

All NTT Workers Union of Japan

< Constitution >



Constitution

(Preamble)

The stipulations set forth in this Constitution are based on the basic principles and guidelines of the All NTT Workers Union of Japan movement and are for the purpose of ensuring that the workers who comprise said Union can duly manage its organization and advance the movement in a uniform and coherent manner.

Chapter 1 General Provisions

(Name and Location)

Article 1 The name of the Union shall be *NTT Roudou Kumiai* in Japanese (hereafter “the Union”), with the abbreviated name of *NTT Rouso*.

2. The name of the Union in English shall be the All NTT Workers Union of Japan, with the abbreviated name of NWJ.

3. The office of the Union shall be located within the Zendentsu Roudou Kaikan, the address of which is Kanda Surugadai 3-6, Chiyoda-ku, Tokyo.

(Juridical Person)

Article 2 The Union shall be deemed a juridical person.

2. The registered name of the juridical person shall be *NTT Roudou Kumiai*.

(Constituent Members)

Article 3 The Union membership shall be comprised of workers employed at NTT Group companies and other persons to whom the Union grants approval to join.

(Purpose)

Article 4 Based on the “basic principles and guidelines of the movement” the purpose of the Union is to realize the following items.

i) Secure the employment of Union members, and work to maintain and improve working conditions and enhance members’ welfare.

ii) Realize a prosperous society through advanced telecommunications.

iii) Realize a free, equitable and democratic society.

iv) Enhance and develop a free and democratic labor movement.

v) Work in solidarity with workers around the world to promote a democratic international labor movement and establish world peace.

(Operations)

Article 5 In order to achieve the purpose set forth in the preceding article, the Union shall engage in the following operations and movements.

- i) Strengthen and develop the Union organization.
- ii) Provide education and enlightenment to Union members and engage in public relations activities and publish materials.
- iii) Improve the welfare and benefits and learning of Union members and their families.
- iv) Cooperate with other organizations.
- v) Engage in surveys and research activities relating to management of the telecommunications business and issue and promote policy proposals.
- vi) Engage in all other operations necessary to achieve the purpose of the Union.

Chapter 2 Organizational Structure

(National HQ)

Article 6 The Union shall have a National HQ.

2. The National HQ shall comprise a Central Executive Committee and a Secretariat.

(Enterprise HQ Organization)

Article 7 Under the National HQ there shall be Enterprise HQs, Branch Offices and Division Offices.

(Enterprise HQs)

Article 8 The names, locations and areas of jurisdiction of Enterprise HQs shall be as set forth in Appendix 1-1.

2. Enterprise HQs shall be directly connected to National HQ and shall direct and regulate the organizations under their command.

3. Enterprise HQs that do not have Branch Offices are NWJ Communications HQ, NWJ Data HQ, NWJ Docomo HQ, NWJ NTT Holding Company Group HQ (hereafter “Enterprise HQs other than NWJ East and NWJ West”) shall combine Branch Office functions and shall directly guide and regulate their affiliated Union members.

(Branch Offices)

Article 9 Branch Offices shall be comprised of employees of Nippon Telegraph and

Telephone East Corporation (NTT East), Nippon Telegraph and Telephone West Corporation (NTT West), and other group companies established by the aforementioned two companies. The Branch Offices shall be directly connected to the NWJ East and NWJ West Enterprise HQs and shall directly guide and regulate affiliated Union members. Branch Office Units shall be established as described in Appendix 1-2.

(Division Offices)

Article 10 The Division Offices, which shall be directly connected to Enterprise HQs other than NWJ East and NWJ West shall take charge of affiliated Union members and shall function as a unified body (action body) that promotes activities in the workplace, as stipulated under the Management Rules and Regulations of Enterprise HQs and Branch Offices.

2. The Division Offices and Section Offices that serve as internal organizations of the Branch Offices shall take charge of affiliated Union members and shall function as a unified body (action body) that promotes activities in the workplace, as stipulated under the Management Rules and Regulations of Branch Offices.

(NWJ Group Liaison Councils)

Article 11 NWJ Group Liaison Councils shall be established in each prefecture of Japan, based on the participation of all NTT Group Enterprise HQ organizations (Branch Offices, Division Offices, Section Offices, etc.) located in said prefectures. NWJ Group Liaison Councils shall cooperate and coordinate with all NTT Group Enterprise HQ organizations and shall work to develop various activities based on the functions of local NWJ activities (for example, the following activities: peace promotion, social contribution, fringe, Retired Group affairs, legal team support, residential support, united local front activities, political matters, local welfare issues).

2. The management of the NWJ Group Liaison Councils shall be governed by the by-laws of each NWJ Group Liaison Council.

Chapter 3 Union Members

Section 1 Qualification for Membership and Acquisition or Loss of Membership

(Scope of Union Membership)

Article 12 The Union members as stipulated in Article 3 shall be the following persons:

i) Employees of Nippon Telegraph and Telephone Corporation and related companies.

- ii) Employees of Nippon Telegraph and Telephone East Corporation (NTT East) and related companies.
- iii) Employees of Nippon Telegraph and Telephone West Corporation (NTT West) and related companies.
- iv) Employees of NTT Communications Corporation and related companies.
- v) Employees of NTT DATA Corporation and related companies.
- vi) Employees of NTT COMWARE CORPORATION and related companies.
- vii) Employees of NTT DOCOMO, INC., and related companies.
- viii) Employees of NTT FACILITIES, INC., and related companies.
- ix) Employees of NTT Health Insurance Society
- x) Full-time officers who are no longer employed at the companies described in i) to ix) above.
- xi) Specialist Committee members
- xii) Staff
- xiii) Persons who have been elected to positions in the National Diet or local government assemblies after having been recommended by the Union and who have therefore lost their status as NTT Group employees
- xiv) Non-regular employees employed at the companies described in i) to ix) above.
- xv) Other persons especially approved by the Central Executive Committee.

2. Notwithstanding the provisions of the previous paragraph, if any of the items mentioned hereunder applies to a person, they shall not be eligible to become a Union member.

- i) Persons who have been recruited, promoted or transferred to take on a supervisory position with direct authority.
- ii) Persons in a supervisory position who are directly involved in classified matters relating to employer-labor relations.
- iii) Persons who have power and responsibility deemed to be representing the interests of the employer.
- iv) Other persons, whose work duties and responsibilities make them unsuitable for Union membership.

(Enrollment)

Article 13 In the event that a person falling under any of items i) to xv) detailed in paragraph 1. of the preceding Article seek to enroll in the Union, that person should complete the Enrollment Form detailed in Appendix 5, sign and seal it, and submit it via the Division Office or Branch Office to the Executive President for approval by the Central Executive Committee.

2. After the procedures detailed in the preceding paragraph have been completed, by registering

with the Union, that person shall become a Union member, with the rights and obligations that membership entails.

(Withdrawal)

Article 14 If a person seeks to withdraw from the Union, they shall submit an advance application in writing together with a reason for his/her withdrawal, addressed to the Executive President, and must receive approval from the Central Executive Committee.

2. Withdrawal from the Union is not permitted while the Union is in dispute. If a person contravenes this rule and withdraws from the Union, the Central Executive Committee shall have the power to decide to strike off that person from the Union membership. However, such a decision must be reported to and approved by the next National Convention and by the Central Committee.

(Forfeit of Union Membership)

Article 15 Union members shall forfeit their membership in the following cases.

- i) A member's petition to withdraw from the Union has been accepted, or that member has been struck off from the Union membership.
- ii) A member forfeits their membership due to the process stipulated in Article 86, Paragraph 2.
- iii) A member is no longer in any or all of the positions detailed in items i) to xv) in Paragraph 1, Article 12.

(Re-enrollment)

Article 16 In the event that a Union member who has forfeited their status (with the exception of those who have been struck off) wishes to re-enroll as a member, that member should complete an enrollment form and submit it, together with a petition from the Executive Committee of Enterprise HQs other than NWJ East and NWJ West or from the Executive Committee of Branch Offices of NWJ East and NWJ West, to the Central Executive Committee for approval.

2. In the event that a person who has been struck off from Union membership seeks to re-enroll, unless approval is granted by the National Convention or by the Central Committee, that person may not be reinstated as a Union member.

Section 2 Rights and Obligations of Union Members

(Rights)

Article 17 Union members and persons seeking to become Union members shall not be

discriminated against by reason of race, religious faith, sex, family origin, or social status.

2. Union members shall be granted the following rights.

- i) To receive equitable treatment as a Union member.
- ii) To vote for or be voted for as a representative, Committee member or officer, etc.
- iii) To criticize representative(s), Committee member(s) or officer(s), etc.
- iv) To have access to minutes, accounts and other documents relating to the Union, in accordance with separately stipulated procedures.

(Obligations)

Article 18 Union members shall bear the following obligations.

- i) To abide by the basic principles and guidelines of the movement, and to comply with the Constitution and other rules and regulations.
- ii) To maintain regulation of the Union organization, in accordance with decisions, orders and instructions given by the decision-making body.
- iii) To pay Union dues, etc..

Section 3 Special Union Members

(Special Union Members)

Article 19 A person who wishes to continue as Union member in order to help achieve the purpose of the Union, may become a special Union member, regardless of the provisions of Article 15, Paragraph 3.

However, the rights and obligations of such members shall be stipulated separately.

2. The organization to which a special Union member is affiliated shall in principle be the Branch Office to which the member was affiliated prior to leaving his/her post. In situation where it is difficult to adhere to this principle, a decision shall be made by the Central Executive Committee.

3. Members of the NWJ Retired Group shall become special Union members.

- i) The organization to which a retired special Union member is affiliated shall in principle be the Branch Office corresponding to each NWJ Retired Group Branch Council.
- ii) The rights and obligations of retired special Union members shall be stipulated separately. A representative of retired special Union members shall be able to attend the decision-making body of the Union as a special convention representative (special Central Committee member).

Chapter 4 Decision-making Body

Section 1 National Convention

(Position and Composition of the National Convention)

Article 20 The National Convention shall be the supreme decision-making body of the Union and shall comprise representatives, special representatives, National HQ officers, Enterprise HQ presidents and Enterprise HQ secretaries general.

2. Representatives shall be selected no later than 20 days prior to the convocation of the National Convention, and based upon the number of Union members who have paid their Union dues in the most recent month in which payment was due, a direct secret ballot of Union members shall take place to select the National Convention representatives, as stipulated in Appendix 3.

(Convocation of the National Convention)

Article 21 In principle, the regular National Convention shall be convened by the Executive President in June each year.

2. If the Central Committee and Central Executive Committee deem an extraordinary National Convention to be necessary, or if more than one-third of the representative electoral districts (Enterprise HQs other than NWJ East and NWJ West and Branch Offices) submit a request for a decision by the supreme decision-making body for the same reason, then the Executive President shall convene an Extraordinary National Convention.

(Announcement of the National Convention)

Article 22 The Executive President shall announce the date, agenda and other necessary matters relating to the National Convention to Union members no later than one month prior to the convening of the Convention.

However, in the case of an Extraordinary National Convention, the Executive President shall make every effort to announce the convening of the Convention at the earliest possible time.

(Management of the National Convention)

Article 23 A quorum at the National Convention shall be constituted when three-quarters or more of the elected representatives attend the Convention.

2. Unless otherwise specified the agenda shall be determined by a majority of all representatives and in the case of a tie in ballots a decision shall be made by the Convention chairperson.

3. At the National Convention the National HQ Officers, Enterprise HQ Presidents, Enterprise HQ Secretaries General and special representatives shall not have voting rights.

4. The chairperson and vice chairperson of the National Convention shall be selected from among the representatives.
5. Other procedures and disciplinary rules for the National Convention shall be governed by the separately stipulated rules and regulations.

(Resolutions of the National Convention)

Article 24 The following items must be decided by the National Convention.

- i) Revisions to the basic principles and guidelines of the movement.
- ii) Revisions to the Constitution.
- iii) Policy of the movement.
- iv) Budget and settlement of accounts.
- v) Enrollment or withdrawal from other organizations.
- vi) Disbandment of the Union.
- vii) Striking off of Union members and reinstating those former members who have been struck off.

2. Notwithstanding the provisions of Article 23, Paragraph 2 above, for resolutions of the National Convention relating to the following items a direct secret ballot of the representatives shall be implemented. For items i) and vi) in the preceding paragraph a resolution shall be deemed passed if approved by three-quarters or more of all representatives. For items ii) and vii) in the preceding paragraph a resolution shall be deemed passed if approved by two-thirds or more of all representatives.

Section 2 Central Committee

(Position and Composition of the Central Committee)

Article 25 The Central Committee shall be the second decision-making body after the National Convention. It shall be comprised of Central Committee members, special Central Committee members, National HQ Officers, Enterprise HQ Presidents and Enterprise HQ Secretaries General.

2. Central Committee members shall be selected by a direct secret ballot of Union members, based on the criteria set forth in Appendix 4.

(Term of Office of the Central Committee Members)

Article 26 The term of office of Central Committee members shall be two years, starting from after the regular National Convention at which they are approved and ending the day before the regular National Convention two years later.

2. If a Central Committee position becomes vacant, a by-election shall be held. The term of office following the by-election shall be for the remaining period of office left by the former Central Committee member.

(Convocation of Central Committee Meetings)

Article 27 The Central Committee shall, in principle, be convened by the Executive President once a year.

2. If the Central Executive Committee deem an extraordinary Central Committee meeting to be necessary, or if one-third or more of the serving Central Committee members request such a meeting, it shall be convened by the Executive President.

(Resolutions of the Central Committee)

Article 28 The following items may be decided by the Central Committee.

- i) Various policies based on the policy of the movement.
- ii) Formulation and revision of rules and regulations.
- iii) Conclusion, revision, renewal and repeal of collective agreements.
- iv) Levy of extraordinary Union dues.
- v) Additional budget items.
- vi) Disposal of fixed assets with a unit market price of 10 million yen or more.
- vii) Projects that require funding of 1 million yen or more per project.
- viii) Other matters delegated by the National Convention.
- ix) Striking off of Union members and reinstating those former members who have been struck off.

(Corresponding Rules and Regulations)

Article 29 The rules and regulations set forth in Article 23 shall apply mutatis mutandis to the Central Committee.

Section 3 Other Matters

(Rules and Regulations Relating to Elections)

Article 30 The election of representatives and Central Committee members shall be governed by separately stipulated election rules and regulations.

Chapter 5 Executive Body

Section 1 Central Executive Committee

(Character of the Central Executive Committee)

Article 31 The Central Executive Committee shall provide leadership and control of the organization as a whole, in order to maintain solidarity within the organization.

(Composition of the Central Executive Committee)

Article 32 The Central Executive Committee shall be composed of National HQ Officers, with the exception of the Auditors.

2. The Auditors shall be able to attend Executive Committee meetings when necessary.

(Duties and Powers of the Central Executive Committee)

Article 33 The Central Executive Committee shall execute the resolutions made by the decision-making bodies and shall also deal with emergency matters.

2. The Central Executive Committee shall have the following powers over which it shall bear executive responsibility.

- i) Leadership and control as the supreme executive body.
- ii) Issuance of orders and instructions concerning tactical decisions.
- iii) Conclusion of collective agreements.
- iv) Applications and proposals to third party bodies.
- v) Convening of various meetings.
- vi) Necessary measures relating to control and sanction of the organization.
- vii) Fiscal and asset management.
- viii) Other power deemed necessary in order to execute the duties set forth in the preceding items.

3. The power to conclude collective agreements with a company to which an Enterprise HQ is connected, may be granted to by Enterprise HQ in question by the Central Executive Committee.

(Management of the Central Executive Committee)

Article 34 The execution of operations of the National HQ shall be determined by the Central Executive Committee.

2. Meetings shall be chaired by the Executive President.

3. A quorum in meetings shall be constituted by the attendance of two-thirds or more of the membership of the Central Executive Committee and resolutions shall be decided by a majority

of attending members. In the event of a tied vote the chair of the meeting (Executive President) shall make the final decision.

4. Persons separately stipulated may attend meetings and make comments.

Section 2 Central Strike Committee

(Establishment of Central Strike Committee)

Article 35 When it is deemed necessary for the Central Executive Committee to enter into a labor dispute, the Central Executive Committee shall be able to switch over to become the Central Strike Committee.

2. The management of the Central Strike Committee shall be stipulated by the Central Executive Committee.

Section 3 National HQ Officers

(National HQ Officers)

Article 36 National HQ Officers shall be as follows.

- i) Executive President 1 person
- ii) Executive Vice-President 1 person
- iii) Secretary-General 1 person
- iv) Central Executive Committee Members 1~~2~~3 persons
- v) Auditors 5 persons (One of whom will be chief auditor)

(Duties of National HQ Officers)

Article 37 The duties of National HQ Officers shall be as follows.

- i) The Executive President shall represent the Union and shall oversee the execution of operations.
- ii) The Executive Vice-President shall assist the Executive President and in the event of the indisposition of the Executive President, shall take on the duties of Executive President.
- iii) The Secretary General shall oversee the operations of the Secretariat.
- iv) Central Executive Committee members shall take charge of executive operations according to discussions in the Central Executive Committee.
- v) The Auditors shall monitor the operations of the Union.

(Term of Office of National HQ Officers)

Article 38 The term of office of National HQ Officers shall be two years, starting from

the regular National Convention at which they are appointed until the regular National Convention two years later.

2. If a National HQ Officer position becomes vacant, a by-election shall be held. The term of office following the by-election shall be for the remaining period of office left by the former National HQ Officer.

3. In the event that a non-regular worker who is a Union member is elected to the position of National HQ Officer, that person shall leave the post of National HQ Officer upon the expiry of his or her employment contract and, where necessary, a by-election shall be held.

(Election of National HQ Officers)

Article 39 The election of National HQ Officers shall be by direct secret ballot of representatives at the National Convention and Central Committee members in the Central Committee.

2. The specific election method shall be governed by separately stipulated Election Rules and Regulations.

(Removal of National HQ Officers)

Article 40 A National HQ Officer shall not be removed from office unless for the following reasons detailed hereunder.

i) The Central Executive Committee deems that the National HQ Officer in question is severely compromised in either body or mind thus preventing the officer from executing his or her duties, and that this decision is approved by the decision-making bodies.

ii) The National HQ Officer in question has been sanctioned, as stipulated in Article 89. However, in the event that the officer in question is warned, with the approval of the Central Executive Committee it shall be possible for said officer not to be removed.

iii) The National HQ Officer in question is the subject of a no-confidence resolution by the decision-making bodies.

(Resignation of National HQ Officers)

Article 41 The resignation of National HQ Officers shall be discussed by the Central Executive Committee and reported to the closest meeting of a decision-making body of the Union.

Section 4 Secretariat

(Secretariat Function of the National HQ)

Article 42 The Secretariat aforementioned in Article 6, Paragraph 2, shall deal with the resolutions of the Central Executive Committee and take charge of operations relating to such resolutions. The management of the Secretariat shall be governed by separately stipulated detailed management rules.

Section 5 Consultative Body

(Consultative Body and Composition)

Article 43 The Central Executive Committee shall be able to designate the following as consultative bodies: the meeting of Enterprise HQ Presidents, the meeting of Enterprise HQ Secretaries General, as well as other meetings in which consultation, deliberation, consideration or review take place.

2. The committee members of which consultative bodies are composed, as well as the other members of such consultative bodies, shall be decided by the Central Executive Committee.

(Meeting of Enterprise HQ Presidents)

Article 44 The meeting of Enterprise HQ Presidents shall be composed of National HQ Officers (excluding auditors) and the presidents of Enterprise HQs.

However, it shall be possible for auditors to also attend meetings, where necessary, in consultation with the Central Executive Committee.

2. The meeting of Enterprise HQ Presidents shall be held for the purpose of deliberating the basic challenges facing the Union movement.

(The meeting of Enterprise HQ Secretaries General)

Article 45 The meeting of Enterprise HQ Secretaries General shall be composed of National HQ Officers (excluding auditors) and the secretaries general of Enterprise HQs.

However, it shall be possible for auditors to also attend meetings, where necessary, in consultation with the Central Executive Committee.

2. The meeting of Enterprise HQ Secretaries General shall be held for the purpose of deliberating specific matters, following deliberations in the meeting of Enterprise HQ Presidents.

Section 6 Specialist Committee members

(Placement of Specialist Committee Members)

Article 46 It shall be possible to place Specialist Committee members at the National

HQ of the Union.

(Appointment of Specialist Committee Members)

Article 47 Specialist Committee members shall be appointed by the Executive President and shall report to the Central Personnel Committee.

(Duties and Power of Specialist Committee Members)

Article 48 Specialist Committee members shall utilize their own specialist knowledge and experience in the work of the National HQ Secretariat, and shall assist National HQ Officers.

2. Specialist Committee members may, upon a decision by the Central Executive Committee, be allowed to attend and make statements at meetings.

Section 7 Staff

(Placement of Staff)

Article 49 Staff shall be in place in order to execute the work of the Union. Such staff shall be placed at the secretariats of National HQ, Enterprise HQs and Branch Offices, etc.

2. The Central Executive Committee shall be able to select staff, corresponding to duties and responsibilities, and appoint them to separately stipulated positions.

(Appointment and Dismissal of Staff)

Article 50 The appointment and dismissal of staff shall be conducted by the Central Executive Committee.

Section 8 Advisors

(Advisors)

Article 51 The Union shall be able to place advisors.

(Commissioning of Advisors)

Article 52 Advisors shall be commissioned by the Central Executive Committee.

(Treatment of Advisors)

Article 53 The treatment of advisors shall be decided by the Central Executive Committee.

Section 9 Temporary Staff

(Temporary Staff)

Article 54 The Union shall be able to place temporary staff.

(Commissioning of Temporary Staff)

Article 55 Temporary staff shall be commissioned by the Central Executive Committee from among external academic experts and persons with experience of the Union movement. These temporary staff shall contribute to the Union movement.

(Treatment of Temporary Staff)

Article 56 The treatment of temporary staff shall be decided by the Central Executive Committee.

Section 10 Obligations of National HQ Officers, etc., and Staff

(Work Commitment Obligation)

Article 57 National HQ Officers and Specialist Committee members (hereafter “National HQ Officers, etc.”) and staff must concentrate exclusively on work duties relating to the Union.

2. National HQ Officers, etc., have an obligation to faithfully execute the resolutions of the National Convention and Central Committee. Unless having a just reason to do so, they must not be absent meetings of decision-making bodies, nor from various other meetings.

3. The service of National HQ Officers, etc., and staff shall be governed by the separately stipulated Service Rules and Regulations.

Section 11 Other Matters

(Central Personnel Committee)

Article 58 A Central Personnel Committee shall be in place in order to consider the internal transfer and outside placement of full-time officers. The Central Personnel Committee shall be composed of the three senior National HQ positions and the presidents of Enterprise HQs.

(Response in emergency)

Article 59 In the event of the accident of the Executive President in an emergency, a response shall be separately decided by the meeting of Enterprise HQ Presidents.

Chapter 6 Enterprise HQs

(Enterprise HQ Bodies)

Article ~~60~~⁵⁹ At each Enterprise HQ body the Enterprise HQ Convention and Enterprise HQ Committee shall be placed as the decision-making body, and the Enterprise HQ Executive Committee shall be placed as the executive body.

(Organizational Management of Enterprise HQs)

Article ~~61~~¹⁰ The organizational management of Enterprise HQ shall be governed by the Organizational Management Rules and Regulations and action policy, based on discussions in the decision-making bodies of each Enterprise HQ.

2. The criteria for the Organizational Management Rules and Regulations of Enterprise HQs shall be governed by the separately stipulated Enterprise HQ Organizational Management Rules and Regulations and Criteria.

(Quotas for Enterprise HQ and Branch Office Officers)

Article ~~62~~¹ The quotas for officers at Enterprise HQs and Branch Offices shall be as set forth in Appendix 2.

(Stipulations Relating to Officers and Staff at Enterprise HQs)

Article ~~63~~² Matters relating to officers and staff at Enterprise HQs shall be stipulated under the Enterprise HQ Organizational Management Rules and Regulations.

(Applications to Third-party Bodies)

Article ~~64~~³ At such a time as an Enterprise HQ organization makes a request or petition to a local labor committee for arbitration or mediation, the approval of the Central Executive Committee must be sought.

Chapter 7 Right to Strike and Directive Authority

(Establishment of the Right to Strike)

Article ~~65~~⁴ The right to strike shall be established following a direct secret ballot of all

Union members, with two-thirds or more of valid votes counted agreeing to strike action.

(Strike Directive and Cessation)

Article ~~665~~ Preparations, implementation and cessation (halting and cancellation) of strike action shall be made at the issuance of a directive by the Central Strike Committee president.

In addition, following the issuance of the directive, all powers relating to organizational leadership of the strike, until such a time as it is concluded or ceased, shall reside with the Central Strike Committee and said committee shall bear all responsibility for issues arising as a result of strike action.

Chapter 8 Accounts

Section 1 Expenses, etc.

(Expenses)

Article ~~676~~ The expenses of the Union shall be covered by the following.

- i) Union dues
- ii) Extraordinary Union dues
- iii) Strike funds
- iv) International Solidarity Fund
- v) Education and Human Resource Development Funds
- vi) Operational expenses
- vii) Donations
- viii) Others

2. Strike funds, International Solidarity Fund, Education and Human Resource Development Funds and operational expenses shall be dealt with each in their own independent account.

3. Strike funds, International Solidarity Fund, Education and Human Resource Development Funds and operational expenses shall be operated in accordance with separately stipulated rules and regulations.

4. Items i) to iii) in Paragraph 1 shall not, except for reason of erroneous collection of dues/funds, be returned.

(Time and Responsibility of Payment)

Article 68 The dues detailed in Paragraph 1, Item i) of the preceding article must be paid month by the end of each month.

2. Each Enterprise HQ Executive Committee shall bear responsibility for ensuring the transfer of Union dues received to National HQ.

(Collection and Decision of Union Dues, etc.)

Article 69 The collection of and decision regarding the amount of Union dues, etc., must be approved by a National HQ decision-making body.

(Exemption from Payment of Union Dues, etc.)

Article 70 Union members that have special extenuating circumstances may be exempt from payment of Union dues, etc., with the approval of the Central Executive Committee.

(Receipt of Donations)

Article 71 The receipt of donations must be approved by the Central Executive Committee.

(Processing of Expenditure)

Article 72 Expenditure of the Union shall be disbursed through a budget decided by the decision-making body of the Union.

2. Salaries, etc., travel expenses and overseas travel expenses of officers and staff, etc., shall be governed by separately stipulated rules and regulations.

(Expenditure of Reserve Funds)

Article 73 Expenditure of reserve funds must be approved by the decision-making body. However, on the proviso that approval is sought at the next meeting of the decision-making body, it shall be possible for the meeting of Enterprise HQ Presidents to approve expenditure up to 10 million yen for each single case and for the Central Executive Committee to approve expenditure up to 1 million yen for each single case.

(Accounting Responsibility)

Article 74 The responsibility for management and disposal of Union assets shall be borne by the Central Executive Committee.

(Accounting Year)

Article 75 The accounting year of the Union shall run from October 1 to September 30

of the following year.

(Rules and Regulations Concerning Accounting)

Article 76 Separate rules and regulations shall be stipulated for accounting.

Section 2 Audit

(National HQ Audit)

Article 77 The finances of National HQ must be subject to audit once every three months.

2. The account details following the audit referred to in the preceding paragraph must be publicized and disclosed through the Union's in-house publication.
3. National HQ auditors shall be able to implement audits of any and all Union organizations on an exceptional basis, as and when deemed necessary.

(External Financial Auditors)

Article 78 The accounts of the Union must be subject to an accounts audit once a year by an external financial auditor, who possesses a professional qualification.

2. The external accounts audit shall be implemented within three months of the end of the accounting year and the results shall be reported to the Central Executive Committee.
3. Upon receiving said report, the Central Executive Committee shall certify that the accounts audit implemented by the external financial auditor is accurate and must publicize and disclose the results of the audit to Union members.
4. The appointment of the external financial auditor shall be conducted by the Central Executive Committee.
5. The external financial auditor shall work together with National HQ auditors and shall be able to implement audits of any and all Union organizations on an exceptional basis, as and when deemed necessary.

(Rules and Regulations on Auditing)

Article 79 Separate rules and regulations shall be stipulated for auditing.

Section 3 Guarantee of Liabilities

(Acts to Provide Guarantee of Liabilities)

Article 80 Officers and members of the Union shall not, unless having first gained the

approval of the Central Executive Committee, engage in any acts that seek to use the name of the Union to guarantee the liabilities of any other groups or individuals other than the Union.

Chapter 9 Commendations and Assistance

(Commendations)

Article 81 Persons who have distinguished themselves with contributions to the Union, shall be commended following discussions in the decision-making body.

2. The commendation of officers and staff, etc., shall be governed by the Service Rules and Regulations.

(Assistance to Victims)

Article 82 The Union shall provide victim assistance to Union members who have been subjected to oppression or damage in the course of the execution of their Union-related duties.

2. Assistance to Union members or to their families shall be governed by the Rules and Regulations on Victim Assistance.

Chapter 10 Organization Control

Section 1 Control

(Precedence of Decisions by Superior Organizations)

Article 83 Each Enterprise HQ organization shall not be able to contravene the decisions of the National Convention or Central Committee, the orders or instructions of the Central Executive Committee, or the decisions of relevant superior organizations.

(Suspension of Executive Powers)

Article 84 In the event that the Enterprise HQ Executive Committee does not follow the orders or instructions of the Central Executive Committee, the Central Executive Committee shall be able to suspend all or part of the executive powers of the executive committee in question.

2. In the event that the Branch Office or Division Office Executive Committee does not follow the orders or instructions of the Central Executive Committee, the Central Executive Committee shall be able to suspend all or part of the executive powers of the executive committee in

question.

3. The Central Executive Committee shall be able to delegate the execution of executive powers that have been suspended as set forth in the preceding two paragraphs, to a superior executive committee of the organization concerned.

(Approval of Suspension of Executive Powers)

Article 85 In the event that the Central Executive Committee suspends executive powers, this shall be reported to the closest meeting of the decision-making body and approval from said decision-making body shall be sought.

Section 2 Reaffirmation of Union Members

(Implementation of Reaffirmation)

Article 86 In the event that multiple Union members of an Enterprise HQ organization collectively deviate from the sphere of Union control and it is judged that the functions of the Enterprise HQ in question have been lost, the Central Executive Committee shall be able to implement procedures to reaffirm the position of all Union members at the Enterprise HQ organization in question.

(Application for Reaffirmation)

Article 87 In the event that the Central Executive Committee issues a reaffirmation order, the Union members of the Enterprise HQ in question must submit the prescribed reaffirmation application form within the deadline stipulated in the reaffirmation order.

2. Union members who do not submit a reaffirmation application according to the stipulations of the previous paragraph shall lose their status as a Union member after the end of the application submission deadline.

(Executive Powers of Enterprise HQ Organizations)

Article 88 From the time the Central Executive Committee issues a reaffirmation order, the executive powers of the executive committee of the Enterprise HQ organization in question shall be forfeited.

2. From the time that the executive powers of the executive committee of the Enterprise HQ organization in question are forfeited, the Central Executive Committee shall engage in the operation of the Enterprise HQ in question until such time as a new executive committee is formed.

3. The Central Executive Committee shall be able to delegate the organizational operation as set

forth in the preceding two paragraphs to a superior executive committee of the Enterprise HQ in question.

(Approval of Reaffirmation)

Article 89 In the event that the Central Executive Committee provides reaffirmation, this shall be reported to the closest meeting of the decision-making body and approval from said decision-making body shall be sought.

Chapter 11 Punitive Measures

Section 1 Punitive Measures

(Punitive Measures)

Article 90 Union members shall be subject to punitive measures in the event that any of the following items apply.

- i) A Union member has contravened the basic principles and guidelines of the movement, Constitution, or has disobeyed resolutions and orders of the decision-making body.
- ii) A Union member has brought the Union into serious disrepute.
- iii) A Union member has disturbed the order and control of the Union.
- iv) A Union member has caused damage to the Union either with intent, or through gross negligence.
- v) A Union member has engaged in an act that contravenes the resolution(s) of the decision-making body, and has caused confusion to the Union organization.
- vi) A Union member has engaged in other serious actions that subvert Union solidarity.

(Types of Punitive Measures)

Article 91 The types of punitive measures shall be as follows.

- i) Warning
- ii) Suspension of rights
- iii) Advisory to withdraw
- iv) Striking off from Union membership.

(Effect of Punitive Measures)

Article 92 A warning shall require the Union member in question to reflect on his or her actions and shall seek to heighten the member's awareness of his or her position as a Union

member.

2. Suspension of rights refers to the suspension of rights accruing to Union members as detailed in items i) to iv) in Paragraph 2, Article 17. The upper limit for the period of suspension of rights shall be six months.

3. After an advisory to withdraw has been issued, if the reason that caused the advisory to be issued still remains after the passage of six months, the Executive Committee that deemed the advisory to withdraw an appropriate punitive measure shall, following a resolution of the appropriate decision-making body, be able to apply to the Central Executive Committee for the Union member in question to be struck off from Union membership.

In addition, during the period the advisory to withdraw is in effect, the Union member in question shall be subject to suspension of rights.

4. Striking off from Union membership means that the person in question shall forfeit his or her status as a Union member.

(Investigation)

Article 93 If a Union member engages in an act that corresponds to items i) to vi) as specified in Article 90, Paragraph 1 above, an investigative committee, commissioned by the Executive Committee of the Enterprise HQ or Branch Office concerned shall investigate the matter. However, Division Offices and Division Offices under direct control of Enterprise HQs shall not have the power to instigate an investigation.

2. The investigation as detailed in the preceding paragraph must provide the Union member in question with an opportunity to account for him- or her-self.

3. Based on the investigation report of the investigative committee detailed in Paragraph 1 above, the Executive Committee of the Enterprise HQ and Branch Office concerned shall make a judgment whether or not to impose punitive measures.

(Application to Suspend Rights, Issue Advisory to Withdraw and Strike Off)

Article 94 In the event that the Executive Committee of the Enterprise HQ and Branch Office concerned deems that the act engaged in by a Union member is sufficient to warrant a suspension of rights, an application shall be submitted to the Central Executive Committee.

2. In the event that the Executive Committee of the Enterprise HQ and Branch Office concerned deems that the act engaged in by a Union member is sufficient to warrant an advisory to withdraw, an application shall be submitted to the Central Executive Committee.

3. For striking off from Union membership an application shall be made to the Central Executive Committee following a resolution by the decision-making body of the Enterprise HQ and Branch Office concerned.

(Entry into Force of Punitive Measures)

Article 95 A warning shall enter into force immediately upon a resolution being passed by the Executive Committee of the Enterprise HQ or the Branch Office.

2. Suspension of rights shall enter into force immediately upon a resolution being passed by the Central Executive Committee. However, the approval of the closest meeting of the decision-making body must be sought.

3. An advisory to withdraw shall enter into force immediately upon a resolution being passed by the Central Executive Committee. However, the approval of the closest meeting of the decision-making body must be sought.

4. Striking off from Union membership shall enter into force immediately upon a resolution being passed by the National Convention or Central Committee.

5. The Executive Committee of the organization imposing the punitive measure shall inform the Union member concerned of the resolution.

(Emergency Measures)

Article 96 If the Executive Committee of the Enterprise HQ and Branch Office deems that the results of the investigation detailed in Article 92, Paragraph 1 show that there is reason for punitive measures and that it would be appropriate for striking off from Union membership to be imposed, with the approval of the Central Executive Committee it shall be possible for the Executive Committee of the Enterprise HQ and Branch Office to provisionally impose suspension of rights as an emergency measure.

2. An Executive Committee of an Enterprise HQ and Branch Office that has imposed emergency measures shall proceed promptly with procedures for punitive measures.

Section 2 Appeal

(Appeal)

Article 97 A Union member who has been subjected to the punitive measures of warning, suspension of rights and advisory to withdraw, or for whom an application has been filed to have that Union member struck off from Union membership, the Union member in question shall be able to submit an appeal regarding the punitive measure to the Executive Committee that imposed the measure, or a superior Executive Committee. The appeal should be made within 30 days of the Union member receiving notification of the punitive measure.

2. The appeal described in the preceding paragraph may only be made on one occasion and there shall be no recourse to further appeal.

3. The Executive Committee that receives the appeal application shall establish a Special Committee to deliberate the appeal and must notify the Union member of the results of the deliberations.

(Explanation and Defense)

Article 98 The Special Committee that engages in deliberation of the appeal, must give the Union member who has submitted the appeal, or a representative(s) acting in defense on the member's behalf, to adequately explain and defend themselves.

2. A representative (or representatives) of the Union member who has submitted the appeal must also be a Union member and it shall be possible for up to two representatives to be selected.

Section 3 Cancellation

(Cancellation of Punitive Measures)

Article 99 If the person who has been subjected to punitive measures (excluding an application to be struck off from Union membership) clearly shows remorse for his or her actions, and if it is deemed appropriate for the punitive measure to be cancelled, the Executive Committee concerned shall be able to apply to the Executive Committee organization that imposed the measure to have it cancelled.

2. In the event that it is resolved that the punitive measure shall be cancelled, this cancellation shall go into immediate effect.

Section 4 Punitive Measures for Officers and Staff

(Punitive Measures for National HQ Officers, etc., and Staff)

Article 100 In the event that National HQ Officers, etc., and Staff infringe the provisions of Article 57 above, pursuant to a resolution of one-third or more of Central Committee members, a Control Committee shall be established to examine the infringement.

2. The Control Committee members shall be Central Committee members, with one member from each Enterprise HQ.

3. In the event that National HQ Officers, etc., and Staff infringe the provisions of Paragraphs 1 and 2 of Article 57, they shall be subjected to punitive measures as stipulated in the Service Rules and Regulations set forth in Paragraph 3 of the same Article.

(Punitive Measures for Enterprise HQ Officers, etc., and Staff)

Article 101 Matters relating to Enterprise HQ Officers and Staff as detailed in the preceding Article must be clearly set forth in the Enterprise HQ Organizational Management Rules and Regulations.

2. The handling of an Enterprise HQ Officer who has been subjected to a warning, shall correspond to Item ii) in Article 40 above.

Chapter 12 Other Matters

(Interpretation of the Constitution)

Article 102 If any questions arise concerning the interpretation of this Constitution, the judgment of the Central Executive Committee must be complied with.

2. The judgment made by the Central Executive Committee should be approved promptly ex post facto by the decision-making body.

Supplementary Provisions

(Management Rules and Regulations of Enterprise HQ Organizations)

Article 1 Pursuant to Article 61, Paragraph 2 of the Constitution, the Enterprise HQ Organizational Management Rules and Regulations shall be governed by the criteria set forth in Attachment 1.

(Delegation of Approval for Enrolling in and Withdrawing From the Union)

Article 2 The procedures for approving the enrolling in and withdrawing from as set forth in Articles 13 and 14 of the Constitution can be delegated to the Executive Committees of Enterprise HQs and Branch Offices.

2. The Executive Committees of Enterprise HQs other than NWJ East and NWJ West and the Executive Committees of Branch Offices shall report each month to the Central Executive Committee concerning the number of Union members who have newly enrolled in or withdrawn from the Union together with the number of total membership.

(Handling of Officers, etc., due to Organizational Changes, etc.)

Article 3 In the event that the organization to which an Officer of Central Committee member is changed due to organizational integration, dismantlement or restructuring, that Officer or committee member shall continue in their position until an election is held by the

newly formed organization to which they become affiliated. In addition, in the event that an Officer or committee member's affiliation changes due to reason of transfer, etc., an election shall be held promptly.

(Procedures Relating to Dismissal/Termination of Employment, etc.)

Article 4 If a Union member is dismissed, suspended or compelled to take a leave of absence due to engagement in Union-related activities, the duties and placement location of that member shall be decided by the Executive President.

(Status of Persons Dismissed for Reasons Unrelated to Union Activities)

Article 5 Also in the event that a Union member is unilaterally dismissed or removed from his or her position for reasons unrelated to Union activities, during the period while the issue of the dismissal is being resolved by grievance bodies or collective bargaining bodies the Union member shall retain his or her status as a Union member. If the dismissal is submitted to a court of law for a ruling, the Union member may retain his or her status only with the approval of the Central Executive Committee.

(Transfer of Union Members)

Article 6 In the event that a Union member transfers from one Enterprise HQ organization to another, this shall be handled using a transfer notification of the Dentsu Kyosai Seikyo (Dentsu Mutual Aid Co-op Association).

(Access to Records)

Article 7 In the event that a Union member seeks to exercise their right as stipulated in Article 17, Paragraph 2, Item iv) of the Constitution, that member should submit an application in advance to the Executive Committee of the organization in question, which clearly stipulates the purpose for seeking access to records.

2. If the contents of the application detailed in the preceding paragraph are deemed to contravene the purpose of the Union, access to records may be controlled.

(Rights and Obligations of Special Union Members)

Article 8 Special Union members shall not have the rights detailed in Article 17, Paragraph 2, Item ii) of the Constitution.

2. Special Union members shall be exempt from the obligations detailed in Article 18, Item iii) of the Constitution.

(Exceptions to Rights and Obligations of Staff)

Article 9 Staff who are placed in Branch Offices and higher organizations shall be a Union member of the organization to which they are affiliated.

2. Rights and obligations of Staff who are Union members shall be governed by the Constitution. However, with regard to Article 17, Paragraph 2, Item ii) of the Constitution, the following shall apply.

- i) Staff shall not have the right to vote for or be voted for as a representative or Central Committee member.
- ii) The right to stand for election and be elected as an officer shall be for bodies above the one to which the member is affiliated.

(Rights that Suspended due to Punitive Measures)

Article 10 The rights that shall be suspended in the event that a person is subject to a suspension of rights punitive measure shall be as stipulated in Article 92, Paragraph 2 of the Constitution. In specific terms, they are as follows.

- i) Persons who are officers or committee members of any and all organizations shall forfeit that status.
- ii) The right to use the name of the NWJ and any ranks and titles of the NWJ shall be suspended.

(If it is imperative that in a certain situation such names and titles need to be used, the approval of the Central Executive Committee shall be required.)

- iii) Unless approved by the Central Executive Committee, the right to seek the application of the Rules and Regulations on Victim Assistance shall be suspended.
- iv) The right to support and promote a specified candidate for election to the position of representative, committee member or officer of an Enterprise HQ organization, or to engage in acts to oppose the election of such a person, shall be suspended.
- v) Other rights that the Enterprise HQ Executive Committee deems necessary to suspend in order to ensure the leadership and control of the organization, may be suspended with the approval of the Central Executive Committee.

(Contents of the Union Dues)

Article 11 Union Dues as stipulated in the Constitution refers to all items in Article 67, Paragraph 1, Items i) to iii) in the Constitution.

(Delegation of Authority to Approve Exemption of Payment of Union Dues and Procedures)

Article 12 The right to approve the exemption of payment of Union dues as stipulated

in Article 70 of the Constitution shall be delegated to the Executive Committees of Enterprise HQs and Branch Offices.

2. Enterprise HQs and Branch Offices shall report each month to the Central Executive Committee concerning the number of members who have been approved for exemption of payment of Union dues.

(Exceptions to Exemption of Payment of Union Dues)

Article 13 In the case that persons who are absent from work due to sickness, or absent without pay do not receive a salary in the month in question for payment of Union dues, and also for non-regular workers who are Union members, whose employment contract has expired in the month in question, the aforementioned members shall be exempt from payment of all dues set forth in Article 67, Paragraph 1, Items i) and ii) of the Constitution.

(Reporting and Approval of Settlement of Accounts)

Article 14 The settlement of accounts shall be reported to the closest National Convention, and approval shall be sought.

(Specifications of the NWJ Flag)

Article 15 The NWJ Union Flag shall have the following specifications.

i) Style of the Flag

The letter “U” in white and the letter “N” in bright yellow shall be interwoven on the center of a fresh blue background, with the name of the Joho-Roren (ICTJ) written in white in the upper left corner, and the name of the relevant NWJ organization right in white in the lower half of the flag.

ii) Size of the Flag

The flag shall be of a ratio of 100 (vertical) to 150 (horizontal).

(Special Representatives and Special Central Committee Members)

Article 16 The Special Convention representatives (Special Central Committee members) detailed in Article 19, Paragraph 3, Item ii) of the Constitution shall be the three senior positions of the Retired Group Central Committee.

(Election of Special Executive Committee Members)

Article 17 It shall be possible to dispatch members to other bodies and organizations, and also to place Special Executive Committee members for the purpose of promoting human resource development within the Union.

2. The selection of officers shall be decided through discussion in the Central Executive Committee.

(Use of the Name *Zendentsu*)

Article 18 The name *Zendentsu* shall be able to be used for the interim, and the Union shall possess usage rights.

Appendix 1-1

(Names, Locations and Areas of Jurisdiction of Enterprise HQs)

(Name)	(Location)	(Areas of Jurisdiction)
NWJ East HQ	Tokyo	NTT East and affiliated group companies. This shall be all corporate bodies concerned located in the following prefectures: Hokkaido, Aomori, Akita, Iwate, Miyagi, Yamagata, Fukushima, Ibaraki, Tochigi, Saitama, Gunma, Yamanashi, Kanagawa, Chiba, Tokyo, Nagano, and Niigata.
NWJ West HQ	Osaka	NTT West and affiliated group companies. This shall be all corporate bodies concerned located in the following prefectures: Toyama, Ishikawa, Fukui, Shizuoka, Aichi, Gifu, Mie, Osaka, Kyoto, Shiga, Nara, Wakayama, Hyogo, Okayama, Hiroshima, Yamaguchi, Tottori, Shimane, Ehime, Kagawa, Kochi, Tokushima, Fukuoka,

		Saga, Nagasaki, Oita, Kumamoto, Miyazaki, Kagoshima, and Okinawa.
NWJ Communications HQ	Tokyo	The place of business of NTT Communications Corporation and affiliated group companies.
NWJ Data HQ	Tokyo	The place of business of NTT DATA Corporation and affiliated group companies.
NWJ Docomo HQ	Tokyo	NTT DOCOMO, INC., and affiliated group companies.
NWJ, NTT Holding Company Group HQ	Tokyo	The place of business of NIPPON TELEGRAPH AND TELEPHONE CORPORATIO, NTT Comware Corporation, NTT Facilities, Inc., and affiliated group companies and The Japana Telecommunication Welfare Association.

Appendix 1-2

(Branch Office Units)

1. NWJ East HQ

(Name)	(Location)	(Areas of Jurisdiction, etc.)
NWJ Hokkaido Branch	Hokkaido	Hokkaido
NWJ Tohoku Branch	Miyagi	Miyagi, Aomori, Akita, Iwate, Yamagata, Fukushima
NWJ North Kanto Shinetsu Branch	Saitama	Saitama, Tochigi, Gunma Nagano, Niigata
NWJ South Kanto Branch	Chiba	Chiba, Ibaraki, Kanagawa
NWJ Tokyo Branch	Tokyo	Tokyo, Yamanashi, NTT-ME
NWJ East HQ Branch	Tokyo	NTT East and affiliated group companies

2. NWJ West HQ

(Name)	(Location)	(Areas of Jurisdiction, etc.)
NWJ Hokuriku Branch	Ishikawa	Ishikawa, Toyama, Fukui
NWJ Tokai Branch	Aichi	Aichi, Shizuoka, Gifu, Mie
NWJ Kansai Branch	Osaka	Osaka, Wakayama, Kyoto, Shiga, Nara, Hyogo
NWJ Chugoku Branch	Hiroshima	Hiroshima, Okayama, Yamaguchi, Tottori, Shimane
NWJ Shikoku Branch	Ehime	Ehime, Kagawa, Kochi, Tokushima
NWJ Kyushu Branch	Fukuoka	Fukuoka, Saga, Nagasaki, Kumamoto, Oita, Miyazaki, Kagoshima, Okinawa
NWJ West HQ Branch	Osaka	NTT West and affiliated group companies

Appendix 2

(Placement of Officers)

i) Criteria for placement of full-time officers.

1. Full-time officers shall be placed according to post and related duties, etc.

2. The specific posts and duties, etc., as well as placement quotas, shall be as follows.

(1) National HQ Officer 15 persons

(2) Three senior Enterprise HQ positions 2 persons each

(3) Executive Committee members at Enterprise HQs 2 persons each

(4) Branch Offices

① President and Secretary General 1 person each

② Vice President and Branch Manager in each prefectural area, except for areas where a Branch Office is located. 1 person

(5) Tokyo NWJ Group Liaison Council Secretary General (Vice President of Tokyo Branch Office) 1 person

(6) Other placements where deemed necessary.

ii) Quotas for placement of tenured officers

1. The quotas for placement of tenured officers at Enterprise HQs and Branch Offices shall be as follows.

- | | |
|---------------------------------------|-------------|
| (1) NWJ East HQ | 9 persons |
| (2) NWJ West HQ | 9 persons |
| (3) NWJ Communications HQ | 12 persons |
| (4) NWJ Data HQ | 12 persons |
| (5) NWJ Docomo HQ | 12 persons |
| (6) NWJ, NTT Holding Company Group HQ | 12 persons |
| (7) Branch Office under NWJ East HQ | 93 persons |
| (8) Branch Office under NWJ West HQ | 131 persons |

The placement quotas for the Branch Offices shall be entrusted to NWJ East HQ and NWJ West HQ.

iii) Revision of quotas

The revision of officer quotas shall be done after discussion in decision-making bodies.

Appendix 3

(Selection Criteria for National Convention Representatives)

1. The basic quota for representatives from each Enterprise HQ (excluding NWJ East and West) shall be four persons, with an extra representative added for each 1,000 organization members at the Enterprise HQ in question. If the number of members is less than 1,000 but 501 or more persons, then an extra representative may be added.

2. In the case of NWJ East and NWJ West Enterprise HQs, the basic quota shall be based on Branch Office units, with the number corresponding to the prefectural areas (prefectural unit). For Branch Offices that do not have any prefectural areas, the basic quota shall be one representative. In addition, an extra representative shall be added for each 2,000 organization members. If the number of members is less than 2,000 but 1,001 or more persons, then one extra representative may be added.

3. In addition, an additional framework for four members each from NWJ East and NWJ West Enterprise HQs shall be established, and NWJ East and NWJ West Enterprise HQs shall allocate these seats to Branch Offices.

Appendix 4

(Selection Criteria for Central Committee Members)

1. The basic quota for representatives from each Enterprise HQ (excluding NWJ East and West) shall be two persons, with an extra representative added for each 2,000 organization members at the Enterprise HQ in question. If the number of members is less than 2,000 but 1,001 or more persons, then an extra representative may be added.
2. In the case of NWJ East and NWJ West Enterprise HQs, the basic quota shall be based on Branch Office units, with the number corresponding to the prefectural areas (prefectural unit). For Branch Offices that do not have any prefectural areas, the basic quota shall be one representative. In addition, an extra representative shall be added for each 4,000 organization members. If the number of members is less than 4,000 but 2,001 or more persons, then one extra representative may be added. However, for Branch Offices with less than 2,000 organization members, one extra member may be added.
3. In addition, an additional framework for two members each from NWJ East and NWJ West Enterprise HQs shall be established, and NWJ East and NWJ West Enterprise HQs shall allocate these seats to Branch Offices.

Appendix 5

(Enrollment Form)

To the Executive President, Central Executive Committee, NWJ:

Enrollment Form

I, _____, hereby enroll in the All NTT Workers Union of Japan on this date, _____ (day) _____ (month) _____ (year). I will join my friends in working to advance the development of the Union.

Date:

Address:

(Home telephone number)

(Date of birth)

(Gender)

(Blood type)

Name:

Signature (Seal)

Affiliation

(All personal information provided will be handled and managed with the utmost care, based upon the NWJ “Declaration Concerning Handling of Information about Union Members.”)

Compiled February 2022.