

Mediation of individual labor-related disputes

FREE
(NO FEES)

STRICT
SECURITY

Unfair
Dismissal

Are you struggling
with problems
at work?

Salary
Cut

Change in
Personnel

Power
Harassment

We will support
to resolve
your troubles.

Three mediators with experience with labor issues (a lawyer, a labor union executive, a company executive, and other labor committee members) will listen to both parties and seek points of agreement that will lead to a resolution, while supporting a compromise.

Please Consult Us!

Experts in labor issues will provide direct consultations!

Consultation
by Labor
Committee
Members

Evening
Consultation

Monthly, Junka Community Center, Fukui City,
6:00 PM - 8:00 PM Reservation required

Holiday
Consultation

On holidays in July, October, and March
(For details, please call or visit the Labor Committee's website.)



Website

Consultation
by the
Secretariat

Available anytime

8:30 AM - 5:00 PM (Mon-Fri, excluding. holidays & New Year)

Consultation
Methods

1. Phone or Email Consultation
2. In-Person Consultation (Please make a reservation in advance by phone or email.)

Tel. **0776-20-0597** (direct line) E-mail: roui@pref.fukui.lg.jp

Fukui Prefectural Government Secretariat of Labor Relations Commission

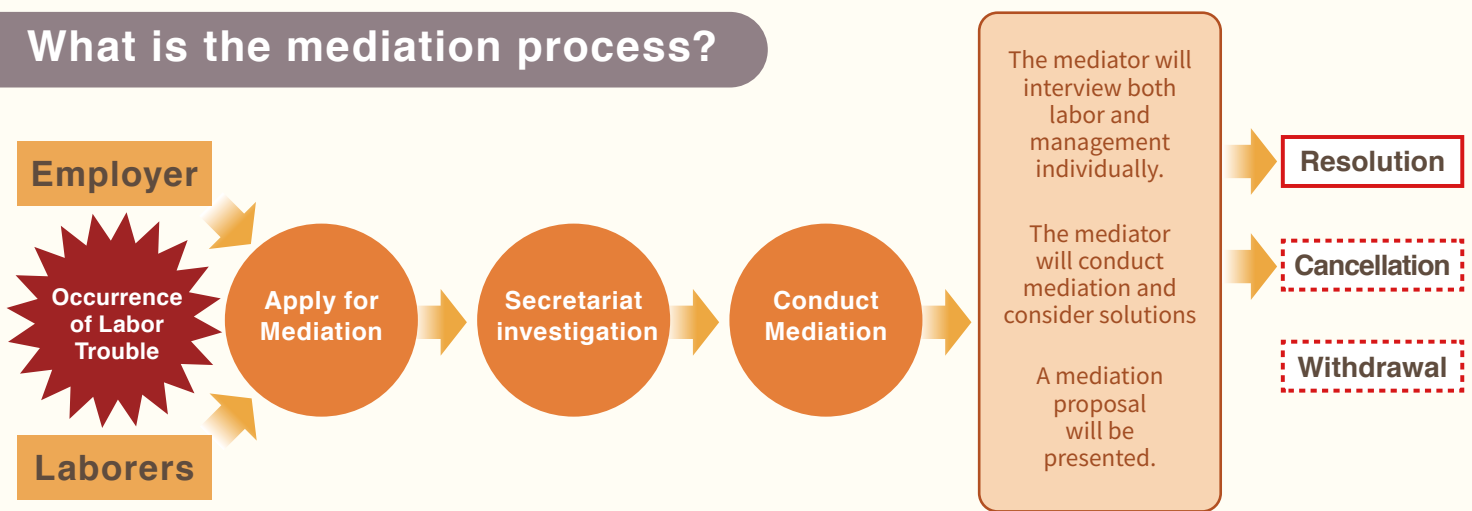


What is mediation for individual labor disputes?

Mediation refers to the resolution process for trouble or conflict regarding working conditions, etc.

- ◆ When a resolution cannot be reached between the parties, three mediators with experience labor issues (lawyers, a labor union executive, company executive, and other Labor Relations Commission members) will examine the arguments of both parties from the perspectives of the government, labor, and management, and will provide advice.
- ◆ We will support a satisfactory compromise for both parties, exploring points of agreement that will lead to a resolution.

What is the mediation process?



What are the benefits of resolving a case through mediation?

- ◆ The procedure is simple, free of charge, and kept a secret (not disclosed to the public) .
- ◆ It prevents disputes from escalating or becoming protracted.
- ◆ As a general rule, mediation is conducted in one session (however, this depends on the schedules and other factors of the parties involved) . We usually aim for a short resolution, usually within about one month from application to resolution.

Who can apply for mediation?

Applications are open to workers (regardless of employment type) and employers employed at a business located in Fukui Prefecture.

Will it always result in a resolution?

- ◆ Mediation results are not legally enforceable. Its aim is to reach a resolution through compromise between the two parties through discussions mediated by a mediator.
- ◆ If the disagreement between the two parties is too significant and compromise is cannot be reached, the conflict may not resolve and mediation may be terminated.