

JAL



Withdraw The Unfair Dismissal! Now It's 13 Years Since Then!

165 Employees were Forcibly Dismissed on New Year's Eve

Japan Airlines Co., Ltd. (JAL) went into financial failure in January 2010 due to the company's lax management. On New Year's Eve of that year, 81 pilots and 84 cabin attendants were unfairly dismissed under the pretext of redundancy. The Japanese government has been heavily involved in JAL's management failure and rehabilitation.

The criteria for dismissal were the captain over the age of 55, the co-pilot over the age of 48, the cabin attendant over the age of 53, and those who were absent due to illness. Experience is important when operating an aircraft, and there is no other airline company in the world that would dismiss the most experienced first. This is a complete disregard for safety. JAL doesn't show remorse for the fact that 744 people were killed in its aircraft accidents.

Unnecessary Dismissals! True intent is to dismantle labor unions

At the time of dismissal, the company made a profit of 158.6 billion yen, and had significantly exceeded its personnel reduction target. Although the matter was disputed in court, the management never disclosed the number of employees required at that time and that actually reduced. The court didn't ask the company to provide those figures, either. In addition, the Ministry of Land, Infrastructure, Transport and Tourism acquiesced that the JAL management did the dismissal without disclosing the number of personnel. It has become clear that the aim of this dismissal was to use the bankruptcy situation to "kill the labor union".

The unfair labor practice committed in the process of dismissal was condemned by the Supreme Court



While the labor union was negotiating with the company to retract dismissal, the official receiver lied to the labor union saying, “If you establish the right to strike, 350 billion yen necessary for rehabilitation will not be granted. Then, the company will go bankrupt,” to intervene in the union’s strike vote. This means that if 350 billion yen is not invested, the company will be bankrupted. This act was harshly condemned by the Supreme Court in 2016 as a “violation of the Constitution.”



International Labour
Organization

International labor standards were ignored! While hiring new employees, none of the dismissed employees were brought back.

JAL has hired 477 pilots and 6,325 cabin attendants since its rehabilitation, but none of the dismissed employees have returned to work. This ignores ILO Recommendation No. 166 (international labor standards), which stipulates priority employment for laid-off workers. This act goes against the JAL Group Human Rights Policy, saying that the JAL Group is committed to fulfilling its responsibility to respect the human rights of all people. As a global company, its social responsibility is being questioned.

We are looking for a satisfactory solution

Not resolving the dismissal dispute for 13 years is also a human rights violation (a humanitarian issue). We demand that the dispute be resolved as soon as possible so that workers’ rights can be restored and JAL becomes a company that puts safety first.

Your understanding and support will be appreciated.



The JAL Dismissed Workers Union
(JHU)

Mail: info@jhu-wing.main.jp

URL: <https://jhu-wing.main.jp/>

2023.12(rev)