

Please Tell Me About Labor Relations Commission!

What is 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.

◆ 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".

◆ What kind of work does Labor Relations Commission do?

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"> 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".)



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