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CHUGOKU

INFORMATION

L-120

OCT. 20, 1950

O.D. 8

Labor

MIS-90
Subject: PROSPECTIVE TOPICS FOR DISCUSSION IN THE
 FIFTH NATIONAL LIAISON CONFERENCE OF LRC
From: CLRC
Date: October 12, 1950

Following topics have been brought before the Conference by LRCs throughout the country to be discussed. The each subject and the explanation thereof is given below:

1. Matters relative to the structure and the function of LRC (1---6)

No. 1 Subject: On the revival of the old tripartite system in interpretative function.

The interpretative function which now only public members are engaged in should be handled under the old tripartite system.

No. 2 Subject: On participation by labor and employer members in interpretative function.

This subject which was placed before the preceding Conference was concluded there that "after studied in the light of the CLRC regulations it shall be proposed for revision". The participation by the labor and employer members shall be desirable to be recognized in the following cases, after amendment of Art. 24 of TUL and other laws and ordinances concerned made.

- (a) In the process of union qualification exam,
- (b) In the process of deliberating the request of the LRC of Art. 42 of LRAL.
- (c) In the process of investigation of unfair labor practice.
- (d) In the process of unfair labor practice exam.
- (e) In the process of the ruling of unfair labor practice.

No. 3 Subject: On the tenure, the regular number and remuneration of commission members.

The tenure of members shall be extended up to 2 years, the number of members be increased enough in LRC busy with cases, and their remuneration be increased as much as that of members of the prefectural assembly.

No. 4 Subject: On establishment of the provisional commission to handle unfair labor practice cases.

23/10

c-899

To expedite the disposition of unfair labor practice cases and to prevent delay of business in case of re-election of members. (This matter was discussed in the preceding Conference and the conclusion thereof was submitted to the authorities, but still remaining unrealized).

No. 5 Subject: On the review system of the unfair lab. pra. case.

It is desirable to create the single one examination system throughout CLRC and LLRC, abolishing the present review system, and if the said system impossible, LLRC shall devote itself to only interpretation and application of the law, in case review,

No. 6 Subject: On reorganization of LRC.

To reorganize the present LRC structure to meet the aim of TUL. To clarify and stabilized the status of LRC by making a law thereof, and to clarify the status of LLRC as external agency of the Labor Ministry.

II. Matters Relative to Procedures and Operation of LRC
(7 -- 26)

No. 7 Subject: On protection of labors statement in the unfair lbr. pra. hearings.

Although this subject was discussed and concluded in the preceding Conference, further deliberation is requested to expedite its realization. In addition, measures to prevent false statments in hearings shall be deliberated.

No. 8 Subject: On compensation for expenses of a witness in unfair labor practice.

Although this issue was discussed in the preceding Conference, more effort shall be made for realization.

No. 9 Subject: On parallel measures concurrently to be taken of reinstatement order and punishment.

Not only is the remedy order of reinstatement given in case of violation of Art. 7 of TUL, but to make the order more effective, the offender shall be punished too. As decided in the preceding Conference, it is desirable to reinstate the damaged party

at the same time LRC requests punishment in case of violation of Art. 40 of LRAL.

No.10 Subject: On the time-limit of the petition for unfair labor practice exam.

The time-limit shall be set in petitioning for unfair labor practice exam, since there is no limit in the law.

No.11 Subject: On procedures of compromise in unfair labor practice.

The procedures of compromise which is not laid down in the CLRC regulations should be clarified. In this connection, the time-limit of recommendation of compromise should be revoked for the present.

No.12 Subject: On coordination and liaison of relationship between LRC and the district court.

It is essential for LRC. to deliberate how to coordinate the relationship and to act in connection, with the district court in examining an unfair lab. pra. case which is placed concurrently before LRC and the court.

No.13 Subject: On exercise of compulsory powers in unfair labor pra. exam.

To expedite the unfair lab. pra. exam, LRC should be given powers so as to be able to summon a witness compulsorily. In this connection, in case of refusal or false evidence on the part of the witness, he shall be punished.

No.14 Subject: For the speeding up of the unfair lab. pra. exam.

To rationalize the procedures of the unfair lab. pra. exam, deliberation should be carried out over close connection among LRCs in regard to efficient use of Commission Office, the practical making of documents, unification of notification of hearing, hearing-centralized system, discontinuation of hearing and review, and the LRBC regulations also should be amended along the above lines.

No.15 Subject: On handling of unfair labor pra. case.

In regard to handling of unfair lab. pra. case, adequate measures should be settled over the following matters.

(a) The scope of the complainant

- (b) Disposition of the complainant to be carried out by LRC in case that the company was dissolved, the complainant was received the retirement allowance or he does not come under Art. 2 of TUL.
- (c) Re-examination of the case which was rejected.
- (d) Disposition in case reinstatement is difficult to be carried on.
- (e) Validity of remedy order or of agreement of compromise, and disposition in case the order was not complied with.
- (f) Enlargement of the scope of emergency order.

No.16 Subject: On discrimination between mediation and conciliation.

It is not practical to discriminate mediation from conciliation in real adjustment service, so it should be abolished.

why not?

No.17 Subject: On emphasis on investigation of disputes.

At present, fact finding or investigation of disputes is very negative. Legislative measures should be taken of investigation and prevention of disputes, which had been laid down in the old TUL.

No.18 Subject: On relationship between conciliators and mediators.

A conciliator is disallowed to be a Commission member at the same time in accordance with the revised IRAL. Since this is unpractical, some legislative measure should be taken so that the law is revised.

No.19 Subject: On the procedures of adjustment service and general handling thereof.

To make adjustment service carried on smoothly, procedures of petition for mediation and conciliation should be clarified and the time-limit, within which the mediation plan is made, should be amended, and on the other hand, disposition by the court of mediation case and validity of agreement concluded through the court should be deliberated.

No.20 Subject: On partial amendment of union qualification exam system.

From the point of early settlement of disputes

and of how to eliminate inconvenience in handling disputes, the union qualification exam in case of adjustment service should be abolished.

No.21 Subject: On procedures of union qualification exam in general.

Followings should be revised.

- (a) Repeal of Items 1 and 3, Art. 22 of the CLRC regulations and enlargement of Item 4 of the same.
- (b) Repeal of "verify necessary evidence" in Art. 23 of the CLRC regulations.
- (c) Explicit form of the written assurance should be given in the CLRC regulations.

No.22 Subject: On the request for punishment in Art. 42 of LRAL.

Since there are not a few obscure points in the procedure of the request for punishment in Art. 42 of LRAL, this provision should be revised.

No.25 Subject: On jurisdiction of LRC.

Being obscure, the regulations relative to jurisdiction for cases laid down in TUL, LRAL and the CLRC regulations be corrected and Item 2, Art. 2 of Enforcement Ordinance of LRAL should be amended.

No.24 Subject: On rules of election of the chairman or the vice-chairman.

How to call members meeting before the chairman is not elected yet should be clarified in the CLRC regulations.

No.25 Subject: On the chairman's approval relative to personnel affairs of CLRC office.

The chairman's approval shall be clarified in the regulations in case of discharge of office staff as in case of appointment.

No.26 Subject: On utterances of Office staff in members meeting.

The rules should be a little more slacked, by which utterances by Office staff are too strictly restricted.

III. Reference Matters in LRC Business and Others(21--33)

No.27 Subject: Unified interpretation of laws among Government offices.

More close connection should be made to unify interpretations of laws among Government offices, in view of such inconvenience in operating LRC.

No.28 Subject: On interpretation of "filing Petition by a trade union or a worker with the Court" in Item 9, Art. 27 of TUL.

Does the word "petition" in this case imply the lawsuit relative to the administrative issues?

No.29 Subject: On interpretation of "the day the said request has been made" in Art. 37 of LRAL.

Since this "day" is interpreted in several ways, it should be defined.

No.30 Subject: On matters relative to the labor agreement.

- (a) When a day-laborer is employed for a long period.
- (b) When a worker is employed for a definite period.
- (c) When a worker's test employment is extended over a long period, shall he be regarded as a regular worker?
- 2. When the term of labor agreement expired, is the agreement valid or not?
- 3. Validity of union-shop system which was agreed on with one of two unions.

No.31 Subject: On amendment of TUL.

The followings shall be amended.

- (a) Proviso of Item 2, Art. 1 of TUL
- (b) Items 2,4,5,7 and 9 of Art. 5 of TUL
- (c) Art. 13 of TUL
- (d) Art. 14 of "
- (e) Proviso of Item 2, Art. 15 of TUL
- (f) Arts. 17 and 18 to be repealed.

No.32 Subject: On opinions regarding revision of TUL and LRAL.

When TUL and LRAL are revised the authorities concerned shall taken into consideration opinions of LRC.

No.33 Subject: On the plan in commemoration of the 5th anniversary of the founding of LRC.

Some plan should be made in commemoration of the 5th anniversary of the founding of LRC.

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L-120

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Economic and Scientific Section
APO 500

004.06(9 Feb 49)ESS

9 February 1949

SUBJECT: Nomination and Appointment of Labor Relations Committee Members.

TO: Military Government Team Labor Officers

1. Technical Letter 004.06(5 Feb 48)ESS, Subject, Election Procedures for members of prefectural Labor Relations Committees is herewith recinded.

2. The Japanese Government has revised Art. 37 of the Cabinet Enforcement Ordinance of the Trade Union Law governing the nomination and appointment of members of Prefectural and Central Labor Relations Committees. In addition to changes in the ordinance, the Labor Ministry has advised prefectural governors and local officials concerned to submit to it for examination the names and qualifications of all prospective candidates.

3. It is the intention of ESS to supplement present surveillance exercised by MG teams over the appointment of labor relations committee members, by means of liaison with the Labor Ministry in order that prefectural and national authorities may be persuaded to appoint those persons having the highest qualifications and so that domination of committees by members known to advocate opposition to or subversion of occupation objectives and the economic recovery of Japan will be avoided.

4. It should be noted, however, that under present law the Labor Ministry has no legal authority to compel prefectural cooperation with the Ministry in the accomplishment of this program and it is therefore possible for various groups to influence prefectural appointing authorities into overlooking the desired procedures and objectives. In addition, prefectural governors may continue past practices of making appointments as a result of political deals without regard to the over-all purpose of establishing labor relations committees capable of rendering the community beneficial service. These factors are of especial interest to MG teams in the carrying out of their surveillance of procedures leading to appointments to the labor relations committees.

5. It is the purpose of the new Art. 37 and policies above mentioned governing nominations and appointments to allow the governors of the prefectures the widest latitude of authority in requesting nominations of candidates from labor and management groups and to make final appointments, subject, of course, to the basic objectives inherent in the idea of a tripartite committee empowered to make decisions affecting the interests not only of labor and management but also the general public.

6. Previous methods of obtaining nominations which have become formalized and frozen as the result of custom and acquiescence by government officials, are not binding in any way upon the appointing authority. Therefore, it should be clearly understood that governors are under no obligation to follow past practices, such as; (a) considering themselves bound by the results of intra-union elections of nominees; (b) appointing from any particular list submitted by any union or group of unions or employer organizations; (c) appointing in accordance with the number of votes received; or (d) appointing in any specified order in accordance with a particular listing of candidates.

Letter, GHQ, SCAP-ESS, :004.06(9 Feb 49)ESS, 9 February 1949,
 Subj: Nomination and Appointment of Labor Relations Committee Members.

7. In a recent directive of the Central Committee of the Japan Communist Party, dated Dec. 30, 1948, and sent to prefectural and regional and national committees concerning the Labor Minister's appointment of members of the Central Labor Relations Committee under the new policy, it was stated "what attracts our keenest attention is the fact that even if each union recommended candidates and elected them, the Labor Minister, according to the present revision, could appoint labor members, whoever they may be, upon his own responsibility We must lead every conference of workers toward such decision (to oppose) for if the Labor Minister enforced his authoritative appointment of Central Labor Relations Committee members, we would absolutely not admit and would oppose that appointment resorting to our actual force and would disclose this decision in the face of each governor and Labor Minister."

8. The foregoing is an indication of the attitude certain elements in the community may take toward the new procedure which, it should be noted, is in strict conformance with Art. 26 of the Trade Union Law in spite of what may have been the interpretation of the article and the procedures required thereunder heretofore.

9. The only obligation imposed on the governors is to request local labor and management organizations in general, within the community, to submit nominations of possible candidates for membership on local Labor Relations Committees and to submit to the representatives of such organizations their own list of possible candidates for neutral membership on the committees. It is of course definitely desirable to obtain, as far as possible, recommendation and approval of candidates who are able and willing to attend all the meetings of the committees, from the largest number of organizations having the greatest membership. But the governor is under no obligation to accede to the demands of any organization, regardless of its size or number of members, to make appointments of particular persons.

10. It is not the purpose of the new ordinance and implementing procedure to exclude any group from obtaining appointment of its own candidate. The specific purpose is to obtain well-constituted, equitably apportioned committees which actually represent the opinions, economic, social, political and otherwise, of the largest number of persons within the community. It is intended to avoid the domination and control of a committee by any particular person, group or organization representing only a minority viewpoint within the community.

W. F. Marquat

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

**GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Civil Affairs Section
APO 800**

L-120

2 MAR 1950

004.06 (2 MAR 1950) CAS-21

SUBJECT: Instructions to Prefectural Labor Relations Commissions

TO:

- Chief, Kanto Civil Affairs Region, APO 800
- Chief, Kinki Civil Affairs Region, APO 25
- Chief, Chugoku Civil Affairs Region, APO 248
- Chief, Shikoku Civil Affairs Region, APO 1080
- Chief, Tohoku Civil Affairs Region, APO 547
- Chief, Kyushu Civil Affairs Region, APO 24-5
- Chief, Hokkaido Civil Affairs Region, APO 7
- Chief, Tokai-Nokurika Civil Affairs Region, APO 710

1. Attached hereto is a copy of instructions forwarded to all prefectural labor relations commissions by the Central Labor Relations Commission pertaining to the certification of trade unions.

2. These instructions are prepared as a result of questions raised with the Central Labor Relations Commission by the Labor Division, Economic and Scientific Section, as to whether the requirements for certification of trade unions as stipulated by labor relations commissions are in accordance with the intent of paragraph 2(7), article 5, of the Trade Union Law.

3. Labor Division advises that paragraph 2 in the attached memorandum expresses the same opinion that was voiced in the recent conference of regional labor officers, viz., that Labor Relations Commission will not require that the books of trade unions be audited previous to application for certification but only that trade union constitutions will contain a provision for audit and report to its members.

FOR THE CHIEF, CIVIL AFFAIRS SECTION:

1 Incl
CLRS Instruction
Sheet, dtd 17 Feb 50



ECON 771

GGK**MIS-14****Subject: ON HANDLING OF UNION QUALIFICATION EXAM
(Circular to LRG Chairmen)****From: CLRG Office****Date: Feb. 17, 1950**

As regards qualification examination cases which are being dealt with in accordance with the provision of Chapter 4 of the CLRG Regulations, we should like to direct your attention, along the lines of advice given very recently from the quarters concerned, to the following specific points in handling cases henceforth:

1. On Application of the Provision of Para. 4, Art. 22 of the Regulations.

In effecting union's qualification examination, even in cases the request does not come under the provision of Para. 1, 2, or 3 of Art. 22 of the CLRG Regulations, immediate acceptance, so far as the spirit of the principle of free organization of the trade union in the revised Trade Union Law permits, is encouraged by virtue of Para. 4 of the Regulations.

2. On Examination of Each Item of Para 2, Art. 5 of TUL.

In examining a union's constitution as to its conformity to the provision of Para. 2, Art 5 of TUL, it suffices that a close examination shall be directed on whether or not "these stipulations provided for in the Law are included in the constitution", for instance, as in matters relative to financial report prescribed in Para. 7 of the said article, holding by the legislators' principle that it is the duty and responsibility of union members themselves, and not of the Labor Relations Commission, to see that to what extent the provisions of the constitution of their union relative to all items of Para.2, Art. 5 of TUL are being adhered to in practice.

TK/EM

LRC - GENERAL ~~File~~

ADDRESS TO THE LABOR RELATIONS COMMISSIONERS CONFERENCE L-120

On behalf of the Chugoku Civil Affairs Regional Office, I wish to extend greeting and well-wishes to the Labor Relations Commissioners from the five prefectures of the Chugoku Region and to the governmental officials of Hiroshima prefectures who are here as hosts to this conference. It is our wish that this conference bring great benefit and profit to each of you attending it. It is also our wish that, in addition to this, you find much pleasure from these beautiful surroundings so notably and justifiably famous throughout Japan.

However, more than these greetings, I wish to present for your consideration several suggestions as to topics that merit the attention of this body. These topics deserve some discussion not only during this conference, but also merit even further consideration when each of you shall have returned to his respective prefecture.

Mr. Friedrich, who will be present some time in the afternoon, has already brought two of these topics to your attention during his earlier contacts with the Commissions. He has suggested that some study be made and some thought be given to the reorganization of the Commissions and to a corresponding division of the functions now performed by them. At the present time, the prefectural commissions in certain other regions are giving consideration to the same problem. The question specifical-

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ly raised involves the separation of the conciliation, mediation, and arbitration functions from the purely fact-finding function of determining whether or not unfair labor practices have been committed. * Coupled with this thought, consideration should be given as to whether or not these separated activities could not be more effectively performed by two smaller commissions ~~each~~ each consisting of three members.

The second thought, already brought out to to you by Mr. Friedrich, involves your present operations. He has found that there could be a closer and more harmonious cooperation between the prefectural Labor Relations Commission and the Labor Policy Section. The goals of each of these organizations could unquestionably be more effectively and efficiently reached through closer coordination and cooperation between their respective activities.

There is a third problem that should be seriously discussed. This is the problem of teachers' unions and ~~other~~ other organizations of a comparable nature for public employees. It has come to my attention that in three instances where teachers have been discharged for incompetency by school boards, these individuals have appealed to their respective Local Labor Relations commissions, and that these Commissions have accepted these ~~cases~~ cases as being within their jurisdiction. I should like ~~to~~ this group to consider what they would do if they were to receive an appeal of a substantially similar nature from an

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employee of the national government. In relation to this topic, I wish this group would take into consideration the meaning and intent of Cabinet Order No. 201 of July 31, 1948 based on the letter of SCAP ~~to~~ to the Prime Minister on July 22, 1948. These documents specifically forbid the ~~functions~~ ~~of~~ activities of collective bargaining and strikes to public ~~of~~ servants. I wish to point to everyone's attention that it does not state "the public servants of the national government" but that the implication clearly and generally states ~~public~~ "public servants" without any kind of limitations upon the phrase. In view of this circumstance, it is the opinion of myself, as Labor Officer for the CCAR, as well as of the Legal and Education Officers, that the LRC's do not have legal jurisdiction over any individuals whose main source of income comes from public funds as compensation for working upon public activities. In view of these documents, there exist no body of legislation to define what constitutes ^{an} fair labor practices where any body of public employees are concerned with the exception of those working for the national government, and these employees are not under the jurisdiction of the LRC's. At the present time, the Diet is contemplating the passage of a Local Public Service Law, which will cover the employees of prefectures and cities. However, in the absence of any specific legislation ^{by the Diet} covering teachers and other employees paid from public funds, the LRC's have absolutely no legal basis for assuming any jurisdiction over public employees of any nature whatsoever. Let me once more refer to Commissioners to Cabiner Order No. 201 of 1948.

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The fourth ~~problem~~ topic that I should wish to call to your attention is the matter of Communism. Some consideration should be given to the policy of the national government which has clearly expressed its view that the discharge of an employee for Communist activity does not constitute an unfair labor practice. As far as I am aware of the situation here, none of the LRC's in this region have acted contrariwise to this policy, but in other regions, here and there in Japan, there have been a few Commissions ~~XXXXXXXXXXXX~~ ~~XXXXXX~~ that have set themselves up above the government and have made determinations completely out of harmony with the policy of the government. The opinion of the government seems expressed clearly enough. It might a topic of profitable discussion for the commissioners present to discuss the effect of the government's policy upon their activities and upon the nature of their decisions in cases involving appeals by employees who have been discharged for Communist activity. Likewise, the Commissioners should discuss the most effective methods for protecting ~~thexxxx~~ those employees who have been unjustly accused by management for such activities as a means of weakening or eliminating effective leadership. In relation to this topic, if it has not been previously suggested, I urge that each person present should read a brief pamphlet entitled "Communists with the Labor Movement." Copies of this booklet are available for loan within your prefectural labor offices. The contents of this booklet will prove of considerable use to the people present in presenting reasons for the policy of the government and in guiding the Commissioners in making

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~~XXXXXXXX~~
effective decisions.

This, then, ^{ends} concludes the main ^{ideas} thoughts I wish to present to you. In conclusion, let me once more present the greetings of the CCAR Office and ~~XXXXX~~ wish you the greatest amount of profit coupled with pleasure that is possible. I am confident that each of you will be able to carry ~~xxx~~ away from Miyojima back to his own prefecture much substantial food for thought.

TO : Mr. Domanski, Chief of Labor Division

Report on:
Regional LRC Convention

~~K-16-G~~
L-120

From Joe Nakabayashi

9/23/50

PROPOSALS WHICH WERE REJECTED

To

1. To revise the law so that the public interest committee be enabled to make certain decision in case authority of compulsion stipulated in Art. 22 of Trade Union Law is to be executed.
2. To enact a law so as to enable the witnesses to question each other.
3. To delete "must include over one member of Labor, Management and Public interest" of Art. 4, para. 2 of the Central Labor Relations Committee's Regulation.

General structure and function of the Labor Relations Comm.:

- T 1. To enact a Labor Relations Commission Law(suggested by the Tottori LRC)
- S 2. To take legal steps promptly to clarify the position and character of the Local Labor Relations Commission in the Local administrative structure(suggested by the Shimane LRC)
- S 3. To empower the Local LRC to conduct 'an investigation of the labor situation'(suggested by the Shimane LRC)
- O 4. To let the local LRC have again authority to perform the 'function to investigate' the labor situations' (Suggested by the Okayama LRC)
- O 5. To extend the LRC member's tenure of office to three years, if impossible, to two years for the least(suggested by the Okayama LRC)
- T 6. To extend the LRC member's term of office to two years (suggested by the Tottori LRC)
- T 7. To delete the matter pertaining to the election of the Chairman and deputy Chairman off the matters to be decided on at the general assembly(item 6, Article 5 of the Regulations of the Central Labor Relations Commission); trouble might be made when the newly elected LRC members want to hold their first general assembly, because nobody but the Chairman can call it according to Article 4 of the same Regulations and, what is more, the Chairman must be elected from among them at the general assembly as stipulated in the Regulations(suggested by the Tottori
- H 9. To change 'The Central Labor Relations Commission and the Local Labor Relations Commission' as stipulated in Item I, Article 87 of the said Regulations(providing for mutual assistance between the LRCs) into 'the Labor Relations Commission'(suggested by the Hiroshima LRCs).
- S 10. When the LRC carries out authority of compulsion for ordinary local public organizations as prescribed in Article 22 of the Trade Union Law, may we understand that Article 22 of the Law should take precedence over the Officials' Service Regulations ? (suggested by the Shimane LRC)
- 11. To revise the Trade Union LAW in such a way as will permit both employer and labor members of the LRC to participate in the ~~sentencing~~ of the unions and investigations of unfair labor practices and to express their opinions on such occasions(suggested by the Shimane LRC)

Recommend No!

Recommend No!

[Handwritten signature]

Want

not clear NOT CLEAR

under present laws No!

doubtful!

13. ^{remedy} All ~~rules~~ for workers having some connection with the labor unions should be dealt with by the Labor Relations Commissions. In case workers were discharged mainly because they have been expelled from the unions they formally belonged to, they are ~~eligible~~. However, the LRCs can do nothing about their expulsion. These cases are dealt with by the courts at present. It is considered proper to allow the LRCs to handle it for the reason that they know much more about labor than the courts. (suggested by the Okayama LRC)

2. The LRCs should be first to exercise authority to investigate unfair labor practices and illegal expulsion of workers from union membership. As far as the labor problems are concerned, all legal procedures concerning labor must be first taken through the local LRCs and then through the Central LRC to the competent courts. Needless to say that no court injunction guaranteeing security of the accusers should not be issued during these legal procedures are being taken, provided that the Government or the LRCs guarantee the accusers' security or their livelihood until after the final decision of the court is made. (suggested by the Okayama LRC)

THEIR STATUS AS WORKERS

12. To enact a rule so as to have the witness make an oath before commencing the examination of unfair labor practices. (suggested by the Shimane LRC)

13. To enact the penalties for false testimony and disobedience to summons. (suggested by the Okayama LRC)

15. The Regulations of the Central LRC stipulate the LRCs shall not urge the parties concerned with the dispute to compromise until after they complete the investigation of the source of the dispute. It is to be desired that the Regulations be revised so that the LRCs' advice for compromise may be proposed at any proper time. (suggested by the Tottori LRC)

16. To make clear the definition of the scope of those who have the right to file complaint against unfair labor practices. At the last convention of the All Japan Labor Relations Commission, the Central Labor Relations Commission suggested that the third person should be confined to (1) discriminated persons, (2) unions and federations to which the discriminated persons belong, (3) ~~other~~ unions under the same employer who discriminated them, and (4) the Labor Policy Sections. (suggested by the Hiroshima LRC)

v. good

9. To enact a rule calling for ~~payment of~~ compensation (travel allowance or hotel expense) for the witness. (suggested by the Okayama LRC)

10. To enact a rule calling for the summons of the witness before the hearing of unfair labor practices. (suggested by the Okayama LRC)

11. To avoid leakage of the testimony and protect the workers who gave evidence at the hearing committee. (Tamaquchi)

All remedy for workers having connection with the labor union should be dealt with by the Labor Relations Committee.

In case a worker is discharged - a discharge which constitute an unfair labor practice - due to the expulsion by the union, he is eligible for remedy by the Labor Relations Committee provided that nothing can be done about expulsion. These cases are dealt with by the courts at present.

It is considered proper to allow the LRCs to handle all such cases for the reason that the LRCs know more about labor than the court.

Deferred

All members present at the conference admitted that this problem needs ~~more~~ ^{FURTHER} study. Some members insisted that this is an union affair.

~~This part is~~

LRC.

Co. → union →

↓