

Labor Tribunal Act

(Act No. 45 of May 12, 2004)

(Purpose)

Article 1 The purpose of this Act is to establish a system of proceedings for civil disputes between individual employees and employers about whether or not a labor contract exists or about any issue involving labor relations (referred to below as a "civil dispute on labor relations"), in which a labor tribunal composing of a judge and persons with expert knowledge and experience in labor relations hears the case in a court of law upon petition by the relevant party, and goes through mediation if the labor tribunal believes the issue could likely be resolved this way, or renders a labor tribunal decision (meaning a decision to resolve civil disputes on labor relations of individuals in accordance with the circumstances of the case while taking into account the rights and interests of the parties; the same applies below) (such proceedings are referred to below as "labor tribunal proceedings"), thereby achieving fair, effective, and expedient dispute resolution taking into account the circumstances surrounding the dispute.

(Jurisdiction)

- Article 2 (1) Cases involving labor tribunal proceedings (referred to below as "labor tribunal case") are to be under the jurisdiction of the district court with jurisdiction over the location of the domicile, residence, business office, or any other office of the respondent; the district court that has jurisdiction over the location of the employer's place of business at which the employee actually works or has worked most recently based on the labor relations between the employee and the employer from which the civil dispute on labor relations arose; or a district court determined by an agreement between the parties.
- (2) Labor tribunal cases fall under the jurisdiction of the district court that has jurisdiction over the last place of domicile of the respondent (excluding juridical corporations or any other association or foundation) if the respondent has no domicile or residence in Japan, or the respondent's domicile or residence is unknown.
- (3) Labor tribunal cases in which the respondent is a juridical corporation or any other association or foundation (excluding a foreign association or foundation) are subject to the jurisdiction of the district court with jurisdiction over the place of domicile of its representative or any other principal person in charge of its business if it has no business office or other office in Japan, or the location of its business office or other office is unknown.

- (4) Labor tribunal cases in which the respondent is a foreign association or foundation are subject to the jurisdiction of the district court with jurisdiction over the place of domicile of its representative or any other principal person in charge of its business assigned in Japan if it has no business office or other office in Japan.

(Transfers)

- Article 3 (1) If the court finds that all or part of labor tribunal cases are not under its jurisdiction, it will, upon petition or by its own authority, transfer the case to a court with jurisdiction.
- (2) If labor tribunal cases brought before the court are under its jurisdiction and the court finds it appropriate in order to process the case, it may upon petition or by its own authority, transfer all or part of the labor tribunal cases to another court with jurisdiction.

(Agents)

- Article 4 (1) No person other than an attorney may serve as an agent in labor tribunal proceedings, except for an agent who can perform judicial acts under laws and regulations; provided, however, that if the court finds it necessary and appropriate in order to protect the rights and interests of the parties and ensure smooth progress in labor tribunal proceedings, the court may permit a person who is not an attorney to serve as an agent.
- (2) The court may rescind the permission granted under the provisions of the proviso to the preceding paragraph.

(Petitions for Labor Tribunal Proceedings)

- Article 5 (1) In order to achieve the resolution of a civil dispute on labor relations, a party may file a petition for labor tribunal proceedings with the court.
- (2) The petition set forth in the preceding paragraph must be filed by submitting a written petition to a court.
- (3) The written petition set forth in the preceding paragraph must state the following matters:
- (i) the parties and the statutory agents; and
 - (ii) the object of and reasons for the petition.

(Dismissal of Defective Petitions)

- Article 6 If the court finds that a petition for labor tribunal proceedings is defective, it must issue an order to dismiss the petition.

(Labor Tribunals)

Article 7 The court conducts labor tribunal proceedings under a labor tribunal composed of one labor tribunal judge and two labor tribunal members.

(Designation of Labor Tribunal Judges)

Article 8 Labor tribunal judges are designated by the district court from among its judges.

(Labor Tribunal Members)

Article 9 (1) Labor tribunal members, as provided for by this Act, participate in labor tribunals and perform the duties necessary for processing the case from a fair and neutral manner.

(2) Labor tribunal members are appointed from among persons who have expert knowledge and experience in labor relations.

(3) Labor tribunal members serve part-time, and in addition to what is provided for in the preceding paragraph, the necessary matters concerning their appointment and dismissal are prescribed by the Rules of the Supreme Court.

(4) Labor tribunal members are paid an allowance as separately provided by law as well as travel expenses, a daily allowance, and lodging expenses, at amounts specified by the Rules of the Supreme Court.

(Designation of Labor Tribunal Members)

Article 10 (1) Labor tribunal members in labor tribunals are designated by the court for each labor tribunal case.

(2) When designating labor tribunal members pursuant to the provisions of the preceding paragraph, the court must take into account the knowledge and experience of the members and any other relevant circumstances, and make careful consideration so as to ensure an appropriate composition of members.

(Disqualification of Labor Tribunal Members)

Article 11 (1) The provisions of Article 11, and Article 13, paragraphs (2), (4), (8), and (9) of the Non-Contentious Case Procedures Act (Act No. 51 of 2011) (excluding the parts concerning a challenge) apply mutatis mutandis to the disqualification of labor tribunal members.

(2) A judicial decision on the disqualification of a labor tribunal member is made by the district court to which that labor tribunal member belongs.

(Resolutions)

Article 12 (1) Resolutions by labor tribunals are made in accordance with the opinion of the majority.

(2) Labor tribunal deliberations are to be confidential.

(Leadership in Labor Tribunal Proceedings)

Article 13 Labor tribunal proceedings are led by the labor tribunal judge.

(Date for Labor Tribunal Proceedings)

Article 14 (1) Labor tribunal judges must specify the date for labor tribunal proceedings and summon the relevant persons to appear in court.

- (2) A court clerk must take notes that clearly indicate the outline of developments in the proceedings held on the date set forth in the preceding paragraph and record these on files on electronic data stored on a computer (inclusive of its input and output devices; the same applies below) used by the court (these files are simply referred to below as the court's "computer files", except in Article 26-2, paragraphs (2) and (3) and Article 26-3)).
- (3) If ordered by the labor tribunal judge, a court clerk must prepare an electronic record (meaning an electronic or magnetic record (meaning records used in computer data processing which are created in electronic form, magnetic form, or any other form that is otherwise impossible to perceive through the human senses alone; the same applies below) that a court clerk prepares pursuant to the provisions of this Act or any other laws and regulations for the purpose of recording or authenticating the form, content, progress, etc. of proceedings conducted on a court date or outside of a court date; the same applies in the following paragraph and Article 20, paragraph (7) and (8)) held on the date set forth in paragraph (1), as provided for by Rules of the Supreme Court.
- (4) When a court clerk prepares an electronic record pursuant to the provisions of the preceding paragraph, they must record it in the court's computer files as provided for by the Rules of the Supreme Court.

(Prompt Proceedings)

Article 15 (1) Labor tribunals must hear statements by the relevant parties and promptly arrange issues and evidence.

- (2) Labor tribunal proceedings must be concluded by the end of the third date of proceedings. except for cases where special circumstances arise.

(Private Proceedings)

Article 16 Labor tribunal proceedings are not open to the public; provided, however, that observation by certain individuals may be permitted if labor tribunals deem it appropriate.

(Examination of Evidence)

Article 17 (1) Labor tribunals may examine facts by its own authority, and may examine evidence as necessary upon petition or by its own authority.

(2) The provisions of Part II, Chapter IV (excluding Article 179, Article 182; the second sentence of Article 185, paragraph (1) and paragraph (2); Article 188, Article 189, Articles 192 through 195 (including cases where these provisions are applied mutatis mutandis under Article 201, paragraph (5); Article 210, and Article 216 of the Act)); Article 200, Article 202 (including cases where these provisions are applied mutatis mutandis pursuant to Article 210 of the Act), Article 206 (including cases where these provisions are applied mutatis mutandis pursuant to Article 210 of that Act) Article 207, paragraph (2), Article 208, Article 209, Article 215-2, paragraphs (2) through (4), Article 215-4, Article 224 (including cases where these provisions are applied mutatis mutandis pursuant to Article 229, paragraph (2), Article 231-3, paragraph (1), and Article 232, paragraph (1) of the Act); Article 225, Article 229, paragraphs (4) through (6), Article 230, Article 232, paragraphs (2) and (3), and Article 239) of the Code of Civil Procedure (Act No. 109 of 1996) apply mutatis mutandis to the examination of evidence.

(Burden of Costs for Successful Mediation)

Article 18 If mediation is successful, each party is to bear the costs that they have incurred for which no provisions have been made in the terms of mediation.

(Conclusion of Proceedings)

Article 19 When concluding proceedings, labor tribunals must declare this fact on the relevant date of the proceedings.

(Labor Tribunal Decisions)

Article 20 (1) Labor tribunals render decisions based on the rights and interests of the parties found as a result of proceedings, and in light of the developments of the labor tribunal proceedings.

(2) Labor tribunals may through decisions establish the relationship of the parties' rights to one another, order the payment of monies, delivery of objects, or any other payment of economic benefit, and may specify other matters that are considered to be appropriate for the resolution of the civil dispute on labor relations.

(3) An electronic tribunal decision (meaning an electronic or magnetic record of the main text of the decision, and the gist of the grounds for that decision; the same applies below) of a labor tribunal decision must be prepared and recorded in a computer file, as provided for by the Rules of the Supreme Court.

(4) The electronic tribunal decision (limited to one recorded in the court's computer files pursuant to the provisions of the preceding paragraph; the same applies in paragraph (5) below, paragraph (1) of the following Article, and

Article 23, paragraph (1) must be served upon the relevant parties. The labor tribunal decision takes effect once it has been served upon the parties.

- (5) Part I, Chapter V, Section 4 of the Code of Civil Procedure (excluding Article 104; the second sentence of Article 109-2, paragraph (2); and subsection (4)) and Article 255, paragraph (2) apply mutatis mutandis to the service of an electronic tribunal decision under the preceding paragraph.
- (6) If a labor tribunal finds it appropriate, notwithstanding the provisions of paragraph (3), it may render a labor tribunal decision by making an oral announcement of the main text of and reasons for the labor tribunal decision on a date of labor tribunal proceedings on which all parties appear, in lieu of preparing an electronic tribunal decision. In this case, the labor tribunal decision takes effect when it has been announced.
- (7) If a labor tribunal decision is made pursuant to the provisions of the first sentence of the preceding paragraph, the court must have the court clerk make a record of the main text of the decision, and the gist of the grounds for that decision in the electric record.
- (8) The electronic record referred to in the preceding paragraph (limited to those recorded in a file pursuant to Article 14, paragraph (4)) must be sent to the relevant parties concerned.

(Filing of Challenges)

- Article 21 (1) A party may file an objection with the court against a labor tribunal decision within an inalterable period of two weeks from the day on which the party was served with the electronic tribunal decision under the provisions of paragraph (4) of the preceding Article, or the day on which the labor tribunal decision under the provisions of paragraph (6) of that Article was announced.
- (2) If the court finds that the filing of an objection is defective, it must issue an order to dismiss the challenge.
 - (3) If a lawful objection has been filed, the labor tribunal decision ceases to be valid.
 - (4) If no lawful objection is filed, the labor tribunal decision has the same effect as a judicial settlement.
 - (5) In the case referred to in the preceding paragraph, each party is to bear, among the costs that the party incurred, those for which there are no provisions on the burden of costs in the labor tribunal decision.

(Constructive Filing of Actions)

- Article 22 (1) If a lawful objection is filed against a labor tribunal decision, an action on the claim made in the petition for labor tribunal proceedings is deemed to have been filed at the time that the petition for labor tribunal

proceedings was filed with the district court in which the labor tribunal case was pending when the labor tribunal decision was made. In this case, if Japanese courts do not have jurisdiction over that claim pursuant to the provisions of Part I, Chapter II, Section 1 of the Code of Civil Procedure, the action that is deemed to have been filed is to be dismissed.

- (2) A case for which an action is deemed to have been filed pursuant to the provisions of the preceding paragraph (excluding cases where an action is to be dismissed pursuant to the provisions of the second sentence of that paragraph) is under the jurisdiction of the district court set forth in that paragraph.
- (3) If it is deemed that an action has been filed pursuant to the provisions of paragraph (1), for the purpose of the application of the provisions of Articles 137 and 138, and Article 158 of the Code of Civil Procedure, the written petition set forth in Article 5, paragraph (2) is deemed to be a complaint.

(Nullifying Labor Tribunal Decisions)

Article 23 (1) If an electronic tribunal decision is to be served pursuant to the provisions of Article 20, paragraph (4) and any of the following grounds exists, the court must issue an order to nullify the labor tribunal decision:

- (i) a party's domicile, residence or any other place where the party is to be served is unknown (except for cases where service may be made under Article 109-2 of the Code of Civil Procedure as applied *mutatis mutandis* under Article 20 (5));
 - (ii) it is impossible to serve the relevant party pursuant to the provisions of Article 107, paragraph (1) of the Code of Civil Procedure as applied *mutatis mutandis* pursuant to Article 20, paragraph (5);
 - (iii) with regard to service that is to take place in a foreign state, it is impossible to employ the means prescribed in Article 108 of the Code of Civil Procedure as applied *mutatis mutandis* pursuant to Article 20, paragraph (5), or it is found to be impossible to serve the relevant party by those means; or
 - (iv) even after six months have elapsed since service was entrusted to the competent government agency of a foreign state pursuant to the provisions of Article 108 of the Code of Civil Procedure as applied *mutatis mutandis* pursuant to Article 20, paragraph (5), no document certifying that service has been sent.
- (2) The provisions of the preceding Article apply *mutatis mutandis* to cases where a labor tribunal decision is revoked pursuant to the provisions of the preceding paragraph.

(Closing of Labor Tribunal Cases Without a Labor Tribunal Decision)

Article 24 (1) If a labor tribunal finds that conducting proceedings is unsuitable for the prompt and fair resolution of a dispute due to the nature of the case, it

may terminate the labor tribunal case.

- (2) The provisions of Article 22 apply mutatis mutandis to cases where labor tribunal cases are closed pursuant to the provisions of the preceding paragraph. In this case, the phrase "before which the labor tribunal case was pending when the labor tribunal decision was made" in paragraph (1) of that Article is deemed to be replaced with "before which the labor tribunal case was pending when the labor tribunal case was terminated."

(Withdrawal of Petitions for Labor Tribunal Proceedings)

Article 24-2 Petitions for labor tribunal proceedings may be withdrawn in all or part before a labor tribunal decision becomes final and binding.

(Burden of Costs)

- Article 25 (1) If a labor tribunal case is terminated (excluding the cases prescribed in Article 18 and Article 21, paragraph (5)), and the court finds it necessary, it may, upon petition or by its own authority, issue an order to bear the costs for the case proceedings.
- (2) The petition set forth in the preceding paragraph must be filed within 10 years from the date the labor tribunal case was closed.

(Access to Hard-Copy Case Records)

- Article 26 (1) The parties to a case and any third party that makes a prima facie showing of interest in the case may file a request with a court clerk to copy the hard-copy case records, or to issue an authenticated copy, transcript, or extract of the hard-copy case records (meaning the portion of the case records excluding the electronic or magnetic case records in labor tribunal cases as prescribed in paragraph (1) of the following Article; the same applies in paragraph (2) below).
- (2) The provisions of Article 91, paragraphs (4) and (5) and Article 92 of the Code of Civil Procedure (excluding paragraphs (9) and (10)) apply mutatis mutandis to hard-copy case records.

(Access to Electronic or Magnetic Case Records)

- Article 26-2 (1) As provided for by the Rules of the Supreme Court, the party to the case and third party who has presented a prima facie showing of a conflict of interest may file a request with the court clerk to inspect something that, in the manner by the Rules of the Supreme Court, has been made to show the content of electronic or magnetic case records (meaning the part of labor tribunal case records recorded in the court's computer file pursuant to the provisions of this Act and any other laws and regulations; the same applies below in this Article).

- (2) As provided for by the Rules of the Supreme Court, the party to the case and third party that makes a prima facie showing of interest in the case may file a request with a court clerk to copy the information recorded in electronic or magnetic case records by using an electronic data processing system specified by the Rules of the Supreme Court (meaning an electronic data processing system that connects a computer used by the court and a computer used by the other person involved in the procedure via a telecommunications line; the same applies below) to record the information in a file stored on a computer that the person is using, or by any other means specified by the Rules of the Supreme Court.
- (3) As provided for by the Rules of the Supreme Court, the party to the case and third party that makes a prima facie showing of interest in the case may request a court clerk to issue a paper document containing the whole or part of the information recorded in an electronic or magnetic case record, whose content the court clerk certifies, by the means specified by the Rules of the Supreme Court, to give information identical to what is recorded in the electronic or magnetic case record; or to provide an electronic or magnetic record containing the whole or part of the information recorded in an electronic or magnetic case record, whose content the court clerk certifies by the means specified by the Rules of the Supreme Court, to give information identical to what is recorded in the electronic or magnetic case record using an electronic data processing system specified by the Rules of the Supreme Court to record it in a file stored on the computer that the party is using, or by any other means specified by the Rules of the Supreme Court.
- (4) The provisions of Article 91, paragraph (5) and Article 92 of the Code of Civil Procedure apply mutatis mutandis to electronic or magnetic case records.

(Certifying Information Concerning Labor Tribunal Cases)

Article 26-3 As provided for by the Rules of the Supreme Court, the party to the case and third party that makes a prima facie showing of interest in labor tribunal cases may request a court clerk to issue a paper document containing information concerning labor tribunal cases that the court clerk certifies by the means specified by the Rules of the Supreme Court, or to provide an electronic or magnetic record containing information concerning labor tribunal cases that the court clerk certifies by the means specified by the Rules of the Supreme Court, using an electronic data processing system specified by the Rules of the Supreme Court to record it in a file stored on the computer that the party is using, or by any other means specified by the Rules of the Supreme Court.

(Suspension of Court Proceedings)

Article 27 If an action is pending with regard to a case for which a petition for

labor tribunal proceedings has been filed, the court in charge of the case may suspend court proceedings until the labor tribunal case has been terminated.

(Immediate Appeals)

Article 28 (1) An immediate appeal may be filed against an order made under the provisions of Article 25, paragraph (1).

(2) An immediate appeal against an order made under the provisions of Article 6, Article 21, paragraph (2), Article 23, paragraph (1), and Article 25, paragraph (1) has the effect of a stay of execution.

(Filing Petitions Using Electronic Data Processing Systems)

Article 28-2 (1) The provisions of Articles 132-10 through 132-12 of the Code of Civil Procedure apply mutatis mutandis to petitions or other statements in labor tribunal proceedings (referred to as "petition, etc." in the following paragraph and the following Article). In this case, "service" in Article 132-10, paragraph (5) and (6) and Article 132-12, paragraph (2) and (3) of the Act is deemed to be replaced with "service or sending", the term "the proviso to Article 54, paragraph (1)" in Article 132-11, paragraph (1) (i) of the Act is deemed to be replaced with "the provisions of the proviso to Article 4, paragraph (1) of the Labor Tribunal Act, the term "Article 2" in Article 132-11, paragraph (1) (ii) is deemed to be replaced with "Article 2 of the same Act as applied mutatis mutandis in Article 9", and "Article 133-2, paragraph (2)" in Article 132-12, paragraph (1)(iii) of the same Act is deemed to be replaced with "Article 133-2, paragraph (2) as applied mutatis mutandis in Article 28-3 of the Labor Tribunal Act".

(2) The provisions of Article 132-13 of the Code of Civil Procedure apply mutatis mutandis to information included in documents, etc. (meaning a paper document, piece of writing, written material, transcript, extract, authenticated copy, duplicate copy, extra copy, or other piece of paper or tangible object bearing characters, shapes, and other such information that can be perceived using the human senses; the same applies in this paragraph)(excluding cases where the petition, etc. is filed in writing) that have been submitted in labor tribunal proceedings to a court pursuant to the provisions of this Act or other laws or regulations, or recorded in files copied from recording media containing electronic or magnetic records. In this case, the term "Article 133-2, paragraph (2)" in Article 132-13, item (iii) is deemed to be replaced with "Article 133-2 paragraph (2) as applied mutatis mutandis pursuant to Article 28-3 of the Labor Tribunal Act", and the term "Article 133-3 paragraph (1)" in Article 132-13, item (iv) is deemed to be replaced with "Article 133-3, paragraph (1) as applied mutatis mutandis pursuant to Article 28-3 of the Labor Tribunal Act.

(Concealing Parties' Domiciles and Identifying Information)

Article 28-3 The provisions of Part I, Chapter VIII of the Code of Civil Procedure apply mutatis mutandis to petitions in labor tribunal proceedings. In this case, the terms or phrases listed in the middle column of the following table that appear in the provisions of the Code of Civil Procedure as listed in the left-hand column of that table are to be replaced with the corresponding terms or phrases listed in the right-hand column of that table.

Article 133, paragraph (1)	party	The parties or intervenors (meaning persons who have participated in the labour tribunal proceedings pursuant to Article 11 of the Civil Mediation Act (Act No. 222 of 1951) as applied mutatis mutandis pursuant to Article 29, paragraph (2) of the Labour Tribunal Act; the same applies in Article 133-4, paragraphs (1), (2) and (7)).
Article 133, paragraph (3)	case record, etc. (meaning a case record or the record of a case in which there has been a petition for a disposition as referred to in Article 132-4, paragraph (1); the same applies in this Chapter)	labor tribunal case records
	inspection, etc. (this inspection, etc. of a case record, etc. means inspection, etc. of a case record, inspection, etc. of a non-electronic or magnetic record of a disposition on the collection of evidence, or inspection, etc. of an electronic or magnetic record of a disposition on the collection of evidence	inspection of labor tribunal case records (inspecting or copying, or issuing authenticated copies, transcripts, extracts, or reproductions of non-electronic or magnetic case records (meaning non-electronic or magnetic case records provided for in Article 26, paragraph (1) of the Labour Tribunal Act); inspecting or copying electronic or magnetic case records (meaning electronic or magnetic case records provided for in Article 26-2, paragraph (1) of that Act), or issuing documents or electronic or magnetic records representing all or part of the content of those case records)

Article 133-2, paragraphs (1) to (3), Article 133-3, paragraph (1) and Article 133-4, paragraph (2)	inspection, etc. of a case record, etc.	inspection, etc of labour tribunal case records
Article 133-2, paragraph (2)	in case records, etc.	in labor tribunal case records
Article 133-2, paragraph (5)	electronic or magnetic case records, etc. (meaning electronic or magnetic case records, or a part of the information recorded in a file contained in the records of a case for which the disposition under Article 132-4, paragraph (1) is filed; hereinafter the same applies in this paragraph and the following paragraph)	electronic or magnetic case records
	from the electronic or magnetic case record, etc.	from the electronic or magnetic case records
Article 133-2, paragraph (6)	the electronic or magnetic case record, etc.	electronic or magnetic case records
Article 133-4, paragraph (1)	a person, case records, etc.	a party or intervenor or a third party who has presented a prima facie showing of a conflict of interest may access the labor tribunal case records
Article 133-4, paragraph (2)	party	party or intervenor
	the case records, etc. are kept	the labor tribunal case records are kept
Article 133-4, paragraph (7)	party	party or intervenor

(Application Mutatis Mutandis of the Non-Contentious Case Procedures Act and the Civil Mediation Act)

Article 29 (1) Except as otherwise provided, with regard to labor tribunal cases, the provisions of Part II of the Non-Contentious Case Procedures Act (excluding Article 12 of that Act (including the cases where applied mutatis mutandis pursuant to Article 14 and 15 of that Act), and Articles 27, 40, 42, 42-2, 52, 53, 65, and 65-2 of that Act) apply mutatis mutandis. In this case, the

term "paragraph (2) of the preceding Article" in Article 31-2, paragraph (1) of the Act is deemed to be replaced with "Article 14, paragraph (4) of the Labor Tribunal Act"; the term "Article 42, paragraph (1) of the Non-Contentious Case Procedures Act" in Article 38 of the Act is deemed to be replaced with "Article 28-2 , paragraph (1) of the Labor Tribunal Act", and the term "paragraph (2)" in Article 43, paragraph (4) of that Act is deemed to be replaced with "Article 5, paragraph (3) of the Labor Tribunal Act ."

(2) The provisions of Articles 11, 12, 16, Article 16-2, and 36 of the Civil Mediation Act (Act No. 222 of 1951) apply mutatis mutandis to labor tribunal cases. In this case: in Article 11 of that Act, the terms "of mediation," "mediation committee," and "mediation proceedings" are deemed to be respectively replaced with "of labor tribunal proceedings," "labor tribunal," and "labor tribunal proceedings"; in Article 12, paragraph (1) of that Act, the terms "mediation committee," "for mediation," and "measure prior to mediation" are deemed to be respectively replaced with "labor tribunal," "for mediation or labor tribunal decision," and "measure prior to mediation or labor tribunal decision", , the term "Article 22" in Article 16-2, paragraph (2) of the Act is deemed to be replaced with "Article 29, paragraph (1) of the Labor Tribunal Act" ; and in Article 36, paragraph (1) of that Act, the term "the preceding two Articles" is deemed to be replaced with "Articles 31 and 32 of the Labor Tribunal Act (Act No. 45 of 2004)."

(Rules of the Supreme Court)

Article 30 In addition to what is provided for in this Act, necessary particulars concerning labor tribunal proceedings are prescribed by the Rules of the Supreme Court.

(Penalty for Nonappearance)

Article 31 If a person who has been summoned to appear by the labor tribunal judge in relation to a case does not appear without justifiable grounds, the court will fine that person with a civil fine of not more than 50,000 yen.

(Penalty for Noncompliance with Measure)

Article 32 If a party to the case does not comply with the measure ordered under the provisions of Article 12 of the Civil Mediation Act as applied mutatis mutandis pursuant to Article 29, paragraph (2), without justifiable grounds, the court will fine that person with a civil fine of not more than 100,000 yen.

(Criminal Disclosure of Confidential Deliberations)

Article 33 If a labor tribunal member or a person who was a labor tribunal member divulges any information with respect to the proceedings of

deliberations, the opinions of the labor tribunal judge and labor tribunal members, or the number minority or majority opinions without justifiable grounds, that member or person will be fined not more than 300,000 yen.

(Criminal Disclosure of an Individual's Confidential Information)

Article 34 If a labor tribunal member or a person who was a labor tribunal member divulges any individual's confidential information obtained in the course of their duties without justifiable grounds, that member or person will be sentenced to imprisonment for not more than one year or fined not more than 500,000 yen.