

(2) Refusing to bargain collectively with the worker's representative without proper reasons (Item 2)  
Employer's refusal to bargain collectively with the representative of the workers employed by the employer without proper reasons

\* This also includes employer's unfaithful negotiation behavior, even if the employer nominally accepts collective bargaining. (Such employer's behavior is called "unfaithful collective bargaining.")

(3) Controlling or interfering with the formation or management of a trade union, or giving financial support for the trade union's operational expenditures (Item 3)

1) Controlling or interfering with the formation or management of a trade union; or

2) Giving financial support in defraying the trade union's operational expenditures

(4) Treating a worker in a disadvantageous manner because the worker has filed a complaint with the Labour Relations Commission (Item 4)

Discharging or otherwise treating a worker in a disadvantageous manner because such worker has filed a complaint with the Labour Relations Commission regarding unfair labour practices, because such worker has requested CLRC to review the case, or because such worker has presented evidence or spoken at an investigation (pre-hearing session) or hearing conducted by the LRC.

#### ● Remedies on unfair labour practices

If aggrieved by any unfair labour practice imposed by an employer, a trade union or employee may file a complaint with LRC to seek remedies. If LRC finds the unfair labour practice at issue, LRC will protect the trade union or worker by ordering the employer to reinstate the employee to his/her original position, to pay the difference from the original wage (including backpay), to accept collective bargaining, or to stop intervening in the operation of the trade union etc.



A hearing session in the Central Labour Relations Commission