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Author(s)	-
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芳務パーパー（日本側封葉）

日本側抄寫(學務)

本信 在學中大

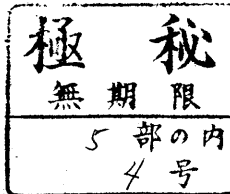
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December 2, 1970

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OKINAWA REVERSION - SOFA RELATED ISSUES

AGREED SUMMARY OF DISCUSSIONS

November 30 - December 2, 1970

Discussions between representatives of the U.S. Government and the Government of Japan concerning labor issues involved in preparing for the reversion of Okinawa were resumed in Tokyo on November 30 and continued until December 2, 1970. This memorandum summarizes the matters discussed and the disposition of each matter agreed to by the parties.

It was proposed by the GOJ side that discussions between representatives of the USG and GOJ continue in Tokyo at the diplomatic level, with USFJ and HICOMRY participation on the U.S. side, during the month of December in order to take advantage of the momentum established during the November 30 - December 2 talks, with the objective of reaching agreement by the end of the year. The U.S. side indicated agreement subject to the concurrence of the Embassy and the High Commissioner.

Severance Pay

The U.S. indicated its willingness to pay severance pay benefits to Ryukyuan employees of the U.S. Forces on Okinawa after reversion based on the sum of (a) an amount computed by applying the formula in effect on Okinawa on R-Day minus one to the period of pre-reversion service, plus (b) an amount computed by applying the formula in effect at termination to the period of post-reversion service. The U.S. side urged the GOJ to commit itself to supplementing this payment by contributing an amount sufficient to bring the Ryukyuan employee's post-reversion severance pay benefits to the same level as those of a U.S. Forces employee in Japan proper with the same rate of pay and the same total service. This was proposed on the basis that payment at full Japan levels would be necessary to achieve hondanami treatment in the severance pay area.

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There was some discussion of the U.S. proposal. On the basis of various assumptions, the GOJ side stated that U.S. side should make contributions towards severance pay benefits on and above the level indicated by the U.S. side as its own responsibility. The GOJ side did not give any assurance with respect to financial contributions in relation to this area of severance pay benefits. No conclusion were reached.

The U.S. side repeated its firm opposition to a cash pay-off of accrued severance pay benefits at time of reversion.

Administrative Costs

The U.S. side proposed that a new method be adopted for determining the extent of the U.S. contribution to the cost of the labor administration services provided by the GOJ. This was proposed in order to protect the U.S. from increases in administrative costs resulting from reversion, and to establish a reasonable relationship between U.S. costs and (a) the number of employees covered and (b) U.S. Government standards for staffing the personnel management function, without restricting the GOJ as to the organization or staffing of its own agency. Under the proposed method, the U.S. share of the total personnel expenses of the DFMA-PC-LMC's would be determined by applying a ratio of 1 labor administration employee to 100 U.S. Forces employees. In addition, the U.S. would continue to contribute for non-personnel expenses associated with labor administration on the same basis as in the past. The total U.S. payment for each Japanese fiscal year would be determined by negotiation between the parties prior to the beginning of the fiscal year, beginning with JFY 1972.

The GOJ side requested that pertinent data on U.S. administrative cost be provided, and that on-the-spot research by two DFMA labor administrative experts be permitted by the U.S. side before discussing whether or not the proposed U.S. formula per se is acceptable, since the validity of such formula could not be judged in the absence of such data and research.

Health Insurance Society

The U.S. proposed that a separate H.I.S. be established to cover Ryukyuan employees of the U.S. Forces after reversion, in recognition that levels of medical care and facilities on

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Okinawa were not comparable to those in Japan proper. The GOJ side stated it would take note of the U.S. proposal but was unable to discuss the subject further pending receipt of the results of policy studies being made concerning the whole area of social security within the GOJ in relation to reversion. It was agreed that the matter could be taken up in the SOFA Task Group Labor Subcommittee when the results of the study became available.

Hondonami Concept

The GOJ side, recalling that the application of the SOFA to Okinawa upon reversion without modification was agreed upon between Prime Minister Sato and President Nixon in the Joint Communique issued on November 21, 1969, pointed out the importance of expediting the start of military labor-related reversion preparations, such as establishment of appropriate offices as well as training of personnel, in order to bring about the realization of the Hondonami concept at reversion.

The U.S. side reminded the GOJ that realization of the Hondonami concept, including installation of an indirect hire system on Okinawa at time of reversion and consideration of requests for visits, studies, and other efforts preparatory thereto, would be contingent upon a satisfactory agreement between the two Governments with regard to limitations on the U.S. share of the administrative costs of the indirect hire system.