

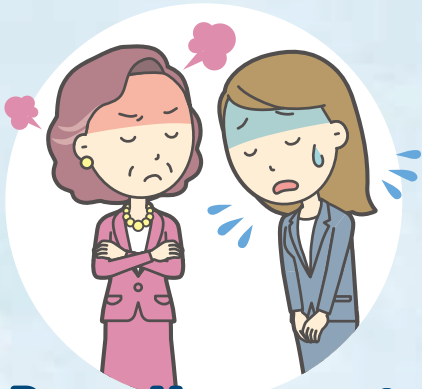
# Would You Like to Resolve Troubles in Your Workplace?

**NO FEES**

**STRICT SECRECY**

**Please Consult Us !**

Do you have any labor relations troubles between labors and employers? If you want a quick and easy resolution, please consult us.



## Power Harassment

I'm getting power harassment from my boss, but my employer doesn't do anything.

**We will support to be able to resolve your troubles!**



**Labor Members** (Persons such as labor union officers)    **Public Members** (Persons such as lawyers and university professors)    **Employer Members** (Persons such as company managers)



## Unfair Dismissal

Suddenly, I was unfairly dismissed without any explanation from my employer, but I'm not convinced.



## Change in Personnel

We ordered the labors to change personnel, but they doesn't agree without proper reasons.

## Labor Relations Commission

**About Labor Relations Commission**  
Ishikawa Prefecture Labor Relations Commission (ILRC) is an administrative organ to resolve labor troubles in a neutral and impartial position, consisting of a total of 15 members representing 5 public members, 5 labor members and 5 employer members.



## Salary Cut

Without any explanation in advance, my employer drastically reduced the hourly wage.

## Contact

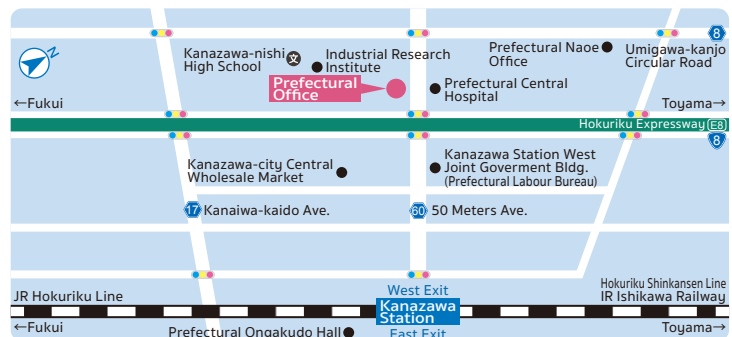
**Ishikawa Prefectural Government Secretariat of Labor Relations Commission**

Ishikawa Prefectural Government Office Building 18F, 1-1 Kuratsuki, Kanazawa-city, Ishikawa 920-8580 JAPAN

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English Site



Ishikawa LRC

March 2023

We have the following systems to resolve troubles that occurred between labors and employers. There is no charge for consultations and procedures.

Target	Troubles between individual labors and employers		
	Troubles between labor unions and employers		
System	Adjustment of Individual Labor Disputes	Adjustment of Labor Disputes	Examination of Unfair Labor Practices
Available Situation	When the troubles such as unfair dismissals and working conditions that occurred between the individual labors and the employers cannot be discussed voluntarily and cannot be resolved voluntarily.	When the labor unions and the employers do not have sufficient discussions such as working conditions and cannot resolve voluntarily.	<ul style="list-style-type: none"> <li>When the employers treat labors unfairly because of a member of a labor union or performing union activities.</li> <li>When the employer refuse collective bargaining with the labor union without proper reasons.</li> <li>When the employers dominate or intervene in the formation or operation of a labor union. , etc.</li> </ul> (These actions are called "Unfair Labor Practices".)

### About Adjustment of Individual Labor Disputes

This is a system that helps resolve troubles such as working conditions that occur between individual labors and employers. We call it "Mediation".

#### Reassurance

We will support you with a generous system of tripartite members, public, labor and employer members.

#### Fast

We will strive to be managed quickly. (The average managing period is about 2 months.)

#### Free

The handling fee is free. So please feel free to consult us.

### When should I consult Labor Relations Commission?

#### Labors

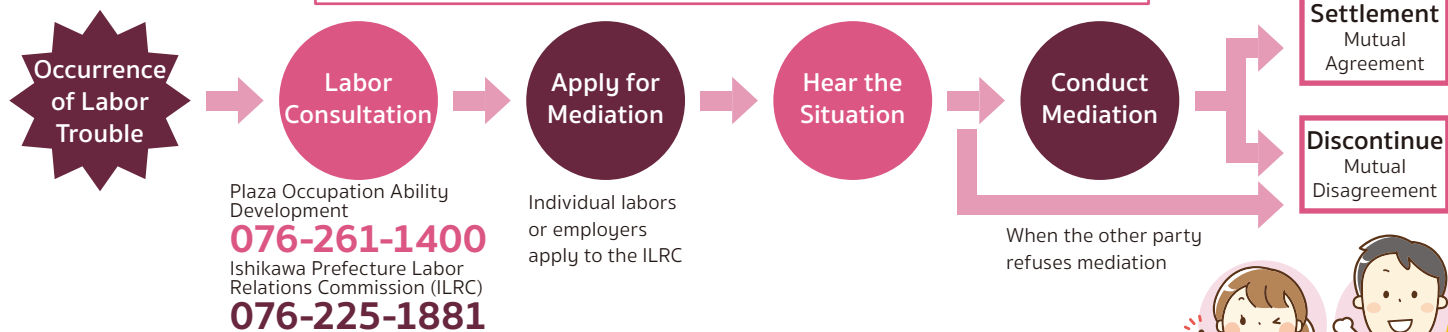
- Suddenly unfairly dismissed
- Unilateral reduction of salaries and bonuses
- Unfair dismissal without proper reasons
- Suffered from power harassment
- Differences in working conditions

#### Employers

- Refusal of personnel changes
- Request for retirement allowance



### What is the flow of mediation procedure?



### Q & A about mediation procedure

#### Q1 Who can use the mediation procedure?

Both labors who are currently or have worked in Ishikawa Prefecture and employers can apply. We do not care about the type of employment. (Full-time employees, part-time workers, temporary workers, etc.)

#### Q2 Can I surely resolve the trouble with the mediation procedure?

There is no legal enforceability in the mediation procedure. If the other party refuses to participate in the mediation procedure, or if the two parties do not agree to the mediation procedure, the procedure will be discontinued. You may not be able to resolve it.

#### Q3 Will you keep my secret?

The mediation procedure will be held behind closed doors. You can rest easy as we will keep your secret.

#### Q4 I don't want to meet the other party. Is it possible?

Since both parties wait in separate waiting rooms, it is possible that you will not meet the other party during the mediation procedure.

If you would like to know more about adjustment of individual labor disputes, how to apply, etc., please visit our website.



Japanese Site

### Contact

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We are conducting online labor consultations about mediation and other matters using "Zoom". If you would like to know more about them and how to apply, etc., please visit our website.



Japanese Site