

琉球大学学術リポジトリ

日米関係（沖縄返還） 28

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防犯施設等の勞務問題 心理方針

課長殿

2月1日の通例委員会

際、令般のレジャーと

と、この19かと

3. (1) (2) については

結果として

④

秘
無期限

条約課長

安全保障課長

アメリカ局長

参事官

北米第一課長

防衛施設庁の事務問題処理方針について

46. 1. 22
北米1 (途中)

22日午後防衛施設庁事務企画課小林課長補佐は当課を来訪し、本件につき概要次のとおり述べた。

1. 事務問題処理方針の策定

沖縄の復帰の時期は、従来より4月1日説(12月)

または7月1日説等があるところ、施設庁としては一応7月1日の復帰を目途に諸準備を

進める方針である。しかしながら最近の新聞紙上に伝えられる如く、復帰の日が4月1日

とされる場合には諸準備に齟齬を来す恐れがあるので、準備の都合上復帰の日について

GA-6

外務省

247

「4月1日～1930年
11月」の間に
あること

外務省の感触を伺いたい。

2. 沖縄軍事務問題の排米交渉再開の時期

昨年11月末より12月2日にかけて、グリーン補佐

官と交渉した際、12月中旬に問題真の詰めを行なう旨合意されているが、次の交渉時期は

何時頃になるか承知したい。

3. 施設庁の事務問題交渉方針 (別添参照)

(1) 事務管理費

日本側案(グロス・ペイに対する定率方式)を採用する。

(2) 退職手当

分高方式を採用する。

(注) 地位協定第24条の解釈を明確にするにん

については、米保課へ申入れずその由。

GA-6

外務省

(同補佐より)

なお施設等としては労働条件、給与等
つて米側と再度交渉してもよい結果は得ら

れないのではないかとこの見方が支配的である。

秘

沖縄軍所管問題処理方針（案）

46-1-14

防衛企画課

防衛部内において、46-1-13（水）訂議した結果は次のとおりである。

事 項	処 理 方 針	備 考
所 務 管 理 費	日本側案（クロス・ペ（）に対する定率方式）を留意する。	1. 1970.11.27.付米側に「キコ」が添付され、基づく米側負担管理費算出方式は、かつて ① 1970.12.7.付米側資料の提出 ② 1971.1.6-8.日本側調査員派遣計画 行なわれ、米側負担を算出する 1. 世立協定第24条の解釈を明確にする こと。
		(注) 1971.1.8. F.O. 関係の調査会員の席上、米側から ① 渡付資料の作成には相当時間がかか る ② 制度の違いを比較した意味がない 旨、指通があった。
戻 取 手 当	分帳方式を採用する。	
	(注) 1. 復帰前と後において、費用関係と分離すること。 但し、所謂取得権については、経過措置について検討すること。	

秘

直接雇用試験概要

46. 1. 14

労務企画課

1. 直接雇用の本質

- 1) 被用者と使用者との間には、実体的には、第三者として介在し、且つ
- 2) 当該労働契約と雇用主としての地位を保有することによって
- 3) 所便(実体的) 夫々の義務の履行及び権利の行使を保障すること。

2. 直接雇用における雇用主としての要件 (形式的要件)

法律上の雇用主としての地位を有すること。

(注) 1) 労働契約の当事者、

2) 訴訟当事者能力の保有、

(実体的要件)

雇用主としての権利の行使、義務の履行を有効になし得る実体的地位を有すること。

(注) 1) 事権の最終的行使、

(従業員の募集、採用、解雇等の実務の実施を必要とする。)

2) 労働条件に関する決定権の最終的行使、

(労働条件の提示、被用者名簿の調査等の実務の実施を必要とする。)

3) 給与に関する決定権の最終的行使、

(給与の計算、支払、賃金台帳の調査等の実務の実施を必要とする。)

要しない。）

3 地位協定と関係雇用 (法 地位)

略

(行政目的)

1) 地位協定の円滑な実施

(注) 軍労働の円滑な提供
(米軍要求の効果的実現)

2) 従業員の保護

(注) 1) 労働基本権の確保
2) 給与、労働条件の保証

(従業員要求の効果的実現)

(効 用 ナリント)

1) 日本国政府の効用

ア 従業員の保護 (行政上、司法上)
イ 地位協定の円滑な実施

2) 米軍の効用

ア 労働問題に直接取組む要なし (本格的任務遂行に専念)
イ 労働の安定の効用
ウ 現地における所務調達が容易

3) 従業員の効用

ア 給与、労働条件の改善を自国政府に要求

イ 許権の確保

以上

1/2/20

5/20/20 10:00 AM

2/20

CL - 33 (CLM)

21 January 1971

Contracting Officer
Directorate of Procurement
Hqs., USARJ

Re: Revision of Insurance Premium Rate
of USFJ Health Insurance Society

Dear Sir:

1. Reference: Memorandum of Understanding Entered into on 30 September 1970.
2. The insurance premium rate of USFJ HIS has been increased to 72/1000 effective 1 September 1970 and the financial situation of the society has been improved. However, since more than 10,000 USFJ employees are further expected to be RLF'd by the end of June 1971 (see Inclosure 1) and in addition the increase of medical care expenses is still continuing, it is expected that in JFY 1971 the financial situation of USFJ HIS will again seriously be worsened and a deficit amounting to approximately 600 million yen will be created (see Inclosure 2.)

In order to make a study on what counter-measures are to be taken to overcome such serious financial situation, a special committee for the counter-measures was established in the Society on 5 January 1971, comprising five elected members and 5 appointed members, and how to reconstruct the finance of the Society was intensively discussed at the committee meetings held for five days during the period from 5 to 14 January. As a result, its recommendation was submitted to the Chief Director of the Society on 14 January 1971.

The following is the summary thereof.

a. Curtailment of Expenditure

(1) As to offices

(1) A branch office will be established if it covers 1,000 or more insured persons; thus the Hokkaido Branch Office will be closed on 31 July 1971 and both of the Aomori and Fukuoka Branch Offices will be closed on 30 September 1971. The business operated by the Hokkaido and Aomori Branch Offices and by the Fukuoka Branch Office will be consolidated into that of Saitama and Nagasaki Branch Offices, respectively. For the time being, a part-time official will be stationed at the employer's offices, Hokkaido, Aomori and Fukuoka, respectively.

(ii) According to the referenced memorandum of understanding, the number of administrative employees authorized as of 31 March 1971 is 105 (97 in administrative service, 6 in technical labor, one Chief Director and one Managing Director). However, such number of employees will be reduced in time phases during the period of JFY 1971, and finally will be decreased to 70 (67 in administrative service, 1 in technical labor (driver), one Chief Director and one Managing Director) by the end of March 1972.

Approximately 22,354,000 yen will be curtailed by the measures mentioned in subparagraphs (1) and (ii) above and (6) and (10) below.

(2) As to dispensaries

(1) A dispensary will be established at a base where 800 or more insured persons are employed; thus, there will be closed the dispensaries at Misawa, Johnson, Grant Heights, Saitozaki (Brady) and Itazuke, and a branch-dispensary at Chivaka on 30 June 1971.

(ii) The number of staffing of the 12 remaining dispensaries will be minimized and reduced in time phases to 40 by 30 September 1971. According to the referenced memorandum of understanding, the number of dispensary staffing authorized as of 31 March 1971 is 86 (23 physicians, 10 X-ray technicians, 44 nurses and 9 clerks), but it will be reduced to 40 (14 physicians, 3 X-ray technicians, 20 nurses and 3 clerks).

Approximately 45,925,000 yen will be curtailed by the measures mentioned in subparagraphs (1) and (ii) above.

(3) As to number of Council members

Several council members are expected to be separated from employment due to a massive reduction in force for USFJ employees but their vacancies will not be filled up in principle.

(4) As to additional benefits

(1) Payment of additional benefits for delivery, child's nursing, funeral, spouse's delivery, dependent's funeral and dependent's nursing will be suspended on and after 1 April 1971. (Amount of curtailment: approx. 6,886,000 yen)

(ii) The payment standards on the additional benefits for dependent's medical care will be revised as follows:

The current formula "(medical care expense - 1,900 yen) x 0.8 (less than 400 yen is not authorized for payment)" is amended to read "(medical care expense - 1,900 yen) x 0.75 (less than 500 yen is not authorized for payment)."

This will apply to the medical care in April 1971 and thereafter. (Amount of curtailment: approx. 35,005,000 yen)

Approximately 21,891,000 yen will be curtailed by the measures mentioned in subparagraphs (1) and (ii) above.

(5) As to expenditure for facilities

(i) The facilities will be operated by an expenditure equivalent to about 1.75% of the insurance premium income.

(ii) The directly managed rest houses will be operated on a self-paying basis.

(iii) Health guidance and propaganda will be conducted only through publication of the Society News. (The number of publication per year will be reduced from currently 12 to 6.)

(iv) Preventive measures from disease will be limited only to immunization for influenza and preventive measures from disease of emergent nature.

(v) Encouraging physical culture will not be conducted.

Approximately 35,003,000 yen will be curtailed by the measures mentioned in subparagraphs (i) thru (v) above.

(6) As to administration of Board of Directors and Health Insurance Society Council.

(i) The meeting will be held within Tokyo-to.

(ii) The number of days for such meeting will be 3 days in case of a Council meeting for budget and 2 days in case of a Council meeting for settlement (currently 3 days).

(iii) The expenses for stenography and preparation of minutes will be reduced and the Society will further make its effort to curtail the ordinary expense for Directors and Council meetings.

Approximately 3,482,000 yen will be curtailed in the society meeting expenses by the measures mentioned in subparagraphs (i) thru (iii) above and (7) below.

(7) As to Audit Committee

(i) The audit which has been conducted two times a year in the past will be conducted one time a year.

(ii) Such audit has covered the main office and the whole branch offices in the past but in JFY 1971 will cover the main office and the three branch offices at Tokyo, Kanagawa and Saitama.

(iii) The number of audit will be reduced.

In the past the audit has been conducted under the following schedule:

<u>Office for Audit</u>	<u>Period</u>	<u>Number of Audits Per Year</u>
Main Office	4 days	2 times
Each of 3 branch offices at Tokyo, Kanagawa and Saitama	3 days	1 time
Other branch offices	2 days	1 time

However, such annual audit schedule will be changed to be conducted 3 days for the main office (1 time) and 2 days for each of the three branch offices in Kanto area (1 time).

(8) As to increase of document fee at dispensaries

(i) Medical certificate fee (Effective 1 April 1971)

In case of an insured person and his dependent, the current fee of 50 yen per document will be increased to ¥100. In case of the third person, the current 200 yen per document will be increased to 300 yen.

(ii) Medical examination certificate fee (effective 1 April 1971).

In case of an insured person and his dependent, the current fee of 100 yen per document will be increased to 200 yen. In case of the third person, the current 500 yen will remain unchanged.

Approximately 220,000 yen is expected as an increase in receipts.

(9) As to curtailment of ordinary expense

Travel expense, over-time pay, supplies and services expense, miscellaneous expense, medical supplies expense and others will be curtailed as much as possible.

(10) As to technical laborers

Technical laborers other than a driver will be discharged, and the maintenance of the main office building, cleaning of the Kanagawa Branch Office building and compilation of the Society News which have been directly conducted by them will be conducted under service contracts.

b. Transfer of Legal Reserve and Disposal of Society Properties

Out of 328,550,000 yen of legal reserve at the beginning of JFY 1971, 82,500,000 yen equivalent to the cost of main office land will be transferred to the income, and out of the estimated amount (137,953,000 yen) of main office land other than the above, 52,801,000 yen will be made by disposal of the land except as scheduled for sale in the revised budget for JFY 1970 (¥85,152,000) and will be transferred to the miscellaneous income.

c. Employer's Temporary Subsidy

200,000,000 yen of employer's temporary subsidy will be appropriated to the income.

d. Revision of Insurance Premium Rate

Even if such financial measures as above are taken, there will be still short by 127 million yen. Therefore, effective 1 April 1971, the insurance premium rate will be increased to 76/1000.

2. According to a trial calculation based on the current premium rate (72/1000 at the beginning of JFY 1971 and 70/1000 on and after 1 Sept. '71), the premium income and the insurance benefit are estimated to be approx. 1,972 million yen and approx. 2,004 million yen, respectively, and as a result, the ratio of the insurance benefit to the premium will be about 101.6%. Such a figure is considered to be out of common sense judgement. This will be caused by the special situations that 1) there is needed a large amount of benefit under Article 55 for disqualified insured persons who do not pay the insurance premium and 1i) the premium rate is relatively low as compared with the medical care benefit.

In the meantime, in all HIS's, the average ratio of the insurance benefits to the premium is about 85% in the budget for JFY 1970, and the position of the Ministry of Health and Welfare is that such ratio is desirable to maintain a sound finance of a HIS. However, in the USFJ HIS, if the premium rate were increased to the maximum (80/1000), the ratio would not reach 85% of the average ratio above.

At the meeting of the Special Committee for Counter-Measures it was strongly voiced that the premium rate should be increased to the maximum 80/1000, but taking into consideration the circumstances on the negotiations for revision of the insurance premium rate conducted between US and Japanese sides last year, the members of this agency insisted that the premium rate should be determined at the minimum requirement to settle negotiations with the US side at an early date. As a result, the Committee has submitted its recommendation to increase the current premium rate by 4/1000 effective 1 April 1971.

The present extraordinary financial situation of USFJ HIS has been temporarily caused by the massive reduction in force for more than 10,000 employees. So, if the influence is lessened, the financial situation of the USFJ HIS will be recovered to a stable one. Also the Ministry of Health and Welfare is considering to take such measures as revision of standard remuneration system and collection of re-diagnosis fee as counter-measures for elimination of deficit in the Government-managed health insurance. Since it is necessary for this to revise the Health Insurance Law, the prospect of realization thereof is now unknown, but if it is implemented, this agency will make negotiation with you about re-amendment of the insurance premium rate of the USFJ HIS.

In JFY 1970 this agency is to deliver the Society 100 million yen as a temporary subsidy. However, since larger deficit than that in JFY 1970 is estimated in JFY 1971, its request to increase such subsidy to a large amount was submitted to the Ministry of Finance. As a result, this agency has obtained an informal notification from the said Ministry that 200 million yen will be delivered on condition that DFAA will exert utmost effort to increase the insurance premium rate.

3. In view of the foregoing, it is proposed that effective 1 April 1971 the insurance premium rate be increased by 4/1000 and revised to 76/1000 in the premises that this agency will attend the Society meeting based on the policy that the measures for curtailment of expenditure, and other financial counter-measures, recommended by the Special Committee for Counter-Measures will be taken.

According to Article 34 of Enforcement Regulation of the Health Insurance Law, a request for approval of a budget of a HIS shall be submitted by the end of February. In this connection the USFJ HIS desires to discuss its budget for JFY 1971 for decision at a Director's meeting in the last part of February. In the meantime, since DFAA will have prior coordination and mutual agreement with USFJ about a draft budget in accordance with the referenced memorandum of understanding, we have to determine a new insurance premium rate by a date in the last part of February when the Director's meeting is held. Therefore, your favorable cooperation is highly solicited so that subject matter may be settled in time.

Sincerely yours,

MASAKUNI ANZAI
Director, Labor Division
Defense Facilities
Administration Agency

Incls: 1. Number of the Insured.

2. Estimate of Income and
Expenditure for JFY 1971.

Incl. 1

Number of the Insured

End of Month	Number of the Insured	Increase or Decrease from Preceding Month	Remarks
March '70	45,275	-319	Actual result
April	44,039	-1,236	"
May	43,760	-279	"
June	42,288	-1,472	"
July	40,649	-1,639	"
August	40,348	-301	"
September	40,115	-233	"
October	39,647	-468	"
November	39,449	-198	"

December	38,814	-635	Estimate
January '71	38,563	-251	"
February	38,378	-185	"
March	35,714	-2,664	"
April	32,824	-2,890	"
May	31,387	-1,437	"
June	28,869	-2,518	"
July	28,620	-249	"
August	28,372	-248	"
September	28,127	-245	"
October	27,883	-244	"
November	27,642	-241	"
December	27,007	-635	"
January '72	26,774	-233	"
February	26,542	-232	"
March	26,312	-230	"

Average in JFY 1971

March '71 thru	29,147
February '72	
April '71 thru	
March '72	28,363

Incl. 2

Estimate of Income and Expenditure for JFY 1971

Unit: ₹1,000

Item	Original Estimate (A)	Proposed Estimate (B)	Increase or Decrease (A-B)
<u>Income</u>			
Premium	1,972,410	2,099,786	127,376
Government Subsidy	4,084	4,084	
Collected Fee	1	1	
Legal Reserve Transferred	-	82,500	82,500
Employer's Temporary Subsidy	-	200,000	200,000
Dispensary	18,166	18,386	220
Miscellaneous	52,621	109,569	56,948
Total	2,047,282	2,514,326	467,044
<u>Expenditure</u>			
	Percentage to premium	Percentage to premium	
Office Expense	202,697	180,343	8.59
Society Meeting	7,426	3,944	0.19
Insurance Benefit	2,003,560	1,981,669	94.37
(Legal Benefit)	(1,843,932)	(1,843,932)	(87.82)
(Additional Benefit)	(159,628)	(137,737)	(6.55)
Facilities	71,750	36,747	1.75
Repairs	3,000	1,000	0.05
Dispensary	208,516	162,591	7.74
Retirement Accrual	38,660	38,660	1.84
Miscellaneous	4,512	3,078	0.15
Contingency (Legal Reserve Accrual)	*109,695	(5.00) **106,294	(5.00)
Total	2,649,816	2,514,326	-135,490
Balance	-602,534	0	-

Notes: * (2,003,560 + 208,516 - 18,166) x 0.05 = 109,696

** (1,981,669 + 162,591 - 18,386) x 0.05 = 106,294