

(Form 2)

23 October, 2024

Mitsuo Hayashi  
President, City Equity Committee of Amagasaki

Gregory Patton  
Representative of petitioners

Joint petition for demand measure to improve working conditions

We submit a petition for demand measure to improve working conditions as follows based on Article 46 of Local Public Service Act.

<b>Representative</b>	Job status	Part-time Administrative Assistant (ALT)
	Name	Gregory Patton
	Date of birth	
	address	
	Workplaces	
<b>Number of Employees demanding measure</b>	10 (excluding the representative) see the attachment	
<b>Demands</b>	That pay the ALTs term-end allowance and diligence allowance June 2024 as below. 40hrs ALT term-end allowance 541,817yen diligence allowance 453,357yen 30hrs ALT term-end allowance 426,912yen diligence allowance 357,212yen	
<b>Reasons for demands</b>	See the attached sheet 1	
<b>Negotiation with City</b>	See the attached sheet 2	

### **Reasons for demands**

Amagasaki City parliament revised the ordinance of remuneration, cost compensation and term-end allowance of part-time employees as the ordinance of remuneration, cost compensation and term-end allowance and diligence allowance of part-time employees (hereinafter, Part-time Remuneration Ordinance) and made it into force as of April 2024 at its December 2023 session following the revision of the Local Autonomy Act.

The article 4 of Part-time Remuneration Ordinance enacted that City pays part-time employees end-term allowance and diligence allowance and those amounts shall be decided by City mayor or authorities after considering the equilibrium to amount of regular employee's allowances.

In June Amagasaki City paid regular employees and Fiscal Year Appointed Employees (FYAP) excluding ALTs term-end allowance as their 1.225 month salary and diligence allowance as their 1.025 month salary. Instead, City paid ALTs 271,000 yen breaking down to 146,000 yen as term-end allowance and 125,000 yen as diligence allowance. 40 hours ALTs (with 36.25 weekly working hours) received term-end allowance as their 0.33 month salary and diligence allowance as their 0.28 month salary because of their monthly salary as 442,300 yen. 30 hours ALT (with 30 weekly working hours as average in a year) received term-end allowance as their 0.41 month salary and diligence allowance as their 0.35 month salary because of their monthly salary as 348,500 yen. The City had paid ALTs 271,000 yen as term-end allowance June the previous years.

Ministry of Internal Affairs and Communications (MIC) issued a notification on June 9, 2023 based on Local Public Service Act and Local Autonomy Act when Local Autonomy Act was revised. The said Notification showed that all municipal governments will pay diligence allowance to part-time employees (Kaikeinendo), ratio on period and performance must be as equilibrium to ones of regular employees, limitation on diligence allowance due to financial difficulty and decrease of salary/term-end allowance with trade-off of paying diligence allowance are against the revision of Local Autonomy Act.

August 2023 issued National Personnel Authority (NPA) a recommendation to National Government to increase wages of national public employees. NPA also recommended term-end allowance in June and December 2024 1.225 month salary each and diligence allowance 1.025 month salary each. Amagasaki City has followed the recommendation of NPA every year due to no existence of the personnel committee in Amagasaki, and they did it in 2023 excluding ALTs.

June 2024, neighboring cities to Amagasaki (Osaka, Ashiya and Itami) paid FYAEs term-end allowance as their 1.225 month salary and diligence allowance as their 1.025 month salary. Some municipal governments enact that the basic amount for calculation of term-end allowance and

diligence allowance of those who receive hourly remuneration is as same amount as their last 6 months remuneration divided by 6.

Accordingly, the amounts of term-end allowance and diligence allowance paid by Amagasaki to ALTs June 2024 are against Part-time Remuneration Ordinance, Principle of Equal Treatment by article 13 of Local Public Service Act and Principle of Meeting Changing Conditions by article 14 of Local Public Service Act. Those allowance must be paid based on the law/ordinance by article 24 of Local Public Service Act.

The table below shows term-end allowance and diligence allowance based on the calculation by Part-time Remuneration Ordinance and MIC notification.

	Basic amount for calculation (monthly remuneration ) (yen)	Ratio of term-end allowance	Amount of term- end allowance (yen)	Ration of Diligence allowance	Amount of diligence allowance (yen)	Sum (yen)
40hrs ALT	442,300	1.225	541,817	1.025	453,357	995,174
30hrs ALT	348,500	1.225	426,912	1.025	357,212	784,124

## Attached sheet 2

### Negotiation with City

5 petitioners including the representative belong to Education Workers and Amalgamated Union Osaka Amagasaki Branch (hereinafter, EWA). EWA requested a negotiation with Amagasaki City and Amagasaki Board of Education with submitting a paper, Request of Negotiation for Summer Bonuses and Working Conditions, dated 31 May 2024. As for Summer Bonuses wanted EWA in as same ratio as ones of regular employees acknowledging Part-time Remuneration Ordinance and MIC notification abovementioned.

The negotiation was held on June 19 and 6 members including Satoe Sakai, general secretary, and Gregory Patton, Branch Chair, took part in. 4 members from City and City Board of Education (hereinafter, BoE) including Tomohiro Ikuji, a subsection chief, attended. BoE replied to the demands from EWA distributing a memorandum. The memorandum described that (City) pays 271,000 yen as term-end/diligence allowance to those who are in service on June 1. EWA questioned BoE how to breakdown 271,000 yen into term-end allowance and diligence allowance although pointing out that term-

end/diligence allowance is not regulated in any City ordinance and paying this kind of allowance is illegal. BoE were not able to answer the question, and they decided to bring back and answer the question later.

On June 20 sent BoE an email to EWA with the revised answer memorandum. The memorandum wrote that (City) pays 271,000 yen as term-end allowance and diligence allowance to those who are in service on June 1. The breakdown of 271,000 yen is 146,000 yen as term-end allowance and 125,000 yen as diligence allowance.

On June 25 sent EWA an email to BoE requesting the way/regulation in which the amount of term-end allowance and diligence allowance wrote in the memorandum are calculated.

On June 26 sent BoE an email to EWA explaining the breakdown of 271,000 yen of term-end allowance and diligence allowance as 54 versus 46 which are as same ratio as allowances of regular employees.

The negotiation concerned this matter are all above.

