

## The Points for Confirmation in the 6th Strategic Committee Meeting

March 14, 2012

IMF-JC

At its 6th Strategic Committee meeting, held today from 11:00 a.m., the IMF-JC accepted responses for the designated union for aggregating responses and other unions, and confirmed the following elements of its way forward for the JC Joint Struggle in the small and medium-sized unions that would later receive responses.

1. Throughout the past year, given the massive impact of domestic power shortages and the floods in Thailand, along with the unprecedented damage from the Great East Japan Earthquake, labor and management in the metal industry have joined efforts to overcome their difficulties, making steady progress in recovery. And amid increasing uncertainty given the historic appreciation of the yen, continuing deflation, the European credit crisis, and instability in power supply, the 2012 Spring Offensive comes at a critical time in which Japanese manufacturers are desperately trying to prevent the hollowing-out of domestic industry.

2. For this year's offensive, with a strong appeal for cooperation and effort from all of its members, the IMF-JC has made a strong push for maintaining support for wages and working conditions by ensuring the regular pay raise amounts and other benefits, and has emphasized "investment in people," the cornerstone of sound corporate and industrial growth, through the proper allocation to workers such as pay raises and bonuses where necessary.

In response, the management side commended its workers and expressed appreciation for their tremendous efforts and cooperation in the recovery from the disaster and subsequent cooperation with production increases and changes in working hours and holidays due to power cuts. However, on the issue of specific numbers, they stressed the rough economy and uncertainty about the future, leading to intense negotiations that continued right until this Unified Response Day.

3. As of 12:00 p.m. today, 41 unions among the designated aggregating unions have received responses.

Today's responses cannot be considered sufficient given the nature of our demands; nevertheless, they are the results of the earnest efforts of each union, and overall we

interpret them as results that can maintain livelihoods and preserve motivation among union members. In addition, judging as a whole from the current environment and the process of negotiations, we believe we fulfilled the role of this offensive in protecting workers' livelihoods and putting at least a partial stop to deflation.

(1) Regarding wages, all unions that have received answers to this point have been able to maintain the regular pay raise amounts. In addition, two unions achieved clear wage increases, while six others will continue discussions. We interpret these results as having fulfilled part of the role of the IMF-JC from the standpoint of helping to prop up wages for all workers and putting a stop to deflation.

(2) Regarding bonuses, reflecting the wide disparities in corporate performance, eight unions received responses that exceeded the previous year, one union matched last year's results, and 14 unions ended up with lower amounts. We interpret these as the results of hard-fought negotiations and the tenacious appeal by each union for cooperation and effort from its members.

(3) Regarding intra-company minimum wages, at this point eight unions have achieved raises. We believe this contributes also to an overall boost in wages for non-regular workers, and thus fulfills a part of the social responsibility of trade unions.

(4) Regarding non-regular workers, efforts have been made to expand signing of agreements for intra-company minimum wages and to raise wages across the IMF-JC, as well as strict compliance and other stringent efforts tailored to the circumstances of each workplace.

(5) In other areas, up to this point we have received responses related to policies and measures to achieve work-life balance, including reinforcement of the systems for supporting both work and family life, as well as increases in retirement pay.

4. As for the small and mid-sized registered unions still waiting for responses, we will continue to post their replies as they come in, and will offer support to the unions through the JC Joint Struggle.

5. In addition, we will continue to strongly promote efforts toward strengthening the domestic foundation of the manufacturing industry to protect jobs in Japan, such as action to stop yen

appreciation and deflation, prompt participation in the TPP, and elimination of power shortages.