

Courts favors union against Kyowa

Kyowa, Shin Kyowa wrong! Shipping firm apologizes, admits to unfair acts

11 JSU members return to work, never giving in to unfair practices

Win earned after years of battle

In the court battles between the All Japan Seamen's Union (JSU) and Kyowa Shipping and Shin Kyowa Shipping, the Yokohama District and Tokyo High courts both rendered judgments in favor of the union, and Kanagawa Prefecture's labor relations commission also issued a similar order. The Central Labor Relations Commission (CLRC), which had needed to administer relevant examinations, recommended on Dec. 12, 2018 that the parties reach a settlement among themselves.

The CLRC advised that Shin Kyowa Shipping seriously accept that what it did had been regarded as unfair labor practices, and make apologies to the JSU and 11 JSU members. Shin Kyowa Shipping admitted to the claims, leading to a settlement with the union.

Meanwhile, Kyowa Shipping withdrew the petition for re-examination that it had submitted to the CLRC, and agreed to execute the order given by the Kanagawa labor relations commission. In February 2014, the 11 members were unjustly fired by Kyowa Shipping. The JSU made all-out efforts together with all of its members to have the 11 seafarers return to work. In the legal battles, it was acknowledged that the 11 JSU members were contractual employees of

Kyowa Shipping, and that Kyowa Shipping and Shin Kyowa Shipping had committed unfair labor acts. As a result of continuing to fight for more than 4 and a half years, the 11 workers finally returned to their respective professions on Aug. 20, 2018. On labor and other conditions to be applied after they were back to work, they reached agreements during collective bargaining sessions. The 11 JSU members and their families are throwing themselves back to a semblance of life before this travesty of injustice.

Background

In September 2013, Kyowa Shipping made a proposal for dialogs with its employees, saying that it would liquidate itself in line with an revision of the Pilotage Act and have a new company (Shin Kyowa Shipping) take over all of its businesses. Although making no employment adjustments at all for any union members, it added that it would hand down all of its labor agreements to the new company. However, Kyowa Shipping repeated unfair labor acts, such as directly recommending that union members withdraw from their labor union. As such, the JSU made a petition to Kanagawa Prefecture's labor relations commission on Jan. 20, 2014 to rescue them from



Kyowa Shipping liquidated and changed its name but that did not stop the long arms of justice from favoring the union in this fight.

Kyowa Shipping's unfair labor practices.

However, Kyowa Shipping liquidated itself on Jan. 31, 2014, and set up a new company (Shin Kyowa Shipping) on Feb. 1, at which it unilaterally dismissed the 11 workers, who had not accepted its recommendation to leave the union. These are the developments made until the legal battles began.

Then, the JSU took legal actions against Kyowa Shipping and Shin Kyowa Shipping, which had unreasonably discharged the 11 members, to take them back to work as soon as possible. In parallel to them, the union also continued to develop related activities, including going to labor relations

commissions and legal courts as well as staging protests.

Kyowa, Shin Kyowa recognized for conducting illegal actions, unfair labor practices

Looking at court rulings, it was confirmed on July 27, 2017 at the Yokohama District Court and on April 25, 2018 at the Tokyo High Court that all of the 11 JSU members were in a position to obtain rights in employment contracts with Shin Kyowa Shipping. The courts both recognized that the company had infringed their rights to organize and committed other unfair labor acts. All of the claims laid by the JSU were proved to be justified, while all of the appeals made by the company were dismissed.

As for labor relations commissions, the one under the Kanagawa Prefectural Government issued an order on Dec. 14, 2016, recommending that Shin Kyowa Shipping regard all of the 11 workers as employees hired on Feb. 1, 2014. However, Kyowa Shipping and Shin Kyowa Shipping filed a request for re-examinations with the CLRC, as they were dissatisfied with the order made by the Kanagawa labor relations commission.

Having had opinion hearings repeatedly, the CLRC finally confirmed on Dec. 12, 2018, or at the 12th session, that Kyowa Shipping would withdraw the request that it had submitted to the CLRC and issue a document by Dec. 28, 2018 to admit the series of acts that

it had conducted were all unfair business practices, which had been ordered by Kanagawa Prefecture's labor relations commission.

A reconciliation was reached with Shin Kyowa Shipping also on condition that a reconciliation recommendation will contain the following: "Shin Kyowa Shipping will honestly accept what it did had been recognized as unfair business acts, issue apologies to the JSU and the 11 workers. After receiving training for returning to work, they will be stationed in Yokohama. Discussions will be continued on job transfers."

When the two unfair business practice cases handled at the Kanagawa labor relations commission was taken care of, all of the discussions held at the CLRC and in Kanagawa concluded, completing all of the legal battles.

Union members finally return to work

As soon as the judgment was made by the Tokyo High Court, the JSU asked Shin Kyowa Shipping for collective negotiations. To have the 11 members back to work as soon as possible, the union held the first round of talks on May 10, 2018. Working very hard to proceed with discussions, it came up with the requirements to meet for the 11 to return to work. As a consequence, the JSU agreed with Shin Kyowa Shipping to allow them to go back to work on Aug. 20, 2018, at which they finally returned where they had been for the first time in

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Kyowa, Shin Kyowa was found by courts that they were conducting illegal and unfair practices in handling of contracted seafarers.

US-China fray not only trade threat seen

While the U.S. and China are negotiating a trade deal, the world's biggest container shipping company is watching out for other problems between major economies.

One risk to import and export activity include the United States' outstanding trade negotiations with the European Union. Another is the possibility of changes in the relationship between Europe and China, Søren Skou, chief executive of A.P. Moller-Maersk, said.

"First of all, it's pretty clear that the U.S. administration and EU

have an outstanding discussion. It was kind of kicked to a corner last summer. While U.S. and China are negotiating, I'm sure that there'll be a revival of discussions about car tariffs and what-not between the U.S. and Europe," Skou told CNBC's Eunice Yoon at the China Development Forum in Beijing.

In addition, "Europe wants to reshape the relationship with China, so there's plenty of high level politics going on," he added.

U.S. President Donald Trump threatened to impose tariffs of up to 25 percent on European

cars and auto parts last year. But Trump reportedly promised European Commission President Jean-Claude Juncker that he would hold off on those tariffs for the time being.

European 'naivety' toward China

Meanwhile, European leaders have been increasingly critical of the bloc's relationship with China, with French President Emmanuel Macron saying this week that Europe should end its "naivety" when dealing with Beijing.

Macron's comment came amid

Chinese President Xi Jinping's visit to European countries including Italy and France.

If those developments worsen, Skou said, they will hit global trade at a time when activity has already slowed.

Growth in global trading volume moderated from 5.3 percent in 2017 to 4 percent last year amid escalating tensions between the U.S. and China, according to estimates by the International Monetary Fund. That growth is expected to hold at 4 percent in the next two years, the IMF said. (Source: CNBC)

Using wrong ship fuel can land you in Singapore jail for two years

Singapore has a message for shipping companies considering cheating on rules starting next year to combat pollution to save a few dollars on their fuel bills: don't.

Captains and owners of vessels that burn overly sulfurous fuel in the Asian country's territorial waters could face as long as two years in prison from the start of 2020, according to the Maritime and Port Authority of Singapore. If enforced, such a penalty would probably be among the strongest deterrents yet to dodging regulations that are supposed to cut emissions of a pollutant blamed for asthma and acid rain.

From next year, the ships must emit 85 percent less sulfur in most parts of the world than they do in most places today. The world's second-biggest port said that ships that fail to use an approved abatement technology such as a scrubber, alternative fuel or compliant fuel will also be considered non-compliant.

The MPA didn't clarify precisely what rule infringement would incur a prison sentence. Other penalties include a fine of up to S\$10,000 (US\$7,400).

Based on precedent in the U.S., the harshest penalties would likely be imposed if there were exacerbating factors like falsification of documents or obstructing justice, according to Magdalene Chew, a director at AsiaLegal LLC and Wole Olufunwa, a senior associate at Holman Fenwick Willan in Singapore.

"Presumably, this may be used as a yard stick comparison for what penalties imposed for breach of the sulfur cap may look like," Chew and Olufunwa, who specialize in shipping at the law firms, said in a joint email.

The penalties could mean tougher times for shipping firms as they prepare for the rules. To comply, companies can either purchase more expensive, cleaner fuel with less than 0.5 percent sulfur content, or they can install pollution-reducing scrubbers that let them keep using oil with a higher sulfur content. To make matters worse, analysts question whether sufficient low-sulfur fuel will be available in time.

The authority will inspect both Singapore-registered ships as well as foreign-flagged vessels visiting the port, and employ fuel-testing service providers for detailed laboratory analysis of fuel samples. It will also deploy electronic systems for ships to declare their method of compliance before arrival. (Source: Bloomberg)

Is ship broking ready for the information revolution?

The internet increasingly reduces the time and cost of collecting information. For example, in recent years, Online Travel Agencies (OTA) have caused a shift in the airline industry, transforming it from an imperfect information provider to a perfect one. The internet allows information to move freely and unencumbered from buyer to seller, making transparency a key selling point. OTAs give customers price and non-price related information. Other industries such as the auto trading industry have seen similar developments. It is obvious that technological advances can help reduce information asymmetry. So, does this pose a potential threat to the ship broker function?

The problem with the ship-broking industry

Research supervised by Dr. Stephane Bignoux, course director of the Online Shipping and Logistics MBA from Middlesex University, and conducted by Hans Spliethoff,

Commercial Director/Chartering Manager for Puyvast Chartering B.V. analyzed the problems with the current system and how automation could help.

During the 10 interviews conducted in late 2016, respondents emphasized that:

- Intermediaries cause information asymmetry in the shipping chain by favoring a charterer to attract the charterer to the deal;
- Intermediaries only reveal information that is in their favor;
- Their criteria for selecting carriers can differ from the shippers' criteria or vice versa.

Automation to the rescue

The existing remedies to information asymmetry—contingent contracts, liability contracts, warranties, signaling, certification and monitoring—work imperfectly. Respondents discussed their limited knowledge of existing online platforms that may have the potential to replace broking. Although aware of such platforms (online

booking channels), most did not think that they were successful now and were hesitant about such technologies for the future.

The reason shipping operators struggle with these platforms is a lack of understanding and capability awareness. Findings of the 2016 study showed that most traditional operators could not imagine an online portal that would allow them to access the same information as given by brokers. However, they did see the success of Uber and Airbnb as an indicator that this was possible. Respondents spent 35% of their working week on collecting, analyzing and distributing market information. Technology developments, especially as they relate to communication and standardization would therefore be of great assistance in overcoming information asymmetry in dry bulk sector.

Moving forward with electronic intermediaries

So, can the sector benefit from

this technology? From a technical point of view the answer is *yes*.

However, resistance to change is an issue as the supply side has the most to lose from an electronic intermediary. For the demand side of the dry bulk sector, increased use of electronic intermediaries' will increase market efficiency, reduce the cost of shipping and force shipping firms to provide higher services to maintain or achieve competitive advantage. These effects will have far reaching implications for this sector and for adjoining industries that work with the sector, such as Law firms, warehousing companies and insurance companies. By contrast, buyers in search of competitive advantage are looking for more efficiency and cost reduction. (Source: Lloyd's Maritime Academy, Middlesex University, Hans Spliethoff, Commercial Director / Chartering Manager Puyvast Chartering B.V., Stephane Bignoux, Program Leader Middlesex)

Industry to promote jobs to women, young people

All sides of the shipping industry came together at a conference in Geneva to discuss the promotion of seafaring jobs to women and young people. The meeting, at the headquarters of the International Labor Organization (ILO), was attended by representatives from shipowners, maritime trade unions and governments, with all three spokespeople being women—representing the Chamber of Shipping of America, the ITF seafarers'

section and the U.S. Coast Guard.

The meeting discussed the barriers to women and young people entering seafaring as a career, including discriminatory practices, and current issues facing seafarers. One of the barriers for women in seafaring has been the practice of mandatory pregnancy testing, which is now considered discriminatory by many governments. Young recruits can also be deterred because of difficulties in social

communication, shore leave, training and sea time.

The meeting concluded that stakeholders should take an active role in facilitating measures to break down the barriers. These included ensuring:

- shore leave and the establishment of seafarers' welfare committees;
- that cadets, trainees, young seafarers and women have the necessary time at sea to be licensed;

- the repatriation of abandoned seafarers and prompt assistance to seafarers in cases of criminalization, piracy and armed robbery;
- policies on zero tolerance on bullying and harassment.

It also recommended that the ILO convene a tripartite meeting with the International Maritime Organization to consider a range of specific issues affecting seafarer employment and conditions of work. (Source: ITF Seafarers)

Bureau Veritas, others issue guidance against system failures

Bureau Veritas and TMC Marine, a Bureau Veritas Group Company since 2016, and the London P&I Club have produced their latest guidance in their series on loss prevention issues.

The new publication focuses on systemic failures on board ships in response to a global trend of increases in system deficiencies

related to the requirements of the International Safety Management (ISM) code. Systemic failures and deficiencies may lead to ship detention by port state control, to pollution, or, at worst, to injuries and fatalities. This new booklet provides clear, practical advice to help prevent systemic failures. Key elements highlighted include the

management of change, as well as work planning meetings and the importance of a Permit to Work system. The circular nature of the Safety Management System (SMS) is also emphasized.

Laurent Leblanc, Marine Operations Vice President, Bureau Veritas, said, "Increasingly, marine casualties, incidents and risk are re-

lated to on-board systems and safety management. The data and our experience shows this very clearly."

The first booklet in the Reducing the Risk series, *Reducing the Risk of Liquefaction*, was published in March 2017, and the second, *Reducing the Risk of Propulsion Loss* was released in September 2017. (Source: Bureau Veritas)

VOICES *from* SEAFARERS



Capt. Erwin S. Contreras, C/E Marte Aldwin B. Dela Torre and crew of MV CAPE ROSA

We appreciate the determination of the JSU Staff in visiting our ship in Kawasaki, Japan. Though the berth was so congested, the JSU visitors had managed to reach us safely. Thanks for the efforts and more power.



C/Engr. Eddieboy J. Linejan of MV CAPE HOPE

I am extending a friendly gesture of greetings to the JSU staff and to the whole organization for your generosity and for the precious time you spent in our ship. Best wishes and regards to all.



Capt. Randy Golez and crew of MV GREENWICH BRIDGE

We are grateful to the JSU initiative in improving the seafarers' living standard through wage increase. Your explanation in your recent ship visitation has encouraged us to work harder with loyalty for the company in mind.



Capt. Rolando S. Adzuara and crew of MV POSITIVE STAR

We are pleased of the wage increase this year as well as to the improvement of the seafarers' welfares. We appreciate the initiatives of JSU and hoping for more to come.



Capt. Dicky A. Aguilung and crew of MV GRACE OCEAN

As part of the JSU non-domiciled special members, we are proud to announce our appreciation to the whole JSU circle. We hope that through this ship visitation, the JSU will continuously support our seafaring dreams. MABU-HAY!



Capt. Khandelwal , Chandra Sheaker and crew of MV RIGEL LEADER

Warmest appreciation to the Filipino staff of the JSU who visited our ship. The information regarding updates on the shipping industry and crew's welfares have been positively received by all of us. Thank you....fair winds and clear skies to all!!!



Capt. Wilmar Roldan and crew of MV JP MAGENTA

Thank you for the souvenirs. We are happy to express our sincere gratitude to the JSU staff who visited us and exerted more efforts in bringing and distributing souvenirs to us. All of us were very pleased to receive a souvenir.



Capt. Apolinario M. Mundal Jr. and crew of MV ATLANTIC BRAVE

JSU ship visitation is very important in the wake of the present shipping industry. We are grateful to the JSU staff in updating us of the changes in our benefits and welfares. We salute you for doing this very significant activity.



Capt. Chaiyan Kooplang and crew of MV VENUS TRIUMPH

Being members of the JSU, we Thais are happy to receive information conveyed by the JSU staff. As seafarers like the rest of the organization, we've known the rights and benefits of the members. Working under the collective agreement of the JSU assures us of fair wages and better working conditions. Good luck to all the seafarers in the world!



C/O Joey Leopoldo and crew of MV AEGEAN CLOVER

It is good to know that the JSU staff ship-visitation is still going on while we're in Kawasaki port. They had shared some information, updates of policies and status of being a member. Though the visit was brief, we were convinced it was very informative. Thank you!



Capt. Mervi P. Claor and crew of MV NAVIOS ALDEBARAN

It is an honor to be visited by the JSU representative. My officers and crew were very happy for the information you shared with us especially the upgrades in our wages and benefits. We hope this activity will continue for the rest of our seafaring life.



Capt. John Dexter S. Luena and crew of MV PEGASUS OCEAN

Ships visitation by Filipino JSU staff has been positively accepted by most seafarers. Information regarding the up-graded welfare benefits on board and on land were disseminated with emphasis on the increase in wages for this year. I and my crew are happy with the outcome of the negotiations between the JSU and the various shipping companies. Thank you JSU!!!

Benefits linked to smoking alone is wrong

Smoking, by itself, cannot be a factor that bars compensation for the seafarer's death due to illnesses such as aneurism.

The tendency of seafarers to smoke is often associated with the stress experienced at sea.

Seafarers are exposed to extreme weather conditions: rough seas and storms result in the rolling and pitching of the ship, leading to an unstable environment that makes physical work difficult.

Most seafarers are exposed to ongoing elevated stress levels something which has a negative impact on physical and mental health not to mention that it can lower work performance. There might be variations of stress levels due to the type and nature of the work depending on the duties that have been assigned to the seafarer.

Extremely high number of

working hours over a lengthier period of time combined with lack of sleep can elicit chronic fatigue, health problems and safety risks on the vessels.

What makes the job more difficult, aside from exposure to fluctuating temperatures caused by variant weather changes, the job obviously entails laborious manual tasks conducted in a moving ship, which makes for increased work-related stress.

In most cases, employers use as a defense the seafarer's admission of being smoker to deny claims for disability or death benefits as they argue that genetic predisposition has caused his ailment and that his smoking habits hastened its development.

In the case of Dohle vs. Heirs of Gazzingan (G.R. No. 199568, June 17, 2015) the Supreme Court stressed that smoking, by itself, can

not be a factor that bars compensation for the illness such as dissecting aneurysm.

While smoking may contribute to the development of the disease, it is not the only possible cause. Other factors such as working and living under stressful conditions also contribute to its development.

Aortic dissection, also called dissecting aneurysm, is a potentially life threatening condition in which there is bleeding into and along the wall of the aorta, the major artery leaving the heart. The condition starts with a tear in the wall of the major artery carrying blood out of the heart and as the tear extends along the wall of the aorta, blood enters the aortic wall and "dissects" or separates the layers of the aorta from one another which leads to aortic rupture or decreased blood flow to

the organs. This can then result in heart attacks, strokes, paralysis, and renal failure among other medical conditions.

The Supreme Court noted that the ailment's risk factors, which include but are not limited to aging, connective tissue and rare genetic disorders, atherosclerosis, inflammation, trauma, high blood pressure, heart surgery/procedures, and pregnancy, do not seem to be direct causes of the disease, such that having one makes the chances of getting the condition higher but does not always lead to aortic dissection.

The Supreme Court then stressed that smoking habit cannot be used to deny the claims as the exact cause of aortic dissection (as well as other illnesses) is still unknown and remains under investigation. (Source: CDN by Atty. Dennis R. Gorecho)

New ISO specs for fuel rules expected middle of year

New ISO standards for IMO 2020-compliant marine fuel are expected to be issued by ISO by the middle of 2019, Edmund Hughes, head of air pollution and energy efficiency at IMO, told delegates at Fujcon, a conference being held in Fujairah.

The ISO:8217 standards are used by the shipping industry when sourcing bunker fuel and cover a variety of parameters and specifications allowed in the fuel.

The current ISO:8217 standard covers marine fuels. The most commonly used is ISO:8217 RMG 380 CST which is for fuel oil with a 3.5% maximum sulfur fuel oil. IMO 2020 will cut the sulfur content allowed in marine fuel to a maximum of 0.5% sulfur, with implementation routed for January 1, 2020.

"Categorically there will be no delay in implementing this rule; I would urge [shipowners] to get ready now," Hughes said.

Hughes was bullish on the supply outlook for IMO-compliant fuel oil and said that the organization's forecasts look to be accurate. (Source: Platts)

EU worried RP not meeting standards

The European Union has expressed concern over the Philippines' "deficiencies" in complying with the Standards of Training, Certification and Watchkeeping (STCW) for seafarers that recognizes and allows Filipinos to be employed in seagoing ships.

Foreign Affairs Secretary Teodoro Locsin Jr. said yesterday the "final judgment" of the EU will be out in January 2020.

The Philippines has to resolve outstanding deficiencies to fully comply with the STCW and the European Maritime Safety Agency audit and improve the country's maritime education, training and certification system of Filipino seafarers. (Source: Philstar by Pia Lee-Brago)

UK Club: How to deal with bullying, harassment on board

Sophia Bullard, Crew Health Program Director at UK P&I Club, provided her comments on how to address bullying and harassment on board ships. Bullard said that companies and management should be receptive to change and adopt a zero tolerance approach to deal with bullying and harassment at sea.

During the last 10 years, there is an increase on the focus regarding harassment in maritime. Campaigns are taking place to increase awareness, promote fair practices and implement guidelines to deal with the issue. These are all positive steps, Bullard said, but added that bullying continues to be a challenging issue for seafarers.

Seafarers are often perceived as "tough people" in the field, but this can be a rather biased perception. Working at sea can make seafarers more vulnerable to harassment and bullying, due to the prevailing working conditions, the isolation, the tough nature of the profession and the fear of further

victimization or repercussions, if bullying is reported, as victims may be labeled as troublemakers or have their contracts terminated.

As harassment and bullying in the workplace has increased, the Maritime Labor Convention recognized the negative effect that this situation may have on seafarer health and well-being. For this reason, it voted to bring these serious issues under Regulation 4.3—the health and safety protection and accident protection code.

Explaining the definition of harassment, Bullard noted that it includes any inappropriate and unwelcome conduct, which, either intentionally or not, may create feelings of unease, humiliation, embarrassment or discomfort for the recipient.

As for bullying, it is a type of harassment that includes hostile or vindictive behavior, whose results may make the recipient feel threatened or intimidated.

In order to change this situa-

tion, companies and management must be the primary active agents of change, by implementing a zero tolerance approach to deal with bullying and harassment at sea.

This can be achieved with the following steps:

- Set out clear policies and procedures for dealing with harassment and bullying onboard;
- Communicate company's policies regarding harassment to everyone onboard (in native language of crew members);
- Organize awareness programs, training sessions, campaigns, videos, conferences and other media;
- Create channels of reporting and actions to be taken when a complaint is filed;
- Ensure privacy and confidentiality to encourage disclosure;
- Establish clear job roles, expectations and responsibilities;
- Invest in ongoing training;
- Apply fair and transparent processes for allocating tasks, job roles, etc.;

- Educate everyone for early warning signs, such as when a seafarer looks sad, lonely, scared, isolated, not motivated, low performance, complains of physical symptoms, avoids social interactions, etc.;

- Implement emotional intelligence programs to encourage self-awareness, social awareness and conflict resolution;

- Organize team building sessions, inspirational leadership trainings and cultural diversity working groups;

- Organize activities to promote social interactions onboard.

Bullying and harassment are important issues in any workplace environment, and this is particularly true at sea due to the cultural diversity of crew and the unique pressures that they are exposed to. Increasing people's knowledge around the topic can significantly decrease incidents of bullying and harassment, Bullard concluded. (Source: SAFETY4SEA)

International Chamber of Shipping updates flag state performance table

The International Chamber of Shipping (ICS) has published the latest update of its Flag State Performance Table, which can be downloaded free of charge via the ICS website.

The annual update, which is also supported by the Asian Shipowners' Association and the European

Community Shipowners' Association, provides an indication of the performance of individual flag administrations, using information available in the public domain.

Since the table was launched 15 years ago, ICS says it has been pleased by the ongoing improvement which the data has helped to

demonstrate. Among the 12 largest flag states, responsible for 80% of world merchant tonnage, none currently have more than one potential negative indicator and nine of these have no negative indicators at all.

"The purpose of the ICS table is to encourage ship operators to

examine whether a flag state has substance before using it and to put pressure on their current flag administrations if improvements might be needed, for example with regard to port state control records of ships under their flag, failure to ratify key IMO Conventions," ICS said. (Source: ICS)

11 members back to work after union victorious over Kyowa, Shin Kyowa

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four years and seven months. The union and the carrier continued to meet for collective bargaining sessions to decide on terms and conditions to be applied to them after

returning to work. They reached agreement on extraordinary allowances (2018 winter bonuses).

As described above, the examinations made by the labor relations commissions came to an end when the settlement was reached. The

courts issued rulings that claim the justice of the appeals the JSU had made. The collective negotiations between the union and Shin Kyowa Shipping led to agreement on the labor and other terms and conditions to apply when the 11

return to work. The union members and their families are going back to their previous lives.

The JSU will continue to make utmost efforts to set work environments so that its members can work without feeling anxiety.

ALL JAPAN SEAMEN'S UNION
15-26, Roppongi 7-Chome,
Minato-Ku, Tokyo 106-0032

Tel.: (03) 5410-8320
Fax: (03) 5410-8336
E-mail: iss@jsu.jp
Internet: http://www.jsu.or.jp

Publisher: Hiroyuki Tachikawa

Send inquiries to the attention of
Mr. Hiroyuki Watanabe,
Director, Foreign Trades Dept.