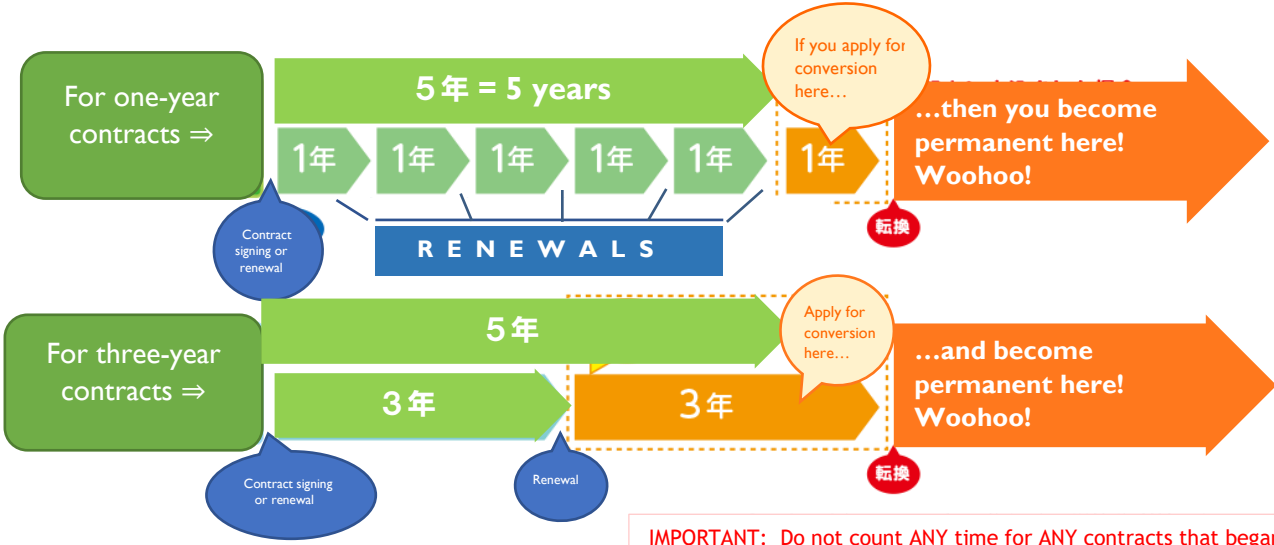


What is the **five-year rule**?  
 ...  
 It's a chance to make your employment permanent!



**IMPORTANT:** Do not count ANY time for ANY contracts that began before April 1, 2013. The clock started the first day of the first contract that began on or after April 1, 2013; and you can apply only after you begin a contract that will take you PAST the five-year mark.



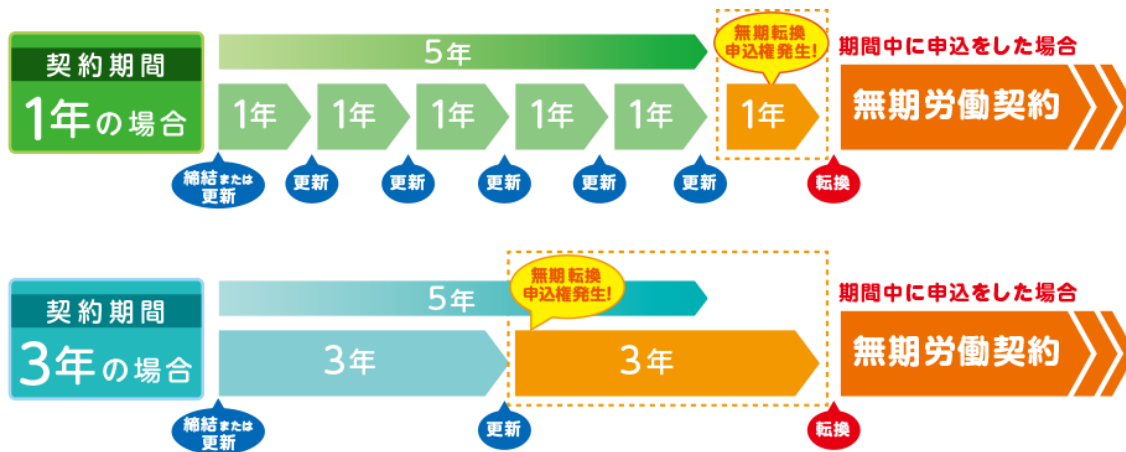
Non-renewing an employee right before she gains the right to convert to permanent status in order to skirt the five-year rule is a clear violation of the spirit of the Labor Contract Act.

Workers must challenge any employer who, just before the end of a fixed-term contract, unilaterally sets a maximum number of years or number of renewals, as such action is also clearly illegitimate.

If you find yourself in the period indicated by the light orange balloon above, then use the attached conversion form on page 3 to make yourself permanent and enjoy job security.

# 無期転換の ルールって？

詳しく教えて！



※平成25(2013)年4月1日以降に開始する有期労働契約が対象です



無期転換ルールを避けることを目的として、  
無期転換申込権発生前に雇止めをすることは、  
明らかに労働契約法の趣旨に反する行為です。

また、有期契約の満了前に使用者が更新年限  
や更新回数の上限などを一方的に設けることも、  
同様に無期転換逃れの不当な行為であり、労働  
者は異議を申し立てる必要があります。

全国一般東京ゼネラルユニオン (東ゼン労組)

If you are in a contract period that will take you *beyond* the five-year mark (and remember, the clock began on the first day of the first contract that began on or after April 1, 2013), then fill out the following form, sign/hanko it, copy it for your records, and hand it to your employer. For questions or comments, contact **Tozen Union** [info@tokyogeneralunion.org](mailto:info@tokyogeneralunion.org); [tozen.okunuki@gmail.com](mailto:tozen.okunuki@gmail.com); or call **09093636580**.

〒162-0801 東京都新宿区山吹町2-9-4 小  
久保ビル3B

全国一般東京ゼネラルユニオン (略称：東ゼン  
労組)

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労働契約法に基づく無期転換申込書

**Permanent Employment Conversion Form (as per Labor Contract Law)**

勤務先名 (Employer's name) : \_\_\_\_\_

申出日 (Application date) : \_\_\_\_\_

私は、現在の有期労働契約期間中に通算契約期間が5年を超えますので、労働契約法第18条の規定に基づき、期間の定めのない労働契約への転換の申し込みをします。

**My current employment contract will extend my total employment period beyond five years. I therefore herein apply for conversion of my current employment contract into a permanent contract based on Article 18 of the Labor Contract Law.**

名前 (Name) : \_\_\_\_\_

署名 (Hanko/signature) \_\_\_\_\_ 印

\*この申込書は、厚生労働省提供の「無期転換申込書様式例」に基づき作成されています。

**This application form was made based on the Sample Application Form for Conversion to Permanent Employment provided by the Ministry of Health, Labor and Welfare.**