

# Japan Airlines must be accountable!



Please send your views to JAL management

JAL Customer Feedback Desk 0120-25-8600  
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## The JAL Dismissed Workers Union (JHU)

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## A bipartisan group of lawmakers, academics and researchers are also calling for an early resolution of the dispute on the dismissal.

JHU has filed a petition for relief with the Tokyo Metropolitan Labor Commission against JAL and the Ministry of Land, Infrastructure, Transport and Tourism (MLIT) regarding JAL's unfair labor practices. A bipartisan group (Liberal Democratic Party, Constitutional Democratic Party, Democratic Party For the People, Japanese Communist Party, Social Democratic Party, The Wind of Okinawa, Reiwa Shinsengumi and the Independent) members of the Diet have stated that "JAL's dismissal is a human rights issue and a humanitarian issue." 24 members have submitted a request to the Labor Commission, and 27 have submitted a request to the JAL head office for an early resolution. In addition, 144 scholars and researchers have also submitted statements to JAL, the Commission as well as the Ministry (MLIT).

## JAL Dispute is a Struggle to Protect Workers' Rights, Safety and Peace

JAL has experienced a series of safety incidents.

On January 2, 2024, a collision between a JAL aircraft and a Coast Guard aircraft occurred. "Knowledge", "technology", "experience" and "teamwork" are important factors for safe transportation by air, and this is a lesson from a series of accidents in the past. The dismissal of "assertive workers" who are the "key" of the workplace is contrary to "safety in the sky."

We have also spoken out against the military use of civilian aircraft, such as transporting weapons and ammunition. Currently, the civilian airports in Kyushu, Okinawa, and the Nansei Islands in particular are being shared by the military, and "air safety" is threatened. The JAL dispute is a struggle to protect not only workers' rights, but also air safety and peace. Resolving the dispute will also lead to the establishment of safe operations and the restoration of lost trust from passengers.



We are demanding JAL for:

- ① Reinstatement of all the dismissed applicants
- ② Settlement Fee, and
- ③ Apology

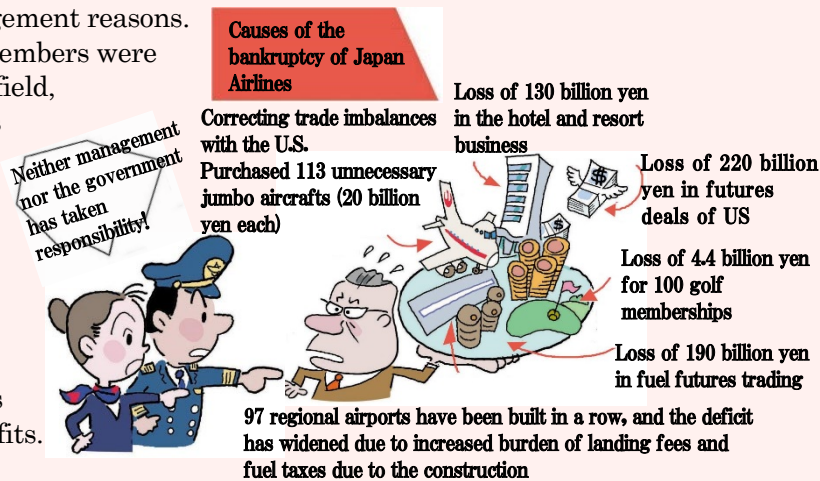
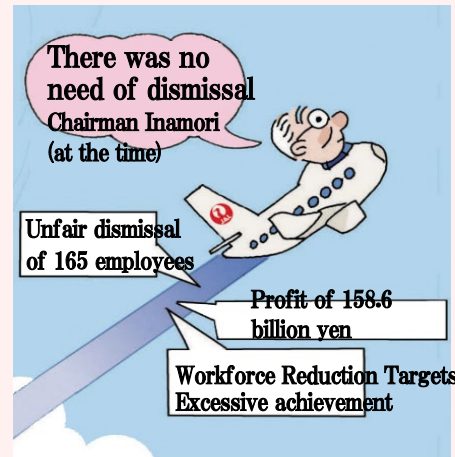
## Forced dismissal of 165 employees on the 2010 New Year's Eve

In January 2010, JAL went bankrupt and was proceeded for rehabilitation under the government's policy. In the process of rehabilitation, the company significantly achieved the target of reducing the number of employees in its "Rehabilitation Plan," and as of December 2010, operating income was 158.6 billion yen, 2.5 times the target. Nonetheless, on New Year's Eve, 81 pilots and 84 cabin attendants were dismissed based on age and sick leave records.

After the dismissal, then-Chairman INAMORI Kazuo stated at press conferences and court examinations that there was no need for dismissal for any management reasons.

The dismissed crew members were on the front lines of the field, working on safety issues and workplace improvements.

The dismissal of 165 employees was to go counter to safety in an attempt to eliminate assertive workers and weaken the labor unions in order to prioritize profits.



Persons who have been dismissed on the basis of age

Captain 55 years old or older

Co-pilot 48 years of age or older

Cabin crew 53 years of age or older



Intervention in the Union's strike vote condemned as unconstitutional by the Supreme Court

## Hiding job cuts and forcing dismissals

The JAL Group's Safety Report, which is required to be published under the Civil Aeronautics Act, also revealed that the number of pilots and cabin crew members was reduced by 735 more than the personnel reduction target of the "Rehabilitation Plan," which was far below the number of personnel required for safe operation. However, JAL did not disclose this figure at the time of dismissal and still would not release the actual figures. This is because if made public, it will become clear that there was no need for the dismissal.

## In addition to the large number of new hires, more than 70 foreign pilots will be hired in the future, but not a single dismissed one has been reinstated

Since its rehabilitation, JAL has hired more than 700 new pilots and 7,500 new cabin crew. In addition, it has been revealed that more than 70 foreign pilots will be hired in the future. However, none of the dismissed crew members have been reinstated to their original jobs. It is an international labor standard and common sense in the world that when a company that has reduced its workforce recovers and hires personnel again, it preferentially hires those who have been laid off. Regarding this international labor standard, which has been endorsed by the Japan government, JAL sets defiant, saying that it is "not stipulated in domestic law." The government has also left this situation as it is.

## It also violates JAL's human rights policy

JAL's Human Rights Policy stipulates that "When domestic law and international law differ, we will respect and pursue international law," but it has taken an attitude contrary to its own human rights policy. As a global company, this is unacceptable.

English



简体中文



Korea



Japan

