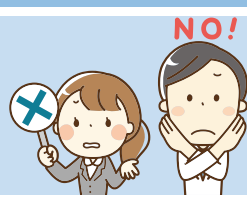


Examination of Unfair Labor Practices Target Labor Unions

We are guaranteed by the Constitution of Japan the right of labors to organize, to bargain collectively, and to act collectively. In order to ensure its effectiveness, the following acts that the employer infringes on the rights of the labor union or labors are prohibited by the Labor Union Act as "Unfair Labor Practices".

Item	Classification	Acts of Employers Prohibited as Unfair Labor Practices (Article 7 of the Labor Union Act)
1	Disadvantageous Treatment	① Being a member of a labor union ② Having tried to join a labor union ③ Having tried to organize a labor union ④ Having performed justifiable acts of a labor union To dismiss or otherwise treat in a disadvantageous manner a labor.
	Yellow-dog Contract	① Will not join a labor union ② Will withdraw from a labor union To make a condition of employment.
2	Refusal of Collective Bargaining	To refuse to bargain collectively with the representatives of the labors employed by the employer without legitimate grounds. <small>*Even if the employer formally accepts collective bargaining, it is included in this classification if they does not negotiate in good faith substantially.</small>
3	Control and Intervention	① Formation of a labor union ② Management of a labor union To control or interfere.
	Expense Assistance	To give financial assistance in paying the labor union's operational expenditure.
4	Retaliation Disadvantageous Treatment	① Filed a motion of the unfair labor practices with the Labor Relations Commission ② Requested the Central Labor Relations Commission to review an order of the unfair labor practices ③ Presented evidence or made a statement when conducted an investigation or a hearing to unfair labor practices, or making an adjustment of labor disputes To dismiss or otherwise treat in a disadvantageous manner a labor for the reason.



Qualification Examination of Labor Union Target Labor Unions

When should I take qualification examination?

Labor unions are established voluntarily by labors and act voluntarily as socially responsible organizations. But in the following cases, labor unions have to take qualification examination by the Labor Relations Commission and receive certification that they are in compliance with the Labor Union Act.

- When labor unions intends to own property in its own name or intends to register as a corporation.
- When labor unions intends to file a motion of the unfair labor practices and attempted to receiving order for relief by the Labor Relations Commission.
- When labor unions intends to recommend as candidate for labor members of the Labor Relations Commission. etc.

What are the requirements to be in compliance?

When applying qualification examination, labor unions have to submit evidence such as their constitution to the Labor Relations Commission whether they have the following requirements and prove that they are in compliance with the Labor Union Act.

- Whether labor unions operate voluntary.
- Whether labor unions have a democratic constitution.

If you would like to know more about qualification examination of labor union, how to apply, etc., please visit our website.



Japanese Site

Act of Dispute Notice / Act of Dispute Report Target Labor Unions / Employers

Act of dispute notice by public welfare business

In case of public welfare business and when resorting to an act of dispute, the labor unions or employers must notify the Labor Relations Commission and the Prefectural Governor to that effect, at least 10 days prior to the day on which the act of dispute.

- ※About Public Welfare Business
- Transportation Business
 - Mail, Correspondence Delivery or Telecommunications Business
 - Business for Supplying Water, Electricity or Gas
 - Medical Treatment or Public Health Business



Act of dispute report

When acts of dispute have occurred, the labor unions or employers who become the party concerned must immediately report to that effect to the Labor Relations Commission or the Prefectural Governor. This report applies to all businesses.

If you would like to know more about act of dispute notice, act of dispute report, how to notice or report, etc., please visit our website.



Japanese Site

Would You Like to Resolve Troubles in Your Workplace?

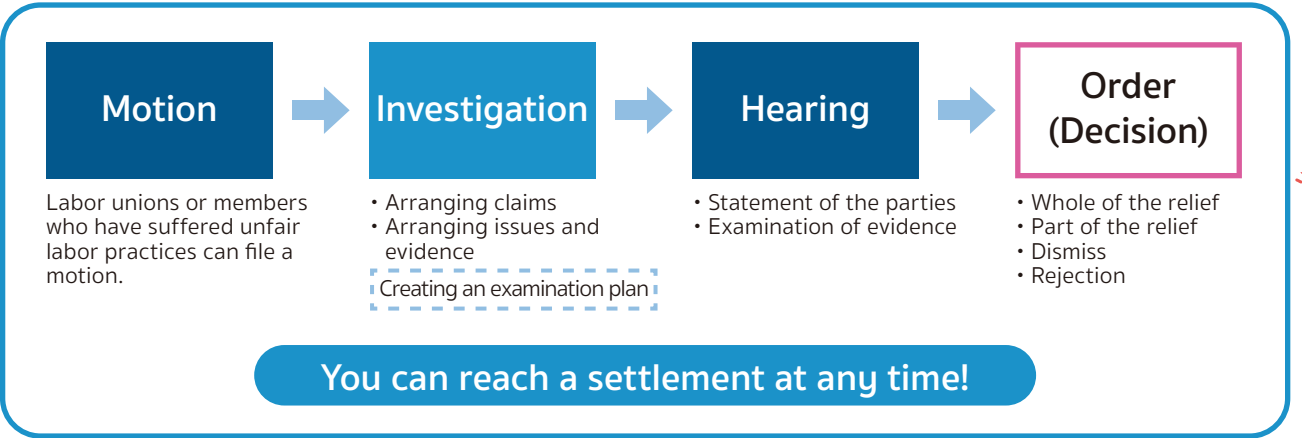
About Ishikawa Prefecture Labor Relations Commission



What is the flow of examination of unfair labor practices?

Unfair Labor Practice by the Employer

File a motion with the Labor Relations Commission
※You can file a motion within one year from the date of the act. (For continuing acts, within one year from the date when the act was completed.)



You can reach a settlement at any time!

[If you disagree with the order (or decision) of the Labor Relations Commission...]

- Request re-examination to the Central Labor Relations Commission (Within 15 days from receiving order)
- File an action for rescission of the order in the district court (Within 30 days (in case of employers) / 6 months (in case of labors) from receiving order)

If you would like to know more about examination of unfair labor practices, how to file a motion, etc., please visit our website.



Japanese Site

Contact

Ishikawa Prefectural Government Secretariat of Labor Relations Commission

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

076-225-1881
 ishironi@pref.ishikawa.lg.jp

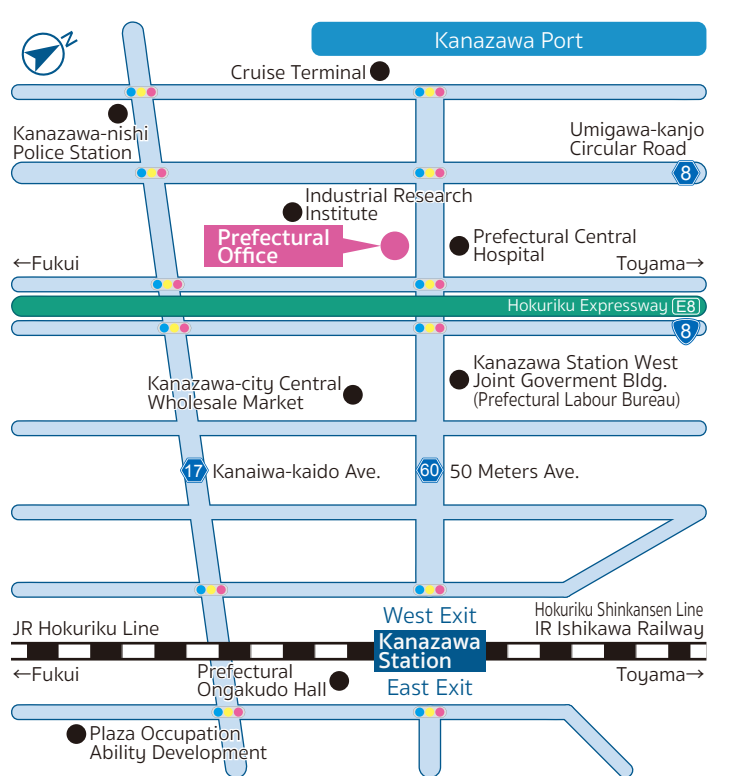
Ishikawa LRC

English Site

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



Access
 About 10 minutes from JR Kanazawa Station West Exit
 Get off at Hokuriku Rail Road Bus "Kenchomae" bus stop

March 2023

- | | |
|---|---|
| Main Works of Labor Relations Commission <ul style="list-style-type: none"> ◆ Adjustment of Individual Labor Disputes ◆ Adjustment of Labor Disputes ◆ Examination of Unfair Labor Practices ◆ Qualification Examination of Labor Union ◆ Act of Dispute Notice / Act of Dispute Report | Features of Labor Relations Commission <ul style="list-style-type: none"> ● Impartial and neutral administrative organ ● Committees representing public, labor and employer support resolutions ● No fees ● Strict confidentiality |
|---|---|

System of Labor Relations Commission

Labor Relations Commission is an independent organization of the prefecture established to resolve any labor relations troubles between labors and employers. If you cannot resolve troubles that occurred between labors and employers voluntarily, we will help you to resolve the troubles in a neutral and impartial position.

When does Labor Relations Commission play an active role?

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

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.

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

Labor Unions
We have been refused collective bargaining by our employer. I was unfairly dismissed because I was a union member, etc.

If you would like to know more about consultation on labor troubles, please visit our website.

Japanese Site

What kind of organization is 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.

Labor Members
(Persons such as labor union officers)

Public Members
(Persons such as lawyers and university professors)

Employer Members
(Persons such as company managers)

We support you in resolving your troubles with a "tripartite".

Resolution system of troubles between labors and employers

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"> When the employers treat labors unfairly because of a member of a labor union or performing union activities. When the employer refuse collective bargaining with the labor union without proper reasons. When the employers dominate or intervene in the formation or operation of a labor union, etc. (These actions are called "Unfair Labor Practices".)

Adjustment of Individual Labor Disputes Target Labors Employers

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?

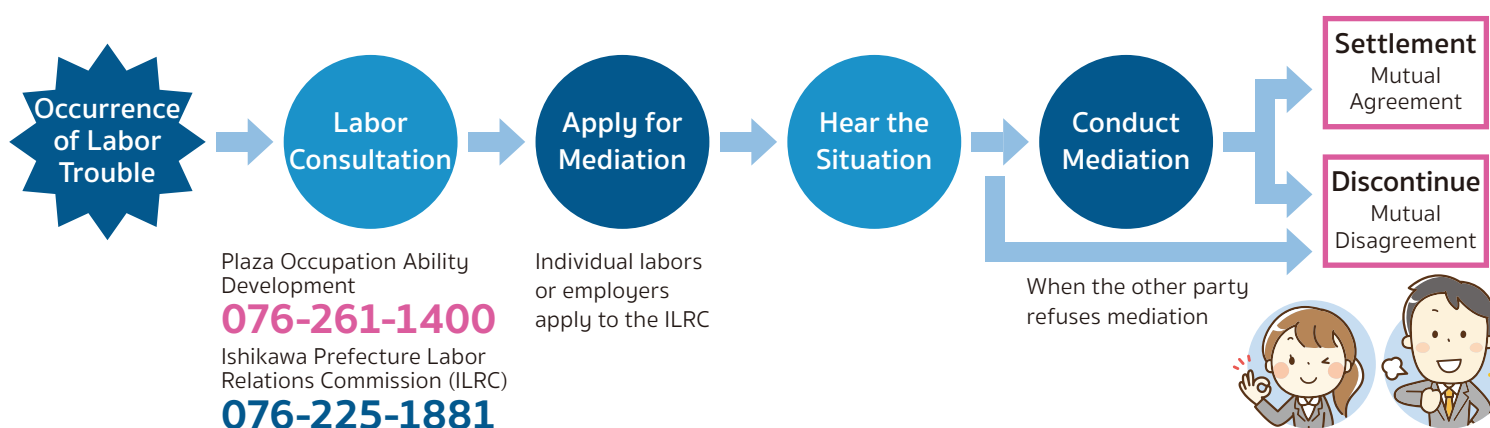
Labors

- 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.

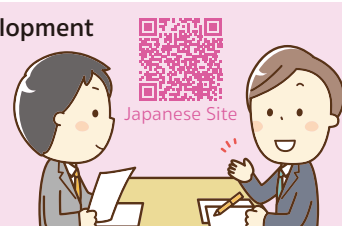
Q4 I don't want to meet the other party. Is it possible?

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

Plaza Occupation Ability Development

We provide consultation and information for applicants regarding employment, career change, vocational ability development, job concerns, etc. (Free consultation)

076-261-1400



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



Adjustment of Labor Disputes Target Labor Unions Employers

When the labor unions and the employers do not have discussions and cannot resolve voluntarily, we will mediate the discussions and advise you to resolve the labor disputes peacefully. There are three methods of adjustment made by Labor Relations Commission: "Mediation", "Conciliation" and "Arbitration".

Classification	Mediation	Conciliation	Arbitration
Coordinator	Mediators 3 members (Public, Labor, Employer)	Conciliation Committee (Public, Labor, Employer)	Arbitration Committee (Public)
Start of Coordination	<ul style="list-style-type: none"> ① Application for either labor or employer ② Application for both labors and employers ③ Chairperson's authority 	<ul style="list-style-type: none"> ① Application for both labors and employers ② Application for either labor or employer (When stipulated in the labor agreement • In the case of public welfare business) ③ Commission's authority ④ Governor's request 	<ul style="list-style-type: none"> ① Application for both labors and employers ② Application for either labor or employer (When stipulated in the labor agreement)
Effect of Coordination	We mediate collective bargaining, mediate claims, and promote voluntary resolution between labors and employers. We may also offer mediation proposals.	We present a conciliation proposal and recommend acceptance to both labors and employers. You are free to accept the conciliation proposal and are not legally binding.	We make an arbitration award. Labors and employers must accept with this award, which has the same effect as a labor agreement.

When should I consult Labor Relations Commission?

Working Conditions

- Our working conditions have been unilaterally detrimentally changed. Therefore, We would like to ask the company to withdraw.

Promotion of Collective Bargaining

- We joined a joint labor union and asked the company for collective bargaining, but the company did not respond.

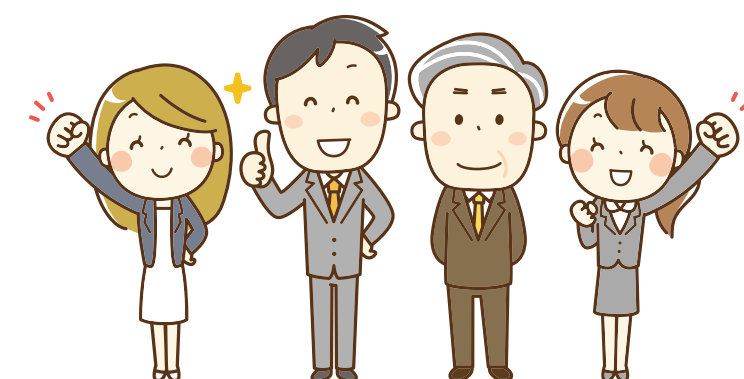
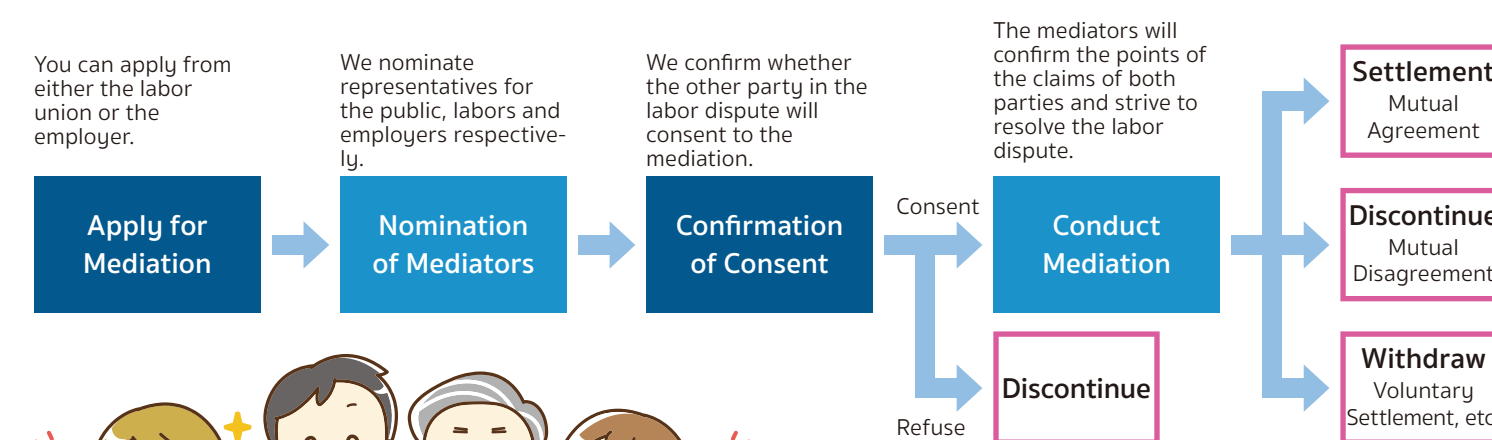
Labor Agreements

- We want to conclude a labor agreement, but negotiations between the company and the labor union are not proceeding.

Union Activities

- We want to distribute leaflets of the wage increase struggle in the company premises, but the company did not allow it.

What is the flow of adjustment of labor disputes? (Mediation case)



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

