GHQ/SCAP Records(RG 331)
Description of contents

THE
NATIONAL ARCHIVES
OF THE
UNITED STATES

(1) Box no. 2038

(2) Folder title/number: (25)
Legis: Local Public Service - 1951

(3) Date: Jan. 1950 - May 1951

(4) Subject:

Classification	Type of record
323	e, v

(5) Item description and comment:
With a List of Papers

(6) Reproduction: (Yes) No

(7) Film no. Sheet no.

File Under Legis-Local Public Service - 1951 Page

NO.	FROM	DATE	TO	SYNOPIS
51	Tokai Hokuriku	2 Apr 51	Chief, CAS	Report on Progress of Local Public Service Law
52		3 Apr 51		Bills for Regulations concerning the Law for the Local Public Service Employees
53		6 Apr 51		Draft of Bylaws under the Local Public Service Law
54	Shirven	6 Apr 51	Suzuki, LAA	Local Public Enterprise Labor Relations Bill
55	Sato	6 Apr 51	M/R	Conference with LAA re Local Public Enterprise Bill
56	CAS	12 Apr 51	GS	Report on Progress of Local Public Service Law
57	Sato	19 Apr 51	M/R	Local Public Enterprise Labor Relations Law
58	Tohoku	23 Apr 51	Chief, CAS	Local Public Service Law
59	Shirven	26 Apr 51	DC/GS	Application of Local Public Service Law in Hokkaido
60	Kagoshima	30 Apr 51		Report on Actual Situation of Enforcement of Local Public Service Law
61	CAS	9 May 51	GS	Progress of Local Public Service Law
62		11 May 51		Law concerning Readjustment of Related Laws in compliance with the Enactment of the Local Public Service Law

File Under Legis-Local Public Service -1951 Page

NO.	FROM	DATE	TO	SYNOPIS
34	Tohoku	26 Feb 51	Chief, CAS	Local Public Service Law
35	Kyushu	1 Mar 51		Special Report on Progress of Local Public Service Law
36	CAS	2 Mar 51	GS	Local Public Service Law
37	Shizuoka	2 Mar 51	Chief, CAS	Local Public Service Law
38	Hokuriku	Mar 51		Meeting of 3 Prefectural Personnel Affairs Section Chiefs
39	Tokai-Hokuriku	2 Mar 51	Chief, CAS	Report on Progress of Local Public Service Law
40	Yamanashi	12 Mar 51	Kanto CAR	Monthly Reports Required by Legal & Govt Section - Local Public Service Law
41	Ibaraki	13 Mar 51	Kanto CAR	Monthly Progress Report of Local Public Service Law - 11 Feb-10 Mar.
42	Public Serv Sec LAA	13 Mar 51		Opinion for the Draft of the Local Public Enterprise Labor Relations Law
43	Gumma	14 Mar 51	Kanto CAR	Monthly Progress Report of Local Public Service Law
44	Tochigi	14 Mar 51	Kanto CAR	Monthly Progress Report of Local Public Service Law
45	Chiba	14 Mar 51	Kanto CAR	Monthly Progress of Local Public Service Law
46	Kanagawa	14 Mar 51	Kanto CAR	Monthly Progress Report of Local Public Service Law
47	Shizuoka	15 Mar 51	Kanto CAR	Report concerning Local Public Service Law
48	CAS	27 Mar 51	GS	Progress of Local Public Service Law
49	Yomiuri Shimbun	30 Mar 51		Two Bills for Local Enterprise - Ban on Right to Strike?
50	Mainichi	31 Mar 51		Survey Private Industry Wages- NPA Seeks Wage Boost Data

File Under Legis - Local Public Service - 1951 Page

NO.	FROM	DATE	TO	SYNOPIS
17	Tochigi	13 Feb 51	Kanto CAR	Monthly Progress Report of Local Public Service Law
18	Ibaraki	13 Feb 51	Kanto CAR	Monthly Progress Report of Local Public Service Law - 11 Jan-10 Feb 51
19	Kinki	14 Feb 51	Chief, CAS	Report on Progress of Local Public Service Law
20	Yamanashi	14 Feb 51		Monthly Progress Report of Local Public Service Law
21	Nagano	14 Feb 51	Kanto CAR	Additional Report of Monthly Progress Report of Local Public Service Law - Jan.
22	Liaison Office	14 Feb 51	Kanto CAR	Recurring Reports
23	Chiba	14 Feb 51	Kanto CAR	Monthly Progress of Local Public Service Law
24	Saitama	14 Feb 51	Kanto CAR	Monthly Progress Report of Local Public Service Law
25	Gumma	14 Feb 51	Kanto CAR	Monthly Progress Report on Local Public Service Law
26	LAA	15 Feb 51		Subject Matters for Public Information in April
27		15 Feb 51		Cabinet Order No. 25
28	Kyushu	16 Feb 51	Chief, CAS	Report on Progress of Local Public Service Law
29	CAS	16 Feb 51	GS	Opinions on Local Public Service Law
30	CAS	17 Feb 51	GS	Opinion Expressed by Governor, Shizuoka Pref on Local Public Service Law
31	CAS	17 Feb 51	GS	Personnel Expenses under the Present Local Tax Law
32	SATO	19 Feb 51	M/R	Public Enterprise Law
33	Labor Policy Bureau	21 Feb 51		Local Public Enterprise Labor Relations Law

File Under Legis - Local Public Service - 1951 Page

NO.	FROM	DATE	TO	SYNOPIS
1	Yamanashi Prefecture	18 Jan 51		Monthly Progress Report of Local Public Service Law
2	Shikoku CAR	18 Jan 51		Local Public Service Law
3	Chiba Prefecture	18 Jan 51		Monthly Progress Report of Local Public Service Law
4	Gumma Pref	23 Jan 51		Monthly Progress Report of Local Public Service Law
5	Ibaraki Prefecture	24 Jan 51		Monthly Progress Report of Local Public Service Law -11 Dec 50-10 Jan 51
6	Tokai-Hokuriku CAR	29 Jan 51	Chief, CAS	Report on Progress of Local Public Service Law
7	Kanto CAR	1 Feb 51	Chief, CAS	Nagano Monthly Progress Report on Local Public Service Law
8	Chugoku	1 Feb 51	Chief, CAS	Report on Progress of Local Public Service Law
9	Kanagawa	5 Feb 51	Chief, Kanto CAR	Monthly Progress Report of Local Public Service Law
10	Civ Affrs	6 Feb 51	GS	Comments on Local Public Service Law in Akita, Aomori, and Iwate Prefectures
11	Tohoku CAR	8 Feb 51	Chief, CAS	Local Public Service Law
12	Shizuoka	9 Feb 51	Chief, Kanto CAR	Report concerning Local Public Service Law
13	Hokkaido	10 Feb 51		Local Public Service Law, Report on Progress of
14	GS	12 Feb 51	CAS	Comments on Local Public Service Law in Akita, Aomori, and Iwate Prefectures
15		13 Feb 51		Administrative Action Will Be Applied to Violators
16	Asahi Shimbun	13 Feb 51		Editorial: Problematical Point of Public Enterprise Law

Law concerning Readjustment of Related Laws in compliance with the Enactment of the Local Public Service Law
(Draft)

File: 11 May 1951

(Partial Amendment to the Local Autonomy Law)

Article 1. The Local Autonomy Law (Law No. 67 of 1947) shall be partially amended as follows:

In Volume II.Chapter VI of the Contents of the Local Autonomy Law, "Section XI. Chief Clerk and Clerk" shall be amended as "Section XI. Executive Office of Assembly and Chief of Executive Office, Chief Clerk, Clerk and other Personnel".

In Article 11, "(Law No. 100 of 1950)" shall be added next to "the Public Offices Election Law".

In Article 92 paragraph 2, "a paid official" shall be amended as "the personnel in full-time service".

"Section XI. Executive Office of Assembly and Chief of Executive Office, Chief Clerk and Clerk" shall be amended as "Section XI. Executive Office of Assembly and Chief of Executive Office, Chief Clerk, Clerk and other Personnel".

In Article 138 paragraph 3, "a chief of executive office and clerks" shall be amended as "a chief of executive office, clerks and other personnel".

In paragraph 4 of the same Article, "a chief clerk and clerk" shall be amended as "a chief clerk, clerk and other personnel".

Paragraph 5 of the same Article shall be amended as follows:

The chief of executive office, chief clerk, clerks and other personnel shall be appointed to or removed from office by the chairman.

Next to the same paragraph of the same Article, the following paragraph shall be added:

The full number of chief of executive office, chief clerk, clerk and other personnel shall be provided for by bylaw.

In paragraph 7 of the same Article, "The clerk" shall be amended as "The clerk and other personnel".

Next to the same paragraph of the same Article, the following paragraph shall be added:

With respect to the appointment, position classification, allowances, work hours and other working conditions, status and disciplinary punishment, performance of duty, training and evaluation of work performance, protection of the welfare and interest, and other in-service status of the chief of executive office, chief clerk, clerks and other personnel, the provisions of the Local Public Service Law (Law No. 261 of 1950), besides those prescribed by this Law, shall apply.

In Article 141 paragraph 2, "a paid official" shall be amended as "the personnel in full-time service".

In Article 166 paragraph 1, "or municipal police" shall be deleted.

In Article 167, "the officials " shall be amended as "the personnel who are his auxiliary organs".

In Article 168 paragraph 5, "or municipal police" shall be deleted.

In Article 172 paragraph 1, "such local officials as may be necessary" shall be amended as "local officials and other personnel".

In paragraphs 2 and 3 of the same Article, "local officials" shall be amended as "the personnel".

Paragraph 4 of the same Article shall be amended as follows:

With respect to the appointment, position classification, allowances, work hours and other working conditions, status and disciplinary punishment, performance of duty, training and evaluation of work performance, protection of the welfare and interest, and other in-service status of the personnel contemplated in paragraph 1, the provisions of the Local Public Service Law, besides those prescribed by this Law, shall apply.

In Article 175 paragraph 2, "the local officials" shall be amended as "the local officials and other personnel".

In Article 191, "clerks" or "a clerk" shall be amended as "clerks and other personnel".

Article 192 shall be amended as follows:

Article 192. The provisions of Article 150 shall be applied mutatis mutandis to the election administration committee.

Article 193 shall be amended as follows:

Article 193. The provisions of Article 127 paragraph 2, Article 141 paragraph 1, Article 142 and Article 166 paragraph 1 shall be applied mutatis mutandis to the members of the election administration committee and the provisions of Article 153 paragraph 1, Article 154 and Article 159 shall be applied mutatis mutandis to the

chairman of the election administration committee and the provisions of Article 172 paragraph 2 and paragraph 4 shall be applied mutatis mutandis to the clerks and other personnel of the election administration committee.

In Article 196 paragraph 2, "a paid official" shall be amended as "the personnel in full-time service".

In Article 200, "clerks" shall be amended as "clerks and other personnel".

In Article 201, ", Article 166 paragraph 1 and Article 192" shall be amended as "and Article 166 paragraph 1", and "clerks" shall be amended as "clerks and other personnel".

In Article 204 paragraph 1, ", as may be provided for separately in a Law concerning the Officials of Ordinary Local Public Bodies," shall be deleted, and "(excluding the expert commissioners)" shall be amended as "(excluding ones in part-time service)", and "chief of an executive office, chief clerks and clerks" as "chief of an executive office, chief clerks, clerks and other personnel", and "clerks" as "clerks and other personnel".

In Article 205, ", as may be provided for separately in the Law concerning the Officials of Ordinary Local Public Bodies," shall be deleted, and "a retiring allowance, a compensation for the termination of office, a compensation for death or an allowances to the surviving family" shall be amended as "a retirement annuity or a retirement grant".

In Article 206 paragraph 1, "except in cases where it has been provided for in Laws," shall be added next to "Any person concerned who has an objection .....Article,".

In Article 275 paragraph 1, "local official necessary to it" shall be amended as "local official and other personnel".

In paragraph 2 of the same Article, "local officials" shall be amended as "the personnel".

Article 1 paragraph 2 of the Supplementary Provisions shall be deleted.

(Partial Amendment to the Police Law)

Article 2. The Police Law (Law No. 196 of 1947) shall be partially amended as follows:

In Article 22 paragraph 1, "salaried personnel" shall be amended as "personnel in full-time service".

In paragraph 2 of the same Article, "Section 7 of Chapter III of the National Public Service Law" shall be amended as "Section 6 of Chapter III of the Local Public Service Law (Law No. 261 of 1950)", and in the proviso of the same paragraph, "Articles 103 and 104 of the same Law" shall be amended as "Article 38 paragraph 1 of the same Law".

In Article 47, "in accordance with by-law" shall be deleted.

In Article 50 principal clause of paragraph 1, "shall be fixed by by-laws of cities, towns and villages in line with the spirit of the National Public Service Law," shall be amended as "shall be applied with the provisions of the Local Public Service Law,".

In paragraph 2 of the same Article, "oath," shall be deleted.

(Partial Amendment to the Board of Education Law)

Article 3. The Board of Education Law (Law No. 170 of 1948) shall be partially amended as follows.

In Article 45 paragraph 1, "teachers' consultants and" shall be amended as "teachers' consultants," and next to "technical personnel ..." "and other personnel" shall be added and other matters", [illegible]

In Article 49, items (5) and (7) shall be deleted, and item (6) shall be made item (5), and item (8) shall be made item (6), and its succeeding items shall be moved forward by two.

In Article 66 paragraphs 1 and 2, "secretarial and technical personnel" shall be amended as "secretarial, technical and other personnel".

In Article 67 paragraph 1, "secretarial and technical personnel" shall be amended as "secretarial, technical and other personnel".

In paragraph 2 of the same Article, ", salaries and allowances" shall be added next to "performance of duty", and "(Law No. 1 of 1949)" next to "the Law for the Special Regulations concerning Educational Public Service", and "the Law which may provide for matters concerning personnel of local public body separately" shall be amended as "the Local Public Service Law (Law No. 261 of 1950)".

Article 68 shall be amended as follows:

(Salaries and Allowances of Superintendent of Education and Others)

Article 68. The provisions of Articles 204 to 206 inclusive of the Local Autonomy Law shall apply mutatis mutandis to the personnel in full-time service as provided for in paragraph 2 of the preceding Article, and those of Articles 203 and 206 of the same Law shall apply mutatis mutandis to the personnel in part-time service as provided for in paragraph 2 of the preceding Article.

In the principal clause of Article 81, "Until the time when the law which may provide for matters concerning personnel of local public bodies as provided for in Article 67 paragraph 2 and Article 68 paragraph 1 is issued and enforced," shall be amended as "Until the time when the provisions concerned of the Local Public Service Law are enforced,", and "these paragraphs" shall be amended as "Article 67 paragraph 2 and Article 68".

(Partial Amendment to the Trade Union Law)

Article 4. The Trade Union Law (Law No. 174 of 1949) shall be partially amended as follows:

Article 4 shall be amended as follows:

Article 4. Deleted.

(Partial Amendment to the Law ~~for Partial Amendment to~~ regarding a partial amendment of the Pension Law)

Article 5. The Law ~~for Partial Amendment to~~ regarding a partial amendment of the Pension Law (Law No. 77 of 1947) shall be partially amended as follows:

In Article 10 paragraph 2 item (3) of the Supplementary Provisions, "Chief-clerks" shall be amended as "Chiefs of the executive offices or chief-clerks".

To the same paragraph of the same Article, the following item shall be added:

(7) ~~The full-time members of the personnel commissions or~~ Administrative personnel provided for in Article 12 paragraphs 1 and 4 of the Local Public Service Law (Law No. 261 of 1950).

Supplementary Provisions

1 This Law shall come into force as from the day of its promulgation.

2 The provisions of Article 92 paragraph 2 of the revised Local Autonomy Law (including the cases where it is applicable mutatis mutandis in Article 292 and Article 296 paragraph 3) and the provisions of Article 141 paragraph 2 of the same Law (including the cases where it is applicable mutatis mutandis in Article 166 paragraph 2, Article 168 paragraph 6, Article 292 and Article 296 paragraph 3) shall not apply to those who occupy concurrently the positions of membef of the assembly of the local public body or chief of the local public body and of the personnel in full-time service at the time of enforcement of these provisions, only while in such posts. It shall be same, with regard to the candidates to whom the provisions of Article 95 paragraph 2 or Article 118 paragraph 2 of the Public Offices Election Law shall be applicable at the time of enforcement of this Law.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

CHECK SHEET

(Do not remove from attached sheets)

File No.: AG 011 (9 MAY 1951) CAS-L Subject: Progress of Local Public Service Law — William H. Abrams 74-1155 Ext 16

Note No.	From: Civil Affairs	To: GS	Date: 9 MAY 1951

1. Information received from Kyushu Civil Affairs Region states that during the month of April 1951, Fukuoka, Oita, Kumamoto and Kagoshima Prefectures, and Fukuoka, Omuta, Tagawa, Nogata, Tobata, Kurume, Oita, Hita and Kagoshima cities reported further progress made in applying the provisions of the Local Public Service Law. Publications and lectures are being used to explain its terms to public employees. Enabling legislation is still being passed in many places. Predominant activity is currently centered in the registration of employees unions under the terms of the law.

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FEC AGO Form No 37a
(13 Dec 49)

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REPORT ON ACTUAL SITUATION OF ENFORCEMENT OF LOCAL PUBLIC SERVICE LAW

April 30, 1951

Kagoshima Prefecture

Epoch-making evolution of the public service system conforming to the present situation was realized by the promulgation of the Local Public Service Law in December last year. In this prefecture, thorough dissemination of the purport of this Law among the personnels of Prefectural Office, municipal offices, School Board as well as educational public service personnels and other purlic service personnels has been carried into effect since its promulgation. At the same time, in order to contribute much toward the smooth management of personnel affairs administration, special consideration has been paid to those engaging in personnel affairs administration so as to deepen the understanding of the management of this Law by attending various study meetings, explanation meetings and others or holding same meetings by Prefectural Office.

In this connection, following measures have been taken so far as to the enactment of necessary ordinances and regulations of this prefecture as required by enforcement of this Law.

I. Measures for thorough dissemination such as study meetings, explanation meetings and others.

1. In January of this year, explanation meeting concerning pays and wages of the local public service personnels under auspices of Local Autonomous Board was held, to which officials-in-charge of Prefectural Office attended.

2. On January 19 in Kumamoto City, explanation meeting by Chief of Public Service Personnel Section was held under auspices of Local Autonomous Board, to which Chief of Personnel Section of Prefectural Office, officials-in-charge of personnel affairs of School Board and Secretariat of Prefectural Assembly, staffs of Local Affairs Section of Prefectural Office who are in charge of guidance of municipal offic es and officials in charge of legislation of Prefectural Office were dispatched to attend. Those officials held the explanation meetings for officials in charge upon their return.

3. Legislation Sub-section of Prefectural Office held the study meeting of this Law, to which staffs of Personnel Section and Local Affairs Section attended to discuss and to make clear the various doubtful points of this Law.

4. Thorough dissemination by books and documents.
In order to disseminate this Law among the personnels of Prefectural Office as soon as possible, Prefectural Offic e purchased various books concerning this Law and distributed among them.
On January 19, Prefectural Office distributed among the personnels of Prefectural Offic e, the printed copies of stenographic record of explanation by Chief of Public Service Personnel Section of Local Autonomous Board. In addition to the above, necessary affairs for making clear this Law selected from among the notifications from the central government, were transmitted to various organizations under the jurisdiction for their guidance and reference upon receipt thereof.

II. Enactment of ordinances and regulations.

In accordance with the articles and items of this Law put into effect since February, necessary ordinances as follows were presented to March Session of Prefectural Assembly and promulgated on March 30 after passed by on March 17. These ordinances were enacted within the spirit of this Law and were studied from all the angles when drafted.

Ordinance concerning pays and wages of the personnels
Ordinance concerning holidays, vacations and working hours of the personnels
Ordinance concerning designation of the special posts
Ordinance concerning oath of the personnels for their duties
Ordinance concerning special ex ception of the duty to devote to their duty
Ordinance concerning registration of roganization of the personnels
Ordinance concerning the personnels who exclusively engage in the work of the organization of the personnels
Ordinance concerning the negotiations conducted by the organization of the personnels

In enactment of these ordinances, special consideration was paid to the following points :

a. Each person having the power to appoint can regulate the necessary points in case of application in details following the enforcement of these ordinances, taking into consideration the real situation of each organization concerned.

3. Legislation Sub-section of Prefectural Office held the study meeting of this Law, to which staffs of Personnel Section and Local Affairs Section attended to discuss and to make clear the various doubtful points of this Law.

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In enactment of these ordinances, special consideration was paid to the following points :

a. Each person having the power to appoint can regulate the necessary points in case of application in details following the enforcement of these ordinances, taking into consideration the real situation of each organization concerned.

b. Public service personnels can carry out their duties fully under the proper and suitable regulations and rules.

At present, follwwing regulations and instructions have been drafted and promulgation steps for them have been nearly finished.

Regulations concerning oath for duties
Rules concerning those suffering from TB and needing rest
Regulations concerning initial pays, increase of pay and elevation of rank
Regulations concerning special duty allowance
Regulations concerning over-time allowance and holiday and vacation pays
Regulations concerning payment of dependent allowanc e
Rules concerning ann ual paid holidays

III. Registration of the organizations of the personnels.

Following 5 applications concerning registration of the organizations of the personnels basing on this Law, have been filed so far and they are under investigation now.

Kagoshima-ken High School Teachers and Workers Union
Kagoshima Prefectural Medical College Teachers and Workers Union
Prefec tural Unive rsity Workers Union
Kagoshima Prefectural Office Workers Union
Kagoshima-ken Teachers and Workers Union

As dealing measures of the teachers and workers unions are not clear pending the revision of Special Case Law of Educational Public Service Personnel, final decision will be made when the revision of the said Law will be promulgated.

IV. Secretariat of School Board and educational public service personnel.

Special exception is needed for application of this Law to teachers and workers of public schools and accordingly, revision of Special Case Law of Educational Public Service Personnel is needed. But, on the occasion of the local election for this time, special guidance measures were given to Branch Chiefs of School Board, principals of high schools and other organization chiefs concerning "school teachers and workers and election campaigning". Further, as to the educational public service personnels, we are planning to take effective measures when the revision of Special Case Law of Educationla Public Service Personnel will be promulga ted.

V. Guidance of municipal offices.

Meeting on clerical affairs concerning enforcement of Local Public Sercice Law was held on February 5, 1951 with chiefs of general affairs sec tion or other offic ials in-charge of each local administrative office, Kumage Branch and each city office attending. Guidance of each town and village office was requested to conduct by each local administrative office and branch government.

Municipal ordinances concerned which have not been enacted, are expected to be presented to municipal assemblies by new municipal mayors to be decided by this election.

Ordinances enacted by each municipal offic e in accordance with Local Public Service Law.

(Number of municipalities : 121)

1. Ordinance concerning establishment of equity committee.
   Number of municipalities where ordinqnces were enacted: 52
   Details : City : 2 Town and village : 50
2. Ordinance concerning pays and wages of personnels :
   Number of municipalities where ordinances were enacted: 12
   Details : City : 5 Town and village : 116
3. Ordinance concerning oath for dovotion to duty
   Number of municipalities where ordinances were enacted: 110
   Details : City:4 Town and village: 106
4. Ordinance concerning special exception of duty to devote to duties
   Number of municipalities where ordinances were enacted: 97
   Details : City : 4 Town and village : 93
5. Ordinance concerning the personnels exclusively engaging in the work of organization of personnels
   Number of municipalities where ordinances were enacted: 70
   Details : city : 4 Town and village : 66
6. Ordinance concerning registration of organization of personnels
   Number of municipalities where ordinances were enacted : 67
   Details : City : 4 Town and village : 63
7. Ordinance concerning negotiations conducted by organization of personnls
   Number of municipalities where ordinances were enacted : 64
   Details : City : 4 Town and village : 60

VI. Matters to be enforced shortly by the prefecture

What is to be carried into effect next, is the establishment of Personnel Committee. It is expected that new governor to be elected by this local election will select the committee members, decide the c oncrete organization of the secretariat and request the approval of Prefectural Assembly for appointment of members at the first s ession after the election.

The measures as mentioned above have been taken by this office and no special cases have been met since the promulgation of this Law.

I t is our most sincere desire to take necessary steps so as to make the public service personnels be consistent in the confidence that they are servants to the whole, and thus help the smooth management of the prefectural administration.

CIVIL SERVICE DIVISION
Government Section

26 April 1951

MEMORANDUM FOR : Lt. Col. Jack P. Napier
Deputy Chief, Government Section

SUBJECT : Application of Local Public Service Law in Hokkaido

1. Article 36 of the Local Public Service Law provides that employees of local governments may engage freely in political activities outside the jurisdiction of their employer. In the case of all prefectures except Hokkaido this means that the prefectural government employees may not engage in political activities within the prefecture. In the case of Hokkaido, however, the do is divided into fourteen districts and in that case the law is interpreted to mean employees may engage in political activities outside the district to which they are assigned. This has created some demand on the part of employees of the central office of the do for transfer or assignment to district offices so that they may have the same political privileges as the district office employees. Prefectural employees in Hokkaido are predominantly of the Social-Democratic party.

MNS:ger

MAYNARD N. SHIRVEN
Chief

HEADQUARTERS
TOHOKU CIVIL AFFAIRS REGION
APO 547

011

LG/RPS/mh
23 April 1951

SUBJECT: Local Public Service Law

TO : SUPREME COMMANDER FOR THE ALLIED POWERS
Attention: Chief, Civil Affairs Section
APO 500

1. Reference letter GHQ, SCAP, CAS same file and subject as above dated 9 Jan 1951.

2. Ordinances implimenting the Local Public Service Law, Law 261, 1950, enacted by the Prefectural Governments of the seven prefectures comprising Tohoku Region are attached hereto as inclosures.

3. Aomori prefecture has appointed a Personnel Commission consisting of Mr. Ryotaso Haga as chairman (formerly Chief of Prefecture General Affairs Section) and Mr. Katsumi Murakami and Mr. Shiro Sakurada as members. The other prefectures will appoint the Personnel Commissions as soon as the governments are reorganized following the April local elections.

4. Discussions with General Affairs personnel indicated some difficulty in the Assembly reaching agreements and mutual understanding on the provisions for oaths to be taken by public employees. It appeared as though the Assemblymen considered the oath as one of allegience to the governor, and not to the public. They also feared the use of the oath would lead to the formation of a clique or the oyabun-kobun relationship.

7 Incls:
1. Official Gazettee, Aomori Ken
2. " " , Akita Ken
3. " " , Niigata Ken (Extract)
4. " " , Yamagata Ken(")
5. " " , Iwate Ken (")
6. " " , Fukushima Ken(")
7. " " , Miyagi Ken

C.N. BAILEY
Colonel, Infantry
Chief

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HEADQUARTERS
TOHOKU CIVIL AFFAIRS REGION
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1. Reference letter GHQ, SCAP, CAS same file and subject as above dated 9 Jan 1951.

2. Ordinances implimenting the Local Public Service Law, Law 261, 1950, enacted by the Prefectural Governments of the seven prefectures comprising Tohoku Region are attached hereto as inclosures.

3. Aomori prefecture has appointed a Personnel Commission consisting of Mr. Ryotaso Haga as chairman (formerly Chief of Prefecture General Affairs Section) and Mr. Katsumi Murakami and Mr. Shiro Sakurada as members. The other prefectures will appoint the Personnel Commissions as soon as the governments are reorganized following the April local elections.

4. Discussions with General Affairs personnel indicated some difficulty in the Assembly reaching agreements and mutual understanding on the provisions for oaths to be taken by public employees. It appeared as though the Assemblymen considered the oath as one of allegience to the governor, and not to the public. They also feared the use of the oath would lead to the formation of a clique or the oyabun-kobun relationship.

7 Incls:
1. Official Gazettee, Aomori Ken
2. " " , Akita Ken
3. " " , Niigata Ken (Extract)
4. " " , Yamagata Ken(")
5. " " , Iwate Ken (")
6. " " , Fukushima Ken(")
7. " " , Miyagi Ken

C.N. BAILEY
Colonel, Infantry
Chief

58

CIVIL SERVICE DIVISION
Government Section

19 April 1951

MEMORANDUM FOR : The Record

SUBJECT : Local Public Enterprise Labor Relations Law

1. Mr. Fujii of the Local Autonomy Agency called on 18 April to inform this office of developments in the proposed legislation. He stated that Mr. Okazaki, Chief Cabinet Secretary, talked with Mr. Suzuki, Deputy Director, Local Autonomy Agency, and informed him that he (Mr. Okazaki) had talked with Mr. Rizzo concerning this legislation and that it was Okazaki's desire that the Local Autonomy Agency and the Labor Ministry should reach an agreement on the points at issue. Okazaki indicated that he had views of his own on the matter but did not indicate their nature.

2. Fujii indicated that there are two points of difference still existing between the Labor Ministry and Local Autonomy Agency:

a. Labor Ministry insists that the personnel concerned shall be left outside the regular service and that general labor laws shall apply. Local Autonomy Agency holds the contrary point of view.

b. Labor Ministry believes that collective agreements should take precedence over local bylaws. Local Autonomy Agency cannot agree to this.

It is probable that these differences cannot be resolved below the level of the ministers in charge and it is possible that a Cabinet decision may be required.

3. The issues involved are of special importance because it is universally agreed that the decisions reached in this instance will form the precedent for legislation governing all labor in local public service.

Maynard N. Shirven

MAYNARD N. SHIRVEN
Chief

MNS:ger

57

GOVERNMENT SECTION
Civil Service Division

13 April 1951

MEMORANDUM FOR: The Record

SUBJECT: Labor Relations in Local Public Enterprises

Mr Yagi, Chief Secretary of the All Japan Federation of Municipal Traffic Workers Union, Mr Khon, Vice-chief of Executive Committee of the Osaka Traffic Workers Union, and Mr Takano, General Secretary of the General Council of Trade Unions of Japan (Sohyo), today called on Mr Shirven, Chief, CSD, to state their opinions on the proposed local public enterprise labor relations law.

Mr Kono, who had briefly met Mr Shirven in Osaka earlier this year, started the discussion.

As the three men emphasized the same major points as representatives of their respective organizations, their views are herein summarized:

1. Transportation workers being in the same service work as private or national railway workers, it is improper to place them under regulations and restrictions almost identical with those of regular service employees.

2. Placing transportation workers under the personnel committees instead of the labor relations committees would destroy the painfully built collective agreements now in force. This would be very difficult for the rank and file members to accept, as would the impairment of their right to negotiate on wage and other matters.

3. It is improper to regulate enterprise workers by local by-laws since labor legislation and agreements should apply.

4. Transportation workers in local service must have legislation of the same sort provided on the national scale for National Railway Workers.

Mr Takano who represented himself as a spokesman for a moderate labor movement which has a clean record, spoke strongly for point 4 above since, in his opinion, the workers would not accept anything else. He intimated that "unpleasant" situations would otherwise develop. (Sohyo as a whole is considered leftist). While accepting the fact that responsibility for the proposed legislation lies with the Japanese Government, he asked that this Headquarters understand their views and advise the Government accordingly.

Mr Shirven replied briefly that there was not much to be said at this point since this office has not yet received formal drafts of the labor relations bill from the Labor Ministry. The advice was given, however, to make known their opinions to the Labor Ministry and to Local Autonomy Agency and to be prepared, in the event that legal changes are made in their status as employees, to explain such changes to the membership and take steps to protect their rights. The GHQ attitude was explained as being that all workers have certain rights, notwithstanding the fact that some distinction exists between private industry and public service workers. No legislation worsening the conditions of public enterprise ~~laws~~ employees is anticipated. This office is glad to have the opportunity of hearing the labor union views.

JOHN SATO
Civil Service Division

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

CHECK SHEET

(Do not remove from attached sheets)

File No.: AG 011 (12 APR 1951) CAS-L Subject: Report on Progress of Local Public Service Law Joseph G. Featherstone 74 - 1155 Ext 12

Note No.	From: Civil Affairs To: GS Date: 12 APR 1951
1. D-352	Information received from Kyushu Civil Affairs Region indicates satisfactory progress shown in reports on the implementation of the Local Public Service Law during the month of March. Kumamoto Prefecture, which enacted basic regulations in the January Assembly Session, passed supplementary legislation during March covering public officials' oaths, family allowances and retirement allowances. Nagasaki, Kagoshima and Miyazaki Prefectural ordinances were enacted at March assembly sessions. It is reported that 15 additional city assemblies passed regulations during the month, while Kokura City is postponing action until the April session. Tendencies exist to postpone appointment of Equity Commissions and Personnel Commissions until after the forthcoming elections in April. Teachers are attempting to avoid the restrictions on political activities imposed by Article 36 by placing non-teachers in Teachers' Union posts then registering them as political organizations.

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GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

6 April 1951

MEMORANDUM FOR: The Record

SUBJECT : Conference with LAA re Local Public Enterprise Bill

Mr Shirven and myself discussed subject bill with Mr Suzuki and Mr Shimura of the Local Autonomy Agency today at CSD. Mr Suzuki explained that he wished to reach an understanding with Mr Shirven on some points prior to the projected meeting of both parties with Labor Ministry officials.

It was learned that LAA is writing another draft, this time entirely omitting labor relations, which will be handled separately by Labor Ministry. One article in LAA's new draft will refer all matters of employee status -- examination, classification, etc., -- to the Local Public Service Law. LAA is also conducting talks with Mr Etter of ESS on fiscal matters and with Mr Shirven's advice will see Mr Cottrell of GS on organization.

According to Mr Suzuki, Chief Cabinet Secretary Okazaki has reached a general aggrement on subject bill with Mr Rizzo of GS and has indicated to LAA the desire that public enterprise employees be given the same bargaining rights as general employees under the LPSL, i.e., rights to bargain only on matters not covered by local body by-laws.

One of the key points of discussion with Labor Ministry representatives will be the size and type of local public enterprises to come under the proposed law. Mr Suzuki has considered only those enterprises with 50 or more employees, with optional application of the law to smaller enterprises or enterprises not listed in the proposed law, where the local assembly so desires. Mr Shirven suggested that the population of the local body or the existence of a personnel commission could be considered alternatively for the limiting factor.

Another basic point will be whether the personnel organizations shall be "employee associations" or "labor unions." Mr Shirven states his view that local assemblies should not be subjected to control by the Labor Ministry or to compulsory arbitration, but that recognition of "labor unions" with the proper legal exceptions would perhaps give a better impression to labor circles and the employees themselves. Mr Suzuki favored "employee association" with the proper liberalizing exceptions.

Mr Shirven then took up the concept of prevailing local wages for specific occupations in local enterprises and suggested that concept might also be applied to manual laborers. The establishment of that principle would place wage determination upon a much more realistic basis than is the case with the highly abstract negotiations now held on base pay (or average wage) and, gradually instituted, would afford an excellent opportunity for labor-management cooperation in determining the facts concerning the prevailing wage for presentation to the personnel commission. Commission approval or disapproval could only mean technical agreement or disagreement with the facts. Naturally, assembly action would be required in case appropriated funds are insufficient to meet the findings. It was explained that the TVA system, roughly embodied in the above exposition, would be a good model to follow for purposes of wage determination (without the arbitration features of the TVA system).

Mr Shirven also suggested, for merit principle purposes, that the enterprise managers be placed in the regular service so that their positions could be filled by promotion or examination. These being technical and administrative rather than political posts, the present draft article providing for appointment by public body head with assembly concurrence for four-year terms, seems inappropriate.

Mr Suzuki will telephone next week to arrange a meeting of LAA, Labor Ministry and CSD officials at which time more detailed consideration will be given to the various problems.

JOHN SATO
Civil Service Division

1

CIVIL SERVICE DIVISION
Government Section

6 April 1951

INFORMAL MEMORANDUM FOR : Mr. Suzuki, Deputy Chief
Local Autonomy Agency

SUBJECT : Local Public Enterprise Labor Relations Bill

1. The purpose of this memorandum is to clarify our discussion this morning, particularly as it concerned wage determination for local public enterprise personnel and the role of employee organizations in wage determination. This is not intended as a statement of policy but merely as a basis for discussion.

2. For purposes of wage determination, I think that personnel may well be divided into two classes, (a)administrative and clerical personnel, and (b) manual workers. Insofar as the former group is concerned, wage determination should be made on the basis of established principles. However, I think that wage determination for the manual workers might very well be made upon the basis that the wage for any particular occupation should be the wage prevailing for the same occupation in the same locality in private employment. This principle might very well be recognized by law. If such principle is recognized, wage determination then becomes primarily a matter of making a finding as to what actually are prevailing wages for the various occupations. I believe that the local personnel committee should have the responsibility for making such findings. For that purpose, the personnel committee might very well establish wage committees. It is suggested that each wage committee might be composed of representatives of the personnel committee,of the local public enterprise or enterprises involved,and of the employees involved. The function of the committee is to make findings of fact concerning local prevailing wages. It should be clearly understood that such committees should concern themselves only with wage rates for particular occupations and should in no case be concerned with general wage levels or with recommendations thereon. The findings of the wage committees should be submitted to the personnel committee which should be authorized to approve or disapprove them. Findings which are approved should immediately form the basis for a change in wages for the particular occupations involved, provided that appropriated funds are available for that purpose. If appropriated funds are not available, the personnel committee should make suitable recommendations for wage increases to the local assembly.

3. If the procedure described in the foregoing paragraph is adopted, the role of the employee organizations in wage determination becomes clear. It is that of cooperating with the management and with the personnel committee in the establishment of the facts concerning local prevailing wages,

occupation by occupation. There is no element of bargaining involved in this procedure. However, since the employee organizations participate in the wage determination, they will necessarily have a full understanding of the basis for such determination and will have full opportunity for discussion in the process of fact-finding.

4. I am inclined to think that if the foregoing method of wage determination is established for the local public enterprises, it could also be employed in the case of simple labor, referred to in Article 57 of the Local Public Service Law. I think the procedure has the advantage of associating the employee organizations with the process of wage determination without subjecting that determination to collective bargaining.

5. It is possible that employee organizations may be associated in a somewhat similar manner for purposes of fact-finding in the position classification process. Further consideration should be given to this matter.

6. It seems to me that the following provisions of the Trade Union Law (Law No. 174, 1949) cannot be applied to the public service, partly because they violate the principle of governmental sovereignty, partly because they violate the principle of local autonomy, and partly (in the case of Article 7 (1)) because they violate the principle of a merit system:

Article 5, paragraph 2 (8)
Article 7 (1)
Article 8
Article 18
Chapter 4
Chapter 5

MNS:ger

MAYNARD N. SHIRVEN
Chief

Draft of Bylaws under the Local Public Service Law

Contents

rec'd: 6 Apr. '51

1. Bylaw concerning the Designation of the Special Public Service.
2. The ____ Prefecture Personnel Commission Establishment Bylaw.
3. Bylaw concerning the Compensation of the Personnel.
4. Bylaw concerning the Oath of Performance of Duty of the Personnel.
5. Bylaw concerning the Exception for the Duty of Devotion to Service.
6. Bylaw concerning the Personnel who engage exclusively in the Business of the Personnel Organization
7. Bylaw concerning the Registration of Personnel Organization.
8. Bylaw concerning the Negotiation conducted by the Personnel Organization.
9. Bylaw concerning the Special Work Allowances granted to the Personnel.
10. Bylaw for Payment of the Cold Districts Allowance to the Personnel.
11. Bylaw for Payment of the Coal Allowance to the Personnel

Model bylaws prepared by Local Autonomy Agency subsequent to passage of Local Public Service Law in Dec. 1950 and recommended to all local jurisdictions subject to that law.

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Model by laws prepared by Local Autonomy Agency subsequent to passage of Local Public Service Law in Dec. 1950 and recommended to all local jurisdictions subject to that law.

(1) Bylaw concerning the Designation of the Special Public Service (Draft)

The positions of the respective one of the regular private secretaries of the following positions are designated as the special public service, pursuant to the provisions of Article 3 paragraph 3 item 4 of the Local Public Service Law (Law No. 261 of 1950):

(1) The position of the Governor;

(2) The position of the Chairman of the Assembly;

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- - - - - - - - - -

Supplementary Provision

This Bylaw shall come into force as from February 13, 1951.

(2) The _____ Prefecture Personnel Commission Establishment Bylaw (Draft)

(Establishment)

Article 1. The _____ Prefecture Personnel Commission is hereby established under the provisions of Article 7 paragraph 1 of the Local Public Service Law (Law No. 261 of 1950), for the sake of the accomplishment, maintaining the sufficient enforcement, of the purpose of such Law.

(Members of Commission)

Article 2. The members of the Personnel Commission shall serve full-time.

Supplementary Provision

This Bylaw shall come into force as from the day of its promulgation.

(3) Bylaw concerning the Compensation of the Personnel

(Purpose and Validity of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for matters concerning the compensation of the personnel, pursuant to the Local Public Service Law (Law No. 261 of 1950).

2. This Bylaw shall remain in force until a plan concerning the pay schedule meeting with the position classification provided for in Article 25 paragraph 3 of the Local Public Service Law shall have been enacted.

(Base Pay)

Article 2. Base pay shall represent the total remuneration for full-time service on the basis of regular work hours but not including family allowances, area allowances, special work allowances, over-time allowances, holiday pay and year-end allowances.

2. In case quarters, meals, uniforms or other facilities necessary for living are wholly or partially supplied to the personnel, the equivalent to these shall be deducted from base pay of such personnel.

(Pay Schedule)

Article 3. The jobs of the personnel shall be devided into 15 grades.

2. The duties and responsibilities of exemplary jobs illustrative of the various levels of work for the respective grade shall be fixed by the Personnel Commission.

3. The pay schedule shall be as Appendix No. 1.

4. The appointing authority must allocate to one of the classes provided for in paragraph 1 every position of the personnel and defray base pay to the personnel under the pay schedule mentioned in the preceding paragraph.

(Standard for Pay Increase)

Article 4. The promotion by grade of the personnel (meaning the change of his position to an upper grade; the same hereinafter) shall be

made only in cases where there is a vacancy to be filled in the fixed number of positions by grade to which he is intended to be promoted and where the person to be promoted is deemed as qualified for the grade to which he is intended to be promoted.

2. The term "fixed number of positions by grade" referred to in the preceding paragraph shall mean the number of positions of the personnel fixed by grade under the provisions of paragraphs 1 and 2 of the preceding Article.

3. When the personnel has made meritorious services of the undermentioned length since he was entitled to receive the present base pay step, he shall be allowed pay increase to a next higher step within the range of base pay in the grade to which his position is allocated.

(1) In case the differential between the monthly amount of the present base pay of the personnel and that of base pay of a next higher step (hereinafter to be referred to as "differential") is less than 300 yen ..... 6 months and longer.

(2) In case the differential is more than 300 yen and less than 600 yen ..... 9 months and longer.

(3) In case the differential is more than 600 yen ..... 12 months and longer.

4. If the personnel's service record is especially meritorious, the pay increase period provided for in the preceding paragraph may be shortened or the pay increase to more than two contiguous steps higher than the present base pay step may be authorized to him, or both may be done together, with the approval of the Personnel Commission, regardless of the provisions of the preceding paragraph.

5. In case the monthly amount of base pay of the personnel is of the highest step within the grade his position is allocated to or more, no pay increase shall be authorized while he remains in the same grade; provided that among the personnel receiving such monthly amount of base pay, as to one who has been receiving it for a long

time, one who has established especially meritorious service record, etc., pay increase may be made in excess of the highest step within the grade of his position, using the new monthly amounts of base pay as provided for in Appendix No. 2 with the approval of the Personnel Commission.

6. Pay increase under the provisions of the preceding three paragraphs must be made within the limit of budget.

(Payment of Base Pay)

Article 5. The period of computing base pay (hereinafter to be referred to as the "pay period") shall be from the first day to the fifteenth day of each month and from the sixteenth day to the last day thereof, and half an amount of base pay shall be paid for each pay period.

2. The day of payment of base pay for each pay period shall be decided by the rule of the Personnel Commission.

Article 6. The personnel newly appointed shall be paid base pay from the very day of appointment, and in case the amount of the personnel's base pay is changed as the result of pay increase, pay reduction, etc., he shall be paid base pay newly determined from the very day of such occurrence.

2. In cases where the personnel separates fror service or dies, he shall be paid base pay for the period up to that day.

3. In cases where base pay is paid in accordance with the provisions of the preceding two paragraphs, and if such cases are not the cases where it is paid from the first day of the pay period or where it is paid until the last day thereof, the amount of such base pay shall be computed per diem in terms of the actual number of days in the particular pay period less the number of non-work days.

(Adjustment of the Amount of Compensation)

Article 7. If the Personnel Commission deems the amounts in the compensation schedules provided for in Article 3 inadequate for the position having the special characteristics listed below, it is authorized to

establish on account of such characteristics reasonable schedules of adjustments for the monthly amounts of base pay provided for in such pay schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in pay schedules, when such characteristics are uniformly presented in each position involving the same type of work in the same grade. In this case, no adjustment of the monthly amount of base pay is authorized under the provisions of this Article:

(1) Those positions wherein the duties and responsibilities are such as would cause them to be allocated to given grades within the pay schedule, but which are located at isolated, remote, or inaccessible places when compared with the usual location of positions of the same grade;

(2) Those positions wherein the duties involve physical hardships or hazards which are excessive when compared with those usually involved in positions of the same grade.

2. The amount of adjustment as provided for in the preceding paragraph shall not exceed 25 per cent of the monthly amount of base pay before adjustment.

(Family Allowance)

Article 8. The family allowance shall be paid to all personnel who have dependent relatives.

2. For the purpose of payment of family allowances, those persons listed below who have no other means of livelihood and are primarily dependent upon the personnel for their support shall be considered as dependent relative:

(1) Spouse (including anyone who, though not registered, is actually under marital status with the personnel);

(2) Children and grandchildren under eighteen years of age;

(3) Parents and grandparents over sixty years of age;

(4) Younger brothers and sisters under eighteen years of age;

(5) Those who are crippled or disabled.

3. The family allowance shall be paid at the monthly rate of six hundred yen for the dependent falling under item (1) of the preceding paragraph, and four hundred yen for each of those falling under items (2) to (5) inclusive. However, with respect to one of the children under eighteen years of age, it shall be six hundred yen.

Article 9. In cases where the personnel newly appointed has dependent relatives or where any of the causes under the following items has occurred to him, he must promptly report it to the appointing authority:

(1) Cases where there is a person who has newly acquired qualification as a dependent relative;

(2) Cases where there is a person who has lost qualification as a dependent relative.

2. In cases where the personnel newly appointed has dependent relatives, the family allowance shall be paid or its amount revised as from the day he has become the personnel, and in cases where the cause under item (1) of the preceding paragraph has occurred to the personnel, as from the day such cause has occurred; provided that in cases where a report is made after the lapse of fifteen days from the day the cause reported has occurred, it shall be paid or its amount revised as from the day such report has been accepted.

3. In cases where the cause under paragraph 1 item (2) has occurred to the personnel, the family allowance shall not be paid after the day following the day such cause has occurred.

(Area Allowance)

Article 10. The area allowance shall be paid to all personnel who specially designated areas where the cost of living is specifically high.

2. The monthly amount of area allowance shall be computed by multiplying the monthly total of base pay and family allowance by the rates

provided for according to the area classification in the following items:

(1) 1st class area 5 per cent;

(2) 2nd class area 10 per cent;

(3) 3rd class area 15 per cent;

(4) 4th class area 20 per cent;

(5) 5th class area 25 per cent.

3. The classification of areas mentioned in each item of the preceding paragraph shall be provided for by bylaw separately.

(Special Work Allowance)

Article 11. The special work allowance shall be, as to their kinds, the coverage of those who receive them, the amount of allowance and the method of payment, provided for by bylaw separately.

(Reduction of Compensation)

Article 12. The personnel absent from their duties shall have their compensation reduced by its hourly amount as provided for in Article 16, for each hour of absence from duties, except when they are given specific authorization for such absence.

(Overtime Allowance)

Article 13. The personnel ordered to work in excess of the regular work hours shall be paid, as the overtime allowance, 125 per cent (150 per cent in cases where the work is done between 10 p.m. and 5 a.m. on the following day) of their hourly compensation provided for in Article 16, per hour for all hours worked in excess of the regular work hours.

(Holiday Pay)

Article 14. The personnel shall be paid their regular compensation even when their regular work days fall on holidays.

2. Those personnel who are ordered to work on holidays during their regular work hours shall be paid 125 per cent of their hourly amount of compensation provided for in Article 16 per hour for all hours

worked during their regular work hours, as the holiday pay. No holiday pay shall be paid for the work performed outside of the regular work hours.

3. The "holidays" referred to in the preceding two paragraphs shall be those designated by the Law concerning the National Holidays (Law No. 178 of 1948).

(Night Allowance)

Article 15. Those personnel who are ordered to work between 10 p.m. and 5 a.m. on the following day, as regular work hours, shall be paid 25 per cent of their hourly amount of compensation provided for in Article 16 per hour for all hours thus worked, as the night allowance.

(Computation of the Hourly Amount of Compensation)

Article 16. The hourly amount of compensation shall be the sum total of the monthly amount of base pay and the monthly amount of area allowance multiplied by twelve and then devided by fifty-two times the number of work hours in a week.

(Year-end Allowance)

Article 17. Those personnel who are in service on December 15 shall be paid the year-end allowance.

2. The amount of the year-end allowance shall be computed by multiplying the monthly amount of compensation of the personnel by the rates established under the following items according to the length of his service rendered during the year concerned.

(1) In case the length of service is six months or more ... 50 per cent;

(2) In case the length of service is three months or more and less than six months ..... 30 per cent;

(3) In case the length of service is less than three months ..... 15 per cent.

3. The monthly amount of compensation provided for in the preceding

graph shall be the total amount of the monthly amount of base family allowance and area allowance of the personnel.

ry Matters concerning the Enforcement of this Bylaw)

18. Necessary matters concerning the enforcement of this bylaw ll be fixed by the rule of the Personnel Commission.

Supplementary Provisions

This Bylaw shall come into force as from _____ __, ____.

The treatment of compensation for unrepatriated personnel shall ollow the instances heretofore, notwithstanding the provisions of his Bylaw.

No. 1

(Pay Schedule)

Monthly Amount of Base Pay

	2	3	4	5	6	7	8	9	10	11
00	¥3,000	¥3,050	¥3,150	¥3,250	¥3,350					
50	3,150	3,250	3,350	3,450	3,550	¥3,650				
50	3,550	3,650	3,750	3,850	4,000	4,150				
50	4,000	4,150	4,300	4,450	4,600	4,750				
50	4,600	4,750	4,900	5,050	5,200	5,350	¥5,500	¥5,700	¥5,900	
00	5,700	5,900	6,100	6,300	6,500	6,700	6,900	7,100	7,300	¥7,500
00	6,900	7,100	7,300	7,500	7,800	8,100	8,400	8,700	9,000	
00	8,100	8,400	8,700	9,000	9,300	9,600	9,900	10,200	10,500	
00	9,600	9,900	10,200	10,500	10,800	11,100	11,400	11,700	12,100	
00	11,400	11,700	12,100	12,500	12,900	13,300	13,700			
00	13,700	14,200	14,700	15,200	15,700					
00	15,200	16,700	17,300	17,700	18,300					
00	18,900	19,500	20,100	20,800	21,500					
00	22,300	22,900	23,600	24,300	25,000					
00	31,000	34,000	37,000							

Appendix No. 2

(Serial Pay Schedule)

Serial steps	Monthly amount of base pay											
1	¥ 3,000	15	¥4,450	29	¥6,900	43	¥10,800	57	¥16,700	71	¥26,000	
2	3,000	16	4,600	30	7,100	44	11,100	58	17,200	72	27,000	
3	3,050	17	4,750	31	7,300	45	11,400	59	17,700	73	28,000	
4	3,150	18	4,900	32	7,500	46	11,700	60	18,300	74	29,000	
5	3,250	19	5,050	33	7,800	47	12,100	61	18,900	75	30,000	
6	3,350	20	5,200	34	8,100	48	12,500	62	19,500	76	31,000	
7	3,450	21	5,350	35	8,400	49	12,900	63	20,100	77	32,000	
8	3,550	22	5,500	36	8,700	50	13,300	64	20,800	78	33,000	
9	3,650	23	5,700	37	9,000	51	13,700	65	21,500	79	34,000	
10	3,750	24	5,900	38	9,300	52	14,200	66	22,200	80	35,000	
11	3,850	25	6,100	39	9,600	53	14,700	67	22,900	81	36,000	
12	4,000	26	6,300	40	9,900	54	15,200	68	23,600	82	37,000	
13	4,150	27	6,500	41	10,200	55	15,700	69	24,300			
14	4,300	28	6,700	42	10,500	56	16,200	70	25,000			

(4) Bylaw concerning the Oath of Performance of Duty of the Personnel (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for concerning the oath of performance of duty of the personnel, pursuant to the provisions of Article 31 of the Local Public Service Law (Law No. 261 of 1950).

(Oath of Performance of Duty of the Personnel)

Article 2. Newly appointed personnel shall not perform his duty until and unless a written oath in such form as stated elsewhere is signed by him in the presence of the appointing authority or senior public service personnel duly designated by the appointing authority.

(Delegation of the authorities)

Article 3. Besides the provisions of this Bylaw, necessary matters concerning the oath of performance of duty of the personnel may be fixed by the appointing authority.

Supplementary Provisions

1. This Bylaw shall come into force as from the day of its promulgation.

2. Notwithstanding the provisions of Article 2, the personnel who are newly appointed within 30 days of the enforcement of this Bylaw may be allowed to perform their duties without making the oath for 30 days after enforcement of this Bylaw.

Separated Paragraph

O A T H

"I hereby firmly swear that I will respect and protect the Constitution of Japan which recognizes that sovereign power resides with the people.

I firmly swear that I, laying to heart the principal of local autonomy and being deeply conscious of my responsibility for performing

public duties in a manner so consistent with democratic practices as to promote maximum efficiency, will perform official duties with diligence and justice as a servant of the community."

Date;

Sign:

(5) Bylaw concerning the Exception for the Duty of Devotion to Service (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for concerning the exception for the duty of devotion to service, pursuant to the provisions of Article 35 of the Local Public Service Law (Law No. 261 of 1950).

(Exemption from the Duty of Devotion to Service)

Article 2. In cases where a member of the personnel falls under one of the following cases, he may be, with the previous approval of the appointing authority or ones who are delegated thereby, exempted from his duty of devotion to service:

(1) When he receives training;

(2) When he takes part in the practices of plans concerning the welfare;

(3) When he engages exclusively in the business of the personnel organization;

(4) Except for the cases provided for in the preceding three items, such cases as fixed by the Personnel Commission.

Supplementary Provision

This Bylaw shall come into force as from February 13, 1951.

(5) Bylaw concerning the Exception for the Duty of Devotion to Service (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for concerning the exception for the duty of devotion to service, pursuant to the provisions of Article 35 of the Local Public Service Law (Law No. 261 of 1950).

(Exemption from the Duty of Devotion to Service)

Article 2. In cases where a member of the personnel falls under one of the following cases, he may be, with the previous approval of the appointing authority or ones who are delegated thereby, exempted from his duty of devotion to service:

(1) When he receives training;

(2) When he takes part in the practices of plans concerning the welfare;

(3) When he engages exclusively in the business of the personnel organization;

(4) Except for the cases provided for in the preceding three items, such cases as fixed by the Personnel Commission.

Supplementary Provision

This Bylaw shall come into force as from February 13, 1951.

(6) Bylaw concerning the Personnel who engage exclusively in the Business of the Personnel Organization (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide the necessary matters concerning the personnel who engage exclusively in the business of the personnel organization, pursuant to the provisions of Article 5 paragraph 1, Article 35 and Article 52 paragraph 5 of the Local Public Service Law (Law No. 261 of 1950, hereinafter to be referred to as "the Law").

(Leave for Exclusive Engagement and Period thereof)

Article 2. The appointing authority may grant the personnel at his request a leave of absence to be exclusively engaged in the business of a personnel organization registered with the Personnel Commission (hereinafter to be referred to as a "leave for exclusive engagement"), as a representative or other officer of such organization, provided that such leave does not interfere with official business.

2. The period of leave for exclusive engagement mentioned in the preceding paragraph shall be determined with one day as a unit with the limitations not to exceed one year. However, when the period of leave for exclusive engagement has expired, the appointing authority may grant another leave for exclusive engagement.

(Effect of Leave for Exclusive Engagement)

Article 3. Those personnel who have been given a leave for exclusive engagement may be exempted from the duty of devotion to service and shall not engage in official business during the period of leave for exclusive engagement.

2. No personnel shall be, during the period of leave for exclusive engagement, paid base pay, family allowance, area allowance or any other compensation.

(Termination of Leave for Exclusive Engagement)

Article 4. A leave for exclusive engagement shall be terminated in any one of the following cases:

(1) When the period of leave for exclusive engagement has expired;

(2) When the personnel has resumed duty with the approval of the appointing authority prior to the expiration of the period of leave for exclusive engagement;

(3) When cause for which the leave was granted has ceased to exist.

(Status of the Personnel during the Period of Leave for Exclusive Engagement)

Article 5. The personnel holds the position during the period of leave for exclusive engagement and has the right to resume duty on the termination of that period.

(Cancel of Leave for Exclusive Engagement)

Article 6. When the personnel granted a leave for exclusive engagement has violated the provisions of this Bylaw, the appointing authority may cancel such leave for exclusive engagement.

Supplementary Provision

This Bylaw shall come into force as from _____ ___, 1951.

(7) Bylaw concerning the Registration of Personnel Organization (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for necessary matters concerning the registration of personnel organization, pursuant to the provisions of Article 5 paragraph 1 and Article 53 paragraphs 1 and 4 to 6 inclusive of the Local Public Service Law (Law No. 261 of 1950, hereinafter to be referred to as "the Law").

(Application for the Registration)

Article 2. When the personnel organization applies for its registration to the Personnel Commission, it must submit through its representatives an application in duplicate containing or annexing the following information or documents:

(1) Names, addresses and official positions of directors, representatives or other officers, and those who are granted a leave of absence to be exclusively engaged in the business of a personnel organization in accordance with the provisions of the Law and bylaw thereunder;

(2) Location of all offices;

(3) In the case of a federation of personnel organizations, a statement to that effect;

(4) In the case of a personnel organization which intends to be a juridical person, a statement to that effect;

(5) A certification to the effect that the adoption of the agreement or Articles of Association, election of officers and other similarly important actions have been decided in accordance with the provisions of Article 53 paragraph 3 of the Law, as well as of the date and the place of that ballot;

(6) A certification of the qualification of the representatives to submit the application for registration.

(Notice of Registration)

Article 3. The Personnel Commission must, within 30 days after the receipt of the application for the registration, notify the personnel

organization wheather it has registered such organization or will not.

(Report of Changes of Agreement or Articles of Association, etc. or Dissolution)

Article 4. When the personnel organization has changed its agreement or Articles of Association, or elected or re-elected directors, representatives or other officers, or made other changes in the facts described in its application for registration, or has dissolved at its own will, it shall, within 10 days from the day when such cause has occurred, report to the Personnel Commission that effect in writing.

2. When the personnel organization reports in accordance with the provisions of the preceding paragraph, it must submit through its representatives a report in duplicate annexing the following documents:

(1) A certification to the effect that such changes in the facts registered or dissolution were decided in accordance with the provisions of Article 5, paragraph 3 of the Law, as well as of the date and the place of that ballot;

(2) A certification of the qualification of the representatives to submit the report.

3. The provisions of Article 3 shall be applied mutatis mutandes to the case of report of changes of agreement or Articles of Association.

(Cancellation of the Registration)

Article 5. When the personnel organization become inconformable with the provisions of the Law and this Bylaw, the Personnel Commission may order appropriate corrective action by it and may cancel, if it does not accede to such order, its registration after conducting hearing.

2. The procedures of the hearing mentioned in the preceding paragraph shall be provided for by the Rule of the Personnel Commission.

Supplementary Provisions

1. This Bylaw shall come into force as from _____ ___, 1951.

2. Until June 12, 1951, "the Personnel Commission" in this Bylaw shall read "the Governor", and "the Rule of the Personnel Commission" in this Bylaw shall read "the _____ Prefecture Regulation".

(8) Bylaw concerning the Negotiation conducted by the Personnel Organization (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for necessary matters concerning the negotiation conducted by a personnel organization, pursuant to the provisions of Article 55 paragraph 1 of the Local Public Service Law (Law No. 261 of 1950).

(Authorities)

Article 2. The authorities with which a personnel organization is authorized to negotiate shall be agencies having powers to control and direct lawfully conditions to be negotiated over.

(Negotiation Procedure)

Article 3. The negotiation shall be conducted at a time mutually determined upon beforehand by the personnel organization and the authorities.

2. The time mentioned in the preceding paragraph may be settled on during work hours. In such case, the compensation of the personnel who take charge of the negotiation shall be unreduced.

(Prohibition of Interference with the Orderly Conduct of the Official Business)

Article 4. The negotiation shall be so conducted as to avoid interference with the orderly conduct of official business.

Supplementary Provision

This Bylaw shall come into force as from _____ ___, 1951.

(9) Bylaw concerning the Special Work Allowances granted to the Personnel (Draft)

(Purpose and Validity of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for concerning the special work allowances granted to the personnel, pursuant to the provisions of Article 24 paragraph 6 of the Local Public Service Law (Law No. 261 of 1950).

2. This Bylaw shall, until the special work allowances provided for in Article 2 are put in the pay of the pay schedule provided for in Article 3 of the Bylaw concerning the Compensation of the Personnel (Bylaw No. _____ of 1951) or adjusted under the provisions of Article 7 of the same bylaw, have its effect.

(Classification of the Special Work Allowances)

Article 2. The special work allowances shall be enumerated as follows:

(1) Special work allowance to the personnel engaged in the business of the prefectural taxes;

(2) Special work allowance to the personnel in the anti-epidemic service;

(3) Instruction allowance;

(4) Special work allowance to the personnel in the printing service;

(5) Special work allowance to the personnel in the cash handling service;

(6) Special work allowance to the personnel serving in the government offices situated in remote areas.

(Special Work Allowance to the Personnel engaged in the Business of the Prefectural Taxes)

Article 3. The Special work allowance to the personnel engaged in the business of the prefectural taxes shall be granted to the personnel belonging to the tax sections, prefectural taxes offices or the local affairs offices engaged in imposition or collection of the prefectural taxes.

Article 4. The allowance mentioned in the preceding Article shall be

determined by the Personnel Commission within 20/100 of the monthly salary per month worked.

(Special Work Allowance to the Personnel in the Anti-epidemic Service)

Article 5. The special work allowance to the personnel in the anti-epidemic service shall be granted to the personnel in cases they are engaged in service of relief of epidemic patients or those suspected as such or of clearing off articles stained with epidemic germs or those suspected as such or of anti-epidemic for domestic animals suffering from epidemic germs or those suspected as such on the occasion such cases have happened or are likely to happen.

Article 6. The allowance mentioned in the preceding Article shall be paid within 40 yen per day worked.

(Instruction Allowance)

Article 7. The instruction allowance shall be paid to the personnel when he is assigned, outside of his regular duty, to give instructions for the training of the personnel.

Article 8. The allowance mentioned in the preceding article shall be paid within 50 yen per hour worked.

(Special Work Allowance to the Personnel in the Printing Service)

Article 9. The special work allowance to the personnel in the printing service shall be granted to the personnel serving in the printing office when they assumed the manufacturing of ore and chemical solutin of leaden alley metals.

Article 10. The allowance mentioned in the preceding Article shall be paid within 15 yen per day worked.

(Special Work Allowance to the Personnel in the Cash-Handling Service)

Article 11. The special work allowance to the personnel in the cash handling service shall be granted to the personnel serving in those sections or offices which manage the horse race, cycle race, etc. when they are engaged in the work of the cash handling thereof.

Article 12. The allowance mentioned in the preceding Article shall be paid within the limit of the appropriation for all the personnel involved in this service which may amount to 7/10,000 of a sum corresponding to total amounts of cash handling.

(Special Work Allowance to the Personnel Serving in the Government Offices situated in Remote Areas)

Article 13. The special work allowance to the personnel serving in the government offices situated in remote areas shall be granted to the personnel assigned to their service of government offices located in the area of isolated islands or other remote districts where the transportation convenience can scarcely be afford (hereinafter to be referred to as "remote areas").

2. The remote areas mentioned in the preceding paragraph shall be designated by the Personnel Commission.

Article 14. The allowance mentioned in paragraph 1 of the preceding Article shall be determined by the Personnel Commission within 750 yen per month worked.

(Payment of the Special Work Allowance)

Article 15. Besides the affairs enumerated in this Bylaw, necessary matters concerning the payment of the special work allowance shall be fixed by the Personnel Commission.

Supplementary Provisions

1. This Bylaw shall come into force as from _____ ___, 1951.

2. Until the Personnel Commission shall be established, "the Personnel Commission" in this Bylaw shall read "the Governor".

3. Bylaw for Payment of to the Personnel (Bylaw No. ____ of ____) shall be abolished.

(10) Bylaw for Payment of the Cold Districts Allowance to the Personnel (Drsft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for concerning the cold districts allowance granted to the personnel, pursuant to the provisions of Article 24 paragraph 6 of the Local Public Service Law (Law No. 261 of 1950).

(Amount of the Cold Districts Allowance)

Article 2. The cold districts allowance shall be paid within the extent of the budget, and shall not exceed four months' payment of equivalent to 20/100 of the total amount of his monthly salary and family allowance throughout the term of its payment.

2. The monthly salary and family allowance of the personnel mentioned in the preceding paragraph shall be provided for in the Bylaw concerning the Compensation of the Personnel.

(Necessary Matters concerning the Payment)

Article 3. Besides the affairs provided for in the preceding Article, the districts, amount, time limit, means and other necessary matters concerning the payment of the cold district allowance shall be fixed by the Personnel Commission.

Supplementary Provisions

1. This Bylaw shall come into force as from ____ __, ____.

2. Until the Personnel Commission shall be established, "the personnel commission" in this Bylaw shall read "the Governor".

(11) Bylaw for Payment of the Coal Allowance to the Personnel (Draft)

(Purpose of this Bylaw)

Article 1. The purpose of this Bylaw is to provide for concerning the coal allowance granted to the personnel, pursuant to the provisions of Article 24 paragraph 6 of the Local Public Service Law (Law No. 261 of 1950).

(Amount of the Coal Allowance)

Article 2. The coal allowance shall be paid within the extent of the budget, and shall not exceed the amount equivalent to three tons for the personnel who are householders and to one ton for the personnel other than aforementioned respectively computed by the official retail price.

(Necessary Matters concerning the Payment)

Article 3. Besides the affairs enumerated in this Bylaw, the amount, time limit, means and other necessary matters concerning the payment of the coal allowance shall be fixed by the Personnel Commission.

Supplementary Provisions

1. This Bylaw shall come into force as from _____ __, ____.
2. Until the Personnel Commission shall be established, "the Personnel Commission" in this Bylaw shall read "the Governor".

File -
LPSL
mmf
3 Apr '51

Bills for Regulations concerning the Law
for the Local Public Service Employees
(Submitted to the Prefectural Assembly Session for)
(February)

Bill No.30

Enactment of Regulations concerning Oath of Office

Regulations concerning oath of office shall be decided as follows.

Submitted on February 28, 1951.

Bunzo Akama
Governor of Osaka Prefecture

Osaka Prefectural Regulations No._____

Regulations concerning Oath of Office

(Purpose of the regulations)

Article 1. The purpose of these regulations shall be to provide for oath of office based on the prescription of Article 31, the Law for the Local Public Service Employees (Law No.261, 1950).

(Oath of office)

Article 2. Prefectural personnel newly employed shall not exercise the function before attaching signature to the written oath according to the form in a separate paragraph and submit it personally to the authorized nominator or the personnel designated by the authorized nominator.

(Excepetions to oath)

Article 3. Despite the provision above, in case of emergencies such as earthquake, fire, flood, etc., personnel can be made to exercise the function before making oath.

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File -
LPSL
mmf
3 Apr '51

Bills for Regulations concerning the Law
for the Local Public Service Employees
(Submitted to the Prefectural Assembly Session for)
(February)

Bill No.30

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Bunzo Akama
Governor of Osaka Prefecture

Osaka Prefectural Regulations No._____

Regulations concerning Oath of Office

(Purpose of the regulations)

Article 1. The purpose of these regulations shall be to provide for oath of office based on the prescription of Article 31, the Law for the Local Public Service Employees (Law No.261, 1950).

(Oath of office)

Article 2. Prefectural personnel newly employed shall not exercise the function before attaching signature to the written oath according to the form in a separate paragraph and submit it personally to the authorized nominator or the personnel designated by the authorized nominator.

(Excepetions to oath)

Article 3. Despite the provision above, in case of emergencies such as earthquake, fire, flood, etc., personnel can be made to exercise the function before making oath.

- cont'd -

(Authorization of power)

Article 4. Besides what are provided for in these regulations, particulars necessary for oath of office can be decided by the authorized nominator.

FORM No.1 (Personnel other than educational public service personnel)

WRITTEN OATH

1. To respect as well as to defend the Constitution of Japan which recognizes that sovereign power resides with the people.

2. To exercise functions with sincerity and justice as a servant to the whole, keeping in mind the true aim of local autonomy as well as deeply realizing responsibility and duty for democratic and efficient conduct in public service.

I hereby firmly swear the above.

Date_____ Name_____ Seal_____

- - - - - - - - - - - - - - - - - -

FORM No.2 (Educational public service personnel)

WRITTEN OATH

1. To respect as well as to defend the Constitution of Japan which recognizes that sovereign power resides with the people.

2. To exercise functions with sincerity and justice as a servant to the whole, keeping in mind the true aim of local autonomy and education as well as deeply realizing responsibility and duty for democratic and efficient conduct in public service.

I hereby firmly swear the above.

Date_____ Name_____ Seal_____

- cont'd -

Bill No. 31

Enactment of Regulations concerning Exceptions to Duty of Devotion to Service

Regulations concerning exceptions to duty of devotion to service shall be decided as follows.

Submitted on February 28, 1951

Bunzo Akama
Governor of Osaka Prefecture

- cont'd -

Osaka Prefectural Regulations No. _____

Regulations concerning Exceptions to Duty of Devotion to Service.

(Purpose of the regulations)

Article 1. The purpose of these regulations shall be to provide for exceptions to duty of devotion to service based on the prescription of Article 35, the Law for the Local Public Service Employees (Law No. 261, 1950).

(Exemption from duty of devotion to service)

Article 2. In one of the following cases, prefectural personnel can be exempted from duty to serve with devotion to his function at the previous approval of the authorized nominator or the personnel empowered by the authorized nominator.

1. In case of studying in the personnel training course.

2. In case of joining operations of programs concerning public welfare.

3. In case of engaging in the business of prefectural personnel's organizations according to the regulations separately provided for.

4. Besides three cases provided for above, in case the personnel affairs committee makes decision.

Additional Rules

1. The above regulations shall come into force on and after the day of promulgation and shall be applied retrospective to February 13, 1951.

2. Before June 12, 1951, "the personnel affairs committee" in the regulations shall be read as "prefectural governor."

Bill 32

Enactment of regulations concerning the Prefectural Personnel engaging chiefly in the business of the Prefectural Personnel's Organization

Regulations concerning the Prefectural Personnel engaging chiefly in the business of the Prefectural Personnel's organization shall be decided as follows:

Submitted on Feb. 28, 1951

Bunzo Akama,
Governor of Osaka Pref.

Osaka Prefectural Regulations No. _____

Regulations concerning the Prefectural Personnel engaging chiefly in the business of the Prefectural Personnel's Organization

(Object of this regulation)

Article 1. The regulation shall aim at to decide necessary matters concerning the Prefectural Personnel engaging chiefly in the business of the Prefectural Personnel's Organization based on the Provisions of the Law for Local Public Service Employee (1950, Law No. 261. The following shall be called "Law".) Article 5, Clause 1, Article 35, 52, Clause 5.

(Exclusive holiday and its object)

Article 2. (1) The person who has the appointing power shall be able to grant holiday to the Prefectural Personnel by the Proposal for engaging chiefly in the business of the Prefectural Organization registered in the Personal Affairs Committee as the representative or officer as long as they have no hindrance to their official business.

(2) The period of the exclusive holiday of the above matter shall be decided within the limits not ever a year, expressing a day as a unit. In such a case, if the period of the exclusive holiday was completed, the person who has the appointing power shall be able to grant more exclusive holiday for them.

- cont'd -

(Effect of the exclusive holiday)

Article 3. (1) The Prefectural Personnel granted for the exclusive holiday shall be exempted from the duty devoting themselves to their official duties and shall not be able to engage in their duties during the above holiday.

(2) Salaries, family allowance and regional allowance and any other allowance shall not be given to the prefectural personnel during the period of the exclusive holiday.

(Completion of the exclusive holiday)

Article 4. In the following cases the exclusive holiday shall be ended.

1. When the period of the exclusive holiday was completed.

2. When the reasons granted for the exclusive holiday was cancelled.

3. When Prefectural Personnel returned to their duties by obtaining approval of the person who has the appointing power before the completion of the period of the exclusive holiday.

(Social Position of the prefectural personnel during the exclusive holiday)

Status

Article 5. The Prefectural Personnel shall hold their duties during the period of the exclusive holiday and shall have a power to return to their duties.

(Measure in returning to duties)

Article 6. The person who has the approving power shall adjust allowances so as not to lose the balance of the minimum with the other prefectural personnel, when the Prefectural Personnel returns to their duties based on the provisions of the above Article.

(Cancellation of the exclusive holiday)

Article 7. The person who has the approving power shall be able to cancell the exclusive holiday, when the prefectural personnel granted the exclusive holiday violated this regulations.

- cont'd -

Bill 33

Enactment of the regulations concerning the regulatins of the Prefectural Organization.

Regulations concerning the registration of the Prefectural Organization shall be decided as follows:

Submitted on Feb. 28, 1951

Bunzo Akama
Governor of Osaka Prefecture

Osaka Prefectural Regulation No.

Regulations concerning the registration of the Prefectural Organization

(Object of this regulation)

Article 1. This regulation shall aim at to decide necessary matters concerning the registration of the Prefectural Organization based on the provisions of the Law for the Local Public Service Employees (1950, Law No.261 The following shall be called "Law") Article 5, Clause 1, Article 53, Clause 1 and from Clause 4 to Clause 6.

(Application for the registration)

Article 2. When the Prefectural Organization applies for the registration to the Personnel Affairs Committee, the Organization shall submit the written report in duplicate which entered the following matters or attached the following documents.

1. Name, address, and name of work of director, representative and other officer.

2. Location of all offices.

3. In case of the Prefectural Organization, Federation, the matter shall be entered in the report.

4. In case of the Prefectural Organization to be a juridical person, the matter shall be entered in the report.

- cont'd -

5. The document certifying the fact that the drawing up of provisions or contract or the election of officers or the important acts similar to those acts has been decided in accordance with the regulations of Clause 3 of Article 53 of the Law, and the date and place of its voing (information of registration)

Article 3 The Personnel Affairs Committee shall inform the Prefectural Personnel's Organization of that the Committee has registered or has not registered within thirty days after the day on which the application for registration was accepted by the Committee.
(Report of the change of provisions or contract, or report of dissolution)

Article 4

(1)When the Prefectural Personnel's Organization changed its contract, or elected or reelected its directors, representative and other officers, or when change was made in the items stated on the written application for registration or when the Organization was dissolved in accordance with its will, the Organization shall report with a letter to the Personnel Affairs Committee within fourteen days from the day when it was dissolved.

(2) In case the Prefectural Personnel's Organization make the report in accordance with the regulation of the preceding clause, the Organization shall, through its representative, submit the report in duplicate which is accompanied with the documents listed below.

1. The document certifying the fact that the change of items stated on the written application or the dissolution of the organization has been decided in accordance with the regulation of Clause 3 of Article 53 of the Law, and the date and place of its voting.

2. The document certifying the qualification of the representative who submits the written report.

3. The regulation of Article 3 shall be applied when the report of the change of provisions or contract is made. (Cancel of registration).

- cont'd -

Article 5.

(1) When the Prefectural Personnel's Organization has become the one to which the Law and the provisions of this Regulation are not applied, the Personnel Affairs Committee shall request the Organization to take suitable measures for correction. In case that the Organization does not accept the Committee's request, the registration after trying the case orally beforehand.

(2) The procedure for the oral trial of the preceding clause shall be decided in the regulation of Personnel Affairs Committee.

Supplementary rule:

For the period during until June 12, 1951, "the Personnel Affairs Committee" stated in this Regulation shall be read as "Governor" and "regulation of the Personnel Affairs Committee" as "Osaka Prefectural Regulations" respectively.

- cont'd -

Bill No.34

Matters regarding Establishment of Regulations Concerning Collective Bargaining by the Prefectural Personnel's Organization.

The Regulations concerning Collective Bargaining by the Prefectural Personnel's Organization shall be fixed as follows.

Submitted February 28, 1951

Governor of Osaka Prefecture
Bunzo Akama

Osaka Prefectural Regulations No.___

Regulations concerning Collective Bargaining by the Prefectural Personnel's Organization.

(Purpose of this Regulations)

Article 1. The Regulations shall aim to, in accordance with the provision of clause 1 of article 55 (Law No.261, 1950), of Law for the Local Public Service Employees, decide the items necessary for collective bargaining by the Prefectural Personnel's Organization with the Prefectural authorities.

(Procedure for collective bargaining)

Article 2.

(1) The collective bargaining shall be made at the time which was decided beforehand by the prefectural authorities and the Organization with mutual consent.

(2) The time stated in the preceding clause shall be able to be fixed among official hours. In this case, the salary and allowances shall not be reduced, of the prefectural personnel who take charge of negotiation with authorities.

(Prohibition of obstructing regular business)

Article 3.

The collective bargaining shall be so carried out that it does not obstruct regular operation of prefectural business.

HEADQUARTERS
TOKAI-HOKURIKU CIVIL AFFAIRS REGION
APO 710

AVB/tk

2 April 1951

SUBJECT: Report on Progress of Local Public Service Law

TO: SUPREME COMMANDER FOR THE ALLIED POWERS
Attention: Chief, Civil Affairs Section (Legal-Government)
APO 500

1. In compliance with General Headquarters' letter dated 9 January 1951, same subject, there is transmitted herewith information showing the progress made by cities and prefectures in the Tokai-Hokuriku Region during March 1951 in carrying out the provisions of the Local Public Service Law.

2. The inclosures describe conditions in each of the six prefectures of this Region.

3. The chief of the Public Welfare Section of this headquarters cites below attitudes expressed by Japanese welfare officials in two prefectures towards the Local Public Service Law:

a. Ishikawa prefecture - The Local Public Service Law does not set standards for employment of officials, i.e., qualification standards, salaries, etc., or attempt to establish a merit system or career service among government employees. The law is concerned mostly with government insurance, benefits to employees in case of sickness, and other matters generally thought of as employee-management relations, rather than as a Civil Service system as developed in the United States.

b. Fukui prefecture - The new law will make very little difference in the personnel practices of the prefectures, cities, towns and villages. The law leaves practically all changes to commissions that the law directs each local public body to establish, but these commissions will still be responsible to the governors and mayors, who are not going to relinquish any of their prerogatives relative to control of personnel. Traditionally, chief executives juggled personnel to suit their personal aims and political needs, and the new Local Public Service Law will not change the situation.

51

BASIC: Ltr, Hq Tokai-Hokuriku Civil Affairs Region, APO 710, dtd 2 April 1951, Subj: " Report on Progress of Local Public Service Law"

4. This headquarters' Education Section considers that Japanese education officials are making no comments of note on the subject law, but the section believes that the Teachers' Unions are particularly concerned with any legislation or movements, arising from the law, which might result in ousting of "red" teachers.

CARLETON COULTER, Jr
Colonel, Infantry
Chief

6 Incls:
1. March report from Aichi
2. " " " Gifu
3. " " " Mie
4. " " " Toyama
5. " " " Fukui
6. " " " Ishikawa

Encl 1 (2)

C-O-P-Y

THE AICHI PREFECTURAL GOVERNMENT
Nagoya, Honshu, Japan

In Reply, Please Refer To

26 March 1951

General Affairs Department

SUBJECT: Monthly Report relating to the Law for Local Public Service Employees

THRU: Tokai-Hokuriku Liaison and Coordination Office

TO: Tokai-Hokuriku Civil Affairs Region
Attn: Chief of Legal and Government Section

Hereby submitted is a report on the above subject for the month of March.

A. Aichi Prefecture.

Five bills which were introduced to the February ordinary session of the Prefectural Assembly were passed in their original forms and were enforced on 15 Mar. 1951.

The contents of the bills are as follows:

1. Aichi Prefectural Ordinance No. 2,
Ordinance concerning pledge for service by the local government personnel.

(Purpose)
Art. 1. This ordinance shall aim at the stipulation of matters concerning pledge for service by the personnel based on the provisions of Art. 31, Law for Local Public Service Employees (Law No. 261, 1950)

(Pledge for service by personnel)
Art. 2. Those who newly became the personnel shall not assume duties until they sign up on the pledge, the form of which is shown below, before the person holding the power of appointment or his superiors whom the person disignates.

(Mandating provisions)
Art. 3. The person holding the power of appointment shall have the right to stipulate necessary matters for the pledge beside those provided for in this Ordinance. Supplementary Rules.

Incl 1"

This Ordinance shall be put into force on and after 1 April 1951.

(Form of pledge)

Written Pledge

I hereby firmly pledge to respect and safeguard Japanese National Constitution which recognizes that sovereignty lies in the people.

I pledge to execute my duty sincerely and fairly as a public servant keeping in mind the principles of local autonomy and being deeply aware of my duty to handle public affairs democratically and efficiently.

Date _____

Name _____ (Stamp)

2. Aichi Prefectural Ordinance No. 3.

Ordinance concerning special provisions to "Obligation to devote to duties".

(Purpose)
Art. 1.

This ordinance shall aim at the stipulation of matters concerning special provisions to devote to duties" based on Art. 35 of Law for Local Public Service Employees (Law No. 261, 1950)

(Exemption of obligation to devote to duties)
Art. 2. Those who come under one of the following items can be exempted from the "Obligation to devote to duties" in case they get recognitions in advance of the person holding the power of appointment or the persons whom he entrusts to.

A. To receive training.

B. To participate in the planning and execution of matters relating to welfare.

C. To work full-time for the organization of local government personnel.

D. Beside the above, those who are designated by the Personnel Affairs Committee.

Supplementary Rules.

1. This ordinance shall be in effect on and after the day of the promulgation.

2. Until Personnel Affairs Committee is established, the words, "Personnel Affairs Committee" in Item 4, Art. 2 shall read "the Governor".

3. Aichi Prefectural Ordinance No. 4

Ordinance concerning personnel working full time for organizations of local government personnel.

(Purpose)
Art. 1. This ordinance shall aim at the stipulation of necessary matters concerning personnel working full time for organizations of local government personnel based on the provisions of Para. 1, Art. 5, Art. 35 and Para. 5, Art. 52 of Law for Local Public Service Employees.

(Law No. 261, 1950 hereafter called Law)
(leaves to work full time for organizations and period of leaves)

Art. 2. Persons holding the power of appointment shall give, at the request, leaves (hereafter called leaves to work full time for organizations) to the personnel to let them engage full time for organizations of local government personnel which have been registered at Personnel Affairs Committee as representatives or officers in case their absence from the offices do not humper the public business.

2. The period of the leaves mentioned above shall be decided within the limit of one year and on the basis of a day as a unit.
But, when the period of leaves expires, the persons holding the power of appointment shall be allowe d to give additional leaves if necessary.

(Effect of leaves to work full time for organizations)

Art. 3. Those who were given leaves to work full time for organizations shall be exempted from the obligations to devote themselves to their public duties and at the same time they will not be allowed to assume their public duties. during the period.

2. During such period, any type of payment such as wages, family allowances, area allowances, etc. shall not be made to the personnel working full time for organizations. (ending of period for leaves to work full time for organizations)

Art. 4. In case any one of the following items can be applied to the personnel on leaves to work full time for organizations, the period of the leaves shall be considered ended.

A. Expiration of period of leaves to work full time for organizations.

B. Personnel return to former positions with permission of the persons holding the power of appointment prior to the expiration of period of leaves.

C. The reasons for the leaves cases to exist.

(standing of personnel on leaves to work full time for organizations)

3. Aichi Prefectural Ordinance No. 4

Ordinance concerning personnel working full time for organizations of local government personnel.

(Purpose)
Art. 1. This ordinance shall aim at the stipulation of necessary matters concerning personnel working full time for organizations of local government personnel based on the provisions of Para. 1, Art. 5, Art. 35 and Para. 5, Art. 52 of Law for Local Public Service Employees.

(Law No. 261, 1950 hereafter called Law)
(leaves to work full time for organizations and period of leaves)

Art. 2. Persons holding the power of appointment shall give, at the request, leaves (hereafter called leaves to work full time for organizations) to the personnel to let them engage full time for organizations of local government personnel which have been registered at Personnel Affairs Committee as representatives or officers in case their absence from the offices do not humper the public business.

2. The period of the leaves mentioned above shall be decided within the limit of one year and on the basis of a day as a unit.
But, when the period of leaves expires, the persons holding the power of appointment shall be allowe d to give additional leaves if necessary.

(Effect of leaves to work full time for organizations)

Art. 3. Those who were given leaves to work full time for organizations shall be exempted from the obligations to devote themselves to their public duties and at the same time they will not be allowed to assume their public duties. during the period.

2. During such period, any type of payment such as wages, family allowances, area allowances, etc. shall not be made to the personnel working full time for organizations. (ending of period for leaves to work full time for organizations)

Art. 4. In case any one of the following items can be applied to the personnel on leaves to work full time for organizations, the period of the leaves shall be considered ended.

A. Expiration of period of leaves to work full time for organizations.

B. Personnel return to former positions with permission of the persons holding the power of appointment prior to the expiration of period of leaves.

C. The reasons for the leaves cases to exist.

(standing of personnel on leaves to work full time for organizations)

Art. 5. Personnel on leaves to work full time for organizations shall have the positions as public service employees enen during the period of the leaves and shall have the rights to return to their respecitve positions at the time of termination of the leaves.

(cancellation of leaves to work full time for organizations)

In case of violation of this ordinance by a personnel on leave to work full time for an organization, the person holding the power of appoint shall cancel the leave.

(Mandating provisions)

Art. 7. Personnel Affairs Committee Regulation shall provide for necessary matters relating to the enforcement of this ordinance.

Supplementary Rules

1. This ordinance shall be effectuated on and after the date of promulgation.

2. Those who are on leaves to work full time for the business of the Labor Union of Public Service Employees under the regulations applied hitherto on the day of the enforcement shall be considered to have been granted leaves during the period provided for in Items 14 and 16 of Supplementary Rules of the Law.

3. Until such time when the Personnel Affairs Committee is established, the words "Personnel Affairs Committee Regulation" sahll read "Aichi Prefectural Regulation".

4. Aichi Prefectural Ordinance No. 5. Ordinance concerning the Registration of Organization of Local Government Personnels.

(Purpose)

Art. 1. The object of this ordinance is to stipulate necessary matters with respect to the registration of organizations of local government personnels in accordance with the provisions of Para. 1, Art. 5 and Para. 1 and Para. from 4 to 6, Art. 53 Law for Local Public Service Employees (Law No. 261, 1950 and hereinafter shall be called the Law).

(Application for registration)

Art. 2. When an organization register its establishment with the Personnal Affairs Committee, an application in duplicate bearing the following specifications together with necessary documents as stipulated shall be submitted through the representative of the organization.

1. Title, name and address of directors, representatives and other officers of the organization.

2. Location of office of the organization including branch offices.

3. In case the applicant is a federation of organization, specify to that effect clearly.

4. In case the applicant intends to become a juridical person, specify that effect clearly.

5. Necessary documents which can verify when and where the votings have been conducted to decide the constitution or the article of the organization, appointment of officers of the organization and other important matters and the documents which can verify that such important decisions have been made in pursuance of the stipulations of Para. 3, Art. 53 of the Law.

6. Documents which can verify the status of the representative of organization who submit the application.

(Notice of registration)

Art. 3. The Personel Affairs Committee shall send within 30 days from the acceptance of the application to the applicant a notice mentioning whether the establishment of the organization has been registered or not.

(Report on the change of constitution or article of the organization or on the dissolution of the organization)

Art. 4. When the constitution or article of an organization has been modified, or the directors, representatives and other officers have been appointed or changed, or the matters specified in the application for the registration have been changed, or an organization has been dissolved according to the majority vote, a written report to that effect shall be submitted to the Personal Affairs Committee within 10 days from the date of such occurrences.

2. When an organization submit a report in pursuance of the preceding paragraph, a report in duplicate bearing the following specifications together with necessary documents as specified shall be submitted through the representative of the organization.

(1) Documents which can verify when and where the votings have been conducted to decide the change of matters specified in the application of the registration or the dissolution of the organization and documents which can verify that such important decision have been made in pursuance of the stipulations of Para. 3, Art. 53 of the Law.

(2) Documents which can verify the status of the pepresentatives of organization who submit the report.

(Cancellation of the registration)

Art. 5. The Personal Affairs Committee may demand the organizations to take pertinent steps for the correction when the organizations have become inappropriate to the Law or the present ordinance and may have an authority to cancell the registration by providing previously an oral inquiry when the organizations do not comply with such demand of Committee.

2. The procedure of the oral inquiry stipulated in the preceding paragraph shall be decided sparately in the rule of Personal Affairs Committee.

Supplementary rule.

1. The present ordinance shall become fully effective on and after the day of the promulgation.

2. Up to 12 June 1951 from the date of the promulgation the words "PersonalAffairs Committee" and "Rule of Personal Affairs Committee" in the present ordinance shall be read as "Governor of the prefecture" and "Aichi Prefectural Ordinance " respectively.

5. Aichi Prefectural Ordinance No. 6

Ordinance concerning Negotiation Conducting by the Organizations of Local Government Personnels.

(Purpose)
Art. 1. The object of this ordinance is to stipulate necessary matters with regard to the negotiations conducting by the organizations of local Government Personnels in accordance with the provisions of Para. 1, Art. 55 of the Law for Local Public Service Employees (Law No. 261. 1950)
(Government with whome the organizations can negotiate)

Art. 2. The government with whom the organizations can negotiate shall be such an organ that is vested with the authorities to decide and to administer lawfully with respect to the matters of the negotiations.

(Procedure for the negotiation)

Art. 3. The negotiations between the organizations of local government personnels and the government shall be conducted at the specified hours and place as previously arranged each time.

2. The government may limit the number of the representatives who act on the negotiations for the organizations, if it deemed necessary to do so.

3. The hours of the negotiations described in the Para. 1, may be set from the working hours. In this case, the wages of the personnels who

engage in the negotiation shall not be deducted.

(Ban hindrances to the routine)

Art. 4. The negotiations between the organizations of local government personnels and the government shall be conducted, that the prefectural government routine may not be hindered

Supplementary rule.

This ordinence shall be in force on and after the day of the promulgation.

B. Nagoya City.

In consequence of new stipulation, revision and abolition of many ordinances, many regulations and rules were newly stipulated, revised and abolished and some regulations and rules are being drafted.

C. 11 cities.

Ordinances stipulated for eleven cities are as follows:

a. Concerning pays for personnel.
b. Concerning pays for personnel of special category.
c. Concerning pledge for duty by personnel.
d. Concerning registration of organizations of personnel.
e. Concerning conditions and circumstances of negotiations by the organizations of personnel.

As to the regulations and rules to be stipulated relating to the enforcement of the above ordinances, are being carefully drafted.

D. Other matters relating to Nagoya City and eleven other cities.

Establishment of "personnel affairs committee" or "fairness committee" is not seen yet.
No drafting of bill relating to position classification system is seen.
Each city is exerting its utmost lest there should be no violation against the political limitation with the local election drawing near.

/s/t/ SHOICHI MIZUNO
Director of General Affairs Dept.

THE AICHI PREFECTURAL GOVERNMENT

28 March 1951

This is the additional report on the above subject for the month of March.

B. Nagoya City.
The following regulation has been adopted by Nagoya City.
Nagoya City TATSU NO. 9, 13 Mar. 1951

Regulation concerning enforcement of pledge for service by the personnel.

Art. 1. This regulation shall aim at the stipulation of necessary matters relating to the pledge for service by the personnel appointed or employed by the Mayor (including persons holding the power of appointment entrusted by the mayor) based on Art. 3 of Ordinance concerning Pledge for Service by the Personnel (Ordinance No. 7, 1950 --- hereafter called ordinance)

Art. 2. The word "Superior Officer" in Art. 2 of the ordinance shall be interpreted, except for the cases specially designated, as chief (hereafter called officer in charge) of bureau, ward of department (excluding departments under bureau and including rooms and sections not belonging to bureau or department) to which those who newly became personnel are to be assigned.

In case a officer in charge is not available, he can designate a senior officer to act for him.

Art. 3. Written pledge shall be submitted by the newly appointed personnel to the officer in charge at the time of official announcement of appointment.
In submitting the pledge, the personnel has to affix his stamp on the form of pledge and has to read it before the officer in charge.

Art. 4. At the time of the pledge, presence of chief of section in charge of personnel affairs and chief of section or public office of the newly appointed personnel is required.

Art. 5. After the pledge provided in Art. 3 is over, the officer in charge shall hand the papers of appointment and assignment to the personnel.

Art. 6. Pledges submitted by the personnel shall be kept in custody of the officer in charge until the end of the calender year; and they shall be sent to the Personnel Affairs Director by the end of Jan. next year putting index the form of which is shown below.

Art.7. Personnel Affairs Director shall keep the pledges all the period of services of each individual.

Supplementary Rules.

1. This regulation shall be in effect on and from the date of enforcement of the ordinance.

2. Those who became personnel on the date of enforcement of the ordinance and within 30 days thereafter shall be required to submit the pledges by 14 Mar. 1951 regardless of provisions of Art. 3.

Form of index.

Date of Pledge	Date of appointment or employment	Status	Name	Remarks

(Note)

Binding of pledges shall be alphabetical order (Japanese way) and according to sex.

SHOICHI MIZUNO

Director of General Affairs

Department

Incl 2 (2)

Monthly Report of affairs incident to the enforcement of the Law for the Local Public Service Employees.

March 1951 Acount of Gifu Prefecture

1. Concerning the regulation and rules to be enacted in accordance with the law for the Local Public Service Employees.

a. Have the regulations and rules been la id down?
It not, progress of enactment.
b. If laid down, details of them (Outline, date put in force).
c. Former laws and regulations altered or abolished (or to be altered or abolished) by this law.
d. Have the Personnel Commission and its secretariate, and the Equity Commission and its secretariate been already established?
e. Matters conducted for the position qualification system of the law for the Local Public Service Employees.
f. Organization of Personnel Commission and Equity Commission and Meeting thereof.
g. Status of appointment examinations of various sorts held by Personnel Commission.

2. Measures to make the employees familiar with the purport of this law.
3. Concerning the conferences held for the endorcement of the law for the local Public Service Employees.
a. Date held
b. Aim
c. Persons called.
d. No. o f attendants.
4. Instances of violations against law restricting political acts of local public service employees.

Personnel Section, Gifu Pref. Office

1. a. Have been already enacted.
b. The bills shown below were introduced to the prefectural assembly on Mar. 22 and were passed on Mar. 24.
Regulations re. taking the oath of service by the employee.
Regulations re. research and training of the employee.
Regulations re. exceptions for obligations to devote all their energies to duties.
Regulations re. employees engaging in the affairs of the Employees' Organization.
Regulations re. registration of the Employees' Organization.
Regulations re. negotiation conducted by the Employees Organization.
Expected to be promulgated in a few days and put in force as from the date of promulgation.
c, d, e, f, g. Nothing applicable.

2. Explanations of the Lawwere given to the employees of the pref. agricultural experimental station on March. 20.

Incl 2"

3.4. Nothing applicable.

Gifu Municipal Office - March 1951

1. a. We have established all the regulations fixed by law to be enacted within a definite period of time, as we reported by letter dated Feb. 27.
   b. Already reported.
   c. do
   d. Not yet established.
   e. Nothing conducted.
   f. Nothing applicable.
   g. do

2. Short course on the law are being given to lower-class employees by a person in charge at every section.

3. a. On Mar. 1
   b. Concerning the ways of enforcement of the regulations and rules enacted in accordance with the Law for the Local Public Service Employees.
   c. All the chiefs of sections and departments.
   d. About 30 persons.

4. Nothing applicable.

Ogaki Municipal Office. - March 1951

1. a. Have been already enacted.
   b. Regulations concerning establishment of Ogaki city Equity Committee.
   Regulations concerning the oath of office by city employees. (put in force as from the date of promulgation)
   Regulations of exceptions to obligations to devote themselves to their duties. (put in force on and after Feb. 27, 1951)
   Regulations re. employees engaging in the affairs of the Employees' Organization (ditto).
   Regulations conerning the registration of the Employees' Organization. (ditto)
   Regulations conerning the negotiation of conducted by the Employees' Organization. (ditto)
   Regulations conerning the pay to officials of the special government service who regularly work for the municipal office (ditto, applied from Jan. 1951)
   Regula tions concerning salary of Ogaki d ty office employees (ditto)
   The above bills were passed at the meeting of Ogaki Municippl assembly held on Feb. 26.

c. Regulations concerning salary and official trip allowance to be paid to city employees.
d. Not yet established.
e, f, g. Nothing applicable

2, 3, 4. Nothing to be mentioned specially.

Takayama Municipal Office - March 1951

1. a. Have been already enacted.
Of the items b, c, we have already informed you.
As to items d, e, f, g, we have nothing to be mentioned.

2. We distributed explanations on th- law for the Public Service Employees and related laws to the employees, in cooperation with the employees' organization.

3. a. At 5:30 p.m., Mar 1.
b. Explanation on the gist of the law for the Public Service Employees.
c. General employees.
d. 70 persons.

4. Nothing applicable.

Tajimi Municipal Office - March 1951

1. a. Have been already enacted.
As to matters itemized b, c, we have already reported.
As to the items d, e, f, g, we have had nothing falling under the category.

2, 3, 4, Nothing to be mentioned specially.

Seki Municipal Office - March 1951

1. a. Have been already enacted.
Of the items b, c, we have already informed you,and as to the items d, e, f, and g, we have nothing to be mentioned.

2. We made efforts to make the employees familiar with the purport of this law, by having a study meeting at each section or branch office.
3. During the period from Mar. 5 to Mar. 10 this year, we had at each section or branch office at the rate of two hours a day.
b. Took appropriate steps to notify the employees as to the purport of this law.
c. At each section or branch office.
d. About 15 persons at each section or each branch office.

Incl 3 (2)

MONTHLY REPORT
ON THE LOCAL PUBLIC SERVICE LAW

Mie Prefecture

The following five (5) regulations were promulgated on 5 March 1951:

1. The regulations concerning the official's pledge on duties.

2. The regulations concerning officials working exclusively for the Prefectural Workers' Union.

3. The regulations pertaining to the registration of Prefectural Workers' Union.

4. The regulations on the collective bargain to be done by official servicemen.

5. The regulations concerning the special exemptions from the obligation of devoting oneself to the official duties.

Tsu City

The undermentioned four (4) regulations have been enacted and promulgated:

1. The regulations pertaining to the registration of municipal workers' union.

2. The regulations on the collective bargain to be done by municipal servicemen.

3. The regulations concerning the officials' pledge on duties.

4. The regulations concerning the special exemptions from the obligation of devoting oneself to the offiicial duties.

Suzuka City

The undermentioned five (5) regulations have been established. They will be introduced to the municipal assembly scheduled on 26 March for the decision before they will come into force.

Incl 3"

1. The amendment of regulations concerning salaries and wages for the Municipal Workers (decided on 5 March and has come into force retroactively to January, 1951).

2. The regulations on the collective bargain to be done by Municipal Servicemen.

3. The regulations concerning the official's pledge on duties.

4. The regulations pertaining to the registration of the Municipal Workers' Union.

5. The regulations concerning the special exemptions from the obligation of devoting oneself to the official duties.

Ueno City

The following six (6) regulations have been decided at the municipal assembly during the period from 10 March to 22 March, 1951:

1. Bill No. 37.

The regulations concerning the special exemptions from the obligation of devoting oneself to the official duties.

(Purpose)

Art. 1. The purpose of these regulations is to provide for the special exemptions from the obligation of devoting oneself to the official duties according to the provisions of Art. 35 of the Local Public Service Law (Law No. 261, Dec. 1950).

(Exemption from the obligations of devoting oneself to the official duties).

Art. 2. Under any one of the following items, an official may be exempted from the obligation to devote himself (or herself) to the official duties after a previous approval either of those who have the authority of appointment or of those who have been entrusted with it.

1. In case when he (she) participates in a research meeting.

2. In case when he (or she) participates in a practical welfare program.

Additional Rules

1. These regulations shall be applied from 13 February 1951.

2. Bill No. 38.

The regulations concerning the designation of the special Government service.

In accordance with the provisions of No. 4, Paragraph 3, Article 3 of the Local Public Service Law (Law No. 261, 1951), the service of a special secretary of the mayor shall be designated as the special government service.

Supplementary Regulations

The regulations shall be applied from 13 February 1951.

3. Bill No. 39.

The regulations concerning the official's pledge on duties.

(Purpose)

Art. 1. The purpose of this regulation is to formulate the processes concerning the official's pledge on duties according to the provision of Art. 31 of the Local Public Service Law (Law No. 261, Dec. 1950).

(Workers' affidavit on duties).

Art. 2. One who has newly become an official cannot perform the duty until he (or she) puts his (or her) signature on an affidavit in the following form in the presence of the men who have the authority on appointment or his (or her) superior officials decided by the former.

(Mandate of authority)

Art. 3. Except those determined in this regulation, necessary procedures concerning the official's pledge on duties shall be decided by the men who have the authority on appointment.

Additional Provisions

1. This regulation shall come into force from the date of its promulgation.

2. One who has newly become an official within 30 days after the enforcement of this regulation can effectuate his duties, prior to his making a pledge, for 30 days after the enforcement of this regulation despite of the provision of Art. 2.

2. Bill No. 38.

The regulations concerning the designation of the special Government service.

In accordance with the provisions of No. 4, Paragraph 3, Article 3 of the Local Public Service Law (Law No. 261, 1951), the service of a special secretary of the mayor shall be designated as the special government service.

Supplementary Regulations

The regulations shall be applied from 13 February 1951.

3. Bill No. 39.

The regulations concerning the official's pledge on duties.

(Purpose)

Art. 1. The purpose of this regulation is to formulate the processes concerning the official's pledge on duties according to the provision of Art. 31 of the Local Public Service Law (Law No. 261, Dec. 1950).

(Workers' affidavit on duties).

Art. 2. One who has newly become an official cannot perform the duty until he (or she) puts his (or her) signature on an affidavit in the following form in the presence of the men who have the authority on appointment or his (or her) superior officials decided by the former.

(Mandate of authority)

Art. 3. Except those determined in this regulation, necessary procedures concerning the official's pledge on duties shall be decided by the men who have the authority on appointment.

Additional Provisions

1. This regulation shall come into force from the date of its promulgation.

2. One who has newly become an official within 30 days after the enforcement of this regulation can effectuate his duties, prior to his making a pledge, for 30 days after the enforcement of this regulation despite of the provision of Art. 2.

Attached Form:

AFFIDAVIT DATE:

I hereby make a firm pledge that I will respect and protect the Japanese Constitution which approves of the sovereign power residing with the people, and that, with a thorough understanding on the principle of local autonomy and with a deep consciousness on the responsibility to operate the public affairs democratically and efficiently as a serviceman working for the mass, I will execute my duties sincerely and fairly.

Signature (Seal)

4. Bill No. 40.

Regulations pertaining to the registration of Prefectural Workers' Union:

(Purpose)

Art. 1. This regulation shall aim at fixing necessary items for the registration of the Workers' Union in accordance with the provisions covering No. 1 Par. of Art. 5, and No. 1, No. 4, No. 5 and No. 6 Par. of Art. 53, the Local Public Service Law (Law No. 261, Dec. 1950, hereafter referred to as "Law").

(Application of Registration).

Art. 2. In case the Workers' Union applies for its registration to the mayor, two copies of application, original and the duplicate, containing the undermentioned matters with their by-papers, shall have to be submitted through the Union's representative.

1. Name, address and position of Director, Representative or other officers.

2. Location of all the offices.

3. Fact to the effect that the federated Workers' Union, if this is the case.

4. Fact to the effect that the Workers' Union is going to be a juridical person, if this is the case.

5. Papers certifying that the drawing up of the rules or articles, and other important acts, such as election of the officers and soon, and the date and place of the voting, have been fixed according to the said provisions in the 3rd Par. of Art. 53, the Law.

6. Papers certifying the status of the representative applying for the registration.

(Notification of Registration)

Art. 3. The mayor shall have to inform of the registering or unregistering to the Workers' Union within 30 days after receiving the application of the registration.

(Report on change of Rules, Articles, etc., or on Dissolution).

Art. 4. 1. In case the Workers' Union changed its rules or articles, elected or re-elected its director, representative and other officers, changed the items on the registration application, or was dissolved on the Union's will, the facts shall have to be reported in papers to the mayor within 10 days after the events took place.

2. In case the Workers' union is going to make the foregoing reports, two copies, the original and duplicate, with the following by-papers shall have to be tendered.

(1) Papers certifying the changes on the registration application or the dissolution, and the date and place of voting, have been fixed in accordance with the 3rd Par. of Art. 53, the Law.

(2) Papers certifying the status of the representatives submitting the report.

3. The provision said in Art. 3 shall be applied to in case of the report of changes of the rules or articles.

(Cancel of registration).

Art. 5. 1. In case the Workers' Union became unfitted to the Law or to the rules the mayor shall ask the Workers' Union to take the properly revised steps. If the Workers' Union refuse the request, the registration shall be able to be rescinded after having the verbal examination previously.

2. The procedures of the verbal examination in the foregoing paragraph shall be fixed by the regulations of Ueno City.

Supplementary Provisions

1. This regulation shall come into force on and after April 1, 1951.

5. Bill No. 41.

Regulations on the collective bargain to be done by Official Servicemen.

(Purpose)

Art. 1. The said regulations, basing on the stipulations (mentioned) in first item in Art. 15 of Local Public Service Law (by the law of No. 261 dated Dec. 1950), are aimed to lay down the necessary matters on the collective bargain of official servicemen.

(The Authorities).

Art. 2. The authorities to which the collective bargains are allowed to be done by official servicemen should be the competent organ to manage and decide the presented cases in legal way.

(Proceedings on collective bargain)

Art. 3. 1. The said collective bargain should be done in the appointed time through the preliminary negotiation.

2. The above mentioned time may be appointed in the office hours. However, in such a case, the salary of local public servicemen shall not be decreased.

(Prohibition of obstruction of regular service).

Art. 4. The collective bargain must be done so as not to obstruct the regular operation of municipal business.

Additional Rule

The said regulations shall be put into force from April, 1951.

6. According to Bill No. 42, the matter of partial amendment of the regulations concerning salary of Ueno City officials was submitted to the city assembly on 10 March 1951, and the regulations shall be applied from 1 January 1951.

Ujiyamada City

A bill on partial amendment of the regulations concerning the wages for municipal officials of Ujiyamada City was submitted to the city assembly on 17 March, 1951 by the bill No. 24 and resolved on the same day. Moreover, the regulation was decided to be applied retroactively to 1 January 1951.

Matsuzaka City

Each regulation is being prepared, and its enforcement will take place after the local elections.

Kuwana City

On 19 March 1951 a copy of the Local Public Service Law was distributed to each municipal official. On 20 March 1951 the following regulations were introduced to the municipal assembly and approved on the same day, and were promulgated on 22 March 1951.

1. Bill No. 40.

The regulations concerning the official's pledge on duties.

(Purpose)

Art. 1. The purpose of this regulation is to formulate the processes concerning the official's pledge on duties according to the provision of Art. 31 of the Local Public Service Law (Law No. 261, Dec. 1950).

(Workers' affidavit on duties).

Art. 2. One who has newly become an official shall put his (or her) signature on an affidavit in the following form in front of the person of his patronage or the higher official decided by the person of his patronage.

(Mandate of authority).

Art. 3. Except those determined in this regulation, necessary matter concerning the official's pledge on duties shall be decided by the men who have the authority on appointment.

Additional Provisions

1. This regulation shall come into force from the date of its promulgation.

2. One who has newly become an official within 30 days after the enforcement of this regulation can effectuate his duties, prior to his making a pledge, for 30 days after the enforcement of this regulation despite of the provision of Art. 2.

Attached form: Date:_____

AFFIDAVIT

I hereby make a firm pledge that I will respect and protect the Japanese Constitution which approves of the sovereign power residing with the people,

and that, with a thorough understanding on the principle of local autonomy and with a deep consciousness on the responsibility to operate the public affairs democratically and efficiently as a serviceman working for the mass, I will execute my duties sincerely and fairly.

Signature (Seal)

2. Bill No. 41.

Regulations pertaining to the registration of Workers' Union.

(Purpose of this regulation).

Art. 1. This regulation shall aim at fixing necessary items for the registration of Workers' Union in accordance with the provisions covering No. 1 Par. of Art. 5, and No. 1, No. 4, No. 5 and No. 6 Par. of Art. 53, the local Public Service Law,(Law No. 261, Dec. 1950, hereafter referred to as "Law").

(Application of registration).

Art. 2. In case the Workers' Union applied for its registration to the mayor, two copies of application, original and the duplicate, containing the undermentioned matters with their by-papers, shall have to be submitted through the Union's representative.

1. Name, address and position of director, representative or other officer and persons given the leave to work for the workers' union business exclusively said in the regulation subsequent to the Law.

2. Location of all the offices.

3. Fact to the effect that the federated Workers' Union, if this is the case.

4. Fact to the effect that the Pref. Workers' Union is going to be a juridical person, if this is the case.

5. Papers certifying that the drawing-up of the rules or articles, and other important acts, such as election of the officers and so on, and the date and place of the voting, have been fixed according to the said provisions in the 3rd Par. of Art. 53, the law.

6. Papers certifying the status of the representative applying for the registration.

(Notification of registration).

Art. 3. The mayor shall have to inform of the registering or unregistering to the Workers' Union within 30 days after receiving the application of the registration.

(Report on change of Rules, Articles, etc., or on Dissolution).

Art. 4. 1. In case the Workers' Union changed its rules or articles, elected or re-elected its director, representative and other officers, changed the items on the registration application, or was dissolved on the Union's will, the facts shall have to be reported in papers to the mayor within 10 days after the events took place.

2. In case the Workers' Union is going to make the foregoing reports, two copies, the original and duplicate, with the following by-papers shall have to be tendered.

(1) Papers certifying the changes on the registration application or the dissolution, and the date and place of voting, have been fixed in accordance with the 3rd Par. of Art. 53, the Law.

(2) Papers certifying the status of the representatives submitting the report.

3. The provision said in Art. 3 shall be applied to in case o f the report of changes of the rules or articles.

(Rescission of Registration)

Art. 5. 1. In case the Workers' Union became unfitted to the Law or to the rules the mayor shall ask the Workers' Union to take the properly revised steps. If the Workers' Union refuse the request, the registration shall be able to be rescinded after having the verbal examination previously.

2. The procedures of the verbal examination in the foregoing paragraph shall be fixed by the rules made by Kuwana City.

Supplementary Provisions

This regulation shall come into force from the day of its promulgation, and shall be applied to from Feb. 13, 1951.

3. <u>Bill No. 42.</u>

Regulations on the Collective Bargain to be done by official servicemen.

(Purpose of the Regulation)

Art. 1. The said regulation, based on the stipulations (Mentioned) in first item in Art. 15 of Local Public Service Law (by the law of No. 261 dated Dec. 1950), are aimed to lay down the necessary matters on the collective bargain of official servicemen.

(The Authorities)

Art. 2. The authorities to which the collective bargains are allowed to be done by official servicemen should be the competent organ to manage and decide the presented cases in legal way.

(Proceedings on collective bargain)

Art. 3. The said collective bargain should be done in the appointed time through the preliminary negotiation.

1. The above mentioned time may be appointed in the office hours. However, in such a case, the salary of local public servicemen shall not be decreased.

(Prohibition of hindering normal business).

Art. 4. The negotiation shall have to be carried out so that it may not hinder the normal business of the city.

Additional Rule

The said regulations shall be put into force from the day of promulgation, and shall be applied from Feb. 13, 1951.

4. Bill No. 43.

The regulations concerning the special exemptions from the obligation of devoting oneself to the official duties.

(Purpose of these regulations)

Art. 1. The purpose of these regulations is to provide for the special exemptions from the obligation of devoting oneself to the official duties according to the provisions of Art. 35 of the Local Public Service Law (Law No. 261, Dec. 1950).

(Exemption from the obligations of devoting oneself to the official duties)

Art. 2. Under any one of the following items, and official may be exempted from the obligation to devote himself (or herself) to the official duties after a previous approval either of those who have the authority of appointment or of those who have been entrusted with it.

1. In case when he (she) participates in a research meeting.

2. In case when he (or she) participates in a practical welfare program.

3. In case when he (or she) works exclusively for the workers' organization.

4. In case determined by the person of patronage besides the aforementioned three items.

Additional Rules

These regulations shall come into force from the day of promulgation and shall be applied from Feb. 13th, 1951.

Yokkaichi City

The following regulations were promulgated and put into force through the resolution of the city assembly made on 23 March.

Bill No. 42.

The regulations concerning the registration and collective bargaining of the workers' union of Yokkaichi city.

Chapter 1. General Provisions

(Purpose)

Art. 1. The purpose of these regulations is to formulate necessary items concerning the registration of the workers' union in accordance with the provisions of paragraph 1 of article 5, paragraph 1 and paragraph 4 - 6 of article 53 and those concerning the collective bargaining of the workers' union according to the provisions of paragraph 1 of article 55 of the Local Public Service Law (Law No. 261 of 1951, hereafter be called the "Law").

Chapter 2. Registration

(Application of registration)

Art. 2. In case the workers' union applies for its registration to the mayor, two copies of application, original and duplicate, containing the undermentioned matters with their by-papers, shall have to be submitted through the union's representative.

1. Name, addressand position of director, representative or other officer.

2. Location of all the offices.

3. Name of organization if it is the federation of unit workers' union.

4. Fact to the effect that the workers' union is going to be a juridical person, if this is the case.

5. Papers certifying that the drawing up of the rules or articles, and other important acts, such as election of the officers and so on, and the date and place of the voting, have been fixed according to the said provisions in the 3rd Par. of Art. 53, the law.

6. Papers certifying the status of the representatives applying for the registration.

(Notification of registration)

Art. 3. The mayor shall have to inform of the registering or unregistering to the workers' union within a month after receiving the application of the registration.

(Report on change of rules, articles, etc., or on dissolution)

Art. 4. 1. In case the workers' Union changed its rules or articles, elected or re-elected its director, representative and other officers, changed the items on the registration application, or was dissolved on the union's will, the facts shall have to be reported in papers to the mayor within 10 days after the events took place.

2. In case the workers' union is going to make the foregoing reports, two copies, the original and duplicate, with the following by-papers shall have to be tendered.

(1) Papers certifying the changes on the registration application or the dissolution, and the date and place of voting, have been fixed in accordance with the 3rd Par. of Art. 53, the Law.

(2) Papers certifying the status of the representatives submitting the report.

3. The provision said in Art. 3 shall be applied to in case of the report of changes of the rules or articles.

(Cancel of registration)

Art. 5. 1. In case the workers' union became unfitted to the Law or to the rules, the mayor shall ask the workers' union to take the properly revised steps. If the workers' union refuse the request, the registration shall be able to be rescinded after having the verbal examination previously.

2. The procedures of the verbal examination in the foregoing paragraph shall be fixed by the rules of the city.

Chapter 3. Collective Bargaining

(The Authorities)

Art. 6. The authorities to which the collective bargains are allowed to be done by official servicemen should be the competent organ to manage and decide the presented cases in legal way.

(Proceedings on collective bargain)

Art. 7. 1. The said collective bargain should be done in the appointed time through the preliminary negotiation.

2. The above-mentioned time may be appointed in the office hours. However, in such a case, the salary of local public servicemen shall not be decreased.

(Prohibition of obstruction of regular business)

The collective bargain shall be made in such a way as not to obstruct the regular operation of city business.

Additional Rule

The said regulations shall be put into force from the day of promulgation.