

interim measures of the All-China Federation of Trade Unions on the conclusion of collective contracts between the labor and management of private industrial and commercial enterprises.

On November 22, 1949, the All-China Federation of Trade Unions

Article 1 In order to correctly handle labor relations and resolve labor disputes, the Organizations organized by labor and management in all walks of life, according to the principle of equality and voluntary negotiation, sign collective contracts, which clearly stipulate the rights, obligations and working conditions of both labor and management, so as to give full play to the enthusiasm of employees and the enthusiasm of management for production and operation, and realize both the benefit of "development of production, labor and management".

Article 2 The collective labor contracts of all walks of life are written contracts for a certain period of time for the purpose of stipulating labor relations, and their main contents shall include the following items:

- (1) Employment and dismissal procedures;
- (2) Prescribe factory regulations and shop regulations
- (3) Wages
- 4) Working hours and holidays;
- (5) Issues concerning child labor of female workers;
- (6) Issues concerning labor protection and employee welfare, etc.

Article 3 To conclude a labor-management collective contract, the following principles and procedures shall be followed.

1. The following steps shall be taken by the labor and management parties to discuss and sign the collective contract:

A. The groups organized by the labor and management parties of various industries shall hold a plenary meeting or a representative meeting respectively, and the election committee shall draw up their respective draft collective contracts.

B. The labor and management parties shall elect an equal number of representatives who can represent the interests of the whole. According to the contract plan drawn up by both parties, the method of democratic consultation shall be adopted on the basis of equality and voluntariness. The labor bureau of the local people's government shall be invited to participate in the negotiation.

C. After obtaining the preliminary agreement, the labor and management parties shall convene a plenary meeting or a representative meeting to discuss and revise, and then submit the revised opinions to the representatives of both parties for discussion and negotiation, and obtain an agreement again.

D. In order to be responsible to all the representatives of each party, the representatives of both parties will submit the second agreement to the plenary meeting or the representative meeting held by both parties for discussion and approval, and then signed by the representatives of both parties and apply for the approval of the labor bureau for implementation.

2. When the collective contract is announced, the place of signing, the time, the names of both parties, the names of representatives, and the period of validity (that is, from a certain day of a certain month of a certain year to a certain day of a certain month of a certain year) shall be specified.

Article 4 After the collective contract is signed and approved by the labor bureau of the local people's government, it is applicable to all industries, industries, and all personnel of both parties that enter into the contract within the validity period, and must all abide by it.

Article 5 After the validity period of the contract expires, if both parties are still willing to continue to execute the contract, the two parties may appoint representatives to sign a contract extension agreement, and apply for an extension of the validity period after filing with the Labor Bureau. During the validity period of the contract, if either party proposes amendment or abolition for special reasons, it may be resolved through negotiation by representatives nominated by both parties. If a consensus cannot be reached, the labor bureau may apply for mediation or arbitration.

Article 6 After the general collective contract of a certain industry or industry is concluded, the factories and shops of each industry or industry may sign a separate collective contract for the enterprise, but the content of the collective contract shall not be consistent with the general collective contract of the industry. Contradictions of collective contracts and the consent of the respective trade unions and trade associations is required.

Article 7 The collective contracts signed by the labor and management of each factory and store independently may be declared annulled under any of the following circumstances:

- A. The contract expires.
- B. Factories and shops are closed due to irresistible disasters.
- C. Changed to business or downsized producers with the approval of the government.
- D. Both parties agree.

Article 8 These Measures shall come into force on the date of promulgation.

Article 9 The right to interpret and amend these regulations shall belong to the local military control committee during the military control period, and shall belong to the local people's government labor bureau after the military control period end