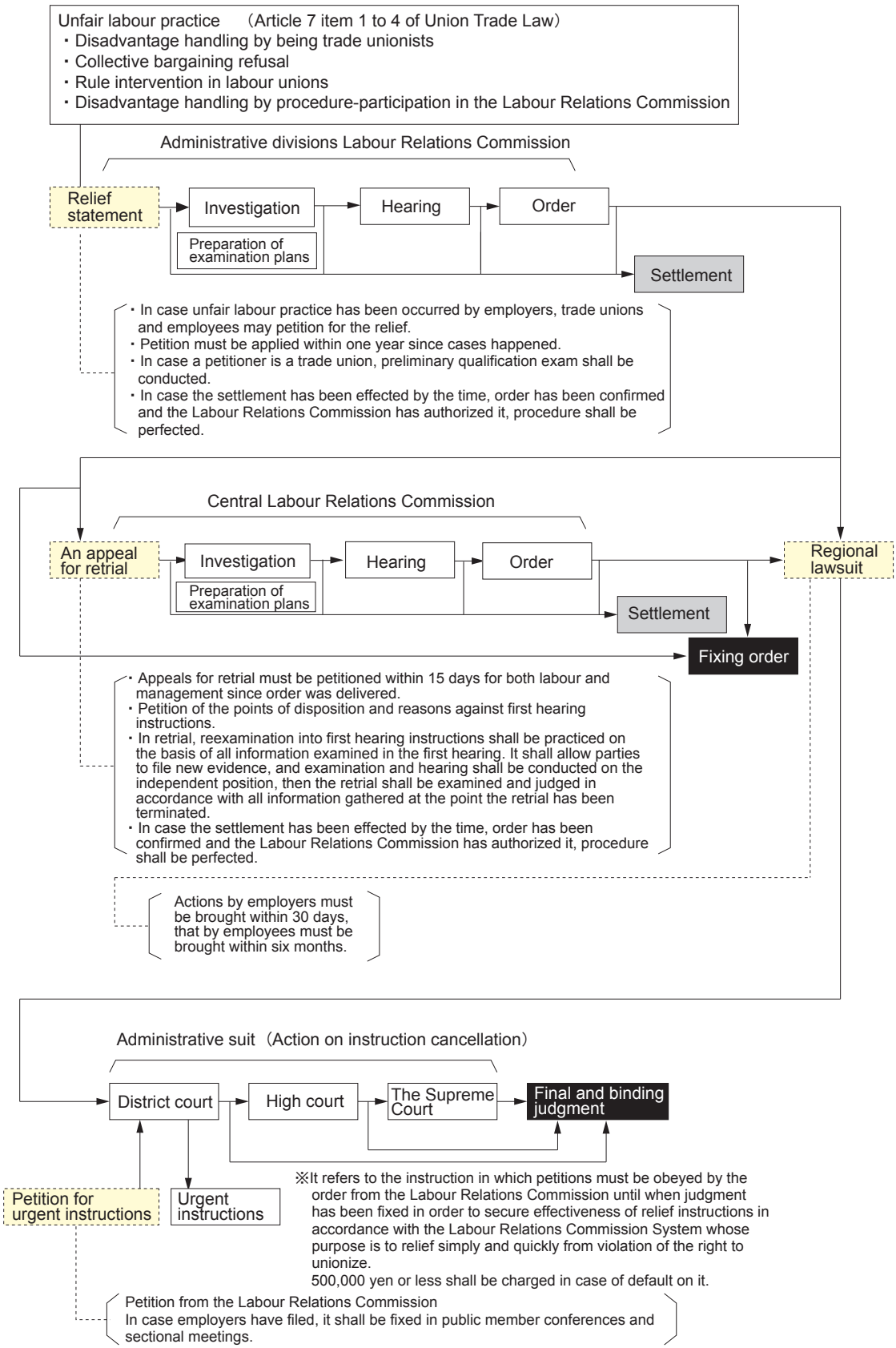○ Overview of unfair labour practice