

## ＜宿舎問題第12号ビラ＞

# 北海道労働委員会に入居条件意向を通達！

6月27日北海道労働委員会での第3回調査期日（非公開）にて、國武審査委員長から「仲介による事案解決」の提案がなされました（詳細は前回第11号）。このうち2点目の「宿舎入居条件」に関する組合の意向を、7月20日に組合側代理人弁護士を通じ、北海道労働委員会と大学側代理人弁護士に通達しました。内容は、①新任教職員は希望者全員が入居できるようにする、②事情の如何では5年間の入居期限の延長を認めること、③現入居者（教職員）のうち希望者は入居期限（令和7年3月末）の延長を認めること、以上の3点です。組合は、宿舎廃止に関わる大学の「基本方針」のうち、入居資格の局限化（若手・女性・外国人の教員のみ限定）および期間限定の入居期限（5年間）の緩和、ならびに現入居者の居住継続を重視し、上記の意向を伝えました。

### 大学は「入居条件」に関する組合意向に具体的に回答せず

8月21日北海道労働委員会にて第4回調査期日（非公開）を開催。組合が7月20日に通達した「宿舎入居条件」に関する3点の意向（前述）に対して、大学はいずれの点についても具体的な回答を提示しなかった一方、第3回調査期日で國武委員長が提示した「仲介による事案解決」の1点目に関連して、廃止予定宿舎の現状説明資料を新たに提出しました（組合HPに掲載）。しかし、その内容はこれまで大学が行ってきた説明内容を超えておらず、個別宿舎の廃止理由を合理的・説得的に説明するものでないことは明白です。組合は9月初頭、大学に対し、現入居者に「基本方針」など宿舎廃止の理由とそれに関わる質疑応答の機会を十分に確保した説明会の開催を求める意向を伝えており、現在大学側の返事を待っている状況です。

### 大学に要望書を提出、これもゼロ回答！

組合は、7月5日に宿舎問題学習会（オンライン）の開催、同月に宿舎入居者全員を対象として大学への要望を尋ねるアンケートを行い、多くの方に協力いただきました。それらをもとに8月3日付で大学に対して、①世帯割徴取の共益費が入居者減少で大きく増加していることに対し補償措置を行うこと、②居住宿舎棟の過疎化による治安悪化に対し居住者との協議を通じた現状把握と早急な対応を行うこと、③上記2点の問題は入居率向上による改善が期待できるため、そのための経営努力を行うこと、④昨年8月に変更された管理会社の不作為によって入居者の日常的な管理業務負担が増大しているため、その軽減を図ること、以上4点を要望しました。しかし、行松理事名の9月7日付回答書では、①～③は係争中のため無回答、④に関して大学側は宿舎の管理業務には関わらないとの回答が示されました。

### 大学側アンケート、組合は透明性と公平性を要求！

さらに大学側は、9月5日付で「宿舎に入居の皆様へ」と題したアンケートを入居者に実施、廃止予定宿舎と存続宿舎に分けてアンケートを行っていますが、そのなかでは「廃止宿舎から存続宿舎への転居」、「存続宿舎でも入居期間の延長」などを示唆する内容が盛り込まれています。組合による労働委員会への申立てが今回の大学のアンケートにつながっていると理解でき、これらは入居者の「個別の事情」を考慮しようとする内容として注目しております。組合は、宿舎に住み続けたいという入居者の要望に依拠しながら、「個別事情の斟酌」が透明な過程で、かつ不当な差別を生まない公平なかたちで行われることに留意する必要があると考え、このアンケートの行方を注視しています。

引き続き組合は宿舎問題を重視し全力で取り組んでいきますので、ご理解・ご支援・ご協力をお願いします。

- 1 組合HP：大学側が提示した資料「基本方針（案）」「宿舎アンケート調査の結果」、組合が提出した「質問状」と大学側の「回答」、団体交渉での大学側の提供資料など一連の資料が掲載されています。
- 2 連続学習会「宿舎廃止問題について」過去3回分の映像資料はHPに掲載されています。

2023年9月14日 北海道大学教職員組合

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***The Union notified the Hokkaido Labor Relations Commission  
of our requests regarding occupancy requirements!***

On June 27, the third investigation date (closed to the public), Mr. Kunitake, the Chairman of the Examination Committee, Hokkaido Labor Relations Commission, proposed a "resolution through mediation" (details in the previous issue No. 11). On July 20, an intention of the Hokkaido University Workers' Union regarding the occupancy requirement was notified through the Union's attorney to the commission and the attorney representing the university. The notice was prepared based on the requests from residents of the staff housing, including non-Union members, during the past several months. The notice includes the following three points: (1) all new faculty and staff members who wish to live in housing should be allowed to do so, (2) the five years for use of housing should be extended under certain circumstances, and (3) current residents should be allowed to continue living in housing beyond the end of March 2025 if they so wish. The Union expressed the above intentions because of the serious concern about the university's "basic policy" regarding the abolition of the housing, which includes: [1] limiting the eligibility of residents (limited to young, female, and foreign-national faculty members); [2] the occupancy period (five years); and [3] forcing current residents to move out from the housings.

**The university did not respond specifically to the Union's intentions regarding "occupancy requirements"**

On August 21, the fourth investigation date (closed to the public) was held at the Hokkaido Labor Relations Commission. On this date, the Union's hope that the university would respond in some way to the three points of intent communicated to the university by the Union on July 20 regarding the "occupancy requirement" (see above) was frustrated, because the university did not prepare a concrete response to any of the points. On the other hand, in response to the first point of "resolution through mediation" presented by Mr. Kunitake as mentioned above, the university submitted a new document explaining the current status of the housings to be abolished (posted on the Union's website). However, the explanation provided does not go beyond what the university had previously provided and proves far from reasonable and persuasive for the abolishing of the individual housings concerned. In early September, the Union placed a request that the university should hold an explanatory meeting for current residents in order to provide sufficient opportunity for question-and-answer sessions on the reasons for the abolition of the housing, including the "basic policy" and other related matters, and is now waiting for a response from the university.

**Submission to the university of a written request, met by the university's insincere responses!**

The Union held a study session on the housing issue (online) on July 5, and also conducted on the same month a questionnaire survey of all housing residents to ask them about their requests to the university and received responses from many of them. Subsequently on August 3, the Union submitted a written request to the university, requesting a written response by September 7. The request mentions the following four points: (1) Compensation measures should be taken for the large increase in common service fees collected from households due to the decrease in the number of residents; (2) The university should take measures against the deterioration of public safety due to the depopulation of housing; (3) Since the above two problematic situations can be ameliorated through higher occupancy rates, the university should make managerial effort to increase the number of residents; and (4) To reduce the daily management burden on residents, which has increased after the change of the management company in August 2022. In the reply from the university issued on September 7th, the university made no comments on the issues (1)-(3), for the reason that they are currently in dispute. For the issue (4), the university stated that they do not handle the daily management of the faculty housing.

**A new survey by the university under way; the Union demands transparency and equity of the treatment!**

Meanwhile, on September 5, the university started a new questionnaire survey of all housing residents. Different surveys are sent to residents who live in the housing to be abolished, and those who live in the housing that will continue to be used. Remarkably, the survey mentions such options as: (1) moving from the one to be abolished to the one to be kept, and (2) the extension of the occupancy period. The Union considers that this new survey is related to the Union's application for mediation at the Hokkaido Labor Relations Commission. We are currently observing its course. In particular, we think transparency and equity are necessary in considering the individual situations of residents.

Just as before, the Union will continue dealing with the problems of staff housing to the best of its capacity, and be grateful for your kind understanding, support, and cooperation.

1. Union website includes the "Basic Plan" and "Results of Accommodation Questionnaire Survey," the "Questionnaire" submitted by the union and the university's "Reply," and materials provided by the university at the first round of collective negotiation.
2. Video materials from the study sessions "Abolishing housing" on Nov 22, 2021, Feb 28 and Oct 24, 2022 are available on our website.

September 14, 2023 Hokkaido University Workers Union

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