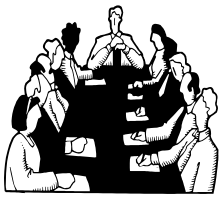
Unfair Labour Practice Case

Filing of complaint (*'Moushitate'* 申立)

○年○月○日
不当労働行為救済申立書
被申立人　ABC 株式会社

Employer's 'Reply' (*'Tobensho'* 答弁書)



Investigations (*'Chosa'* 調査)

Investigations may be held at any stage of the case to arrange the next steps, etc.

Submission of Preparatory documents 'Jumbi Shomen' if requested and documentary evidence (*'Shoshou'* 書証). (Submissions can be made any time up to the closing *'Kesshin'*)

Hearings　審問

Union witness(es)

- *Examination*　尋問
- *Cross examination* 反対尋問

Employer witness(es)

- *Examination*
- *Cross examination*

Settlement Talks (*'Wakai'* 和解)

Clarifications (*Kyushakumei'* 求釈明)

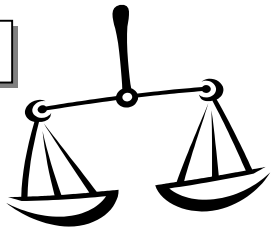
Final Statements (*'Saichin'* 最陳)

Closing of case (*'Kesshin'* 結審)

No more submissions. Labour Commission writes the judgement (*'Meirei')*

Investigation into union's qualification as a trade union under the TUL (*'Shikaku Shinsa'* 資格審査)

'Relief Order' to employer (*'Meirei'* 命令)



Objection by either party

Appeal to Central Labour Commission for retrial (within 15 days)

Sue at civil court for overturning of order (within 30 days)