

# The actions to secure building trust – Labor-management relation



# Social Dialog : **Bipartite and Negotiation**



Items	FY 2014		FY 2015		
	4th Quarter (Jan-Mar)	1st Quarter (Apr-Jun)	2nd Quarter (Jul-Sep)	3rd Quarter (Oct-Dec)	4th Quarter (Jan-Mar)
MIN Labor Relation	Salary Nego ▾	Union Elect ▾ Labor Day ▾	CLA Negotiation ↙ Working Calendar ↘		Bonus ▾ Salary Nego ▾

## Detail Schedule for :

- Human Resources
- Production
- Group Supplier
- Toyota Alliance
- Regional



## Labor Negotiation :

1. Collective Labor Agreement
2. Bonus
3. Salary Increase
4. Working Calendar



## The actions to secure building trust – **Labor-management relation**

- All Executives (Include President), General Managers, All union executives and Workplace union chief attend this conference (Total 323 people)
- Both company and union inform the contents of discussion to all managers and all union members by formal communication channel.



**Executive Bipartite  
(BOD with Labour Union)**



**Business Communication  
(BOD with All Managers)**

# The actions to secure mutual trust – **Communication route in Union** –

After the discussion, union communicate with union members to share the information in each level.

