

Please Tell Me About Labor Relations Commission!

What is Adjustment of Individual Labor Disputes?



◆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 kind of system is adjustment of individual labor disputes?

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.

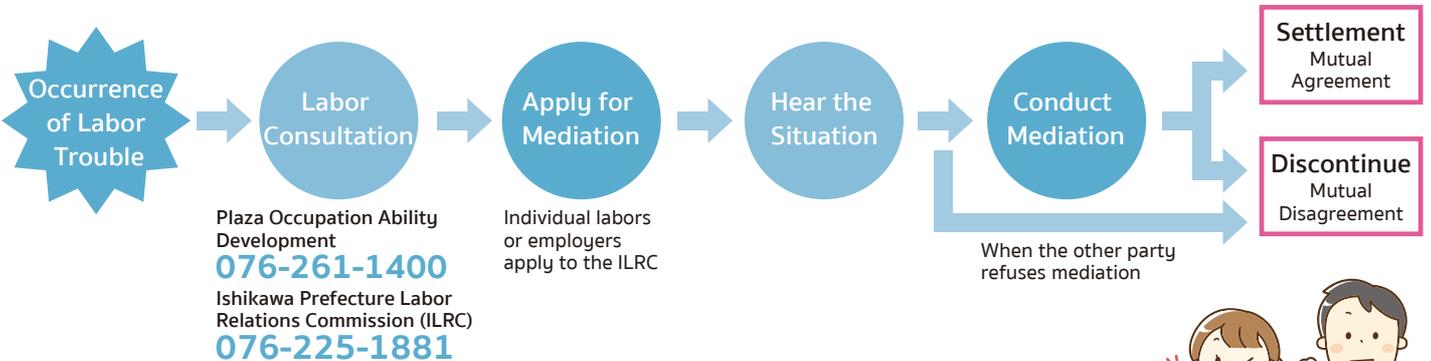
Fast

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.

◆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.)

Q3 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.

Q2 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.

