

## **No.20 Labor Union** (text 293-30)

### **1 Japanese Labor Union and Realities of Labor-Management Relations**

#### **1.1 Structure of Labor-Management Relations**

- Corporation’s level
- Industry ‘s and region’s level
- Nationwide and overall industry’s level

#### **1.2 Transformation of Labor-Management Relations**

- Strength and weakness of a “labor union organized on a company basis”  
→”Centralization of authority” in labor-management relations
- Individuate of an “annual spring wage offensive”
- Decline in a unionization rate

<b>RESEARCH</b> How should the Japanese labor-management relations be in the future? Should that be a decentralized organization that is founded on the corporation’s level? Or, a centralized organization centered around the nation-wide/industrial level? Is a labor union unnecessary any longer?
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### **2 Organization and Operation of Labor Union**

#### **2.1 Checkoff**

- Legal relations as to a checkoff
- Relative to the principle of wage payment in full
- Are union members against the checkoff bound as well?  
#92

#### **2.2 Union Shop**

- Validity of union-shop contracts  
#95
- Validity of a union-shop dismissal  
\*What about validity of a union-shop dismissal in case an expulsion from the union is invalid?

#### **2.3 Labor Union’s Autonomy and Its Limit**

- Labor union’s private-organization nature  
→Principle of union’s autonomy
- Labor union’s semi-public character  
→Principle of union democracy, respect for civil liberties  
#91, #93, #94

### **3 Fluctuation of Labor Union’s Organization**

#### **3.1 Affiliation of Union’s Properties and “Breakup” of Union**

- Affiliation of union’s properties
  - With corporate status: union’s sole ownership
  - Without corporate status: union’s “collective ownership”
- Right or wrong about claiming the split of properties in case of a union’s breakup

### **3.2 Dissolution**

- Dissolution of labor union (Art. 10 of Labor Union Law)
- Liquidation of properties
  - With corporate status (infra Art. 13 of Labor Union Law)
  - Without corporate status

