

Do you know about “Rodoinkai”?
~Consult with us about labor-related conflicts!~

Labor Relations Commission

The Labor Relations Commission is an administrative organization established to resolve conflicts between labor unions or individual workers and employers.

Main jobs

- Adjustment of labor disputes
- Conciliation of individual labor-related disputes
- Adjudication of unfair labor practices
- Adjudication of trade union qualifications

＜ The Labor Relations Commission is
made up of members representing three parties ＞

Member representing the public interests, management,
and labor help you resolve conflicts from an impartial position.



Labor members

labor union
executives, etc.



Public members

lawyers,
professors, etc.



Employer members

corporate managers, etc.

Adjustment of Labor Disputes

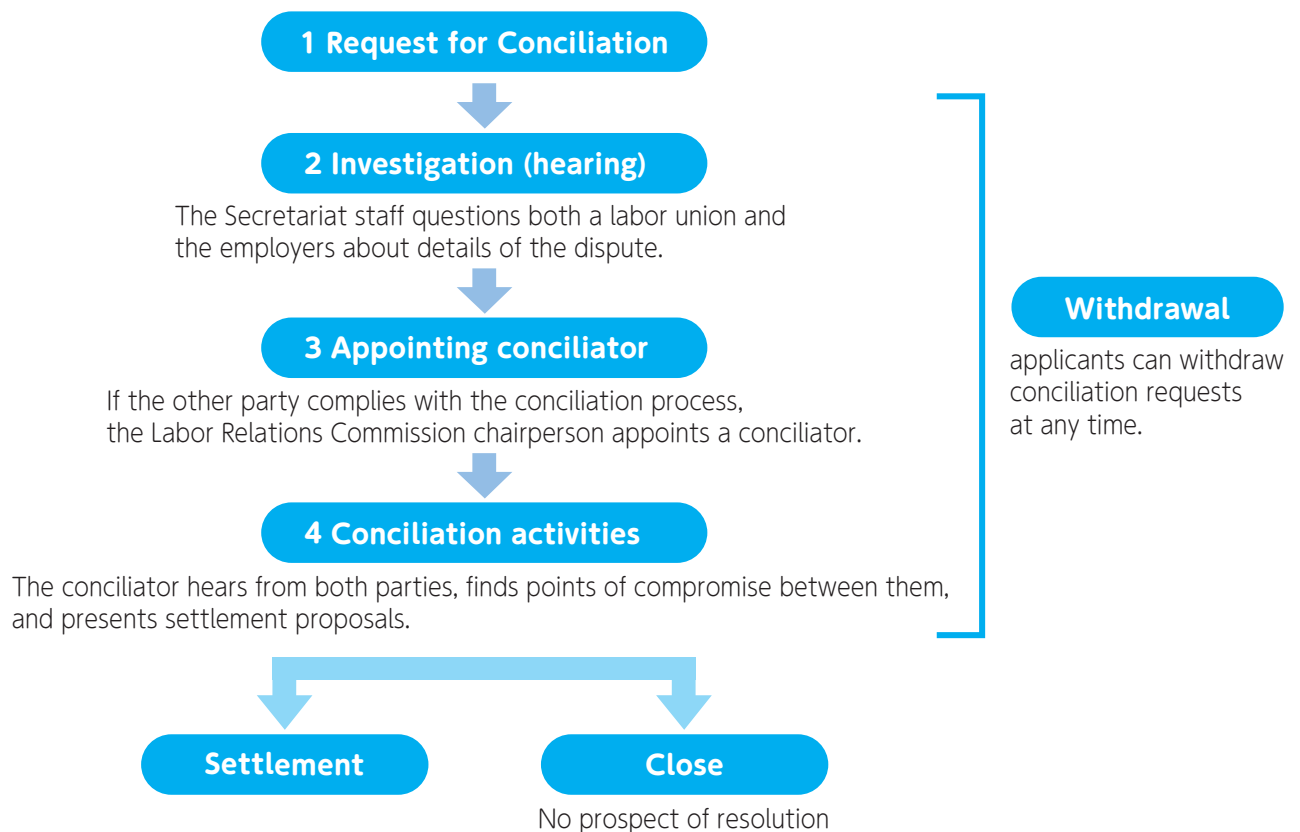
When disputes between a labor union and employer cannot be resolved voluntarily, the Labor Relations Commission adjusts the claims of both parties from an impartial standpoint, in order to help with settlement.

Labor Relations Commission performs three types of adjustment proceedings: “Conciliation”, “Mediation”, and “Arbitration”. However, most cases are resolved through “Conciliation”.

Types and Description of adjustments

	Conciliation	Mediation	Arbitration
How to initiate proceedings	✓ Request by both an employer and a labor union, or from either party alone	✓ Request by both an employer and a labor union ✓ Request in cases required by provisions in a collective agreement. ✓ Request by either an employer or a labor union in cases involving public service enterprises.	✓ Request by both an employer and a labor union ✓ Request in cases required by provisions in a collective agreement.
Manner of intervention	✓ Finding points of compromise between the two parties by hearing.	✓ Offering a mediation plan and recommending the parties accept it.	✓ An arbitration award is given. ✓ The arbitration award has the same force as a collective agreement

Conciliation Process



※Conciliation will take approximately 2 to 3 months from request to conclusion.

Adjudication of Unfair Labor Practices

The Constitution of Japan guarantees workers' rights to organize, bargain, and act collectively. To guarantee workers' rights in a practical way, Labor Union Act prohibits employers from the following unfair labor practices against workers or labor unions.

When a worker or trade union file a complaint about unfair labor practices, the Labor Relations Commission takes the necessary steps to determine whether or not the employer is engaged in unfair labor practices.

A complaint must be filed within 1 year following the employer's unfair action.

Acts of Employers Prohibited as Unfair Labor Practices

Worker (or labor union) status like:

- Being a member of a union
- Trying to join or to form a union
- Engaging in proper union activities
- Filing a complaint about an unfair labor practice to the Labor Relations Commission

- Not joining a union
- Withdrawing from a union

- Requesting collective bargaining

- Forming a union
- Operating a union

- Covering operation costs of a union

Employer act like:

- Treating the workers unfairly (e.g. dismissal).
- Discriminating against the workers in terms of wages or treatment.

- Requiring this status as a condition of employment.

- Refusing without a valid reason or not carrying out faithful negotiation.

- Controlling and/or interfering in the operation of the union.

- Offering financial support for the union.



Procedure of Unfair Labor Practice Adjudication

1 Complaint from a labor union or worker

2 Investigation

Questioning both parties
Arranging their claims and evidence.

3 Hearing

The members hear from related persons who know the details of the dispute in order to confirm the facts.
This process is open to the public.

4 Meeting of public members

Public members examine facts and determine whether or not unfair labor practices occurred.

Order of Remedy

When the Labor Relations Commission concludes that unfair labor practices have occurred, it will issue an Order of Remedy to the employer to restore a normal labor-management relationship.

Order of Dismissal

When the Labor Relations Commission concludes that no unfair labor practices have occurred, it will dismiss the complaint of the labor union/workers.

Reconciliation:

Both parties can reconcile at any time.
The Labor Relations Commission recommends both parties reconcile if they are willing to resolve the dispute through discussion.

Adjudication of Trade Union Qualifications

A labor union shall be voluntarily organized and democratically operated by workers.

In the following cases, the Labor Relations Commission is required to examine whether or not a labor union meets the requirements provided by Labor Union Act.

- (1) When a labor union files a complaint regarding unfair labor practices;
- (2) When a labor union seeks qualification to register as a corporation;
- (3) When a labor union applies for approval for labor supply business;
- (4) When a labor union recommends a candidate as a labor member of The Labor Relations Commission.

Conciliation of Individual Labor-Related Disputes

When a dispute between an individual worker and an employer is difficult to resolve voluntarily, the Labor Relations Commission, which was established as an impartial organization, provides a negotiation opportunity for both parties and assists in resolving the dispute through discussion. This is known as Conciliation.

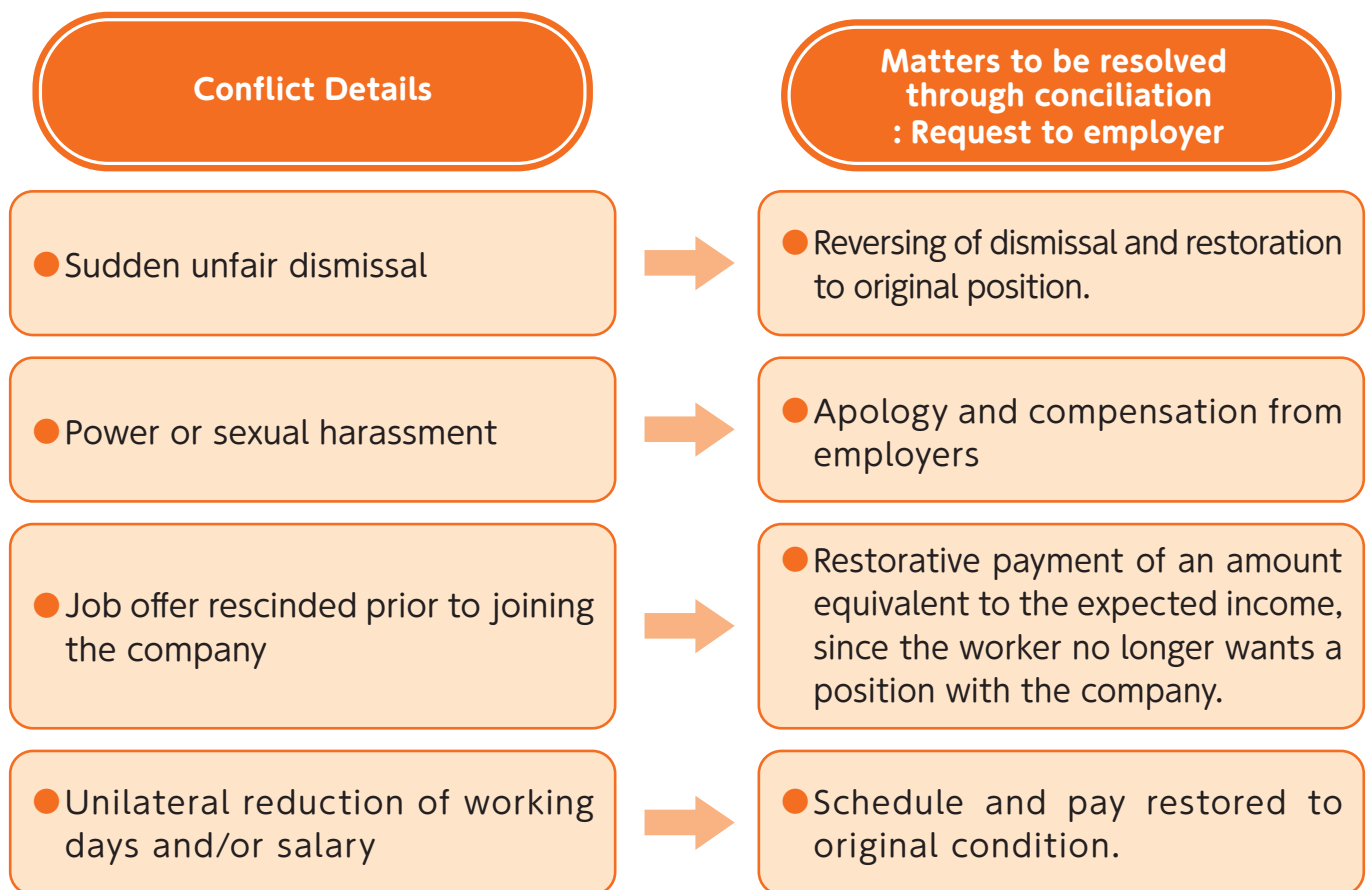
Conciliation is held behind closed doors and your private information will be protected.

Conciliation services are free of charge.

Who can request a conciliation?

- Workers (including part time workers) who are currently working or have worked in Tochigi Prefecture.
- Employers with business operations in Tochigi Prefecture.

Examples of conciliation cases



Other examples of Conflict details: not being able to take a holiday, discontent with relocation, etc.

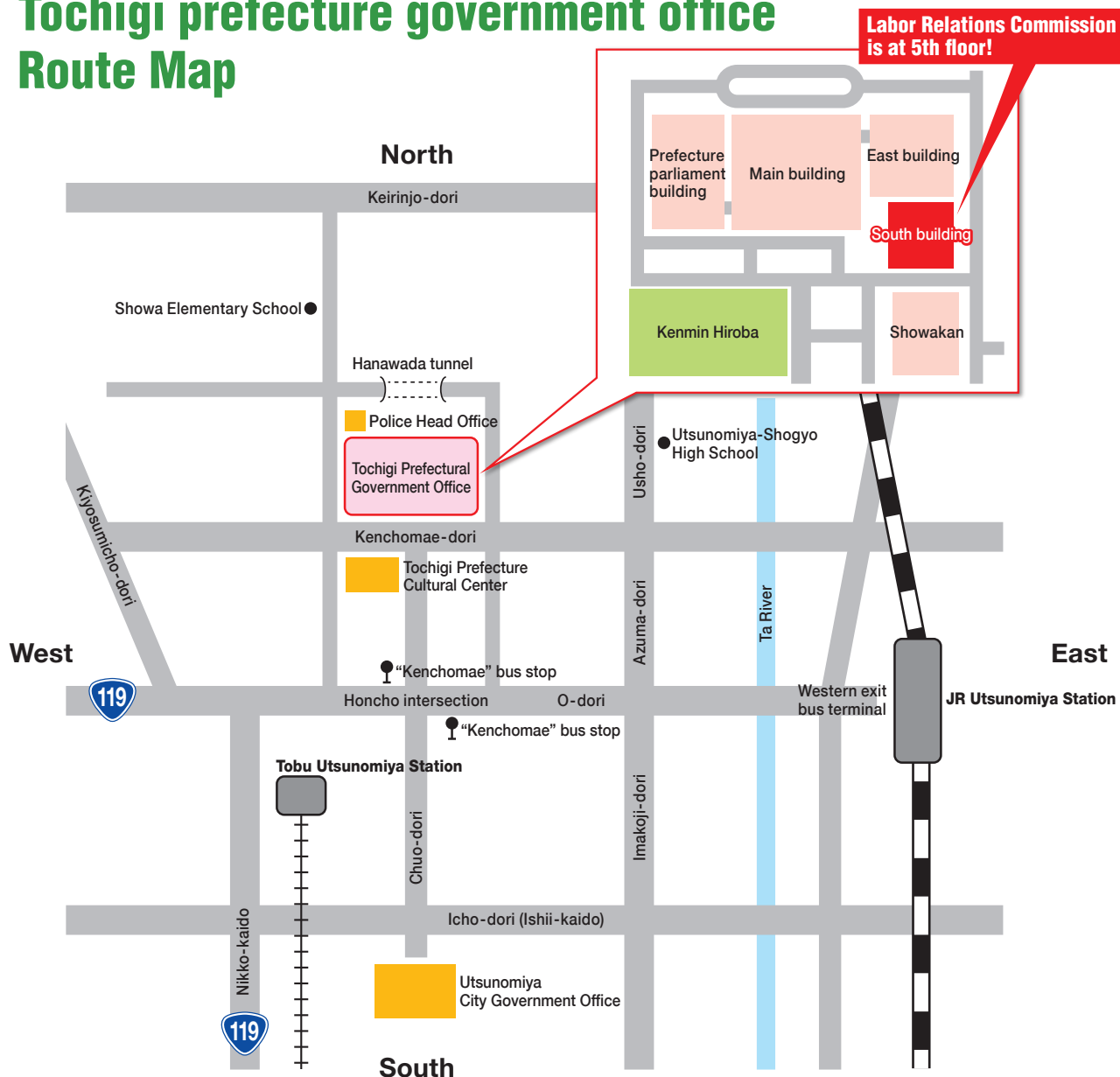
※ This does not include cases:

- (1) Cases which are currently under legal proceedings, or currently dealt with by another administrative organization, or similar situations
- (2) The matter to be resolved through conciliation obviously cannot be realized.

Process of Conciliation

Conciliation is handled in the same way as “Adjustment of Labor Disputes”.

Tochigi prefecture government office Route Map



Services of Labor Relations Commission are free of charge.
Consult with us for more details!



本物の
出会い
栃木

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※When you call us, we can't talk on the phone in English. You should contact us by e-mail!