

The Points for Confirmation in the 6th Strategic Committee Meeting

March 14, 2013

JCM

At its 6th Strategic Committee meeting, held today from 11:00 a.m., the JCM 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. For the 2013 Spring Offensive, despite the correction of the historic yen appreciation, deflation continues and the future of the environment around the metal industry and its companies remains unclear. Amidst these circumstances, this year's Offensive comes at a critical time for the metal and manufacturing industries to maintain the foundation of business in Japan.

2. For this year's offensive, with a strong appeal for cooperation and effort from all of its members in these harsh circumstances, the JCM 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 made a strong push for "investment in people," the cornerstone of sound corporate and industrial growth, through proper allocations to workers such as pay raises and bonuses.

In response, the management side has expressed appreciation for the tremendous efforts and cooperation of its workers toward management policies. However, on the issue of specific numbers, they stressed the harsh environment surrounding manufacturing 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, 34 designated aggregating unions have received responses to their demands.

Although today's responses did not fulfill all of our demands, they are nevertheless the results of down-to-the-wire negotiations by 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 responses to this point have been able to maintain the regular pay raise amounts. In addition, one union has achieved a wage increase. We interpret these results as having fulfilled part of the role of the JCM from the standpoint of helping to prop up wages for all workers and putting a stop to deflation.

Last year, 1,107 unions, primarily small and mid-sized unions, demanded wage increases, and 351 were able to secure them. For the 2013 Spring Offensive, at this point 882 unions, also mostly small and mid-sized unions, are demanding wage increases, with calls for corrections in wage discrepancies and allocations of improved company performance to workers. Unions securing wage increases totaled 267 in 2010, 333 in 2011, and 351 in 2012, showing an increase year after year. From here onward small and mid-sized companies will start to receive their responses in earnest. The JC Joint Struggle will support these unions so that they can achieve even better results than last year.

(2) Regarding bonuses, reflecting the wide disparities in corporate performance, nine unions received responses that exceeded the previous year, one union matched last year's results, and 10 unions ended up with lower amounts. We interpret each of 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 12 unions have achieved raises. We believe this also contributes 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 JCM, as well as enforcement of the amendments in the Labor Contract Act, the Worker Dispatching Law, and the Law Concerning Stabilization of Employment of Older Persons, and other stringent efforts tailored to the circumstances of each workplace.

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.

The aggregated results for unions still in negotiations will be announced on Tuesday, March 26 at 4:00 p.m.

5. In addition, we will continue to strongly promote efforts toward strengthening the domestic business foundation of the manufacturing industry to protect jobs in Japan, such as yen appreciation and deflation countermeasures, prompt participation in the TPP, and ensuring a stable and inexpensive supply of electric power.