

Definitions

Collective Agreement

In this survey a collective agreement means agreement of any name on working conditions or other issues binding a labour union and an employer or association thereof, executed in writing with signatures or seals of both parties.

However, the following labour-management agreements under the Labour Standards Act alone are not included in the item "Concluded collective agreements": Article 18(2) (Agreements on administration of workers' savings entrusted), Article 24(1) (Agreements on wage deductions excluding checkoff), and Article 36 (Agreements on working overtime and holidays) of the Labour Standards Act.

Comprehensive Agreement

A collective agreement which sets out provisions on the validity of prior collective agreements with regard to potential labour-management relations issues and provides comprehensive basic rules, for example those called general agreement, basic agreement or comprehensive agreement.

Automatic Extension Clause

A provision of a collective agreement of a form such as "If the effective term expires during negotiations to revise this agreement, this agreement shall be effective until the conclusion of a new agreement".

Automatic Renewal Clause

A provision of a collective agreement of a form such as "The effective term of this agreement shall be 1 year. However, if neither party gives notice of revision or abolition by 1 month prior to the expiry of the term, this agreement shall be made effective for another equal term".

Part-Time Worker

A worker who has a fewer scheduled hours worked per day or a fewer scheduled days worked per week than ordinary full-time employees.

Fixed-Term Contract Worker

A permanent worker employed under a contract which specifies a term of for example 3 months or 1 year, except part-time workers, dispatched workers, persons employed on a daily basis, and seconded workers seconded to said establishment.

Consent

Where the employer obtains the approval or consent of the labour union prior to implementing personnel affairs (promotion, dismissal, disciplinary action, relocation, temporary transfer, overseas assignment, recruitment of regular staffs, and recruitment of non-regular staffs; hereinafter the same).

Negotiation

Where the employer enters into negotiation or discussion with the labour union prior to implementing personnel affairs.

Hearing

Where the employer hears the opinion of the labour union prior to implementing personnel affairs.

Prior Report

Where an employer makes an advanced report on the name and other details of the relevant person to the labour union prior to implementing personnel affairs.

Post Report

Where an employer makes a post facto report of the name and other details of the relevant person to the labour union prior to implementing personnel affairs.

Checkoff

Where the employer deducts union dues and other amounts collected by the labour union from union members' wages, and forwards them directly to the labour union.