DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

GHQ/SCAP Records (RG 331, National Archives and Records Service)

Description of contents

(1) Box no. 2986

(2) Folder title/number: (11)
L-031: Field Trip Reports

(3) Date: June 1950 - Apr. 1951

(4) Subject:

Classification	Type of record
9740	e

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

(6) Reproduction: (Yes) No

(7) Film no. Sheet no.

(Compiled by *National Diet Library*)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [redacted]

DATE	SUBJECT	ISSUING HEADQUARTERS & INDORSEMENT
25 Nov. 1950	Field Trip to Five Prefectures, 13-17 Nov. 1950	Walter P. Domwnoski
26 Nov. 1950	" " Okayama Pref. 20-24 Nov. 1950	"
2 Dec. 1950	" " Four Prefs. 27-30 Nov. 1950	"
18 Dec. 1950	" " Yamaguchi Pref. 10-15 Dec. 1950	"
23 Dec. 1950	" " Hiroshima, Okayama Prefs. 18-23 Dec. 1950	"
15 Jan. 1951	" " Four Prefs. 8-11 Jan. 1951	"
26 Jan. 1951	" " Ube, Shimonoseki and Beppu Cities, 22-26 Jan. 1951	"
9 Feb. 1951	" " Four Prefs. 4-8 Feb. 1951	"
10 Feb. 1951	" " Hiroshima City, 9 Feb. 1951	"
16 Feb. 1951	" " Four Prefs. 9-15 Feb. 1951	"
19 Feb. 1951	" " Okayama Pref. 15-16 Feb. 1951	Robert P. Lord
23 Feb. 1951	" " Okayama Pref. 18-21 Feb. 1951	Walter P. Domanowski
2 March 1951	" " Okayama, Tottori & Shimane Prefs. 26 Feb - 1 March 1951	"
20 March 1951	" " Hiroshima Pref. 6-8 March 1951	"
20 March 1951	" " Five Pref. 12-16 March 1951	"
1 April 1951	" " Okayama, Hiroshima, Yamaguchi Pref. 21-28 March 1951	"

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

DATE	SUBJECT	ISSUING HEADQUARTERS & INDORSEMENT
16 June 1950	Field Trip to Yamaguchi Pref., 14-16 June 1950	Joe Nakabayashi
13 Aug. 1950	" " Five Pref. 2-13 August 1950	Churchill Murray
26 Aug. 1950	" " " 21-25 August 1950	Ralph Friedrich
5 Sep. 1950	" " Yamaguchi Pref. 28-31 Aug. 1950	" "
9 Sep. 1950	" " Hiroshima LSB 8 September 1950	" "
11 Sep. 1950	" " Four Pref. 11-14 Sep. 1950	" "
16 Sep. 1950	" " " " 11-14 Sep. 1950	" "
16 Sep. 1950	" " Hiroshima City, 15 Sep. 1950	" "
22 Sep. 1950	" " Yamaguchi, Hiroshima Prefs. 18-21 Sept. 1950	" "
3 Oct. 1950	" " Shimane Pref. 26-28 Sept. 1950	Walter P. Domanowski
3 Oct. 1950	" " Okayama Pref. 23-25 Sept. 1950	"
31 Oct. 1950	" " Yamaguchi City, 6 Oct. 1950	"
31 Oct. 1950	" " Hiroshima , Okayama Prefs. 9-14 Oct 1950	"
31 Oct. 1950	" " Hiroshima Pref. 16-20 Oct. 1950	"
1 Nov. 1950	" " Four Pref. 23-26 Oct. 1950	"
17 Nov. 1950	" " Okayama Pref. 8-10 Nov. 1950	"

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

L-031

HEADQUARTERS
CHUGOKU CIVIL AFFAIR REGION
ECONOMICS SECTION
Labor Division

1 April 1951

CCAR 004.07

SUBJECT: Report of Field Trip, Okayama, Hiroshima and Yamaguchi Prefectures, 21-28 March 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, SCAP, 10 April 1950.

2. PURPOSE:

To hold labor rallies at the following places:

Ibara Town, Okayama-ken
Fukuyama City, Hiroshima-ken
Onomichi City, Hiroshima-ken
Mihara City, Hiroshima-ken
Takehara Town, Hiroshima-ken
Hagi City, Yamaguchi-ken
Iwakuni City, Yamaguchi-ken

To address a woman audience at Kasaoka Town, Okayama-ken
To hold other miscellaneous discussions.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

Ibara drew in excess of 125 people, while more than 200 attended the Iwakuni labor rally. Seventy-five people attended the Fukuyama rally. Mihara drew the lowest number, twenty-five. The others ranged from forty to sixty. In all but one or two cases, audience interest was strong, and response was indicated by much subsequent discussion and questioning.

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In Kasaoka, and audience in excess of one hundred women were addressed on the benefits and advantages of the union movement to women.

Discussions with the Teikoku Rayon managers indicated a great degree of interest in seniority. The Shikishima Textile Company Workers Union appeared better than average in terms of its operations and election procedures. Prestige of the Labor Relations Commissions in all prefectures appears to have suffered as a consequence of the muddled decision made by that body in Yamaguchi Prefecture.

5. CONCLUSIONS:

No new conclusions on labor rallies can be formed at this time. Nor on the address to the women workers. However, it appears an increasing likelyhood that seniority provisions will soon be found in some contract within this region.

6. RECOMMENDATIONS:

As soon as practicable, reports ought to be obtained from each prefecture on the effectiveness of the labor rallies so that this activity may be more objectively evaluated. Interest on seniority should be encouraged and stimulated, and the Labor Policy Sections should be the ones to do so.

Walter P Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO

FIELD TRIP REPORT

(1) NAME **Walter P. Domanowski** (2) SECTION **Economics, Labor Division** (3) MODE OF TRAVEL **Train & Jeep**

(4) DEPARTURE DATE **21 March 1951** TIME _____ (5) RETURN DATE _____ TIME _____

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	**Hagi City Yamaguchi Pref.**	**22 March**	**1000**	**Hagi District Labor & Management Representatives**	**Labor Rally**
b.	**Takehara Town Kamo-gun Yamaguchi Pref.**	**23 March**	**1000**	**Takehara District Labor & Management Representatives**	**" "**
c.					
d.					
e.					
f.					

(7) REMARKS: **See reverse side.**

(Instructions on reverse side)

WALTER P. DOMANOWSKI W P Domanowski
Signature

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

INSTRUCTIONS

1. Personnel going on field trips will complete Sections (1) through (6), inclusive, of this form, in triplicate. The original will be forwarded to the Deputy Chief, 24 hours before departure.

2. Upon return from field trip, Section (7), of duplicate copy will be completed and forwarded to Deputy Chief. Section (7) should include: estimate of success of meeting, conference or inspection, any changes from original schedule and reason thereof, any further remarks person preparing report desires to include.

3. Third copy will be retained in the Section for file.

Ibara drew in excess of 125 people, while more than 200 attended the Tsukuni labor rally. Seventy-five people attended the Fukuyama rally. Mihara drew the lowest number, twenty-five. The others ranged from forty to sixty. In all but one or two cases, audience interest was strong, and response was indicated by much subsequent discussion and questioning.

In Kasaoka, and audience in excess of one hundred women were addressed on the benefits and advantages of the union movement to women.

Discussions with the Teikoku Rayon managers indicated a great degree of interest in seniority. The Shikishima Textile Company Workers Union appeared better than average in terms of its operations and election procedures. Prestige of the Labor Relations Commissions in all prefectures appears to have suffered as a consequence of the muddled decision made by that body in Yamaguchi Prefecture.

As soon as practicable, reports ought to be obtained from each prefecture on the effectiveness of the labor rallies so that this activity may be more objectively evaluated. Interest on seniority should be encouraged and stimulated, and the Labor Policy Sections should be the ones to do so.

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

FIELD TRIP REPORT

(1) NAME Robert P. Lord / Walter P. Domanowski (2) SECTION Labor Division, Economics (3) MODE OF TRAVEL Boat

(4) DEPARTURE DATE 26 March 1951 TIME 0800 (5) RETURN DATE 30 March 1951 TIME 1700 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Ibara Town Shitsuki-gun Okayama Pref.	27 March	0930	Ibara District Labor & Management Representatives	Labor Rally
b.	Fukuyama City Hiroshima Pref.	27 March	1330	Fukuyama " "	" "
c.	Onomichi City Hiroshima Pref.	28 March	0930	Onomichi " "	" "
d.	Mihara City Hiroshima Pref.	28 March	1330	Mihara " "	" "
e.	Iwakuni City Yamaguchi Pref.	29 March	1330	Iwakuni " "	" "
f.	Kuga Town Oshima-gun Yamaguchi Pref.	30 March	0900	PESO Officials	Labor Education

(7) REMARKS:

WALTER P. DOMANOWSKI W P Domanowski
Signature

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NND

INSTRUCTIONS

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L-031

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

CCAR 004.07

20 March 1951

SUBJECT: Report of Field Trip, Five Prefectures, 12-16 March 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, SCAP, 10 April 1950.

2. PURPOSE:

a. To hold labor rallies at the following places:

Katagami Town, Wage-gun, Okayama-ken
Matsuzaki-mura, Tohaku-gun, Tottori-ken
Masuda Town, Mino-gun, Shimane-ken
Onoda City, Yamaguchi-ken
Kure City, Hiroshima-ken

b. To visit with the following:

Kyushu Fire Brick Company, Katagami Town
Shinagawa Brick Company, Katagami Town
Shinko-Hoki Automotive Parts Company, Matsuzaki-mura
Ube Kosan, Onoda City

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. About forty individuals attended each of the rallies scheduled during the week, with the exception of Onoda City, where the attendance was in excess of one hundred twenty-five. The response at Masuda was fair, as was the the case in Kure. However, audience-response in all other three

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5. CONCLUSIONS:

Responses to the labor rallies held this week were neither strong nor weak. Union leaders show a tendency to think with their emotions instead of calmly viewing all available facts.

6. RECOMMENDATIONS:

The Daiwa Sangyo situation should be kept under further surveillance until clarified.

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [redacted]

ECONOMICS
CHIEF /HEK
D.&I.
N.R.
LABOR 2
FILE

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

CCAR 004.07

20 March 1951

SUBJECT: Report of Field Trip, Hiroshima Prefecture, 6-8 March 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, SCAP, 10 April 1950.

2. PURPOSE:

To hold labor rallies at the following places:

Miyoshi, Futami-gun
Kabe, Asa-gun

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

The audiences in each case were about thirty-five. Sixty-five people had been expected at the Miyoshi rally, but heavy rain cut attendance down. Movies were shown before and after the talk by the Labor Officer. Audience response was middling, judging by the volume of questions raised, somewhat better in Miyoshi than in Kabe. In the latter city, the prefectural SODOMEI chief discussed the advisability of conducting a strike in the Daiwa Sangyo plant in order to force management to concede to their wage demands. The matter was discussed, at the suggestion of the Labor Officer, on a purely monetary basis. The union was guided to consider the cost of lost wages during a strike plus subsequent gains, and to compare the resulting total wages with the net wages under a compromise measure. This redirection of his thinking seemed to cool down his ardor for conducting a strike.

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5. CONCLUSIONS:

Responses to the labor rallies held this week were neither strong nor weak. Union leaders show a tendency to think with their emotions instead of calmly viewing all available facts.

6. RECOMMENDATIONS:

The Daiwa Sangyo situation should be kept under further surveillance until clarified.

Walter P. Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

ECONOMICS	
CHIEF	1
D.&I.	
N.R.	
LABOR	2
FILE	

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/hk

2 March 1951

CCAR 004.07

SUBJECT: Report of Field Trip, Okayama, Tottori and Shimane Prefectures, 26 February - 1 March 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, SCAP, 10 April 1950.

2. PURPOSE:

a. To hold labor rallies at the following places:

Tsuyama City, Okayama Prefecture
Kurayoshi Town, Tottori Prefecture
Gotsu Town, Shimane Prefecture
Hirata Town, Shimane Prefecture

b. To hold other miscellaneous conferences.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. Audiences ranged from thirty to forty-five, the smallest gathering being in Tsuyama, the largest in Hirata. However, in Tsuyama, nearly all companies lacking a contract were represented, whereas in Hirata, representatives of only about six companies were present. The contribution of Shimane Prefecture to these rallies still remains small, although, in these last two instances, in view of the increasing criticism placed upon the dearth of their activity upon this activity, they have begun to show movies in conjunction with the talks. However, their verbal participation is still only slight. To some extent, the activities in Tottori are almost as deficient.. Of the three prefectures visited, Okayama shows the greatest amount of conscientiousness in the conduct of

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these rallies. Audience responsiveness in all cases save Hirata was good. In the case of the single exception, only six questions were raised by two individuals. The remaining forty-three individuals maintained continued silence.

b. At each town or city, contact was made with the chiefs of Public Employment Security, Labor Standards Inspection, and Labor Policy Offices. In addition, contacts were made with specific management and union officials. In most cases, these latter contacts involved discussions on contract practices during which points were discussed with a frankness that would not have been advisable during the discussion phase of a labor rally. This particularly proved to be the case in Gotsu. In Kurayoshi, important information was received through a conference with the Labor Policy Office on some of its local problems. There, two major problems exist, and in one of these cases, it is likely that the Labor Officer may find it advisable to make a visit to the plant concerned. In this case, there is a dispute between the union and management which will inevitably cause a complete collapse in the rapport between these two parties unless some action is taken to bring them to a closer understanding. Both management and the union are at fault in this case, and a clearer understanding of the contractual and functional responsibilities of each might pave the way to a better mutual understanding. In the event it is necessary, a separate memorandum for the record on this problem will be written. The second problem involved a case of exploitation of prostitutes by their masters. In Misasa, the keepers of these services have organized a central exchange. Clients contact this exchange, which contacts one of eight keepers who provides the requested service. The pay for these services are then sent to the exchange which sends the money to individual who provided the girl. In paying the girl, all eight keepers retain portions of the fee to cover taxes, meals and housing. It is alleged that they take more tax money than the government receives, that they overcharge on the meals and housing. This matter is being investigated by a collaboration between the Labor Standards Inspection Office, the Labor Policy Office, and the police.

5. CONCLUSIONS:

a. Shimane is least effective in the planning and performance of labor rallies, and Tottori is only slightly better. Okayama, in contrast to the other two, makes a far superior performance. In all cases, these rallies are usually limited in scope so that only a few management and union representatives from each plant attend. This limitation is usually imposed by the limitations of space. Very few of the towns and cities visited can offer accommodations for audiences of more than fifty or a hundred.

b. Through a number of other conferences held in the towns visited, opportunity was found to provide managers and union leaders, as employees of various governmental agencies, with information which, if used, will prove of value. In a few cases, information was received. Most important information obtained dealt with the exploitation of women by brothel keepers

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in Misasa, Tottori Prefecture, and with the development of severely strained labor-management relations in the Hoki Shinko Automotive Parts Company in Kurayoshi, Tottori Prefecture.

6. RECOMMENDATIONS:

a. A follow-up should be made, through the Labor Policy Sections, of the effectiveness of the labor rally in stimulating the completion of trade agreements. This should be done as soon as the last rally is held in any individual prefecture.

b. A visit should be made to the Hoki Shinko Plant at the earliest opportunity in order to see what steps can be taken to relieve the strain in the labor relations within that plant.

Walter P. Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL Blyth & Train

(4) DEPARTURE DATE 25 Feb 1951 TIME 1214 (5) RETURN DATE 2 March 1951 TIME 0207

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Tsuyama City Okayama Pref.	26 Feb	1300	Tsuyama District Labor and Management Representatives	Labor Rally
b.	Kurayoshi Town Tohaku-gun Tottori Pref.	27 Feb	1300	Kurayoshi District Labor & Management Representatives	"
c.	Gotsu-Town Naka-gun Shimane Pref.	28 Feb	1300	Gotsu District Labor & Management Representatives	"
d.	Hirata Town Hinokawa-gun Shimane Pref.	~~29 Feb~~ 1 Mar	1300	Hirata District Labor & Management Representatives	"
e.					
f.					

(7) REMARKS: See reverse side.

WALTER P. DOMANOWSKI
Signature W P Domanowski

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

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1. Shimane is least effective in the planning and performance of labor rallies, and Tottori is only slightly better. Okayama, in contrast to the other two, makes a far superior performance. In all cases, these rallies are usually limited in scope so that only a few management and union representatives from each plant attend. This limitation is usually imposed by the limitations of space. Very few of the towns and cities visited can offer accommodations for audiences of more than fifty or a hundred.

2. Through a number of other conferences held in the towns visited, opportunity was found to provide managers and union leaders, as employees of various governmental agencies, with information which, if used, will prove of value. In a few cases, information was received. Most important obtained dealt with the exploitation of women by brothel keepers in Misasa, Tottori Prefecture, and with the development of severely strained labor-management relations in the Hoki Shinko Automotive Parts Company in Kurayoshi, Tottori Prefecture.

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Make one extra copy

L-037

ECONOMICS	
CHIEF	/ Hek
D.&I.	
N.R.	
LABOR	2
FILE	

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/hk

CCAR 004.07

23 February 1951

SUBJECT: Report of Field Trip, Okayama Prefecture, 18-21 February 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, SCAP, 10 April 1950.

2. PURPOSE:

a. To hold Labor Rallies at the following places:

(1) Kotoura-Kojima

(2) Kurashiki City

(3) Okayama City

b. To address women workers in Kojima City.

c. To confer with labor and management at Mitsui Shipbuilding and Engineering Company, Tamano City

d. To confer with labor and management at Kamioka Mining Company Hibi Refinery, near Tamano City.

e. To confer with labor and management at Japan Express, Okayama City.

f. To confer with the PESO at Kurashiki.

g. To confer with the LSIO at Kurashiki.

h. To confer with the Labor Policy Section officials.

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3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. The labor rallies, particularly the first two named, went off very well. Forty-five people or more were present from the Kotoura-Kojima area. However, management still showed some reluctance to interest itself in labor relations matters, and consequently the majority of those present were labor representatives. The practice of receiving written questions paid off much dividend in this area, for labor feels reluctant to express opinions candidly in this area for fear of management repri-sals. In Kurashiki, only about forty-five people appeared, mainly from smaller industries which have not concluded trade agreements. The larger plants all have signed contracts in effect, and consequently neither management nor labor sent any audience. Okayama City showed some plann-ing on a lower level than the rallies held elsewhere. The Labor Policy Section allowed its labor school to compete for audience when more effec-tive planning could have combined the two activities and provided an attendance of over one hundred and fifty. Due to this schism, only about fifty people showed up, including representation from Saidaiji. However, the responsiveness of the audience, in terms of questions and attentive-ness, was as strong as in all previous such rallies held in this prefecture.

b. An audience of more than two hundred and fifty were present to receive the address on "Role of the union in developing democracy and good citizenship in women". For the main part, the great majority of the audience consisted of distaff members, and most of these appeared to be in the region of eighteen years of age. However, some male minors were present, and a handful of male adults. The response of the audience appeared very fine.

c. The main obstacles to the conclusion of a trade agreement at the Mitsui Company have now boiled down to six points, most of which appear inconsequential. The nature of the union recognition and union security clause was one point of disagreement. Although management appeared to show some reluctance to agree to a union shop, it was not unwilling to grant it, but wanted a probationary period of one year to go along with it. Its former contract provided for one month probation. The second point in disagreement was in connection with the finality of discharges. Although management agreed to Kyogi the matter, and the union agreed to management's right in this respect, it still held out for a little touch of Kettei. The third point involves disciplinary actions. Management claimed exclusive jurisdiction on this point. The union wanted discussions on such matters, but agreed to let management take exclusive jurisdiction provided it gave its reason for taking such action to the worker involved. The union, in such case, also wishes the worker to be informed how managements decision on disciplinary action has been reached

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and all the circumstances taken into consideration. The fourth point of contention involved the time a disciplinary action should take effect, whether it should be immediate or after being processed through grievance machinery. The specific nature of the grievance machinery was the next item of disagreement. Neither proposal conformed too closely to a good procedure. The next point of disagreement was the jurisdiction of the grievance machinery. All these points are comparatively simple, and another visit or two, to present them with information on typical practices and the reasons for them, should enable these two groups to reach an agreement.

d. Most of the attention at the Hibi Refinery was confined to the amount of voice the local possesses on the central level, and the amount of responsibility exercised by management in central level contract negotiations. For the first time, a union has been encountered wherein the locals have preponderance of responsibility in central level discussions, whether it be in connection with union policy or in contract negotiations. Management, in respect to negotiations, has much less to say on these matters, and almost the entire responsibility is taken over by the central office in Tokyo. However, all local managers are requested to give advice before contract negotiations are held.

e. The labor officer was invited to speak to a joint group of management-union people because the point of contention on the central level, now under mediation by the CLRC, has produced some friction between the two groups in Okayama prefecture. After finding out what the specific contentions were, the labor officer devoted this meeting in analyzing the causes of such disagreements between the two groups, why agreement was difficult to reach, and this situation could be remedied. This analysis did much, apparently, to draw the two groups into closer rapport. Contention on the local level is needless and wasteful when final decisions are made centrally. Both parties eventually realized this to be the case.

f. The Kurashiki PESO is extremely well operated and has revealed much improvement in all respects in its operations and responsibilities within the last year. This PESO has, under its wing, a Vocational Training School. For the first time, such a school is operated in a manner consistent with its primary purpose and function. Instead of being, in effect, an adjunct of the public school system, it actually serves to rehabilitate unemployed unskilled adult workers. The average age of the student group is thirty, those of the male students alone is twenty-eight. This is done by PESO policy which gives first priority for enrollment to unemployed adults, and by discussing with each such individual reporting for work or insurance, the advantages of taking advantage of the opportunities presented by this school.

g. The LSIO could not be called inefficient in contrast to other such offices. On the other hand, it is not by any means exceptional

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in terms of effectiveness. The people in this office appear to be conscientious and hard working, but could show some strides in making their statistical activities more complete and in further coordima ting the work of the accident compensation unit with that of the safety and sanitation unit. A talk was given on the importance of keeping the LSIO itself neat and sanitary.

h. In the talks with the Labor Policy people, further arrangements were made for continuing and concluding the labor rally activity in the prefecture. It was also found that the previous talks in the Kojima-Kotoura area had had considerable effect in diminishing management hostility and in stimulating a greater interest in unions on the part of workers. The Labor Policy people felt that the present activities in this area would have a like effect and give more impetus to the former stimuli created through the former visit.

5. CONCLUSIONS:

a. It is yet too early to form effective conclusions other than the one still held that labor rallies will vary in their effectiveness in accomplishing their intentions. To a large extent, the amount of effort contributed by the Labor Policy Sections themselves will have a direct bearing on the effectiveness of the rallies. To the extent that they themselves have taken part and carry on follow-up actions will there be increasing fruit from the labor rallies.

b. All parties appeared to believe that the address to the women workers in Kotoura-Kojima level would have beneficial results in terms of future effect upon the activities of the Labor Policy Section, and its local office.

c. The progress made at the Mitsui Shipbuilding and Engineering Company, Tamano City, toward the completion of a trade agreement is very good. Its completion in the near future seems a good prospect.

d. The union at Kamioka Mining Company Hibi Refinery, near Tamano, is the first union wherein the locals have considerable voice on the central level. Contract negotiations were completed toward the end of last January. This contract does not appear to be a very sound one, but fortunately there appears a good rapport between management and the union which may compensate for most of the defects in the trade agreement.

e. The bone of contention on the central level between union and management has, apparently, stimulated by-product frictions on a local level which are useless and wasteful. Upon invitation of both parties, causes for such frictions were analyzed, and the necessity for long-range corrective measures outlined. This visit seemed to have a salubrious effect upon parties in the Japan Express.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

f. The Kurashiki PESO is the first such office in this region that appears to be making its Vocational Training School serve the purpose for which it originally was intended, and successfully uses this school to rehabilitate unemployed unskilled workers. Its other operations reveal a like degree of efficacy.

g. The Kurashiki LSIO is about average in terms of its effectiveness, with little, if any, exceptionally outstanding qualities other than the conscientiousness of its personnel in doing as good a job as possible. Its statistical activities are insufficient, its coordination between insurance and safety activities inadequate. In these respects, it is a typical office. Emphasis was placed upon the fact that it should set a good example for others to follow where its sanitation responsibilities were concerned.

h. Arrangements were made with the Labor Policy Section to complete labor rally activities in the prefecture. Information summarizing its activities for the first three quarters of the current fiscal year, to the end of December, was received, as well as its plans for the final quarter. A follow-up on the results of former addresses delivered in the Kojima-Kotoura area by the Labor Policy Section revealed that there had been some very salubrious results.

6. RECOMMENDATIONS:

A few more visits should be made in the near future to the Mitsui Shipbuilding and Engineering Company in order to put an end to the long-drawn-out negotiations. A contract would have some healthy repercussions on the shipbuilding industry and upon Okayama prefecture, according to Mr. Shigeno, LD, ESS, GHQ, SCAP.

A revisit to the Hibi Refinery might be worthwhile to obtain more data on the operations of the union on a local level.

Okayama Labor Standards Bureau and LSIOs need more attention for the purpose of increasing their over-all effectiveness and efficiency. The Kurashiki LSIO, in particular, does not show too good a record in the prevention of accidents and in the increase of safety precautions.

WALTER P. DOMANOWSKI
Chief, Labor Division

5. Walter P Domanowski

L-031

FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL Train

(4) DEPARTURE DATE 17 Feb 1951 TIME 1214 hours (5) RETURN DATE 26 Feb 1951 TIME 0800 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Tamano City Okayama Pref.	18 Feb	0800 - 1200	Mr. Shigeno, GHQ Labor & Management Representatives of Mitsui Shipbuilding & Kamioka Hibi Refinery Plant	Labor Education
b.	Kotoura Town Okayama Pref.	18 Feb	1300 - 1630	District Labor and Management Representatives	Labor Rally
c.	Kojima City Okayama Pref.	18 Feb	1800 - 2000	Women Workers	Lecture
d.	Kurashiki City Okayama Pref.	19 Feb	0900 - 1200	PESO Officials	Conference
e.	Kurashiki City Okayama Pref.	19 Feb	1330 - 1700	District Labor and Management Representatives	Labor Rally
f.	Okayama City	19 Feb	1900 - 2000	Nippon Express Co. Labor and Management Representatives	Conference

(7) REMARKS:

1. It is yet too early to form effective conclusions other than the one still held that labor rallies will vary in their effectiveness in accomplishing their intentions. To a large extent, the amount of effort contributed by the Labor Policy Sections themselves will have a direct bearing on the effectiveness of the rallies. To the extent that they themselves have taken part and carry on follow up actions will there be increasing fruit from the labor rallies.
2. All parties appeared to believe that the address to the women workers in Kotoura-Kojima level would have beneficial results in terms of future effect upon the activities of the Labor Policy Section, and its local offices.
3. The progress made at the Mitsui Shipbuilding and Engineering Company, Tamano City, toward the completion of a trade agreement is very good. Its completion in the near future seems a good prospect.

Walter P. Domanowski
Signature

(Instructions on reverse side)

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO.

INSTRUCTIONS

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3. Third copy will be retained in the Section for file.

4. The union at Kamioka Mining Company Hibi Refinery, near Tamano, is the first union wherein the locals have considerable voice on the central level. Contract negotiations were completed toward the end of last January. This contract does not appear to be a very sound one, but fortunately there appears a good rapport between management and the union which may compensate for most of the defects in the trade agreement.

5. The bone of contention on the central level between union and management has, apparently, stimulated by-product frictions on a local level which are useless and wasteful. Upon invitation of both parties, causes for such frictions were analyzed, and the necessity for long-range corrective measures outlined. This visit seemed to have a salubrious effect upon parties in the Japan Express.

6. The Kurashiki PESO is the first such office in this region that appears to be making its Vocational Training School serve the purpose for which it originally was intended, and successfully uses this school to rehabilitate unemployed unskilled workers. Its other operations reveal a like degree of efficacy.

7. The Kurashiki LSIO is about average in terms of its effectiveness, with little, if any, exceptionally outstanding qualities other than the conscientiousness of its personnel in doing as a good a job as possible. Its statistical activities are insufficient, its coordination between insurance and safety activities inadequate. In these respects, it is a typical office. Emphasis was placed upon the fact that it should set a good example for others to follow where its sanitation responsibilities were concerned.

8. Arrangements were made with the Labor Policy Section to complete labor rally activities in the prefecture. Information summarizing its activities for the first three quarters of the current fiscal year, to the end of December, was received, as well as its plans for the final quarter. A follow-up on the results of former addresses delivered in the Kojima-Kotoura area by the Labor Policy Section revealed that there had been some very salubrious results.

	Location	Date	Time	Participants	Purpose	Remarks
g.	Okayama City	20 Feb	0900-1200	Labor Policy Officials	Conference	
h.	Okayama City	20 Feb	1300-1700	Labor & Management Representatives	Labor Rally	

WALTER P. DOMANOWSKI

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 770018

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

19 February 1951

MEMORANDUM FOR: Record

SUBJECT: Management-labor Conferences at Kurashiki Spinning Hayashima Plant and Tamashima Diesel Works on 16 February

1. The validity of the trade agreement at the Hayashima Plant, Kurashiki Spinning Company is now extended to one month-up to March 12. Negotiations are being held between management and Labor on the conclusion of a new trade contract. The Hayashima chapter of Kurashiki Spinning Workers Union wishes to conclude a union shop contract, thereby to stop up the hole in the existing trade agreement which stipulates that the company shall, as a rule, dismiss the worker who has been expelled from the union but the company may not dismiss him after consultation when it admits that the dismissal is improper. At the conference attended by 3 management officials and 15 labor representatives including 6 women workers, Mr. Shigeno asked the chief of the Women's Section if she knew anything about the union shop. She could not answer, indicating her indifference in the union movement. Setting aside the adoption of the union shop, the local, in concluding a new trade contract, is insisting on the realization of the following points:

a. Management shall carry out its personnel policy toward union leaders after seeking an understanding with the union.

b. Management shall decide the criteria for employment after consultation with the union.

c. In the case of transfer of the unionists, management shall seek an understanding with the union about the matter.

d. Management shall decide on the criteria for promotion after consultation with the union.

e. A Discipline and Commendating Committee consisting of both representatives of management and union shall be established as an organ to decide fairly the disciplinary discharge of any worker.

f. In case management finds it necessary to carry out a personnel cut-down due to the reduction of business or to the closing down of plants, it shall ask the union's opinion and then consult with the union on the criteria for discharge.

g. A Production Council shall be established so as to increase production.

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h. Shop steward shall endeavor to settle grievances. If there is the difference of opinion between the shop steward and the conplainer, the chief or vice chief of the chapter shall endeavor to settle it.

i. No worker shall be employed during the strike.

Mr. Shigeno suggested that it is not desirable for a trade agreement to have so many KYOGI KETTEI clauses. Questions were put to union leaders as to which party has the ultimate right to decide. Mr. Shigeno emphasized that "KYOGI KETTEI" is an empty word as far as a sound trade agreement is concerned. The importance of the seniority system has not yet been fully recognized by the union leaders of this plant. The vice-chairman of the chapter, in answering to a question made by Mr. Shigeno, expressed his desire that the seniority principle be woven into the criteria for discharge to be stipulated in a new trade contract.

2. Mr. Shigeno's lecture at the Tamashima Diesel Works at Tamashima Town began with this question to each union leader: For what purpose did you organize the union? An answer came from one union leader that he organized the union in order to enhance the sense of job security. Then Mr. Shigeno had no time to lose to ask him if he was sure that he would be left out of any personnel cut-down that might come into his way. The answer was negative. Mr. Shigeno explained the fundamental principle of seniority. Every unionist present at the conference seemed to have more or less knowledge of the seniority rules. One unionist took the floor saying that if the personnel reduction is conducted in accordance with the seniority rules this plant would be operated only by old workers with low productive efficiency and that it is too early for this plant to adopt the seniority system.

Mr. Shigeno's approach to the problem has been how best can seniority be adopted to improve management-labor relations without injury to management's obligation to manage enterprise efficiency.

His effort to rectify the union leader's idea of KYOGI KETTEI has been also witnessed in this conference. After having chosen 5 subjects, he asked both management and labor representatives what to do in dealing with these subjects. The result is shown in the table given below:

Subject	Consultation necessary	Consultation not necessary	Negotiation necessary	Negotiation not necessary
Distribution of Machines	Union	Management		
Sales Policy		Union Management		
Appointment of Supervisors	Union Management			
Punishment	Management		Union	
Hiring		Management	Union	

Hiromi Imada

HIROMI IMADA

L-021

FIELD TRIP REPORT

(1) NAME Robert P. Lord (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL Jeep

(4) DEPARTURE DATE 15 Feb 1951 TIME 1300 hours (5) RETURN DATE 16 Feb 1951 TIME 2000 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Hayashima-town Tsukubo-gun Okayama Pref.	16 Feb	1000	Kurashiki Spinning Hayashima Plant Management and Labor Representatives	Conference
b.	Tamashima-town Asaguchi-gun Okayama Pref.	16 Feb	1400	Tamashima Diesel Works Management and Labor Representatives	Labor Education
c.					
d.					
e.					
f.					

(7) REMARKS:

ROBERT P. LORD
Signature

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO.

INSTRUCTIONS

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HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/hk

16 February 1951

ECONOMICS
CHIEF 1 Hdk
D.&I.
N.R.
LABOR 2
FILE

CCAR 004.07

SUBJECT: Report of Field Trip, Okayama, Tottori, Shimane and Yamaguchi Prefectures, 9-15 February 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. PURPOSE:

a. To take part in labor rallies at

(1) Niimi Town, Okayama Prefecture.

(2) Yonago City, Tottori Prefecture.

(3) Yasugi Town, Shimane Prefecture.

(4) Bofu City, Yamaguchi Prefecture.

b. To visit the Katakura Silk Mill at Matsue City, Shimane Prefecture.

c. To visit the Yamaguchi Labor Standards Bureau.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. The labor rally in Niimi was well-planned and well-executed. Publicity preparations for the rally held in this town drew an audience of about fifty-five, with adequate representation from top management

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and from unions. Arrangements for the showing of movies and other preliminaries were completed before the arrival of people from the prefecture and the regional Labor Officer. The rally in Yonago was better conducted than the one in Tottori City. Prior publicity paved the way for an audience of about fifty individuals. Film strips were shown before the address was given. In both cases, the address was followed by a large number of questions, although Niimi showed itself more responsive in this respect than Yonago. The preparations in Yasugi were poor in all respects. Inadequate publicity drew an audience of about twenty-five, with not more than three companies and unions represented. The prefectural people showed reluctance to take active part in the affair. No movies or other preparations were held. It is a travesty upon the activities conducted within the other prefectures to call the affair in Yasugi a labor rally. Publicity failures are attributable to defections on the part of the Labor Policy Section personnel, which, in both rallies held within the prefecture, have, at best, demonstrated a lukewarm attitude. The labor rally in Bofu was, by far, the most outstanding held to date. Strong publicity measures, the presence of Colonel Papen, CAS, GHQ, SCAP, the attendance of the prefectural Vice-Governor and the local mayor drew an audience of more than three hundred fifty people. Response in the form of questions was excellent. The rally was concluded with a series of film showings.

b. The Katakura Silk Plant was visited primarily to check upon the contract situation within the plant. The present contract expires in March. However, contract negotiations are conducted on a central level in Tokyo. Most of the visit was devoted to an examination of the extent to which the union local has any voice in the development of decisions on the central level. It was concluded that the local does not have adequate enough voice in these matters, and that the line of communication between the central organization and the union local is blurred and vague. Suggestions were made which, if followed, might serve to give the local a bit more voice on the central level. Discussion on sound contract practices was limited in view of the fact that both management and the union intended to be represented at the labor rally scheduled for Izumo. The visit was concluded by a tour through the plant, during which it was possible to review the safety and sanitation practices of the plant. In this respect, the plant rates excellent. Its premises are unusually clean, and its machine offer a minimum of hazard to the women workers operating them.

c. The visit to the Yamaguchi Labor Standards Bureau covered three subjects. Essentially, it was made to obtain information on the degree of coordination and cooperation that had been effectuated between the Coal Mine Safety Office and the Bureau. Progress appeared very good, but there still seemed a few areas of improvement, which might be made as a consequence of suggestions offered during this visit. Some stress was again placed on the importance of greater coordination between the workmen's accident compensation and the safety and sanitation units. The

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effectiveness of Hiroshima prefecture in keeping its insurance costs down through a careful control of claims and claim validity, and its record of saving more than ¥17,000,000 in nine months was described, with a suggestion that the procedures of Hiroshima, on this phase of activity, be studied and emulated. Finally, the necessity of the Bureau and its Inspection Offices to maintain their premises in a neat, orderly, and sanitary condition was discussed. Commitments were obtained that the Bureau and its offices would take their responsibility in this matter more seriously and more adequately.

5. CONCLUSIONS:

a. With the exception of Shimane Prefecture, the labor rallies have been arranged by the Labor Policy Sections with excellent prior publicity and adequate preparations. This has been particularly true of Okayama and Yamaguchi Prefectures, the latter of which, in Bofu City, held the most outstanding rally to date. The Shimane Prefecture has been, in general, lackadaisical and indifferent in all respects.

b. The Katakura Silk Mill in Matsue City appears to have good union-management relations. The plant is kept in clean and sanitary condition and the plant is run with a maximum of safety conditions.

c. The Yamaguchi Labor Standards Bureau is showing some zeal in developing proper liaison between itself and the prefectural Coal Mine Office. In some respects, its preparations did not seem complete. This office was urged to improve in its activity on claim determinations, and to take more seriously its responsibility for safety and sanitation by making its office, and indirectly other governmental offices, examples of cleanliness, neatness and orderliness.

6. RECOMMENDATIONS:

a. Labor rallies can be effective if properly organized. Therefore, areas, such as Shimane, which are making inadequate preparations, need some proding to improve in this matter.

b. The Katakura Silk Mill can serve as an example to other industry on the keeping of their plants safe and sanitary.

c. Further improvements are needed in the plans for developing good liaison between the Yamaguchi Labor Standards Bureau and the Coal Mine Office. The Labor Standards Bureau should take active leadership in making government offices clean and sanitary places in which to work, thereby setting good examples to private industry.

Walter P. Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 78018

ECONOMICS	
CHIEF	/ HeK
D.&I.	
N.R.	
LABOR	
FILE	2

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/ hk

23 February 1951

CCAR 004.07

SUBJECT: Field Trip Report, Hatsukaichi Town, Hiroshima Prefecture, 16 February 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, SCAP, 10 April 1950.

2. PURPOSE:

To take part in labor rally in Hatsukaichi Town, Hiroshima Prefecture.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

About thirty-five individuals were present at this rally. Although the number is small, it is significant that all fourteen plants in this town sent both management and union representatives to this gathering. and the scope of coverage was virtually complete. Movies were shown prior to the main address delivered by the labor officer. The address covered the typical points of a sound trade agreement as practised in democratic nations, with emphasis on some points of deviation within Japan. It was well-received. The response, in terms of questions raised, appeared good. The rally was concluded with additional movies.

5. CONCLUSION:

Same as previous reports indicated on labor rallies.

6. RECOMMENDATION:

Same as previously made. Walter P Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 78-3-18

ECONOMICS	
CHIEF	1
D.&I.	
N.R.	
LABOR	
FILE	12

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/hk

10 February 1951

CCAR 004.07

SUBJECT: Report of Field Trip, Hiroshima City, 9 February 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. PURPOSE:

To participate in labor rally in Hiroshima City.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

The labor rally drew an audience of one hundred ten people, including the Labor Policy Section participants. Response appeared good in that more questions were asked than could be answered in the allotted time, but not sufficiently enough good for the size of the audience. Publicity preparations were very good. The preparations, on the whole, by the Labor Policy Section was well thought out and well-planned. Movies were shown before the talks began, and the discussions ended with more movies.

5. CONCLUSIONS:

Same as in preceding field trip report for 5-8 February 1951.

6. RECOMMENDATIONS:

Same as in preceding field trip report for 5-8 February 1951

Walter P. Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 71061

ECONOMICS	
CHIEF	/ HGK
D.&I.	
N.R.	
LABOR	2
FILE	

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/hk

9 February 1951

CCAR 004.07

SUBJECT: Report of Field Trip, Okayama, Tottori, Shimane and Yamaguchi Prefectures, 4-8 February 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. PURPOSE:

a. To Participate in labor rallies in the following places:

(1) Wake, Okayama Prefecture.

(2) Tottori City, Tottori Prefecture.

(3) Matsue City, Shimane Prefecture.

(4) Tokuyama City, Yamaguchi Prefecture.

b. To visit or confer with the following Public Employment Security Office Personnel and interested parties:

(1) Wake, Okayama Prefecture.

(2) Tottori City, Tottori Prefecture.

(3) Matsue City, Shimane Prefecture.

(4) Tokuyama City, Yamaguchi Prefecture.

(5) Onoda City, Yamaguchi Prefecture, at Tokuyama City

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c. To visit the following Labor Standards Agencies:

(1) Inspection Office in Wake, Okayama Prefecture.

(2) Bureau Office, Tottori Prefecture.

(3) Inspection Office, Matsue City, Shimane Prefecture.

(4) Inspection Office, Tokuyama City, Yamaguchi Prefecture.

d. To confer with the Chairman of the Hitachi Kasado, Kudamatsu Plant, Workers Union.

e. And incidental thereto, to confer with Labor Policy personnel for making arrangements on subsequent activities and for other purposes.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. Notwithstanding the fact that plants are widely dispersed through this area, sixty-five individuals, representing thirty-five plants, attended this area. Although audience interest was highly stimulated, judged by the number of questions stimulated, only three of the plants represented had sent down men that had any voice whatsoever in plant policies.. In view of this circumstance, it would be extremely sanguine to state that this rally was a complete success. Tottori City had an audience of sixty. Despite publicity, this rally had to compete with the agricultural calendar new year festivities. In response and in representation, this rally could be deemed a moderate success. Matsue reflected the poorest planning of the four rallies. Only thirty-five people showed up. Response seemed poor, judging by the paucity of questions. The contribution of the Labor Policy Section was negligible. By far, the most successful rally to date was the one in Tokuyama. More than one hundred sixty people appeared. This rally was carefully planned, and the contribution of the Labor Policy Section was very considerable. The response of this audience was strong, and numerous questions were poured out. In all cases, Matsue excepted, the questions asked were more than time permitted for answering. In all cases, the questions were collected, and an announcement made that questions and answers would be printed and distributed to all those attending the rally.

b. In all cases, inquiries were made concerning the Free Trade Unions, relations with the police, the employer visitation program, the labor boss situation, and the status of employment and the unemployment insurance program. The sole exceptions to this type of inquiry were the

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

Tokuyama Office, and the conference with the Onoda people. The Tottori Public Employment Security Office was singular and remarkable for its extreme cleanliness and neatness. This office was maintained in this kind of condition despite the fact that the building was old and that hundreds of people entered its premises from the outside cold slush, trampling in dirt and moisture. The discussion in Tokuyama had to be limited by virtue of unavoidable and unanticipated delays in transportation and by the pre-arranged conference with the Onoda people. The latter conference was held with the executive committee of the Onoda City Free Trade Union, two of whom were reds, with the Onoda Public Employment Security Office Chief, and with the City Relief Project Section Chief. This conference was devoted to explaining the purposes of relief employment, how it was financed, what limitations there were on the scope of Free Trade Union activities, who was responsible for relief employment policies, and what the scope of legitimate activities on the part of the Free Trade Unions would be. The reds excepted, the members of the committee seemed responsive to the discussion, and asked several reasonable and intelligent questions. These were answered. It is possible that this discussion may have materially contributed to the wane of the two communists' influence over the other members.

c. The conference with the Wake Labor Standards Inspection Office was confined to the unpaid wage situation, to the condition of accident payments, to coordination of accident insurance activities with safety and sanitation work, to statistical activities, and other pertinent subjects. It was pleasing to note that the suggestions made on the most effective utilization of statistics previously made in Okayama had been adopted. The conference with the Tottori Labor Standards Bureau was devoted to the necessity of keeping their premises in a clean and sanitary condition, not only as part of their responsibilities for safety and sanitation but also to set an example for others, to coordination of accident insurance activities with safety and sanitation, to appeals as a barometer of democratic operations and public confidence, to a stringent application of Article 19 of the Workmen's Accident Compensation Insurance Law, and to the necessity for stringent controls on the validity of submitted claims. The Matsue conference dealt with the topics covered in the other two conferences, with some additional emphasis on activities related to women and minors. The Tokuyama conference mainly emphasized the necessity for keeping office premises as clean and as sanitary as possible. Other matters were postponed for a future conference due to the limitations of time imposed by transportational delays, and to other commitments.

d. The discussion with Hitachi Kasado Union Chairman was devoted to the identity of the five individuals who, despite the restrictions of the majority union's constitution, had joined the red union consisting mainly of ex-employees. Suggestions were made that, once the identities were known to the union, great care should be exercised to accumulate valied evidence before taking action on them so that their discipline would be final and complete.

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e. Incidental to the labor rallies, conferences were held with Labor Policy Section personnel for the purpose of making arrangements on other rallies planned for this and next month. The Labor Policy people were exceedingly helpful and cooperative in all prefecture, with the singular exception of Shimane where, possibly, a severe application of the hot needle may be needed.

5. CONCLUSIONS:

a. Without good publicity, the likelihood of a successful labor rally is remote. However, the use of good publicity techniques does not assure a successful rally. In Wake, management bestirred itself sufficiently enough to send out subordinates who have no responsibility for plant policies, and then sank back dormant upon the seats of their complacency. Tottori and Matsue had to compete with the rural new year festivities, but the former could still be deemed a successful rally, while the latter was poor in most respects. The rally in Tokuyama was outstandingly successful.

b. Routine surveillance was made of Public Employment Security Offices in the areas visited. The premises of the Tottori Office were amazingly well-maintained from the point of view or orderliness and cleanliness. Discussion with the Onoda City Free Trade Union Executive Committee, two of whom were reds, may have served to greatly diminish the influence of the communists upon the other members.

c. Similar surveillance was made in the case of the Labor Standards Agencies located in the areas visited. All these agencies were urged to set an example in their own offices for other public and private offices to follow by making their work quarters outstandingly neat and cleanly. This, it was pointed out, would help them to reflect their sincerity in the enforcement of sanitary codes, would increase employee morale. would increase the longevity of their offices, and would make their healthier places in which to work.

d. The Hitachi Kasado Union had already discovered, through their own efforts, two of their secretly carcinomatous red sympathizers. By this effort, it gave concrete evidence that the steps it would take to eliminate the secret five in its union would be very thorough.

e. The Shimane Labor Policy Section may need a good application of hot needle in order to get them to take the directives from Tokyo on labor rallies a bit more seriously. The Labor Policy people in the other three prefectures are extremely cooperative, particularly in Okayama and Yamaguchi.

6. RECOMMENDATIONS:

a. Steps should be taken, in certain areas where management is deemed to be reluctant to defile its ears with labor information, to get

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [redacted]

plant directors responsible for policy to attend the labor rallies. Shimane needs a few good kicks to take this activity more seriously and more conscientious effort in this respect.

b. Public Employment Security Offices can be kept clean. Effort should be made to stimulate them toward doing so.

c. Labor Standards Bureaus and Inspection Offices should set an example of cleanliness and orderliness for other agencies, both private and public, to follow. It is insufficient for them merely to have responsibility for sanitation practices in industry if they themselves do not set a good example. This point should be continually hammered home to them.

WPDomanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

L-031

FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL Blyth #1

(4) DEPARTURE DATE 5 Feb 1951 TIME 0222 hours (5) RETURN DATE 9 Feb 1951 TIME 0207 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Wake Town ~~Wake-gun~~ Okayama Pref.	5 Feb	0900	Wake PESO Officials	Conference
b.	"	"	1030	Wake LSIO Officials	Conference
c.	"	"	1330	Wake District Labor and Management Representatives	Labor Rally
d.	Tottori City	6 Feb	0800	Tottori PESO Officials	Conference
e.	"	"	1000	Tottori LSIO Officials	Conference
f.	"	"	1330	Tottori District Labor and Management Representatives	Labor Rally

(7) REMARKS:

1. Without good publicity, the likelihood of a successful labor rally is remote. However, the use of good publicity techniques does not assure a successful rally. In Wake, management bestirred itself sufficiently enough to send out subordinates who have no responsibility for plant policies, and then sank back dormant upon the seats of their complacency. Tottori and Matsue had to compete with the rural New year festivities, but the former could still be deemed a successful rally, while the latter was poor in most respects. The rally in Tohyama was outstandingly successful.

2. Routine surveillance was made of Public Employment Security Offices in the areas visited. The premises of the

Walter P. Domanowski
Signature

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NND

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INSTRUCTIONS

1. Personnel going on field trips will complete Sections (1) through (6), inclusive, of this form, in triplicate. The original will be forwarded to the Deputy Chief, 24 hours before departure.

2. Upon return from field trip, Section (7), of duplicate copy will be completed and forwarded to Deputy Chief. Section (7) should include: estimate of success of meeting, conference or inspection, any changes from original schedule and reason thereof, any further remarks person preparing report desires to include.

3. Third copy will be retained in the Section for file.

Tottori Office were amazingly well-maintained from the point of view or orderliness and cleanliness. Discussion with the Onoda City Free Trade Union Executive Committee, two of whom were reds, may have served to greatly diminish the influence of the communists upon the other members.

3. Similar surveillance was made in the case of the Labor Standards Agencies located in the areas visited. All these agencies were urged to set an example in their own offices for other public and private offices to follow by making their work quarters outstandingly neat and cleanly. This, it was pointed out, would help them to reflect their sincerity in the enforcement of sanitary codes, would increase employee morale, would increase the longevity of their offices, and would make their healthier places in which to work.

4. The Hitachi Kasado Union had already discovered, through their own efforts, two of their secretly carcinomatous red sympathizers. By this effort, it gave concrete evidence that the steps it would take to eliminate the secret five in its union would be very thorough.

5. The Shimane Labor Policy Section may need a good application of hot needle in order to get them to take the directives from Tokyo on labor rallies a bit more seriously. The Labor Policy people in the other three prefectures are extremely cooperative, particularly in Okayama and Yamguchi.

6. The labor rally in Hiroshima drew an audience of one hundred ten people, including the Labor Policy Section participants. Response appeared good in that more questions were asked than could be answered in the allotted time, but not sufficiently enough good for the size of the audience. Publicity preparations were very good. The preparations, on the whole, by the Labor Policy Section was well thought out and well-planned. Movies were shown before the talks began, and the discussions ended with more movies.

	Location	Date	Time	Participants	Purpose	Remarks
g.	Matsue City	7 Feb	0800	Matsue PESO Officials	Conference	
h.	"	"	1000	Matsue LSIO Officials	Conference	
i.	"	"	1330	Matsue District Labor and Management Representatives	Labor Rally	
j.	Tokuyama City	8 Feb	0930	Tokuyama PESO Officials	Conference	
k.	"	"	1100	Tokuyama LSIO Officials	Conference	
l.	"	"	1330	Tokuyama District Labor and Management Representatives	Labor Rally	
m.	Hiroshima City	9 Feb	1330	Hiroshima District Labor & Management Representatives	"	

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DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 79-3-2

ECONOMICS
CHIEF /Hek
D.&I.
N.R.
LABOR 2
FILE

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/hk

26 January 1951

CCAR 004.06

SUBJECT: Report of Field Trip, Ube, Shimonoseki and Beppu Cities, 22-26 January 1951

TO : Chief
Economics Section

PREPARED BY: Walter P. Domanowski, Chief, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. PURPOSE:

To attend the following meetings:

a. Coal Mine Safety Conference in Ube City.

b. Labor Rally in Ube City.

c. Labor Rally in Shimonoseki City.

d. Labor Boss Conference in Beppu City.

e. Miscellaneous conferences and discussions.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. Activity on coal mine safety in Ube City was carried out in close cooperation, coordination, and collaboration with the Mining Natural Resources Officer. Earlier talks were with the Coal Mine Office people. The Labor Standards Bureau officials did not arrive until early afternoon. Much of the afternoon was taken up by speeches to coal mine

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operators on the importance and need of greater safety precautions in the mines. However, a long conference was later held in the evening. Present were the Mining Natural Resources Officer, officials of the Coal Mine Office and Labor Standards Bureau, and the Labor Officer. Statistical discrepancies in the data prepared by the two agencies were discussed. The data of the Coal Mine Office show a diminishing trend in the frequency and severity of coal mine accidents, while the data prepared by the Labor Standards Bureau reveal no improvement in those respects. It was noticeably apparent that there was very little coordination and cooperation between the two agencies; and seemingly much effort and energy was being expended as a consequence of disagreements created by the discrepancies and differing viewpoints. These differences were minimized by the collaborative efforts of the Headquarters representatives. It was pointed out that different viewpoints would include different statistical factors which would reflect in varying results. The accuracy of neither agency could be questioned, but it were better that each should understand the other's viewpoint and come to some basis of understanding so that each agency could assist the other in carrying out its individual responsibilities in the most effective fashion. Both agencies promised to hold conferences in the near future with this goal in mind.

b. The labor rally in Ube City did not have much advance publicity. However, the place for the rally had a limited capacity. These limits were not stretched by the sixty-five or so individuals that presented themselves for the occasion. Introductory talks were made by Labor Policy officials, which were followed by the Labor Officer's talk, about an hour and a quarter long, on the importance of concluding trade agreements. All points outlined by SCAP were discussed in detail. Response to this talk was astonishingly strong. Many questions were raised and many discussions started. Unfortunately, limitations of the rally schedule did not permit a natural termination to this spontaneous interest. All those present were urged to write down further questions and leave them with the Labor Policy Office. This question-and-answer period was followed by movies, and other like items.

c. The labor rally in Shimonoseki was preceded by more extensive publicity, and consequently drew an audience of eighty-five people. In essence, the reaction was similar as in the preceding labor rally. All people were urged to submit questions to the Labor Policy Office. It was promised that these questions and the answers to them would be mimeographed, and copies distributed to each person present. The talks were followed by movies and other like items.

d. The discussion in Beppu on Labor Bosses was headed by Mr. Takaki, Employment Security Section, Employment Security Bureau, Labor Ministry. Several relevant and important points were brought out during this conference. The number of violations of laws relating to labor supply were much greater than the resulting referrals to procurators or the consequent indictments. Paragraphs one and three of Article 4 of the

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Enforcement Regulations of the Employment Security Law, covering Article 44 of the Law, are comparatively easy to enforce, and violations are easy to spot, but the penalties are slight. Paragraphs two and four, which carry severe panalties for violations, have relatively high degrees of difficulty where investigations and accumulation of evidence are concerned. Likewise, it was discovered that a specific and complicated labor boss problem had arisen in which the Hayashikane Shipbuilding Company is involved. Specific details on this case were not immediately available, but a report on this matter will be requested.

e. After each conference or rally in Yamaguchi prefecture, the Labor Officer was approached by a number of union leaders and managers. Each person stated that a number of minor problems existed in his respective plant, and requested the Labor Officer to make a visit as soon as it could be conveniently scheduled.

5. CONCLUSIONS:

a. The efforts of the Mining Natural Resources Officer and the Labor Officer to collaborate and cooperate on the subject of safety in coal mines, coordinating their two individual spheres of activity, have served as a good example to the Yamaguchi Coal Mine Office and Labor Standards Bureau, and have stimulated those agencies to bury their differences, to get together, and to try to work together.

b. Under the conditions in which it was held, the turn-out for the Ube City labor rally was good. Responses to the talk were very strong and resulted in an extensive general discussion. However, in the final analysis, results can only be measured by the number of trade agreements that will be completed in the near future in this area.

c. Greater advance publicity drew a larger audience for the labor rally in Shimonoseki City. This publicity began a day or two before the rally. If future rallies are publicized even more extensively for longer advance periods of time, it is likely that the turn-outs will be even greater. Again, the effects of this rally is measurable only in terms of concrete results.

d. Many specific points of interest were developed in the Beppu conference on labor bosses. Violations of legal provisions on labor supply are often found, but seldom prosecuted. The provisions of the law with slight penalties offer greater ease in uncovering violations than certain other articles which are more directly aimed at the traditional type of labor boss. One complicated case exists in Yamaguchi Prefecture and involves the Hayashikane Shipbuilding Company. Specific details will be forthcoming.

e. As a direct result of labor rallies, many union leaders and managers indicated that they had a variety of problems and questions, and have presented the Labor Officer with invitations to visit their plants. This was particularly true of several coal mine operators.

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6. RECOMMENDATIONS:

a. Further surveillance should be maintained on this newly-born cooperation between the Coal Mine Office and Labor Standards Bureau for the purpose of encouraging it to grow until it becomes a phenomenon accepted matter-of-factly by the Japanese agencies involved.

b. & c. Immediate steps should be taken to receive report on the number of contract completions that occur in each of the areas where a labor rally has been held in order to evaluate the results of this activity.

d. Further activity is necessary on the labor boss situation. A detailed report should be obtained as quickly as possible on the involvement of the Hayashikane Shipbuilding Company in an alleged labor boss case.

e. Effort should be made to visit those plants where specific requests for the Labor Officer have been made. This might prove most fruitful where such requests are a direct consequence of labor rally.

WALTER P. DOMANOWSKI

Walter P. Domanowski

L-031

FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics (Labor Div.) (3) MODE OF TRAVEL Train

(4) DEPARTURE DATE 27 Jan 1951 TIME 1422 hours (5) RETURN DATE 29 Jan 1951 TIME 0800 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Ube	22 Jan	1400	Yamaguchi Pref. Mine Safety Commission	Conference
b.	Ube	23 Jan	1330	Ube District Management and Labor Representatives	Labor Rallies
c.	Shimonoseki	24 Jan	0900	Shimonoseki District Management and Labor Representatives	Labor Rallies
d.	Oita Kyushu	25 Jan	0900	Yamaguchi and Kyushu PESO, LSIO inspectors (National Inspectors' Meeting)	Conference
e.					
f.					

(7) REMARKS:

See reverse side.

WALTER P. DOMANOWSKI

Signature Walter P Domanowski

(Instructions on reverse side)

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INSTRUCTIONS

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a. The efforts of the Mining Natural Resources Officer and the Labor Officer to collaborate and cooperate on the subject of safety in coal mines, coordinating their two individual spheres of activity, have served as a good example to the Yamaguchi Coal Mine Office and Labor Standards Bureau, and have stimulated those agencies to bury their differences, to get together, and to try to work together.

b. Under the conditions in which it was held, the turn-out for the Ube City labor rally was good. Responses to the talk were very strong and resulted in an extensive general discussion. However, in the final analysis, results can only be measured by the number of trade agreements that will be completed in the near future in this area.

c. Greater advance publicity drew a larger audience for the labor rally in Shimonoseki City. This publicity began a day or two before the rally. If future rallies are publicized even more extensively for longer advance periods of time, it is likely that the turn-outs will be even greater. Again, the effects of this rally is measurable only in terms of concrete results.

d. Many specific points of interest were developed in the Beppu conference on labor bosses. Violations of legal provisions on labor supply are often found, but seldom prosecuted. The provisions of the law with slight penalties offer greater ease in uncovering violations than certain other articles which are more directly aimed at the traditional type of labor boss. One complicated case exists in Yamaguchi prefecture and involves the Hayashikane Shipbuilding Company. Specific details wil be forthcoming.

e. As a direct result of labor rallies, many union leaders and managers indicated that they had a variety of problems and questions, and have presented the Labor Officer with invitations to visit their plants. This was particularly true of several coal mine operators.

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File L-6

Labor: an excellent report but rather long. Hlek

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION
Labor Division

D/WPD/fhk

15 January 1951

CCAR 004.07

SUBJECT: Report of Field Trip, 8-11 January 1951, to four Prefectures

TO : Chief
Economics Section

PREPARED BY: Mr. Walter P. Domanowski, Labor Division

1. REFERENCE:

O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. PURPOSE:

Surveillance visits to and conferences with following:

a. Labor Relations Commissions - four prefectures

b. Labor Policy Sections - four prefectures

c. Employment Sections - four prefectures - and incidental thereto conferences with city officials of ten cities in three prefectures.

3. BACKGROUND:

Surveillance according to above-cited reference.

4. DISCUSSION:

a. Labor Relations Commissions

Conferences were held with these Commissions in Okayama, Tottori, Shimane, and Yamaguchi Prefectures. All were similar, save the last named, which had special additional features. In all cases, attention was called to the often careless certifications of unions throughout Japan. Examples were cited. Although the Trade Union Law seems quite clear in defining eligibility for union membership, the Commissions apparently find these clauses confusing. Each group was urged to get specific clarification of the eligibility clauses to guide them toward more effective certifications of unions. Much time was devoted to Article

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2, Article 3, Article 7, Paragraph 1, and Article 17 of the Trade Union Law. These articles were tied in with the right of these bodies to order companies to negotiate with unions.

(1) Yamaguchi Labor Relations Commission

In view of its decisions on the Hitachi Kasado case, the governor of Yamaguchi or his Vice-Governor, was requested to attend this meeting. Other than the points described in the previous paragraph, much time was spent in trying to find out what sort of so-called reasoning misled this body into making its amazing decisions. The neutral members include a professor and an attorney, both of whom have a tendency to muddle their thinking with unnecessary complexities so that, instead of thinking directly and logically, they hunt for unusual intricacies and complications with a prior conviction that these exist. Consequently, they wind up in a befogged mental maze which often leads to some preposterous conclusions, all with the best of intentions. This type of cerebral convulsion seems the direct cause of the absurd decisions in the Hitachi Kasado case. The conference may have served to straighten them out; but if the tendency to complicate matters needlessly goes on, it is likely that they may come up with other fiascos.

b. Labor Policy Sections

These sections were visited in Okayama, Tottori, Shimane, and Yamaguchi. Data was requested summarizing union conditions in each prefecture. Press items dealing with sectional activities were checked and cleared. Most of each discussion was confined to the defects in union operations, namely, in the conduct of meetings and nomination and election procedures. The reasons for these defects were analyzed. Each section was exhorted to renew efforts for providing educational facilities to enable unions to improve in these matters. Also, plans were mentioned for developing a drive during the first quarter of the new year toward stabilizing industry by getting all contract negotiations completed.

c. Employment Sections

The Employment Security Sections in Okayama, Tottori, Shimane, and Yamaguchi, as well as the Unemployment Insurance Collection Sections in Okayama and Yamaguchi, were visited. Data was requested summarizing the year-end employment conditions. Legal revisions relating to labor bosses were discussed. Inquiry was made whether uniform criteria for determining camouflaged labor bosses had been received and whether new plans for combatting this type of sycophant had been developed. In each area, attention was devoted to the subject of drives by Day Laborers Free

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Trade Unions for year-end bonuses, and where necessary, conferences were held with erring city officials.

(1) Okayama Prefecture

The Labor Department carefully laid plans to anticipate potential drives by these unions for year-end bonuses. Over the preceding two months, they carefully nursed their unemployment relief funds so that, during December, they were able to provide twenty-nine days of work for each day laborer, enabling him to earn a ¥5,000 average. At the same time, a small amount was appropriated into a special welfare fund for the new year needs of special indigent cases. As a result, attempts by red agitators to drum up strife and turmoil were met with a general apathy that completely nullified their efforts. The sole exception was in Kurashiki where the mayor seemed on the point of capitulating to some moderate pressures. The Labor Department acted swifty and decisively by notifying him that any award of year-end bonuses would result in a complete withdrawal of prefectural subsidies for unemployment relief. This quickly ended the Kurashiki insurrection against prefectural policy.

(2) Tottori Prefecture

Like its neighbor, this prefecture also made careful plans to throttle the dangers of such drives. It husbanded its funds to provide an average of twenty-three work days through the month of December for all day laborers. It called a conference of prefectural mayors and described policy on year-end bonuses for casual workers. Finally, it received commitments from all city offices that none would hand out such dole. Then, without warning, toward month-end, lightning struck. Yonago capitualed to the demands of the union spearheaded by six Communist leaders, and Tottori City swiftly followed its example.

(a) Yonago City

After pointing out specific reasons why granting year-end bonuses was completely reprehensible, and after outlining how the whole problem could have been solved in a manner conforming with law and policy, the mayor, as well as the city assembly head, admitted fault. They had intended to hold firm, but the bonus action of Matsue City on the twenty-eighth or so of the month, had increased their pressures and caused them to succumb on the thirtieth.

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(b) Tottori City

The acting mayor of Tottori City, where the indicted mayor had recently resigned, pleaded that the action of Yonago had been the direct cause of his capitulation. He was asked if he would burn down his city hall if the Yonago mayor committed such an act of arson. However, two developments occurred. The acting mayor had intended to dole out these funds according to need, but this had not yet been done. Accordingly, he was advised to split the ¥200,000 involved into two amounts, one for use to implement the number of work days available to day laborers, the other for a city welfare fund to be used impartially to meet the needs of any indigent family, whether of day laborers or not. The acting mayor committed himself toward revising his plans along the lines of suggestion made.

(3) Shimane Prefecture

This prefecture did not take as ample precaution as either Okayama or Tottori. However, it did transmit the prefectural and national policy of no year-end bonuses for day laborers to all mayors and city assemblies through its Public Employment Security Offices. Nothwithstanding this, toward the end of the month, the first cruck along the line occurred when Matsue City yielded to the clamor for such doles. Like Yonago City in the neighboring prefecture, Izumo and Hamada swiftly followed suit.

(a) Matsue City

This city granted a total of ¥150,000, or an average of two hundred yen bonus per worker, in the disguise of a relief grant. All city officials present, including the local Welfare Section Chief, admitted that the latter's intervention directly caused this breach in the dyke. They were severely censured. Reasons for censure were carefully outlined. Proper methods for dealing with this matter were outlined. All concerned admitted grievous error. A check on the welfare distribution of this fund revealed that only day laborers had taken part in the lump-sum pie. Apparently, the Welfare Section chief is incapable of realizing that there are indigent people other than day laborers. Consequently, there appeared little effort to distribute this fund on the basis of actual need.

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(b) Izumo City

This city was high-pressured by the red leaders of its Free Trade Union into granting sums ranging between ¥100 to ¥250 to 243 of its 300 day laborers. To some extent, the distribution of the total sum, less than ¥50,000, was guided by need. No attempt was made to disguise this grant.

(c) Hamada City

In this city, the Day Laborers Free Trade Union had conducted a self-purge, ridding itself of its red elements. This union, under its new moderate leadership, did not demand any specified year-end bonus, nor did it request year-end bonuses as such. However, it petitioned the city for two provisions: that the authorities provide work days in excess of the typical sixteen to seventeen average per month so as to enable casual workers to meet their new year needs; and that special aid be given to the destitute. According to the mayor, ¥30,000 was appropriated for the latter purpose. Although, it was called a year-end bonus, it actually was distributed according to need, and non-union members, whose new year needs were pressing, shared in this relief measure. Of the cities which took bonus action through direct grants, this one case seemed less out of conformity to policy than the other four cities whose acts have been described. The sum used was moderate; and present evidence indicates that, despite its nomenclature, it was used more in keeping with the concept of a welfare fund.

(4) Yamaguchi Prefecture

This prefecture also took anticipatory precautions consistent with common sense, although not to the extent taken by Okayama and Tottori. It sent messages to all localities describing prefectural and national policy on year-end bonuses. It called a conference of all prefectural mayors and outlined policy to them. The heads of city assemblies were likewise called together for the same purpose. Letters were sent to various chiefs of police asking them to be on the alert for possible disturbances on this issue. Finally, it printed leaflets which it distributed to the Free Trade Unions and their members and which described national policy and the reasons for it. The consequence was that no year-end bonus grants were made from public funds. However, five localities erred just short of full violation

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of policy by giving year-end loans to day-laborers, and a sixth city made a concession not in violation of national policy.

(a) Funaki Town

Most members of the Free Trade Union, according to the mayor, are Koreans, and the union leaders are Ko-reds. The city granted loans, not deeming this action to be contrary to policy. However, after granting this loan, the Ko-red leaders have been urging Korean union members to refuse repayment. Careful and detailed explanation was given on the injudiciousness of the action taken, and correct procedures were outlined.

(b) The mayor pleaded that crime reduction in his area motivated the city to grant year-end loans. He stated that, before relief measures for the unemployed had been taken, crime rates had been high. Work relief has markedly reduced the volume. He granted loans in a belief that this would encourage the trend to continue. Furthermore, the red leadership of the union has been replaced by a more moderate type. Necessary explanations were provided as in the previous case.

(c) Kudamatsu City

The mayor and city assembly refused to grant either year-end loans or bonuses. However, the mayor dug into his own pocket to the tune of ¥12,000 to provide assistance for the new-year requirements of those whose needs were greatest. This action did not contravene policy.

(d) Onoda City

The mayor of this city, who has been in office for only forty days, pleaded his inexperience as part of the reason for his concession in making year-end loans. Further, he stated that he had not realized that loans were contrary to policy or that repercussions of such an act might be serious. Necessary explanations were provided.

(e) Shimonoseki City

The spectre of red violence haunts the officials of this city, which already has experienced many such eruptions. Although it held out against demands

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for year-end bonuses, eventually it succumbed to constant haranguing and pressure, and compromised by yielding loans. The head of the assembly stated there is considerable fear of violence in the near future and asked for advice to cope with such anticipated upsurges.

(f) Yamaguchi City

The mayor of this city stated that reds had been ousted from the Free Trade Union and replaced by moderates. Their request was so reasonably and decently presented that the city was charmed into granting year-end loans. Although this new leadership is good, it was pointed out that adequate measures more in keeping with policy could have dealth with the year-end needs of day laborers, and that moderate leadership would have been in full assent with such type of measures.

5. CONCLUSIONS:

a. Okayama and Shimane prefectures have outstandingly good commissions to deal with labor problems in contrast to Yamaguchi prefecture. The Tottori Commission is neither outstandingly good nor remarkably bad. All such bodies can respond favorably, in varying degree, to educational efforts dealing with their activities. The greatest danger in these bodies lies in the Popian adage that a little learning is a dangerous thing. The other danger lies in the mentalities of some of the individuals composing these groups who appear to be deeply ingrained into the habit of treating all problems in an academic fashion which involves a tortuously complicated type of thinking.

b. The Labor Policy Sections need to make an all-out effort to provide unions with information and education enabling them to conduct their activities democratically.

c. The year-end shows some encouraging features in the unemployment, employment, and insurance situations. In this respect, Okayama reveals the most marked improvement. All prefectures are slowly swinging toward a new intensified effort to cope with labor leeches, the camouflaged labor bosses. Despite foresight on the part of two prefectures, the breech in the no-year-end-bonus dykes seemed as great as in the prefecture taking least precaution to prevent such damage. The much more careful planning in Okayama prefecture completely stemmed the tide of demands that might have overwhelmed its local officials.

6. RECOMMENDATIONS:

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a. Plans should be made to install labor education programs for Labor Relations Commissions. Also, it would very likely help these bodies to function more competently if a nation-wide systematic and uniform program of orientation for all new commissioners were set up. This may be an important need.

b. Labor Policy Sections should be encouraged to renew educational efforts enabling unions to conduct their internal affairs in keeping with democratic ideals. A drive will need to be whipped up geared toward the completion of trade agreements.

c. The Employment Sections should be encouraged to start plans for coping with the possibility of year-end bonus demands as early as the month of October. These plans should include provisions for as many as twenty-five or more work days for day laborers through the month of December. Such provision should be implemented by a welfare fund or activity to deal with the new year needs of especially indigent cases. A double-edged program of this nature would go a long way toward vitiating the aggressive clamor for year-end bonuses. Where the cities in Yamaguchi which gave out loans are concerned, continual surveillance should be maintained on repayment so that measures may be taken where failures are found. Further check should be made in the near future on the programs devoted to the sterilizing of this region from the contamination of labor bosses.

Walter P Domanowski

WALTER P. DOMANOWSKI
Chief, Labor Division

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [illegible]

L-6

Chief, Economics Section 13 January 1951

Chief, Labor Division

Weekly Activities Report for 8 - 13 January 1951

This week, a round-the-region trip was made to contact the prefectural Labor Relations Commissions, Employment Sections, and Labor Policy Sections. The first type of organization was visited to provide some orientational points of view concerning certification and collective bargaining determinations. The discussions with the Yamaguchi Commission also took in an evaluation of the quality of their decision on the Hitachi Kasado case.

The visits to the Employment Sections were made to encourage renewed efforts to combat the labor boss and to obtain data summarizing the state of employment at year-end in each prefecture, as well as to check on year-end drives by day laborers. In connection with these activities by Free Trade Unions, talks were had with the mayors and city assembly heads of ten cities.

Labor Policy Sections were visited to encourage a renewal of their educational activities dealing with the internal operations of unions, and to obtain yearly summaries of the state of unions in each prefecture.

Other minor points were cleared up, as necessary. during these visits.

In Kure, a conference was held with on woman purgee in whose case there may be some likelihood that she is innocent of complicity in the crimson contamination

Next week will be devoted to office activities. Visits will be made to a few plants in the area, and to prefectural agencies in Hiroshima City.

Walter P. Domanowski
Labor Officer

Add to Field Trip Report
File L-6

FIELD TRIP REPORT

(1) NAME Walter M. Romanowski (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL "BLITH" JR

(4) DEPARTURE DATE 8 Jan. 1951 TIME 0800 hours (5) RETURN DATE 12 Jan. 1951 TIME 0807 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Okayama	8 Jan.	0900-1200	Employment Security Sect., Labor Policy Sect.	Conference
b.	Okayama	8 Jan.	1330-1700	Labor Relation Committee	"
c.	Tottori	9 Jan.	0900-1200	Employment Security, Labor Policy Sections	"
d.	Tottori	9 Jan.	1330-1700	Labor Relation Committee	"
e.	Matsue	10 Jan.	0900-1200	Employment Security, Labor Policy Sections	"
	Matsue	10 Jan.	1330-1700	Labor Relation Committee	"
f.	Yonago	11 Jan.	0900-1200	Labor Relation Committee	"
	Yonago	11 Jan.	1330-1700	Employment Security, Labor Policy Sections	"

(7) REMARKS:

Detail report attached.

W. M. Romanowski
Signature

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

INSTRUCTIONS

1. Personnel going on field trips will complete Sections (1) through (6), inclusive, of this form, in triplicate. The original will be forwarded to the Deputy Chief, 24 hours before departure.

2. Upon return from field trip, Section (7), of duplicate copy will be completed and forwarded to Deputy Chief. Section (7) should include: estimate of success of meeting, conference or inspection, any changes from original schedule and reason thereof, any further remarks person preparing report desires to include.

3. Third copy will be retained in the Section for file.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. [redacted]

FILE - C - 6

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS SECTION

CCAR 004.06 (D-Dw) 23 December 1950

SUBJECT: Report of Field Trip, 18 - 23 December 1950, to Hiroshima and Okayama Prefectures

TO : Chief
Economics Section

PREPARED BY: Mr. Walter P. Domanowski, Chief, Labor Division

1. Reference: O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950

2. Purpose: To visit the following:

a. Toyo Seni Company, Limited, Mihara, Hiroshima
b. Teikoku Rayon Company, Limited, Mihara, Hiroshima
c. Mihara Locomotive and Air Brake Works of CJH
d. Mukaishima Shipyard of Hitachi Shipbuilding Company, Ltd.
e. PESO, Mayor, and City Assembly Chairman, Onomichi
f. Konoshima Chemical Company, Konoshima Island, Okayama
g. Ajino Plant of Shikishima Cotton Spinning Company, Kojima, Okayama, and Nisshin Chemical Industry Co., Ltd.
h. Mitsui Shipbuilding Labor Union, Tamano, Okayama
i. Kojima District Labor Round Table Conference, Okayama
j. Kojima District Management Round Table Conference, Okayama

3. Background: Surveillance according to above-cited reference.

4. Discussion:

a. The union in the Toyo Sen-I Plant seemed unaware that many of its practices in the conduct of meetings, nominations, and elections were not too consistent with democratic operations. Advice on these matters was given. Union dues were checked, and appeared to be too low to cover adequately all union needs. The union has two thousand feminine members and twelve hundred males. Educational activities were checked, and found wanting in many respects. Suggestions for improvement were made. Thereafter, discussion was held with both union and management on sound contract principles typical within democratic nations. Much interest seemed to be roused on seniority. Contract discussions are now under way. It is expected that negotiations will be completed sometime in January.

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b. The union in the Teikoku Rayon plant of Harima is one of the most democratically operated so far encountered. Only in nomination procedures did there seem some need for improvement. This union showed evidence of making constructive and consistent efforts toward increasing and extending democratic practices. Also, it had several constructive projects in mind. Unfortunately, their union dues are too low effectively to finance some of these. Its education activities are extensive, but not enough fully to surmount the steep inclines of feminine apathy. This union has one of the finest union newspapers in this region. There are almost 6,600 employees in this plant, of which all but four hundred are in the union. Four thousand are women, and twenty-two hundred, men. Later discussion was held with both management and the union, and dealt with typical contract practices in democratic nations. A tremendous amount of interest was shown on the matter of seniority. Unfortunately, a contract had been recently concluded in Osaka. This local sends nine representatives to the fifteen man negotiation committee, while some of the remaining six represent the local in Iwakuni. Thus, concentration within this company on sound contract practices can bear sound fruit.

c. Despite the efforts made during the former visit in October, the Mihara Locomotive Plant still has three unions, one of which is as necessary as a third thumb. Discussion with the clerical union and with the major employees union was confined to a check of union dues practices and to suggestions toward improvement in the conduct of union meetings, nominations, and elections. The clerical union recently completed contract negotiations. The majority union is still holding negotiations. Management seems uninclined to give it a union shop contract, thus perpetuating the existence of the original red union. Later, when management came in, discussions dealt with sound contract practices typical of democratic nations. Interest was displayed on seniority. This interest also embraced other phases. In the subsequent discussion with management alone, it was discovered that only thirty employees, other than company guards, are excluded from union membership which embraces all ranks from section chief down. The company was urged to remedy this situation. It is obviously ridiculous that only thirty of two thousand or more should be exempted from union membership. Additional information was provided to management on administrative and labor relations practices in democratic nations.

d. The union at the Mukaishima Shipyard also showed need of improvement in the conduct of union meetings, nominations, and elections. Suggestions were given toward this end. The discussion with both management and the union dealt with typical contract practices in democratic trade union movements. Much interest was stimulated, particularly in relation to seniority practices. However, a trade agreement had been signed during the month of September.

e. Because the mayor and the Onomichi City assembly had half-committed themselves toward granting a thousand yen year-end allowance to daily workers on city projects, need arose to discuss this with the

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PESO people, the mayor, and chief of the city assembly. The first contact was with the PESO people. From them, as much specific information on this score as possible was drawn. Arrangements were made to meet with the mayor and the head of the assembly in the Mihara LSO. Both the mayor and the assembly head agreed that they had been negotiating with the day laborers union. Using that as an opening, it was pointed out to them that such negotiations violated the spirit and intent of General MacArthur's letter to the Prime Minister and Cabinet Order No. 211 of 1948. These were carefully explained to them. It was further shown that, by such action, they were giving aid and comfort to red leaders who would make great propaganda claims out of the matter and set up precedents detrimental not only to Onomichi, but also to the prefecture. It was further suggested that future political opponents to their re-elections could make much public capital by exaggerating their intentions so as to defeat them from continuing in office. They were then advised that a much preferable means of dealing with the year-end necessities of needy day laborers would be to provide extra days and overtime hours of work during the month of December to the extent that their funds would permit them. The city officials seemed successfully to absorb all the points and suggestions made. However, they also adequately explained the factors that stimulated their original impulse toward granting a year-end allowance. The unemployed unions, apparently, storm the city hall offices nearly every day with a strength of about two hundred. It is difficult to avoid knowing that they are there and the nature of their demands. The mayor stated that he ignored all demands and activities until one day a weeping woman clothed in rags pleaded that her children would not have any rice cakes or the traditional new year decorations unless money were forthcoming. This so disturbed the mayor that he impulsively made his commitment. Further comments on this matter will be found in sections five and six of this report.

f. The Konoshima Chemical Company Workers Union presented one of the finest and ablest union leaders encountered. He dominates the union by virtue of healthy natural leadership qualities. The union is interested in making their organization as democratic as possible, but there seemed many probable defects in this respect. Suggestions for improvement were made and very well received. The financial situation of this organization is good. However, current negotiations for a new contract had reached a deadlock, and the union is considering a strike. The plant is engaged in reparations work, and the union leaders requested a clarification of policy on reparations activities. Would a strike be deemed legal if it were conducted in a fashion so that reparations would be untampered? Or are strikes in such situations totally forbidden? The discussion, after management was called in, dealt with typical trade agreement practices in democratic nations. This led to a tremendous degree of interest, the aftermath of which was that management and union individuals struck up a series of very animated talks within groups of two and three individuals. The peace clause, the fixed wage clause, the grievance machinery, and seniority all seemed to command large degrees of interest.

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g. At the Ajino Plant of Shikishima Cotton Spinning Company, a joint management-labor conference was held. Present were the union leaders within this company, and the those of the Nisshin Chemical Industry Company, Limited, as well as the top management of each concern. Due to the pressure of time, the entire conference was devoted to sound trade agreement practices within democratic nations. Due to the same pressures, the usual question and answer period could not be held. However, both groups from each company were urged to write down any questions they might wish answered and to transmit them to the labor officer through the Labor Policy Office.

h. The Mitsui Shipbuilding Workers Union were celebrating their first anniversary, and requested representation from the Chugoku Civil Affairs Regional Office which had, in the past, played an important role in its history. This celebration was visited, and a congratulatory address was delivered.

i. This conference was held to stimulate unorganized workers in this area toward unionization. In Kojima, there are between five and six hundred women alone, exclusive of unorganized men, who do not belong to unions. At the suggestion of the labor officer Mrs. Fumuyama, vice-chairman of the major union in the town of Saidaiji, was also present. Disappointingly enough, only about ten women showed up. However, the majority of the participants did not belong to unions. Mr. Sano, Labor Policy Section Chief, in his earlier talk, covered the advantages of unionism. Mrs. Fumuyama covered the role of the Japanese woman in the labor movement. Therefore, the labor officer described the relationship of women's activity in the labor movement to their citizenship in a democracy and their personnel lives, and the importance of this matter to men. There appeared strong response. The labor officer was requested to revisit this area to deliver another talk mainly to women workers.

j. The attitude of management to the union movement within this town, with the exception of the larger industries, has been notably hostile. The terms "labor" and "union" have been, in their minds, virtually synonoymous with communism. The discussion was devoted toward correcting this misimpression. Additional effort was made to depict the importance of acquiring sound information and knowledge on labor relations and trade agreements. Further emphasis was placed on the role of management in developing healthy directions for the labor movement, and the consequences of failing to exercise this opportunity. Finally, it was pointed out that, in iron curtain countries, the policies of management were dictated by the exigencies and whims of party leaders, that trade agreements between management and labor were unknown, or if in existence, unions were commanded to sign on the dotted line without any say-so or review of what they were signing, and that, accordingly, the development and existence of sound trade agreement practices was the best insurance against the encroachments of communism.

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5. Conclusions:

a. Although this visit stimulated interest in sound contract practices, it would be rash to predict any marked degree of improvement over present contract practices.

b. This visit will most likely prove profitable. Despite the fact that the contract does not expire until next October, the progress by the union toward a more effective realization of sounder democratic union practices, and the progressive management policies give some evidence that the discussions held need not prove fruitless.

c. Management seems fairly weak in this plant. This is evidenced by its vacillatory attitude on the extra union problem. The most effective method to knock off the last vestiges of the original red-hued union is to grant a union shop contract to its rival. It balks because sixty or seventy employees are dissatisfied with either union and belong to neither. Further evidence of this weakness is seen in the fact that only thirty employees are exempted from union membership. Despite the interest stimulated here, it would be overly sanguine to anticipate notable improvements in contract practices.

d. With a contract completed in Osaka this September, and with this local having only two representative on the negotiation committee, it does not seem likely that much improvement in contract practices need be anticipated.

e. Although the Onomichi mayor and the head of the city assembly were panicked into an unwise decision which they have promised to reconsider, too much censure should not be levied toward them in that they demonstrated impulses which are warmly human. The conclusion is inescapable that, to the average Japanese child and the normal Japanese adult, the year-end, new-year season has an emotional significance that closely parallels the state-side attitude toward the Yule-tide season. It is considered a terrible childhood tragedy if a youngster cannot have a typical Merry Christmas because his family is indigent; it is likewise considered an equally great calamity here if a child's family cannot provide him with rice-cakes and the traditional decorations. Until the advent of the Community Chest Drives in Japan, the public was strongly and sympathetically aware of this problem. Every hamlet, village, and community used to have drives in December to provide needy children with cheerful and happy new year seasons which closely paralleled the stateside drives to see to it that "every kid have a good Christmas and happy New Year's". With the coming of the Community Chest, the public mistakenly assumed that this function would also be taken over by that drive. As a result, the older year-end collections were dropped. However, Community Chests have proven obdurate and obstinate, blind and beggarly on this score. Okayama prefecture has given cognizance of the problem by arranging for day laborers to have thirty days work during December, and by budgeting a small sum in the Welfare Section specifically to meet this need elsewhere. Hiroshima Prefecture has tried to make sure that day laborers be able to get the last

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third of the month filled with work days, but with its greater unemployment problem, it cannot meet this challenge as effectively as its neighbor. In the meantime, the Community Chests have collected money, have sealed the purse strings, and are hanging tight, like Scrooges gloating over their miserly gains.

f. The tremendous degree of interest aroused in the union and in management, and the excellent qualities observed in the union leader seems to give much reason for hope that contract practices, as well as union operations, will greatly improve in the not too far future.

g. Contract negotiations for the two plants in Kojima are conducted on a central level in Osaka. Each union sends but two representatives. Consequently, the effect of exhorting them toward developing sounder contract practices may not bear much fruit. However, a revisit to these plants would be worthwhile, if only to review the internal operations of the union locals.

h. This union can develop into one of the soundest in the region.

i. Much more spadework will be needed in Kojima for stimulating unorganized workers into unionization. However, there are two local union organizers that show some spirit and sound abilities.

j. Most of the management group appeared definitely disinterested and hostile toward the purposes of this conference. However, as the talk progressed, there was a noticeable improvement in attitude, and an apparent, if possibly only momentary, swing in their thoughts and conceptions on unions. But it was also noted that there were some definite die-hards remaining in the audience. Nonetheless, this talk was not wasted effort.

6. Recommendations

a. A follow-up should be made in two or three months to see what improvements have been made in union operations and in contract practices.

b. No immediate follow-up on contract practices need be made in the Teikoku Rayon Company, but if schedules permit, a check should be made on further progress in democratizing union operations.

c. This plant should be revisited in the near future to prod it into solving its extraneous union problem.

d. No further visit need be made for at least six months.

e. Although the immediate problem of year-end bonuses to day laborers seems resolved, the basix problem of taking care of year-end needs, which are more than merely economic, does not seem to be anywhere

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near a solution. It is highly recommnded that attention of the CCAR Welfare Section be called to this matter so that it be made aware of its current existence and so that, possibly, something might be done about it before another new year-end occur.

f. The union leader presented the labor officer with a written series of queries he requested answered, manifesting an unusual degree of cogancy. Another visit to this plant to maintain the present level of interest created through this trip seems in order. At that time, the answers could be given.

g. The two plants should be revisited, primarily to examine union operations.

h. In the near future, the Mitsui Shupbuilding Company should be visited onge more, this time to hold a joint labor-management round table discussion.

i. Kojima City should be revisited for the purpose of addressing as large a group as possible of women workers not organized into unions.

j. A follow-up should be made, preferably through the Labor Policy Office, before revisiting this area to see if there have been any appreciable gains made in the unionization of this area, and for the purpose of determining if there have been any appreciable changes in typical managerial attitudes.

WALTER P. DOMANOWSKI
Labor Officer

Walter P Domanowski

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FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL Train

(4) DEPARTURE DATE 18 December 1950 TIME 0800 hours (5) RETURN DATE 22 Dec. 1950 TIME 1700 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Mihara	18 Dec.	1000-1200	Toyo Mitsu Co., Mgt & Labor.	Labor Education
	"	"	1300-1700	Teikoku Rayon Co.,	"
b.	Mukaijima	19 Dec.	0900-1200	Hitachi Shipbuilding Co., Mgt & Labor.	"
	Itozaki	"	1400-1700	Mihara Locomotive Plant, Mgt and Labor.	"
c.	Kanoshima Island	20 Dec.	1300-1700	Kanoshima Chemical, Mgt and Labor.	"
d.	Kojima	21 Dec.	1030-1200	Shikishima Spinning Co., Nisshin Chemical Co., Mgt and Labor.	"
e.	Tamano	21 Dec.	1300-1430	Mitsui Shipbuilding Union.	Union's Anniversary Ceremony.
	Kojima	"	1430-1530	Kojima District Labor.	Lecture
f.	Kojima	"	1530-1700	Kojima District Mgt.	Lecture

(7) REMARKS:

Walter P. Domanowski
Signature

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

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4-6

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

18 December 1950

CGAR 004.06 (D-Dw)

SUBJECT: Report of Field Trip, 10 - 15 December 1950, in Yamaguchi Prefecture

TO : Chief
Economics Section

PREPARED BY: Mr. Walter P. Domanowski, Chief, Labor Division

1. Reference: O. D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. Purpose: To visit and contact the following:

a. Hayashikane Shipbuilding Company, Shimonoseki
b. Ube Chisso Plant of Ube Dosan, Ube
c. PESO and LSIO Chiefs, Ube
d. Onoda Plant of Onoda Cement Company, Onoda
e. Kashiwagi Thermometer Company, Bofu
f. Tokuyama Teppan, Tokuyama
g. Kasado Shipbuilding Company, Kasado

3. Background: Surveillance according to above-cited reference.

4. Discussion:

a. The critical point in the Hayashikane Shipbuilding Company red purge has been passed. Despite early outbreaks, no further disturbances are anticipated. With the indictment and house-arrest of three ringleaders, the matter seems under control. Company criticisms of the police were discussed. It was pointed out that it had failed to utilize the protective powers of that force as suggested earlier by Mr. Baugniess and the labor officer. These suggestions were reiterated, and possibly took hold this time, now that the need to exercise them has lessened. Other developments include an agreement by the remnants of the first union to dissolve and amalgamate with the second or majority union. The latter is somewhat skeptical about taking into its fold formerly willing CP dupes, and intends to screan each applicant carefully before admitting him. Five purgees have resigned. The rest appealed both to the court and the Central Labor Relations Commission via the prefectural Commission. Apparently, they are confident of the results through their appeal with the latter because they have now withdrawn their court appeal. Management has little faith in the Yamaguchi Labor Relations

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Commission to do a credibly fair job and needed many reassurances that any decision would be fully reviewed by the Central Labor Relations Commission before it could be final. A part of this visit was held in the evening with the three top leaders of the second union and management. The salient features of sound contract practices typical of democratic nations was discussed. Mr. Okada, Yamaguchi Labor Policy Section Chief, discussed educational materials and services available through his office, and other phases of labor education.

b. Most of the time at Ube Chisso was spent with the union, during which it was censured for its failures concerning the six hundred day laborers and other so-called temporary workers in the plant. This union pleaded that they could not do elsewise unless the company altered the status of these workers and made them permanent employees. It was stressed that this was so much hog-wash. Lack of a new label did not justify their neglect. The laborers have their own union. However, it was admitted that the members took little part in union activities. Its leaders were their own foremen. In short, the whole situation smelled, despite all assurances by the so-called union leaders. The comments made by both unions were in great contrast to statements in letters received by this headquarters and to information within headquarters on labor practices in this area. It is not certain what headway was made on this matter through this visit. The primary union still insisted it was necessary to change the status of the temporary workers, but other than a payroll change, they never seemed clear on any other meaning. Many other superficial arguments were made by this union crew which displayed only reluctance to admit these others into their organization.

c. Discussions with the PESO and LSIO chiefs concentrated on labor bosses. The new policy on these labor parasites was stressed, but both chiefs seemed somewhat hazy on that score. Copies of this policy in Japanese were promised to them. Likewise, stress was placed on Article 7 of the Labor Standards Law. A very far-fetched loophole is exercised on this article which allows labor bosses to batten.

d. The union leaders denied the charges made against the Onoda Plant Workers Union Local that they were not providing sufficient services to the rank and file. They claimed that misinformation exists on their activities. In proof, they pointed out that their union newspaper was the only such organ in the area. Discussion on union meetings seem to show that they are fairly democratic, but this needs further substantiation. It is likely that their nomination procedures need some revisions democracywards. The rest of the visit was devoted to a discussion with both management and the union on typical sound contract practices within democratic nations. Their current contract is for three years, expiring some time in 1952. However, revisions can be made at any time if both parties mutually agree. The contract does not have a sound peace clause. Its wage clauses are perpetually negotiable. The grievance machinery is not capped by arbitration and is admissive of strike activities. Kyogi kettei elements have

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not been abolished. And, finally, there are no seniority provisions. In short, this contract is a far cry from a model one. However, it is possible that discussions may open up on insertions of some matters brought out in this conference.

e. This company was contacted at a propitious time. Contract negotiations are under way, and it is expected that signatures will complete this procedure sometime in January. The union numbers two hundred of 240 employees. Part of the conference was held with its officials to point out the way toward more democratic operations. The rest was held with both management and the union, and was devoted to typical contract practices within democratic nations. Later, with the union gone, management stated that it wanted the sub-section chiefs out of the union, while the union disagreed. These individuals have recommendatory powers of discharge. Thus, they are more properly management personnel. However, management stated that the Yamaguchi Prefectural Labor Relations Commission, with its typical zeal for ineptitude matched only by its incompetency, had informed both the union and the company that it would be proper for the sub-section chiefs to be in the union.

f. The earlier talks at Tokuyama Teppan, solely with labor were on democracy in union operations, such as in the conduct of union meetings, and nominations and elections. Contract negotiations had recently opened up in this plant, although the present agreement does not expire until June 1951. Therefore, the rest of the talks, with both management and union, dealt with typical contract practices in democratic nations. Much interest on seniority seemed aroused, but the proof of the pudding lies in the eating.

g. The discussion with the union leaders revealed some likely defects in the way their union meetings are held. This matter was discussed. Nomination and election procedures were also reviewed. Later, when management came in, typical contract practices in democratic nations were discussed. In the later discussion, the union chief, although not a red, revealed that some of his thinking had been colored by their efforts. However, when the comments made by him were analyzed, they did not seem to stand up very well. This place is without a contract at the present time.

5. Conclusions:

a. The Hayashikane situation has resolved into a mere wait for the final outcome of the appeal by the purgees to the Yamaguchi Labor Relations Committee. Management has much skepticism in the reliability of that body to deal adequately and fairly with the problem, and places much more faith with the Central Labor Relations Commission. The discussion on sound trade contract practices may have some salubrious affect here in view of the fact that new contract discussion will open next month.

b. Despite the assurances of the leaders of both unions, there is still something probably rotten in the plant of Ube Chisso. The discussions did not lead to any feeling of satisfaction that matters will

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clear up in this area without some continual needle-jabbing. It is doubtful if the first needling did more than cause a little momentary discomfort.

e. It does not seem that the local labor agencies responsible for coping with the labor boss problem in this area have been very effective. Only one labor boss is now under active investigation. The LSIO states it has the specific meaning of Article 7 of LSL to companies, including the Ube Chisso, and that this resulted in many employees being placed on regular payrolls. The Ube Chisso discussions failed to show that more than a few corrections of this nature had been made.

d. The Onoda Cement Workers Union does not seem altogether as bad as painted a few months ago. Dues are dropping downward, and some evidence of services to the rank and file exists. However, it is premature and rash at this time to jump to final conclusions. However, the present contract in this place stands in great need of improvement.

e. Unquestionably, it is very likely that more evidences of the gross incompetency of the Yamaguchi Labor Relations Commission will be uncovered to justfy further the lack of public confidence in that body. There seems substantially good rapport between union and management, despite the past history of labor-management dispute, strife, and disagreement.

f. The strong reactions evidenced by both management and the union during these talks create some incipient hope that, if nothing else, seniority practices will here take root. Contract practices already may not be as bad here as normally is the case. If some of the sounder practices become inrooted in this place, it may find contagion in a large number of other plants within light artillery range.

g. The Kasado Shipbuilding Workers Union does not seem free of red tinges. The company has not conducted any red purge at the present time. The leaders of this union, although moderates, seem to have many of their ideas clouded by red fog. Democratic practices are in need of extension within union operations. Apparently, red activities have prevented contract negotiations within this plant.

6. Recommendations:

a. The surveillance over this plant can now be more routine. The only matter which still needs close tab is the Yamaguchi Labor Relations Commission action on the purgees' appeal.

b. More needles need to be sharpened and applied in the Ube region upon the complacent seats of the unions and management to get the labor boss situation cleaned up in this area. This means more visits should be made there.

c. Very close check in the near future should be kept on the PESO and LSIO to see what steps are taken to correct the labor boss situation. Legal and Government Section should be asked for aid.

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particularly on police assistance and procuratorial phases. Special reports should come from these offices on such activities, and special recapitualations of the new policy on labor bosses should be provided them. Both the parent Section and Bureau of these offices should be required to give special attention to this area.

d. Further check should be made on this union on the extent of democracy in their operations and activities.

e. A follow-up of this plant should be made in January to find out what affect this conference will have had upon their new contract. Also, more information should be obtained on the activities of the Yamaguchi Labor Relations Commission.

f. The responses at Tokuyama Teppan were encouraging enough so this visit ought to be renewed in the not too distant future.

g. More activity should be concentrated in this place, both with a view toward extending democratic practices within the union and ridding it of dissident influences, but also to encourage the shaping of a sound contract between labor and management.

WALTER P. DOMANOWSKI
Chief, Labor Division

Walter P. Domanowski

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

FIELD TRIP REPORT

(1) NAME Walter P. Romanowski (2) SECTION Economics, Labor Division (3) MODE OF TRAVEL SHINANO

(4) DEPARTURE DATE 10 December 1950 TIME 1115 hours (5) RETURN DATE 15 December 1950 TIME 1940 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Shimonoseki	11 Dec.	0800-1200	Hayashikane Shipbuilding Mgt and Union Rep.	Labor Relation & Education
b.	Ube	12 Dec.	0800-1200	Ube Chisso Co., Mgt & Union Rep.	"
	Onoda	"	1300-1700	Onoda Cement Co., Mgt & Union Rep.	"
c.	Beppu	13 Dec.	0900-1200	Kashiwagi Industry, Mgt & Union Rep.	"
d.	Tokuyama	"	1400-1700	Tokuyama Teppan Co., Mgt & Union Rep.	"
e.	Kusashima Island	14 Dec.	0900-1100	Kamado Shipbuilding Co., Mgt & Union Rep.	"
f.	Oshima-Gun	15 Dec.	1300-1700	Oshima PESO Officials	"

(7) REMARKS:

(Instructions on reverse side)

Walter P. Romanowski
Signature

DECLASSIFIED E.O. 12065 SECTION 3-402/NND NO.

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File L-6

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

CCAR 004.06 (D-Dw) 2 December 1950

SUBJECT: Report of Field Trip, 27 - 30 November 1950, to Four Prefectures

TO : Chief
Economics, Section

PREPARED BY: Mr. Walter P. Domanowski, Labor Division

1. Reference: O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. Purposes: To visit or give talks at the following:

a. Kasado Works of Hitachi Limited, Kudamatsu
b. Toyo Soda Manufacturing Companu, Tokuyama
c. Management Associations, Hamada and Masuda Cities
d. Hinomaru Bus Limited Company, Tottori
e. Sendai Paper Manufacturing Company, Tottori
f. Women Workers, Tsuyama City
g. Mitsui Shipbuilding Company, Tamano

3. Background: Surgeillance according to above-cited reference.

4. Discussion:

a. The Kasado Hitachi case is an example of the ineffectuality of the Yamaguchi Prefectural Labor Relations Commission. This plant had considerable trouble with a comrade-affiliated local attached to the All Japan Steel Workers Union. In April 1950, the union seceded from the nationa. Subsequently, the company carried out a retrenchment program, retaining 2400 workers, and releasing over 800 on 27 May 1950. Included in the dismissals were some of the red trouble makers and their mimics. On 20 July, fifty such workers claimed to secede from the second or secessionist union, and formed a new chapter of the All Japan Steel Workers Union. Nine days later, they filed a petition for certification with the LRC. This certification came through in September. Immediately thereafter, this newly-certified so-called union attempted to negotiate with the company on the subject of their dismissals four months previously. When the company refused, they appealed to the LRC again, which this month has advised the company they must negotiate with this supposed union of fifty individuals, stating, further, that, if the company reject this advice, they would so order. Upon advice of the Labor Officer, the company

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is ignoring the prefectural LRC and its "advices" and is appealing to the central LRC. It will also ignore their orders. Furthermore, in the event of an unfavorable though unlikely decision by the central LRC, it will carry the case as far up in the courts as need be. In a separate discussion with the majority new union, they indicated that they were opposed to the union of unemployed CP's and fellow travellers being accorded recognition by the company. The management-union conference dealt with typical contract practices. This plant had been hit at a propitious time, for contract negotiations had just recently been initiated.

b. During the union session, various operational phases were discussed including union dues. Their methods of conducting general assembly meetings and nominations were reviewed and criticised, and suggestions were made for the extension of democratic principles. The labor-management joint conference was devoted to a discussion of typically sound union contract practices. Unfortunately, a trade agreement had already been signed, which still included some kyogi kettei clauses, and omitted seniority practices. Both parties took notes and promised to consider these matters at the next contract discussions. A copy of the trade agreement was received. The general conduct of both parties indicated that substantially good relations existed.

c. The addresses given at Hamada and Masuda to chapters of the Himane Prefecture Management Association criticized management for its failure to take more active leadership in giving some sound direction, through sound trade agreements, to the union movement. It was pointed out that their negligence to familiarize themselves with the principles of sound trade contracts and general hostility to the labor movement could only result in the development of unsound practices by labor. The responsibility and role of management in the growth of a sound union movement was described. Thereafter, a substantial portion of the talks was devoted to a description of typical and sound practices in relation to trade agreements.

d. The Hinomaru Bus Company Limited in Tottori City has a pretty fair contract which will expire next month. There are no kyogi kettei in this contract, although there are some kyogi clauses which require discussions in an informatory or advisory sense with the union with no binding effects upon management. Meetings are conducted on a fairly sound basis, but their method of conducting these meetings could be improved. The nomination procedures likewise are in some need of improvement. In general, the union seems very sound. Both parties appeared interested in the discussion on typical sound trade agreement practices. One major problem was presented. The company is involved in three seperate types of enterprises, and has five plants located in three cities which employ over six hundred workers, of whom 550 manufacturing plant and two charcoal manufacturing plants. In order to promote efficiency, it wishes to reorganize and place each separate function in an autonomous company with independent managers, so that each of the three administrative groups would need to deal with one type of enterprise and problems instead of three,

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as at present. The union wanted toknow what their position should be on this matter. It was pointed that reorganization was a matter of company policy and completely out of the scope of union consideration. Then the question of effect on the union was discussed. It was pointed out that this was strictly the concern of the union, which could retain its present federational organization, or split into three unions, according to the wishes of its members. The matter of worker placement was next discussed. Would the workers have any rights in determining which of the three newly organized companies they could work for. It was pointed out that any request for charcoal makers to work for the bus company would be unreasonable if the bus company had no charcoal making jobs. On the other hand, employees eligible for work in any company could be placed where best fitted, taking into consideration the employee's wishes and welfare in the matter. A discussion was also held on possible transfer of seniority within the three concerns, and regarding retirement allowances. Teh union, however, was alarmed by the potential change, and somewhat uneasy. However, it was pointed that most of their fears were based mainly on the fact that a change was being contemplated. This matter may need further attention not only from the labor officer, but also from the Distribution and Industry Division.

e. The Sendai Paper Mill has about one hundred employees. On 17 November, seventy-seven of them organized a union, and elected officers. The company showed evidence of being reluctant to negotiate a contract. The first part of the discussion, held solely with the union, obtained some information on organization, dues and other like items. On the conduct of union meetings and on nominations, the three chief union executives were referred to the Labor Policy Section. Thereafter, the discussion involved both management and the union, during which typically sound trade agreement practices were discussed. Management, at first, manifested a certain of coolness toward the labor officer, but as the discussion went on, and it discovered that the labor officer was by no means recommending that management should give away with the moon, it warmed up, and showed some less reluctance to discuss a contract with the union.

f. The address in Tsuyama was presented to approximately three hundred women workers. This informal talk was mainly confined to the importance of union activities for the distaff employee. It attempted to relate such activities to their personal aims and hopes in life and to their general role as citizens of a major nation. It appeared to be well received, and the rapport established between the speaker and the audience seemed all that is desirable. After this talk, Miss Yamoto, a member of the Yanahara Metal Mine Workers Union Local, who was present during this talk, sought out the labor officer to discuss with him the discriminatory wage practices of the mine toward its women workers. She was encouraged to contact the Women's and Minors' Bureau and the Labor Standards Bureau. During this discussion, Miss Yamoto stated that the union leaders were completely indifferent and apathetic about this discriminatory practice.

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g. The Labor Officer represented this headquarters at the ship launching ceremonies held at the Mitsui Shipbuilding Company. Prior to this sermony, management and the union discussed the deadlock in their contract negotiations. The chief stumbling lock is the wage clause. It was recommended that the wage clause be fixed for the duration of the contract, with negotiations on this one subject re-openable only in the vent some agreed-upon data indicate a ten percent increase in living costs. This seemed favwably received by both parties. To the union, it was suggested that they consider the possible elimination of retirement allowances and substitute something substanitally more beneficial to both management and the workers, like a sound pension plan. Both parties are devoting much study to the seniority system. However, despite the favorable attitude of each, there was some doubt if they would be able at this time to incorporate this principle into the contract. Both parties agreed that seniority would go a long ways toward solving the problem of the treatment of seasonal employees. The union, it appears, is planning to join the SODOMEI national, and, if the All Japan Shipbuilding Workers Union gets its leadership cleaned up, to take some initiative in amalgamating all such locals into a new national of such unions.

5. Conclusions:

a. Management stated that one of the dominating individuals on the Yamaguchi LRC, a neutral, is reputed to have some fellow-traveller inclinations, and that the LRC has made a number of previous decissions which have been very sympathetic or favorable to the reds. Unquestionably, some review of this commission might be advisable.

b. Although the relations between the union and management are cordial, the contract signed between the two parties leaves much to be desired. Management has not been sufficiently alert in taking advantage of its opportunities for evolving sound contract practices.

c. The managers in these areas, particularly in Masuda, do not appear aware of their responsibilities or their opportunities for diverting the directions of the union movement along proper channels. Many of them still possess an archaic hostility toward the unions. By their ostrich-like behavior toward this problem, they seem unaware that their own attitudes might cause the unions to drift into channels that are detirmental to their own interests. Neither did they seem to have bothered to acquire any information concerning sound trade agreement practices.

d. The Hinomaru Bus Company situation offers a problem, the solution of which can contribute greatly toward the development of sound union-management relations.

e. The situation at the Sendai Paper Mamufacturing Company offers great possibilities for the development of a sound contract which will include the seniority principle.

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f. These informal talks to large groups of women workers offer much promise in stimulating increased activities on their parts, but their results are not yet readily measurable.

g. In view of the enlightened leadership in management and in the union, it seems that much progress can be made here toward the establishment of sound union-management relations.

6. Recommendations:

a. The nature and quality of the Yamaguchi LRC should be studied. It appears to have developed a reputation for irresponsibility. At the same time, the company should be given every encouragement to buck the guff passed on it as its decisions.

b. The Labor Policy Office should be urged to continue stimulating both parties in studying sound contract principles so that they can be better prepared to develop a sound contract upon expiration of the present one.

c. Management needs prodding in Hamada and Masuda, and the Labor Policy Offices should be stimulated to develop techniques for sharpening their needles.

d. Further surveillance should be maintained over this situation. In addition, this matter should be called to the attention of the Distribution and Industry Division.

e. Surveillance in this plant should also be continued in order to sure that contract negotiations will be initiated which will culminate in a sound trade agreement.

f. Effort should be made to obtain the woman's point of view concerning the effectiveness of these informal talks delivered to large groups of women workers. A frank evaluation by numbers of recipients of such addresses might serve to indicate their usefulness or cause revisions in their substance and nature.

g. It might be advisable to make some visit in the fairly near future to see if seniority might still be incorporated into their new contract. In addition, such visits might help both parties to dissolve their deadlocks.

WALTER P. DOMANOWSKI
Labor Officer

L-6

FIELD TRIP REPORT

(1) NAME Mr. Walter P. Domanowski (2) SECTION Economics, Labor Div. (3) MODE OF TRAVEL BLYTH #5 & Jeep

(4) DEPARTURE DATE 27 Nov. 1950 TIME 0252 hours (5) RETURN DATE 30 Nov. 1950 TIME 2138 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Kudamatsu	27 Nov.	0930-1200	Hitachi Kudamatsu Rolling Plant. Union & Mgt Rep.	Labor Education
b.	Tokuyama	"	1330-1500	Toyo Soda Co. Mgt & Union Rep.	"
c.	Hamada	28 Nov.	0900-1100	District Management Conference	"
d.	Hamada	"	1300-1500	"	"
e.	Tottori	29 Nov.	0900-1130	Hinomaru Auto Co. Mgt & Union Rep.	"
			1300-1500	Sendai Paper Mfg. Co.	
f.	Okayama	30 Nov.	1000-1500	Mitsui Shipbuilding Co. Mgt. & Union Rep.	Ship Launching Ceremony.

(7) REMARKS: Attach the detail

Walter P Domanowski
Signature

(Instructions on reverse side)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO.

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INSTRUCTIONS

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3. Third copy will be retained in the Section for file.

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File L-6

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

CCAR 004.06 (D-Dw) 26 November 1950

SUBJECT: Report of Field Trip, 20 - 24 November 1950, to Okayama Prefecture.

TO : Chief
Economics Section

PREPARED BY: Mr. Walter P. Domanowski, Labor Section

1. Reference: O. D. No. 8, SAS, GHQ, SCAP, 10 April 1950.

2. Purpose: To visit the following places:

a. Gunze Silk Company, Tsuyama Plant.
b. Nishi-Nippon Paper Industry, Tsuyama
c. Yanahara Pyrite Mine
d. Brick and Clay Industries, Yoshinaga
e. Bloc Labor Education Conference, Okayama

3. Background: Surveillance according to above-cited reference.

4. Discussions:

a. Gunze Silk Company, Tsuyama Plant: The earlier part of this visit was held with the union executive committee. No special problems were raised, save in connection wth the general apathy of women union members. One of the distaff committee members proved to be earnest, interested, and active. The chairman of the committee requested an address to the women workers in the Tsuyama area. The rest of discussion involved union operations. The amount of dues and the distribution was checked. This plant is one of thirty-three owned by the company. A check, accordingly, was made on the machinery involved in contract negotiations. It was found that the locals have adequate voice in this procedure. In the joint management-union discussion, typical contract agreement practices in democratic nations were outlined.

b. Nishi Nippon Paper Industry, Tsuyama: This plant has 162 workers of which a little over two-dozen are women. Management had found itself in straitened financial circumstances, and had been forced to undergo three retrenchments in personnel. After the third, the union volunteered to go on a two twelve-hour shift basis until the company could find its financial feet. That had been eleven months ago, and there seemed no end to this situation. Also, new contract nego

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negotiations are about to begin in few weeks. When management joined the gathering, the first topic discussed was the twelve-hour shift. The relationship between lengthy work-hours and hourly rates of production, absenteeism, and morale was discussed in detail. Both parties agreed to discuss and explore the possibilities of three eight-hours shifts without increasing personnel costs or reducting production. Typical contract practices in democratic nations was then discussed.

c. Yanahara Pyrite Mine: This plant conducted a red purge during which, apparently, a sound union leader had been included. Prior to arrival, this had been amicably resolved, and the company agreed to reinstate this one individual. Management stated that the union was considering the possibility of using a strike in the new contract negotiations. However, in the union phase of the conference, the executive committee appeared reluctant to discuss their plans or intentions. This phase was therefore confined to the internal operations of the union's finances and contract negotiations, and to answering many questions concerning stateside practices. The management - union joint conference dealt with trade agreement practices typical of democratic nations. Immediately after this, a woman union member sought out the labor officer. She charged the company of wage discrimination toward women and violating the equal pay for equal work clauses of the LSL. She was advised to seek recourse through the Women's and Minors Bureau, and also with the Labor Standards Bureau.

d. Brick and Clay Industries, Yashinaga: This was altogether a joint conference. Thirteen companies employing two hundred workers and having thirteen unions were represented. An executive member was present from each local as well as the chairman of the executive council for all thirteen unions. Typical contract practices within democracies was discussed in detail. At the end of this phase of discussion, the unions and management alike were urged to follow the stateside practice of small like industries wherein one committee for all unions negotiates a general contract with an over-all management committee to cover the entire locality for the specific industry. Management was lukewarm on this matter, the unions enthusiastic.

e. Blog Educational Conference, Okayama: Nine prefectures involving 132 individuals were represented in this conference, ostensibly to deal with labor education techniques. However, the agenda involved mainly lectures on various important topics for pushing through labor education. The three topics involved were as follows:

a. How to Conduct a Meeting
b. How to Run a Union Newspaper
c. How to Conduct a Recreation Program

Mr. Robertson, Labor Division, ESS, Mr. Matsunaga, Labor Ministry Labor Education Section Chief, and the Labor Officer were guest speakers. The latter tried to divert some of the thinking toward useful educational techniques, such as a sound utilizatin of the natural social group and

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the seminar method. During this talk, some criticism was made on points related to the conduct of meetings and to the nomination procedures of some unions.

5. Conclusions:

a. The union in the Gunze Silk Company appears fairly sound, but the apathy of women workers prevails here too.

b. The present two shift system in the paper company has developed an unhealthy situation of which management appears unaware.

c. Yanahara apparently discriminates in its wage treatment of women. The reception of the union toward the ideas presented appears uncertain.

d. Some good union practices can be developed in the consolidation of smaller unions.

e. New points of inquiry in visiting unions were created by attending this bloc conference. However, labor education shows a need of developing and practising some sound educational techniques.

6. Recommendations:

a. A talk to women workers in the Tsuyama area should be given at the earliest opportunity in order to stimulate women out of their apathy. The Labor Policy Section also urges a similar talk in Kojima City where the problem is considerably greater.

b. Follow-up should be made through the local Labor Policy Office concerning the disposition of the twelve-hour shift problem.

c. A check should be made to see if the complaint on wage discrimination against women has been referred to the proper agencies.

d. Wherever possible, tiny unions should be urged to consolidate. This same problem exists in Kojima as well as in Yoshinaga. A check in the latter area should be made on the progress of such consolidation.

e. In future talks with unions, inquiry should be made on the manner in which they conduct their general union meetings. Also, check should be made on their nomination procedures.

WALTER P. DOMANOWSKI
Labor Officer

FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics, Labor Div. (3) MODE OF TRAVEL Train

(4) DEPARTURE DATE 19 November '50 TIME 1200 hours (5) RETURN DATE 24 Nov. TIME 2000 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Tsuyama, Okayama Pref.	20 Nov.	0830-1200	Ouno Silk Tsuyama Plant, Management & Union Rep.	Labor Relations & Education
b.	"	"	1300-1600	Maki-Mimon Paper Ind. Management & Union Rep.	"
c.	Yamabara, Wake-gun, Okayama Pref.	21 Nov.	0900-1200	Yamabara Pyrite Mine, Management & Union Rep.	"
d.	Yoshinaga, Wake-gun, Okayama Pref.	"	1300-1600	Kurei Industrial Co. Management & Union Rep.	"
e.	Okayama City	22 Nov.	0900-1600	Chugoku, Shikoku Block Labor Conference Union & Govt Officials	Labor Education
f.					

(7) REMARKS:

W. P. Domanowski
Signature

(Instructions on reverse side)

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INSTRUCTIONS

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File L-6

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

25 November 1950

CGAR 004.06 (D-Dw)

SUBJECT: Report of Field Trip, 13 - 17 November 1950, to Five Prefectures

TO : Chief
Economics Section

PREPARED BY: Mr. Walter P. Domanowski, Labor Division

1. Reference: G.D. No. 8, CAS, GHQ, SCAP, 10 April 1950

2. Purpose: Conferences with various governmental operational and/or advisory agencies dealing with labor matters.

3. Background: Surveillance according to above-cited reference.

4. Discussion:

a. Labor Policy Section (In All Five Prefectures)

On these visits, no attempt was made to probe deeply into operations. They were visited to present Mr. Groziak of Labor Division, ESS. All offices were requested to submit maps of their prefecture depicting the locations and the jurisdictions of their Labor Policy Offices. Also, they were requested to provide statistical data on the number of reds purged each month, and the number of plants involved. Inquiry was made on the torture case in the Hitachi Yasugi Plant in Tottori Prefecture. Management withdrew its prosecution of the individuals withdrew their appeal to the Tottori LRC, and at the same time agreed to submit resignations or receive discharges. Altogether, 222 employees were dismissed or resigned including the nearly two hundred involved in shoving the manager toward the open-hearth furnace. The major discussions with these offices were left to Mr. Groziak who promised to send a report of his findings to this headquarters.

b. Employment Security and Unemployment Insurance Section:

All five prefectures were visited. The findings and results are presented below.

(1) Unemployment: With the exception of Shimane Prefecture, unemployment appears to be gradually increasing. ➡

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Though several offices showed fine results in making permanent placements, these efforts did not keep pace with the various retrenchment programs and with the new school graduates thrown into the open labor market. Also, some discrimination appeared to be noted toward unemployed union leaders. Stastical data concerning this factor was requested to be reported to this headquarters.

(2) Free Trade Unions: Neither Shimane nor Tottori deemed these unions to pose any troublesome problem. The other three prefectures have had trouble, were having difficulties, or were expecting new eruptions. Several of the prefectures were viewing with some apprehension the effect of the purgees in the event they found it necessary to converge in the direction of the PESOs.

(3) Unemployment Insurance: The collection of insurance premiums did not appear as affective as in the case of accident insurance. One or two U.I.C. Section Chiefs felt that, if the teeth in the Unemployment Insurance Law were lengthened and sharpened, improvements might be made in this connection. In the main, delinquencies were attributed to the financial difficulties of the derelict plants. The most alarming feature in this situation appears in the fact that insurance payments appear continually to be far in advance of collection and that the total amount of delinquencies appears, in each prefecture, to be snowballing.

(4) Fraudulent Insurance Claims: This appears a major problem directly related to the augmenting lag between collections and payments. Fraudulent claims seem a tremendous leak in this system. However, only a tiny driblet of fraudulent collections had been caught. A check on this matter does not appear to offer much hope that there will be any considerable improvement in the future. If PESO's diverge their fullest efforts in futilely trying to plug this gap, if only temporarily, which is no more than can now be expected, then all other operations will correspondingly suffer. All E.S.Section chiefs were urged to bring this topic up at their next national conference and to discuss what legal steps might be necessary effectively to plug up this leakage.

(5) Vocational Schools: Discussion of these schools gave further strength to the earlier impression that, in the main, they were essentially serving as Vocational Higher Schools, and not fulfilling their basic function of retraining unemployed individuals into the use of employable skills. All E. S. Section Chiefs were urged to study this problem in order to determine in what way they could most effectively fulfil the originally intended purpose.

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(6) Requests: Aside from the statistical data requested, these offices were asked for maps showing the locations of PESO's and their jurisdictions, and of branch PESO's and Vocational Training Schools.

c. Labor Standards Bureaus (All except Hiroshima-ken)

(1) Safety and Sanitation: Both Tottori and Shimane Prefectures claimed that the greater proportion of accidents were caused by worker carelessness rather than management refusal to take proper safety precautions. Most prefectures claimed that management only infrequently refused to follow the advice or orders of the Safety and Sanitation Inspectors. Only Yamaguchi Prefecture evidenced effectively efficient coordination between this activity and that connected with Workmen's Accident Compensation.

(2) Workmen's Accident Compensation: Premium collections generally seemed in very fine shape. Existing delinquencies were mainly attributed to straitened circumstances. However, it was noted that Article 19 of the WACIL was not applied with any frequency. Only Yamaguchi Prefecture appeared to evidence any conscientiousness in this respect, reporting that, in the current fiscal year, it had been applied twenty-nine times. In contrast, in the same period of time, Okayama had applied it four times, Tottori thrice, and Shimane only once. It is possible, based on previous visits to LSIO's, that appeals to referees are discouraged in this region. This matter was checked into, and the importance of not discouraging such appeals strongly stressed. Okayama showed a fair record in this respect, but Yamaguchi excelled. Shimane and Tottori reported seven and six appeals respectively, Okayama twenty-four, while Yamaguchi had 149 in the first six months of this fiscal year.

(3) Coordination Between Two Acticities: Only Yamaguchi showed an efficient coordination between the operations of safety and sanitation and of workmen's accident compensation. This was evidenced by their excellent use of statistical data available within the office and by the fact that, since this coordination has been effectuated, there has been a steady decline both in accident frequencies and in compensation payments. The only area where this office has not been able to build considerable improvement is in the mining industry. Suggestions in this matter were made. The other three offices visited attempted a loose sort of coordination, but there appeared considerable room for improvement.

(4) Wage Arrearments: The situation appeared stationary in Okayama and Tottori, but showed a decline in Shimane where plans were in process for applying legal action in two of

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the most derelict cases. Yamaguchi evidenced improvement.

(5) Requests: Each LSB was requested to provide maps showing the location and jurisdictions of their LSIO's. Furthermore, each LSB was requested to provide information on the prevailing and flagrant abuse of Article 21 of the LSL. They were also, requested to study such cases with the possibility of taking corrective measures.

d. Women's and Minors' Bureaus:

Those in Yamaguchi and Hiroshima were not yet visited. The Bureau in Shimane evidenced a considerable amount of acticity. In Tottori the chief complained about the terrifically low wages for women and minors. Unionism was suggested as the solution to wages of thirty yen per diem, and ¥2,300 per month. However, the old complaint still prevails - women are apathetic toward the union movement.

e. Labor Relations Commission (Tottori Only):

This LRC has been receiving some teachers appeals, and visit was made to this office to point out the limitations of their jurisdiction in such matters.

f. Conclusions:

(1) Regarding Labor policy Offices, conclusion will be deferred until the receipt of Mr. Grozak's report and after further field visits to these governmental areas have been made.

(2) Employment Security and Unemployment Insurance Sections appear unjustly criticized in regard to their failure to control fraudulent claims. However, criticism where the functions of the Vocational Training Schools are concerned seem in order.

(3) The Yamaguchi LSB is probably the most efficient and most demowratically operated such organization in all Japan. Improvements can be made in some administrative respects, but in general it stands out above the offices in other prefectures. The other LSB's could show considerable improvement in the area of coordination of activities, in the exercise of public relations, and in a more vigorous inforcement of Article 19 of the Labor Standards Law.

(4) The Women's and Minors' Bureau still have to level down the mountain of apathy tradition has built up in Japanese women.

6. Recommendations:

a. None at present.

b. The Unemployment Insurance Law should probably be revised so as to enable PESO's more effectively to cope with fraudulent unemployment insurance claims.

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c. A more vigorous enforcement of Articles 19 and 21 appears a general need. Farther efforts in coordinating safety and accident work seem another major necessity.

d. Something should be done to blast the apathy of womenkind here in Japan--but what?

Walter P Domanowski

WALTER P DOMANOWSKI
Labor Officer

FIELD TRIP REPORT

(1) NAME Mr. Walter P. Domanowski (2) SECTION Economics, Labor Div. (3) MODE OF TRAVEL GOV. AC

(4) DEPARTURE DATE 12 Nov. 1950 TIME 0745 hours (5) RETURN DATE 17 Nov. 1950 TIME 0829 hours

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Okayama	13 Nov.	1045-1215	Labor Policy Office	Labor Situation
			1300-1530	Labor Standards Bureau	"
			1600-1700	Public Employment Security Office	"
b.	Tottori	14 Nov.	0900-1000	LPO	"
			1020-1220	PESO	"
			1320-1630	LSB	"
c.	Okayama	15 Nov.	0900-1000	LPO	"
			1020-1220	PESO	"
			1320-1630	LSB	"
d.	Yamaguchi	16 Nov.	0900-1000	LPO	"
			1020-1220	PESO	"
			1320-1630	LSB	"
e.					
f.					

(7) REMARKS:

Walter P. Domanowski
Signature

(Instructions on reverse side)

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File L-6.

HEADQUARTERS
CHUGOKU CIVIL AFFAIRS REGION
ECONOMICS, LABOR DIVISION

17 November 1950

CCAR 004.06 (D-Dw)

SUBJECT: Report of Field Trip, 8 - 10 November 1950, to Okayama Prefecture

TO : Chief
Economics Section

PREPARED BY: Mr. Walter P. Domanowski, Economics, Labor Division

1. Reference: O.D. No. 8, CAS, GHQ, SCAP, 10 April 1950.

2. Purpose: Conferences with management and labor unions at the following:

a. Kurashiki Rayon Company, Kurashiki City
b. Kurashiki Boseki, Kurashiki City
c. Kurashiki Kanebo, Saidaiji
d. Kurashiki Boseki, Okayama City

And addresses to groups of women union members in Kurashiki and Okayama Cities.

3. Background: Surveillance according to above-cited reference.

4. Discussion:

a. At the Kurashiki Rayon Company, both union and management stated that the same judge who had ruled in favor of the union in the Atetsu Plant Workers Union of the Onoda Cement Company court case had now, in an astonishingly parallel case, ruled against the Kurashiki Rayon Workers Union. The labarinthian mazes of this particular judicial mind are too confusing to be followed by means of ordinary mundane logic, and the justificatán for this unparallelled exhibition of self-contradiction appears, at this time, to be totally unfathomable. The union intends to appeal to the Higher Court, and the judges of that judicial body will find themselves confronted by the necessity of straightening out a snarl wherein one single judge, in two amazingly alike cases, has ruled in two completely opposite directions. During the session with the union, the matter of union dues was discussed and examined in detail; and considerable attention was paid to the subject of education and training for women

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union members. The president of the prefectural SODOMEI council, Mr. Shibasaki, attended, and the importance of getting the backing of all moderate unions for this plant local in its court fight. Matters concerning favorable publicity and the whipping up of public opinion on the judge's infamous decision in this case were also carefully examined. In the session, attended by both management and the union, the labor officer was informed that the plant had completed a red purge involving seven workers, and that this had been accomplished after complete consultation with the union. During the major portion of this session, the salient features of a sound contract were discussed in full.

b. In the session with the union, the distribution of union members' dues was discussed, and the subject of education and training for women union members was fully explored. The women executive committee members did not appear very impressive. During the session with management and the union, the typical aspects of a sound contract in democratic nations was discussed in considerable detail.

c. The visit at the Kurashiki Kanebo at the Saidaiji Plant proved one of the most interesting of this trip. For the first time, among all the unions visited which had women members, a really strong and dominant woman union leader was met, a Miss Funayama, vice-chairman of the local. This woman proved to be a person of considerable dignity, with an excellent manner of speaking, intelligent and analytical, and, at the same, informed on the subject of unionism to the extent that opportunities for acquiring such knowledge had been available. In this union local was found the greatest amount of coordinated activity in the direction of training women to participate most effectively in union affairs, as well as the soundest recreation program. The union treasury accumulates ¥220,000 each month, and the purpose toward the establishment of sound finances is to acquire funds for the building of a union hall for the local outside the company grounds. The union will be ready to break ground on the fulfillment of this goal next May. It might be added that the chairman of the executive committee appeared also impressive, but this fact did not appear astonishing in view of the fact that he was a male. It might be stated that this was the first union visited which devoted the major portion of their union dues for the needs of their respective local. The management employs, in addition to the large number of regular workers, six hundred temporary employees. These are genuinely temporary employees, usually working only one to two months, but the union was interested in enlisting them into the union. It was pointed out that if they had the protections of seniority to offer this group then they might have justification to encourage their joining the union. The management-union session was devoted to a discussion of the important phases of sound contracts as typically practised in democratic nations.

d. The union session at the Kurashiki Boseki in Okayama City revealed that very little of the dues were being retained by the local itself. The executive committee indicated considerable resentment over the fact that one of the SCAP visitors, who ostensibly made a field trip

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"to confer" with the labor officer on labor problems, but never came within a hundred miles of him, had made many biting comments in which he accused all textile locals of being company unions. This local also accused management, in some other locals, of taking advantage of the red purge to eliminate the stronger non-red union leaders. The resentments stirred by the SCAP visitor appeared to be carried over to the labor officer. This union was instructed as to the proper procedure to protect the rights of any individual unjustly dismissed in the purge activities. During this session, the women executive committee members manifested extreme timidity and were remarkable mainly for their lack of impressiveness. It was further noted that their knowledge concerning union activities and the participation of women union members was mainly notable for its deficiency. The management-union session was devoted to a discussion of the more important facets of sound contracts as typically developed in democratic nations.

e. The two lectures delivered to large groups of women union members was devoted mainly to relating union activities to sound democratic citizenship and to tying-in such citizenship to their own personal aims in life. A large portion of these addresses were devoted to the deficiencies of women in union participation and the methods of rectification. These informal talks were general in nature, and were, particularly in the case of the second address, very popularly received.

5. Conclusions:

a. The legal ramifications of the court cases emanating in Okayama Prefecture are exceedingly important, and will have tremendous repercussions upon the union movement; not only in this region, but also throughout Japan.

b. The method of holding a discussion first with the union, then with both the union and management, and finally with management alone appears to offer considerable promise, and to be much more stimulating for both management and the union than the former practise of holding discussions with each group separately.

c. Talks to groups of women union members appear to be warmly received, but it is yet too early to judge whether these will bear any fruit in a more extensive participation in union activities by the distaff members.

6. Recommendations:

a. Close attention should be given to the Higher Court cases emanating from Okayama. Moderate unions should be persuaded of the importance of these cases so that they can give as much support to the unions involved as possible.

b. The technique evolved should be further refined and used.

c. Further talks should be given to women groups, and sub-

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subsequently a follow-up should be made to see if these have had any affect in stimulating a greater participation by women in union activities.

WALTER P. DOMANOWSKI
Labor Officer

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FIELD TRIP REPORT

(1) NAME Walter P. Domanowski (2) SECTION Economics, Labor Div. (3) MODE OF TRAVEL Train

(4) DEPARTURE DATE 7 Nov 1950 TIME 1214 hrs (5) RETURN DATE 10 Nov 50 TIME

(6) CONFERENCES, MEETINGS, INSPECTIONS:

	Location	Date	Time	Participants	Purpose
a.	Kurashiki City Okayama Pref.	8 November	0830	Kurashiki Rayon Co. Kurashiki Plant. Management Representative	Lab. Relations and Education
b.	"	"	1030	Union Representatives	"
c.	"	"	1300	Kurashiki Boseki. Kasu Plant. Management Representatives	"
d.	"	"	1430	Union Representatives	"
e.	"	"	1630	Union Representatives Meeting. (Including rank and files).	"
f.	"	"	1900	Management Representatives Meeting (Several Plants)	"

(7) REMARKS:

Walter P. Domanowski
Signature

(Instructions on reverse side)