appear to be more interested in political matters than in unionism, using the union as a political base, instead of an instrument for collective bargaining and organizing the unorganized. Mr. Burati made it quite plain that there is no room for factions or cliques within unions which tend to divide and destroy the very thing that unions stand for. Mr. Burati explained that the two-party system in the United States does not present quite as complex a problem as the multiple-party system in Japan; consequently, Japanese labor unions should by all means avoid any political ties. He stated that the CIO has PAC (Political Action Committee) and the AFL has LPE (Learning Political Education) which make recommendations to local and national unions on the various candidates running for public office, such as their personal histories, platforms, etc. He also reminded them that the Far Eastern Commission Policy Decision (made on 6 December 1946) on the Principles For Trade Unions stipulated that trade unions should be allowed the right to take part in political activities and to support political parties. One union official implied that employers are taking advantage of the present wane in unions which followed the "Red Purge".

Mr. Burati commented that it is most discouraging to find that more and more unions are becoming company-dominated as unions are appeasing management with a view to discouraging discharges under the "Red Purge". He cited several instances where management had taken unfair advantage of the purge and union officials failed to offer strong opposition for fear of being branded Communist sympathizers. In one case, employees cleared by CIO had been discharged. A stiff warning has been given to management to refrain from such malpractices. Later in the discussion period, a Kokutetsu union representative remarked that when Mr. Hoshika, vice-chairman of the executive committee returned from his visit to the United States, he reported that some American labor official told him that Kokutetsu was nothing more than a mutual aid association or a buyers' Co-operative. Mr. Burati entered into a discussion on the much disputed question of labor and management prerogatives (as covered in his report on "Practical Details of Making Contracts", dated 26 October 1950), and concluded by reminding those present that the sooner the Japanese unions give up the foolish idea that management must obtain union consent on such matters, the better off such unions will be.

d. Fuji Spinning Company, Washizu Plant. During a discussion with the rank and file as well as union officials, Mr. Burati explained that there is a great wealth of labor education material in Japan and recommended that the union take great advantage of that fact. Also emphasized was the need of the unions to rid themselves of members who belong to management, stating that management control of unions, most evident in the textile industry, must be broken.

2. Summary: Accompanied by Mr. V. Burati, ESS/Lab, four conferences were held with union officials and rank and file members for the purpose of discussing matters relative to the formation of national industrial unions and a national labor federation. At all such conferences Mr. Burati emphasized the need for and advantages of national unions in the various industries, as well as precautionary measures to assure local union autonomy. The importance of Sohyogikai to the Japanese labor movement, with a recommendation that it be supported by all unions, was stressed. An explanation of political activities by the AF of L and CIO was offered. He remarked that the large number of company dominated unions is discouraging, and urged union officials to oust and deny management representatives union membership. Management prerogatives were defined and union officials told that the sooner they realize that management need not obtain union consent on matters of such nature the better off they will be.

MARTIN T. CAMACHO
Labor Relations Division

M.C.
pers. cy. Ed.

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2 January 1951

MEMORANDUM FOR RECORD

SUBJECT: Visit to Toyo Precision Industry Co, Saitama Prefecture, on 18 December 1950

1. At the request of LPS Chief, and accompanied by LPS and LPO Chiefs, a visit was made to the Toyo Precision Industry in Kawaguchi, Saitama Prefecture, where approximately 200 employees are engaged in the manufacture of cast iron pipe.
2. The trade agreement between the company and the independent union expired in October 1948; since then, though negotiations have been held 20 times, management and the union have not been able to agree on the terms of a new contract. There has never been a dispute, however; all problems have been solved thru frequent meetings of the management council.
3. During a tour of the plant, safety hazards were discussed with the management representatives. The nature of the work itself is hazardous, involving pouring of molten metal, etc, but unnecessary hazards also existed. Management explained that, due to the skill of the workmen in the foundry, almost no accidents occur there. The plant averages about four man days lost per month due to accident; most of the accidents occur in the machine shop or in departments other than the one in which the pipes are cast. Since the work is hazardous, the company has a special arrangement with Keio University Hospital, and assumes full responsibility for medical care of the workers.
4. In the joint management-union conference, considerable interest was shown by both parties in such items as seniority, grievance machinery, scope of union membership, use of various committees to replace the management council, etc. LPS Chief gave considerable assistance in the discussions. Both sides have reached the point where they see the necessity of concluding a contract. It was suggested that this would be the most suitable time to put their stable union-management relationship in a written form.
5. A brief conference was held with LPS Chief. Preliminary plans were made for a LPO Chiefs Training Conference (similar to the one recently held in Chiba) sometime in late January. Saitama LPS will contact Chiba for information as to the details of the Chiba conference.

Summary: At the request of LPS Chief, a visit was made to the Toyo Precision Industry Company, where difficulty was being experienced in reaching a trade agreement. Discussed were various aspects of a sound trade agreement, and the desirability of concluding an agreement at this time, as labor-management relations are good. In addition, a brief meeting was held with Saitama LPS Chief and plans made for a LPO Conference sometime in January.

Annex 3a

VERNON P. BROWN
Labor Relations Division

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29 December 1950

MEMORANDUM FOR RECORD

SUBJECT: Investigation of Petition Regarding Gumma LSB

1. In response to a petition claiming irregularities in the Gumma Labor Standards Bureau, forwarded from CAS Labor, an investigation of the charges contained therein was conducted.
2. The letter was signed by Saburo Takahashi; he claimed to be one of the employees of the Gumma LSB. It was found that no such person existed, either in the LSB or in any of the LSIOs. Inquiry to the police disclosed that the address given was also fictitious.
3. It was discovered that the Jomo Press article referred to in the petition was published about 1½ years ago. The observations of this division could not uphold the contention that the publication of this article made it impossible for the bureau to carry out its mission due to lack of confidence in the bureau by the public. Generally speaking, activities of the Gumma LSB and its chief, Mr. Kurata, have been quite satisfactory and, in many respects, superior to those of others in the Kanto Region.
4. As far as could be determined, the procurator has never conducted an investigation in connection with the charges made in the petition.
5. The Legislation Research Association was organized about two years ago in order to disseminate information relative to the Labor Standards Law. The Association was formed by various officials of the Labor Standards Bureau; its only activity was the publication of a newspaper.
6. This all took place before the present LSB Chief was appointed. When Mr. Kurata assumed his present position, the newspaper was being published at a loss, so he abolished it. To replace it, arrangements were made with a local magazine publisher to publish a monthly magazine on labor standards matters carrying the same title as the previous publication, "Labor Standards". Members of the Legislation Research Association, as well as other persons, contribute articles to the magazine, and are remunerated therefor. The magazine is published by the East Japan Press Co. and sells for ¥25 per copy or ¥300 for a year's subscription. It carries on its cover, under the title, the statement "Gumma Labor Standards Bureau Legislation Research Association House Organ".
7. The Legislation Research Association exists in name only. It has no membership list, no dues, no meetings, no organization of any kind. The LSB Chief stated that, as head of the LSB, he was the president of the Association, and that those people who contribute articles are, loosely speaking, considered to be members. The LSB Chief receives no remuneration from the association; there is no treasury.

8. LSIOs recommend the magazine to management groups, unions, and others with an interest in Labor Standards matters. The publishers pay \$50 for each new subscription; the LSIO uses this for buying tea, etc. for the office.

9. The KELR representative sympathized with the LSB Chief's desire to encourage dissemination of information relative to the Labor Standards Law, but suggested that the use of the term "Gumma Labor Standards Bureau Legislation Research Association House Organ" on the cover of the magazine would open the Chief and the LSB to accusation, especially since the so-called Association was now little more than a name, and the Chief was its only officer. KELR representative mentioned that there was no reason why the Chief or anyone else should not contribute articles to any magazine, but from the standpoint of professional ethics, the use of the name "Gumma Labor Standards Bureau" by the magazine, and the soliciting of subscriptions by the LSIO were questionable.

10. The LSB Chief stated that he had been considering making some change, but had not yet evolved a plan whereby dissemination of LSB information could be carried out smoothly on the very limited budget of the LSB. He expressed his concern over the fact that it had been necessary for Civil Affairs to look into the matter, and announced his intention to make such changes as would be necessary so that there could be no possible reflection of discredit on the Gumma Labor Standards Bureau.

SUMMARY: In response to a petition, forwarded from CAS Labor, claiming irregularities in the Gumma LSB, an investigation was conducted. The name and address given by the writer of the letter were fictitious. Investigation disclosed that the charges made were largely without foundation. Minor violations of ethical practice were found; the LSB Chief will take corrective action.

VERNON P. BROWN
Labor Relations Division

MEMORANDUM FOR RECORD

26 December 1950

SUBJECT: Field Trip to Yamanashi Prefecture, 18-20 December 1950.

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- a. Conference with 10 representatives of 5 unions at prefectural gov't;
 - b. Conference with union and management representatives of Yamanashi Branch of Kanto Power Distribution (Kanto Haiden) KK in Kofu City;
 - c. Conference with union and management representatives of Nippon Denka Industry KK and Kusakabe Pulp KK in Kusakabe Town; and
 - d. Lecture on "Democratic Labor-Management Relations" for approximately 150 union ~~and~~ members and a few management representatives of Muramatsu Papermill together with 8 union and management representatives of four other plants in Kajikazawa Town.

A. Conference with representatives of 5 medium and small scale unions:

a. The attendants represented 5 different unions, ranging from 50 to 80 membership. All of them have no affiliation with higher organization at the present time. Chief of prefectural LP Section and a few of his staff participated in the conference. The representatives expressed their primary interests in consolidating the labor movement and organizing the workers of smaller industries in the prefecture. Because the industries in Yamanashi are mostly smaller in scale and the union organizations weaker than in other prefectures, labor organizations on national level have been rather perfunctory of organizational activities in this prefecture. Therefore, most of the smaller industries here have been left out of active organizational influence or zealous leadership. Thus the degree of unionization is low and the rank and file interest and knowledge in trade unionism are behind any other prefectures in Kanto area. Characteristically of smaller industries, the paternalistic sentiments and family relationship in employer-employee relations have been another impediment to effective collective bargaining on equal terms. If the smaller unions in Yamanashi had been affiliated with national unions or unified in consolidated area-wide organizations, then to some extent they would have been able to overcome such an impediment and to bargain effectively on a par with the management through the assistance of ~~the~~ higher leadership. The recent struggles on the part of the smaller unions for the year-end allowances happened to give them an opportunity to get together for a common purpose. Six of such unions have