

Please Tell Me About Labor Relations Commission!

What is Adjustment of Labor Disputes?



◆ When should I consult Labor Relations Commission?

Working Conditions

- Our working conditions have been unilaterally detrimentally changed. Therefore, We would like to ask the company to withdraw.

Promotion of Collective Bargaining

- We joined a joint labor union and asked the company for collective bargaining, but the company did not respond.

Labor Agreements

- We want to conclude a labor agreement, but negotiations between the company and the labor union are not proceeding.

Union Activities

- We want to distribute leaflets of the wage increase struggle in the company premises, but the company did not allow it.

◆ What kind of system is adjustment of labor disputes?

When the labor unions and the employers do not have discussions and cannot resolve voluntarily, we will mediate the discussions and advise you to resolve the labor disputes peacefully. There are three methods of adjustment made by Labor Relations Commission: "Mediation", "Conciliation" and "Arbitration".

Classification	Mediation	Conciliation	Arbitration
Coordinator	Mediators 3 members (Public, Labor, Employer)	Conciliation Committee (Public, Labor, Employer)	Arbitration Committee (Public)
Start of Coordination	① Application for either labor or employer ② Application for both labors and employers ③ Chairperson's authority	① Application for both labors and employers ② Application for either labor or employer (When stipulated in the labor agreement • In the case of public welfare business) ③ Commission's authority ④ Governor's request	① Application for both labors and employers ② Application for either labor or employer (When stipulated in the labor agreement)
Effect of Coordination	We mediate collective bargaining, mediate claims, and promote voluntary resolution between labors and employers. We may also offer mediation proposals.	We present a conciliation proposal and recommend acceptance to both labors and employers. You are free to accept the conciliation proposal and are not legally binding.	We make an arbitration award. Labors and employers must accept with this award, which has the same effect as a labor agreement.

◆ What is the flow of adjustment of labor disputes? (Mediation case)

