

琉球大学学術リポジトリ

日米関係（沖縄返還）30

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(4/6) 全軍芳 島袋副委員長の要請

浮世には口頭で報えすみ（世評）

外務省

アメリカ局長 参事官 北米米一課長 26- (アメリカ) 果 58 号 第 375 号 昭和 46 年 6 月 30 日 外務大臣 殿 準備委代表事務所 高瀬代 表 要処理 首席事務官 総務 沖 縄 渉外調査 漁業 航空 科学協力 連絡調整 調査 力ナダ 局庶務 引用公・電信 日付・番号 件名 沖縄返還に関する全軍方の要請書(英訳文) 今般、四軍合同方仍委員会より、先に 3 月 25 付 を以て全軍方合同委員会に宛てた本件要請 書の英訳文を送付差し上げたので、右訳文 3 部 付函添付 ☒ 付函空便(行) ☐ 付函空便(DP) ☐ 付函船便(貨) ☐ 付函船便(郵) ☐ 本信送付先: 本信写送付先: 配付先:

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外務省



All Okinawa Military Employees' Trade Union
34-Banchi, Asahi-Machi
Naha-City, Okinawa

25 March 1971

Zengunro's demands in connection with the reversion

Dear Sir:

1. Indirect hire system.

We request that the present employment system be changed to that of indirect employment with the Japanese government as the employer and the following points be considered while transferring to the latter form of employment:

- (1) No separate arrangement be made, different from the indirect hire system in Japan Proper.
- (2) The workers' basic rights be in no way restricted.
- (3) Transition to the indirect employment system not be accomplished in a manner that will result in separation of workers by RIF.

2. Administering organ:

Affairs concerning indirect employment system for military employees be entrusted to the Prefectural Governor.

3. Status of military employees:

- (1) Along with the transfer to the indirect employment system, the category I & II employees will respectively be covered under Master Labor Contract, Indirect Hire Agreement (IHA) or Maritime Personnel Agreement. In addition to the category I & II employees, we have Milk Plant employees who are actually treated like category I employees (81 employees); American Legion (162 employees) VFW Club employees (177 employees) who are in reality treated as category II employees. We request that the employees of the latter categories be covered in the Indirect Hire Agreement.
- (2) It is assumed that the Okinawan employees presently working in the Civilian Personnel Offices or Finance Offices of the four services (Army, Air Force, Navy and Marine Corps) are approximately 500 in number. The services currently performed by those employees will be transferred to the Labor Administration Office of the Defense Administration Facilities Agency (DAFA) at the time of the reversion. It is requested that appropriate steps be taken to ensure that they will be continually employed by the DAFA Labor Administration Office to the maximum possible extent so that they will not lose their job.
- (3) Convert the status of the category IV employees currently under contractors' employment (mess-halls, custodial services, Army Intelligence School) to that of employees to be covered in the Master Labor Contract or Indirect Hire Agreement.

(4) Continuously recognize the leave without pay status currently granted to the full-time union officers (Zengunro and Chapters) after the reversion.

(5) The retirement age (62) will automatically apply to the employees concerned on the reversion day. It is requested that in such case, a transitional measure be taken instead of unilaterally dealing with them in disregard of their interest or desire.

(4. Continued existence of an organ to deal with U. S. Forces.

(The Joint Labor Committee was established on 22 April 1968 as a result of Zengunro's long struggle. Zengunro is of the view that the Joint Service Labor Committee should continually exist to enable expeditious handling of local labor problems based on the past experiences.

(In such case, direct talks and negotiation practices between Zengunro and JSLC would be desirable. If this is not feasible, however, it is requested that a tri-partite negotiation system including representatives of Japanese Government be established.

(5. Guarantee of the vested rights.

Our present systems will be converted to ones existing in Japan Proper. We request in this connection that some of our systems which are considered to exceed those in Japan Proper be continually retained. They include:

(1) Guarantee of continuing sick leave system.

(2) Guarantee of continuing accrual of annual leave.

(3) Holiday work pay (200% in case of Okinawa and 125% in case of Japan Proper).

(4) Legal holidays (12 days in case of Okinawa and 12 days in case of Japan Proper).

6. (1) The base wage schedules provided in the Master Labor Contract will also be applied to Okinawan military employees under the indirect employment system. However, because of the great difference in the pay structures between Okinawa and Japan Proper, the pay adjustments to be made in the event the reversion takes place should be made carefully. There should be sufficient prior consultations between Zengunro, the U. S. Forces on Okinawa and the representatives of the Japanese governmental agencies.

(2) The job contents in Okinawa somewhat differ from those in Japan Mainland. Therefore, care should be exercised to ensure that no adverse actions such as downgrade actions or other actions to reduce current wages will be taken when making such pay adjustments.

7. Administration of separation pay benefits.

Administration of the current separation pay benefits is one of our major concerns to the military employees in Okinawa.

In this connection, the longest years of service held by the military employees is 20 years and the average length of service is 12 or 13 years.

In addition, employment tenure for the military employees is very insecure.

It is very important therefore to provide measures to stabilize their living after separation from their employment.

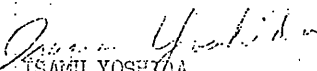
We request that the separation allowance for military employees not be paid in lump sum at the time of reversion and that instead the separation pay be transferred to the Japanese government.

We realize that there may be some difficulty in the disposition of the separation pay to be paid by the U. S. Government as the present employer. However, some of the separation pay benefits are being paid by the Japanese government indirectly at present and due to this fact, we believe it is possible for Japanese government to pay the separation allowance at the time of termination of their employment. Accordingly, we want the Japanese government to pick up the separation allowance and to pay it at the time of their separation.

8. Payment of separation allowance for service years prior to promulgation of the Peace Treaty:

The current separation pay covers the periods retroactive to 1952 and no credit is given for service years prior thereto. We request that the Japanese government assume the responsibility for payment of separation allowance for service years prior to promulgation of the Peace Treaty.

Sincerely yours,


ISAMU YOSHIDA
President, Zengunro