



JAPAN
POSTAL
GROUP
UNION

JPGU



Friendship
Contribution
Creation

→ Message

President Usuki

In the wake of the privatization and corporate breakup of Japanese postal services that happened on October 1, 2007, Japan Postal Group Union (JPGU) was founded on October 22, 2007 with membership of 220,600. The JPGU's membership consists of those workers who are employed by the Japan Post Group and its affiliated companies.

The JPGU considers its most important mission is to pursue "true happiness of members" and to promote the "free and liberal labor movement". While one main goal of JPGU is to support the growth and development of Japan Post Group, our union's main emphasis is to ensure good working conditions and employment security for our members.

As for the East Japan Earthquake that occurred on March 11, 2011, we have received many kinds of supports and words of encouragement from overseas unions. I would like to show our deepest appreciation to you. JPGU continues to give its long-term support to revive and recover the devastated areas. In order to create better future for members, JPGU tries its best efforts to meet the challenges we face now: to achieve an organization of 300,000 memberships, to legislate postal reform bills, and others.

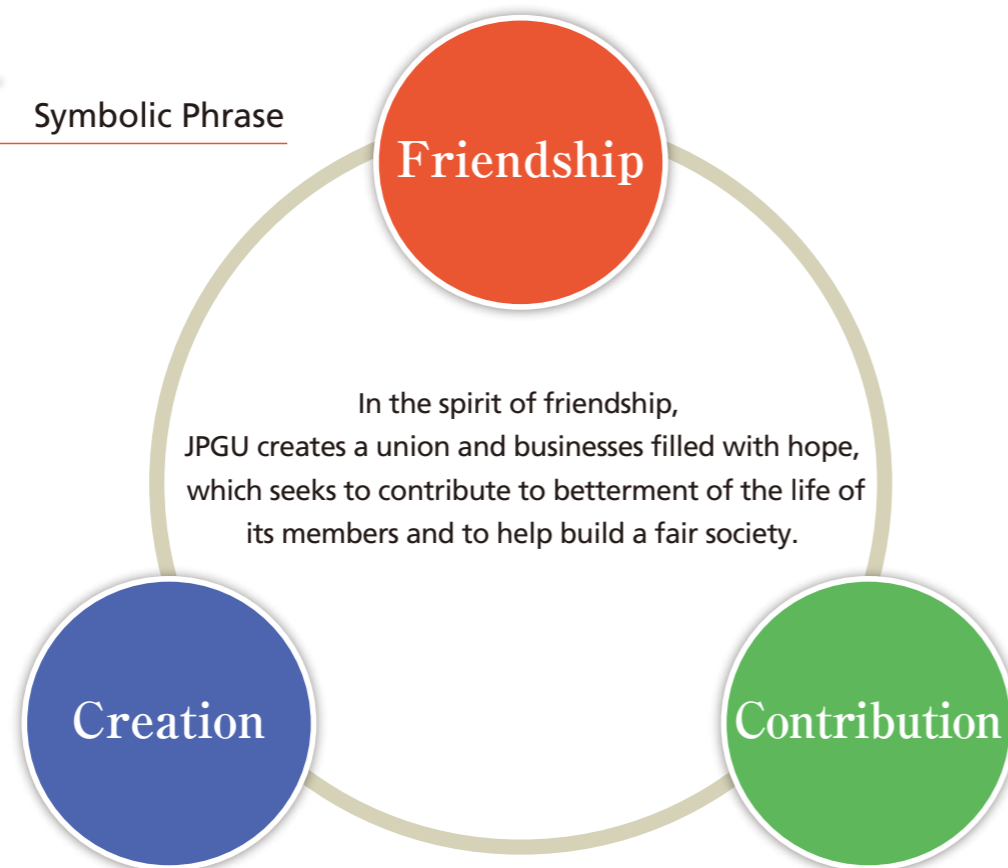


President Hiroshi Usuki

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→ Policy

Symbolic Phrase



Basic Principles

JPGU's **three** viewpoints

1 Reformist's viewpoint

- The attainment of political reform and a citizen-centered society
- The redressing of disparities
- The realization of a gender-equal society
- Contributing to local communities
- The promotion of contributing to social and volunteer activities

2 Entrepreneur's viewpoint

- Self-reformation toward the breaking up of corporations and the privatization of the Japanese postal services
- Business management to facilitate the integration of the Japan Post Group
- New labor movement linked with business activities
- Productivity improvement
- The development of an educational program

3 Trade unionist's viewpoint

- Developing the JPGU's labor movement with the input of union members
- The realization of good/improved working conditions after privatization
- Making a stronger and bigger union
- Cooperation with international union movements
- Better and stronger support for union members

1

Achieving the membership of 300,000

For the sustainable business development of Japan Post Group, the employment security and the better working conditions of JPGU members, JPGU needs to build up a strong union membership of 300,000. Achieving this figure is one of the priority issues to realize the "true happiness of members." Thus, JPGU is undertaking this purpose at full power.



PR poster for new members

2

Negotiation issues

JPGU and Japan Post Group have labor-management consultation committees in which the labor and the management understand and confirm group's management strategy and policy to have a sustainable development of the Japan Post Group with cooperation between the labor and the management.

In addition, JPGU has collected the opinions and requests from front-line workers and negotiate at the national level in order to improve their working conditions, the environment of workplaces, and so on.



The Submission of 2011 Spring wage hike demands to management

3

International Labor Movement and UNI

JPGU is affiliated with Union Network International (UNI) that consists of 900 unions and 20 million members across the world. JPGU president Usuki, serving as president of UNI-Apro Post and Logistics, and vice president of UNI-Liaison Council of Japan, is vigorously carrying out international labor movement with UNI colleagues from the global viewpoint.

In 2010, when the 3rd UNI world congress was held in Nagasaki, Japan, a lot of JPGU volunteer members joined to help that congress. JPGU continues to foster union members who are able to play active roles in the international trade union movement.



The Nagasaki Congress of Year 2010

4

Youth and Women

Youth Network

Members aged 30 and under belong to the "Youth Network." The role of "Youth Network" is to promote exchanges among youth members in each region and on a national level, and to foster future union leaders through educational and recreational activities geared towards the youth.



Women's Forum

The "Women's Forum" has been created to promote education and exchanges among female members. Through these activities, women members will be able to share with one another issues that are important to them. We believe that female involvement in union activities will enrich the JPGU movement.



5

JPGU Research Institute

JPGU has its own research organ where postal & logistics, finance, and labor policy issues are studied, the results are then published.



"JPGU Research" is released 4 times a year.



Public Relations

JPGU Bulletin #88 and #89

In order to present information about the updated JPGU's activities and JP Group business decisions, its bulletin is usually published on a bi-weekly basis.

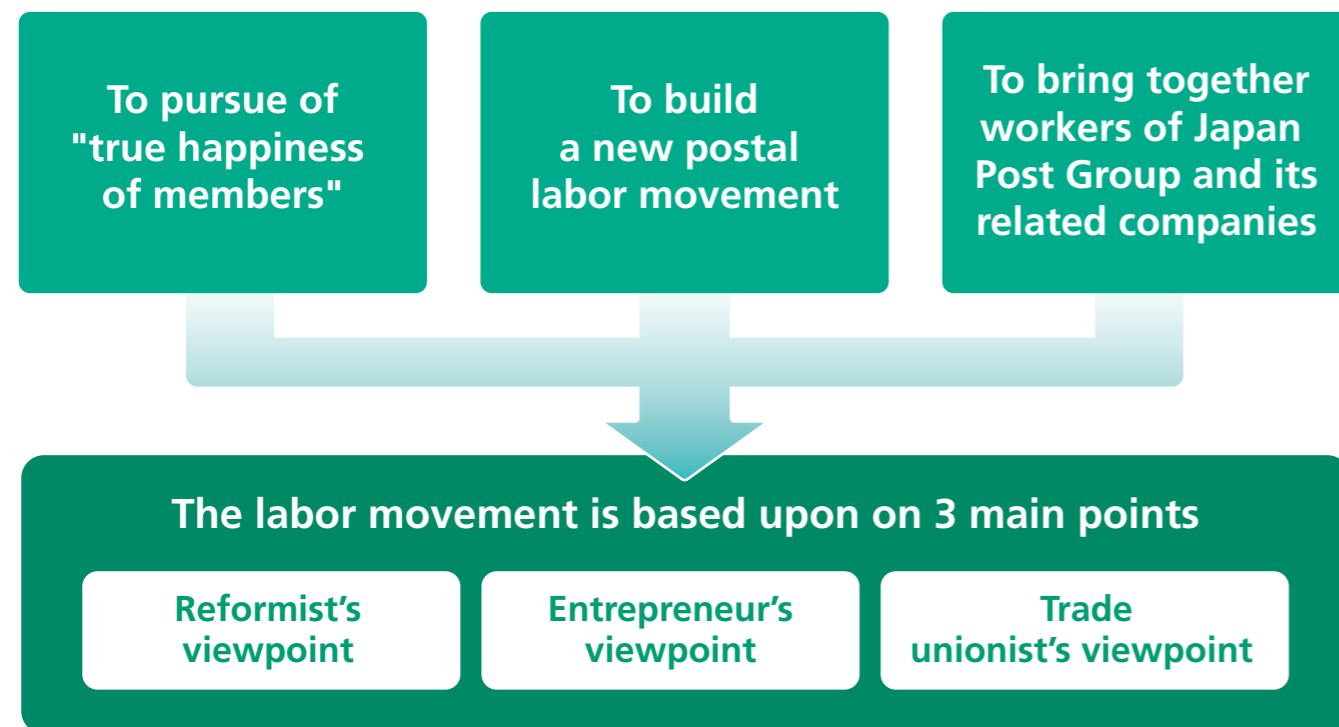
A members-only section of the JPGU website is also available, in which members are able to find updated bargaining information, and discover whether they are eligible for special accommodation-saving benefits.



JPGU website URL <http://www.jprouso.or.jp>

▶ The Creation of the JPGU and its roles

The creation of the JPGU labor movement and our goals



▶ Development of the JPGU's movement

- Improvement of union member services
- Constructing a new relationship between labor and management
- Better policy making and writing of better proposals by JPGU
- The JPGU's support of politicians and political groups friendly to our organization
- Achieving better balance between work and one's free time/home life
- The contribution to local communities

The creation of the **JPGU** labor movement and its specific development

▶ The challenges of the privatized Japan Post and its role in society.

Our goals for growth and development of Japan Post Group as an organization based upon entrepreneurship.

	The outlook of the privatized Japan Post	The development of JPGU movement
Stage of Creation Around 3 years since October 2007	<ul style="list-style-type: none"> ▶ The launching of 5 breakup corporations ▶ The establishment of the corporate foundations ▶ The approval of new businesses ▶ The various preparations for the stock exchange listings of Japan Post Holdings, Postal Bank, and Postal Insurance 	<ul style="list-style-type: none"> ▶ The redesign of our branches and the promotion of reconciliation and integration of the union ▶ The formation and penetration of JPGU movement ▶ The building of our union membership, aiming for a membership of 300,000 ▶ New labor-management relations ▶ Improving educational programs for union members ▶ Every 3 years there will be an evaluation of the progress of the process of the privatization of Japan Post Group
Stage of Reformation Around 5 years since April 2010	<ul style="list-style-type: none"> ▶ Enlistment ▶ Market evaluation ▶ Management considering stockholders 	<ul style="list-style-type: none"> ▶ Changes in the business management ▶ Achieving a membership of 300,000 ▶ Organizing the workers of Japan Post Group's subsidiaries and those of the union organization ▶ Fielding candidates from JPGU to the Upper House election ▶ Preparation for the UNI Nagasaki Congress
Stage of Growth Around 5 years since April 2015	<ul style="list-style-type: none"> ▶ The selling off of all state-owned shares of two financial units ▶ The partnership with various companies, and the expansion of Japan Post Group 	<ul style="list-style-type: none"> ▶ The creation of the cross-share holding system ▶ Securing group integrity

Stage of Preparation for Postal Reform

Postal Reform is still deliberating in the Diet. Thus, JPGU has been unable to make further movements based on the postal legislations. On the assumption of passing the law, we set up the period as "the stage of preparation for postal reform," during which time postal reform will be completed on the basis of postal laws. In the time of "the Stage of Preparation for Postal Reform," JPGU will renovate its movements corresponded to continuous issues carried over from "the Stage of JPGU' Creation, and add the following three new matters. They are the ambitious pursuit to (1) organize 300,000 members, (2) build labor-management relationship that works for both sides, and (3) create future postal services in mature society.

→ Organization

▶ Decision-making body and the executive organ

The activities of JPGU are carried out by Central Executive Committee based on determinations of the National Congress and the Central Committee.

National Congress

The Supreme-decision making organ (meets annually)



Central Committee Meeting

The Decision-making body, which is second in importance to the convention (meets biannually)

Central Executive Committee

A body to perform union operations
A secretariat was established under the organ.

Secretariat

Administrative/treasury Bureau
Planning Bureau
Organizing Bureau
Labor Policy Bureau
JPGU Research Institute

▶ Membership

JPGU

241,880

As of July, 2011

Japan Post Group

Membership in group companies

Japan Post Holdings	→	1,660
Japan Post Service	→	135,180
Japan Post Network	→	86,500
Japan Post Bank	→	9,740
Japan Post Insurance	→	4,870
Mail transportation companies	→	3,930

▶ Regional Organization

JPGU has 13 regional organizations which support local union members.

