

|                 |    |    |    |    |    |    |    |    |    |     |     |     | 総計 | 構成比 |        |
|-----------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|----|-----|--------|
|                 | 1月 | 2月 | 3月 | 4月 | 5月 | 6月 | 7月 | 8月 | 9月 | 10月 | 11月 | 12月 |    |     |        |
| 11結成、運営・上部加盟    |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 12不当労働行為        | 1  |    |    |    |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 13労使関係          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 14その他           |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 15組合加入脱退        |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 労働組合関係          | 1  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 1   | 0.6%   |
| 21就業規則・雇用契約     | 7  | 6  | 8  | 3  |    |    |    |    |    |     |     |     |    | 24  | 15.4%  |
| 22雇用形態          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 23配転・出向・転籍      |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 24その他           |    |    |    | 4  |    |    |    |    |    |     |     |     |    | 4   | 2.6%   |
| 25一方的身分変更       |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 26派遣・人夫貸し       |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 労働契約関係          | 7  | 6  | 8  | 7  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 28  | 17.9%  |
| 31月例賃金未払・控除     | 1  | 6  | 4  | 4  |    |    |    |    |    |     |     |     |    | 15  | 9.6%   |
| 32不払残業・割増賃金     | 8  | 6  | 6  | 10 |    |    |    |    |    |     |     |     |    | 30  | 19.2%  |
| 33一時金・諸手当       |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 34最低賃金          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 35その他           | 1  | 1  | 4  |    |    |    |    |    |    |     |     |     |    | 6   | 3.8%   |
| 36賃上げ・賃下げ       | 1  |    | 1  |    |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 賃金関係            | 11 | 13 | 15 | 14 | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 53  | 34.0%  |
| 41週40時間・長時間労働   | 2  |    |    |    |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 42休日・休暇         | 1  | 1  | 1  | 5  |    |    |    |    |    |     |     |     |    | 8   | 5.1%   |
| 43年次有給休暇        | 6  | 2  | 7  | 7  |    |    |    |    |    |     |     |     |    | 22  | 14.1%  |
| 44その他           |    |    |    | 1  |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 45労働時間延長・短縮     |    |    |    | 1  |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 労働時間関係          | 9  | 3  | 8  | 14 | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 34  | 21.8%  |
| 51解雇・退職強要・契約打ち切 | 3  | 3  | 1  | 2  |    |    |    |    |    |     |     |     |    | 9   | 5.8%   |
| 52合理化・倒産・閉鎖問題   |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 53解雇予告手当        | 1  |    |    | 1  |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 54休業補償          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 55その他           |    |    |    | 1  |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 雇用関係            | 4  | 3  | 1  | 4  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 12  | 7.7%   |
| 61定年問題          | 1  |    |    |    |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 62退職金・退職手続      |    |    |    | 1  |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 63再雇用問題         |    | 1  |    |    |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 64その他           |    | 1  |    |    |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 退職関係            | 1  | 2  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 4   | 2.6%   |
| 71雇用保険・労災保険     | 1  | 2  | 1  | 1  |    |    |    |    |    |     |     |     |    | 5   | 3.2%   |
| 72健康保険・厚生年金     |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 73税金問題          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 74その他           |    |    |    | 1  |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 保険・税            | 1  | 2  | 1  | 2  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 6   | 3.8%   |
| 81労働災害          |    |    | 1  | 1  |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 82職業病           |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 83安全衛生          | 1  | 1  |    |    |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 84その他           |    |    | 1  | 1  |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 85PTSD          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 安全衛生            | 1  | 1  | 2  | 2  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 6   | 3.8%   |
| 91男女差別          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 92女性保護          |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 93セクハラ          |    | 1  |    |    |    |    |    |    |    |     |     |     |    | 1   | 0.6%   |
| 94嫌がらせ・パワハラ     |    | 2  | 1  | 2  |    |    |    |    |    |     |     |     |    | 5   | 3.2%   |
| 95その他           |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| 差別等             | 0  | 3  | 1  | 2  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 6   | 3.8%   |
| 991経営問題・労務管理    |    | 2  |    |    |    |    |    |    |    |     |     |     |    | 2   | 1.3%   |
| 992上記以外の相談      |    | 1  | 3  |    |    |    |    |    |    |     |     |     |    | 4   | 2.6%   |
| 993職業紹介・求人      |    |    |    |    |    |    |    |    |    |     |     |     |    | 0   | 0.0%   |
| その他             | 0  | 3  | 3  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 6   | 3.8%   |
| 合計              | 35 | 36 | 39 | 46 | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 156 | 100.0% |