

Please Tell Me About Labor Relations Commission!

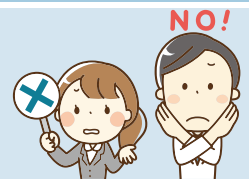
What is Examination of Unfair Labor Practices?



◆What kind of system is unfair labor practices?

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	①Being a member of a labor union ②Having tried to join a labor union ③Having tried to organize a labor union ④Having performed justifiable acts of a labor union To dismiss or otherwise treat in a disadvantageous manner a labor.
	Yellow-dog Contract	①Will not join a labor union ②Will 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	①Formation of a labor union ②Management 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	①Filed a motion of the unfair labor practices with the Labor Relations Commission ②Requested the Central Labor Relations Commission to review an order of the unfair labor practices ③Presented 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.



◆What is the flow of examination of unfair labor practices?

When an employer acts unfair labor practice, the labor union or labor can file a motion for relief with the Labor Relations Commission. In response to this motion, the Labor Relations Commission will examine (investigate / hear) the case as an unfair labor practice case.

