

# Mediation Process

a party to the labor-management dispute applies for mediation

party shall submit written application to municipal/ county (city) competent authority

competent authority shall conduct mediation upon request of the applicant, by one of the following ways:

**assign a mediator**  
competent authority may commission civil organizations to assign a mediator

**organize a mediation committee**

mediator finds the facts

**A mediation committee:**  
A mediation committee shall have three or five members:  
1. the **chair** of the committee shall be the one designated by the municipal or city (county) competent authority  
2. One or three persons assigned by the municipal or city (county) competent authority / Two persons respectively selected by the parties to the dispute

mediation meeting  
record made by mediator

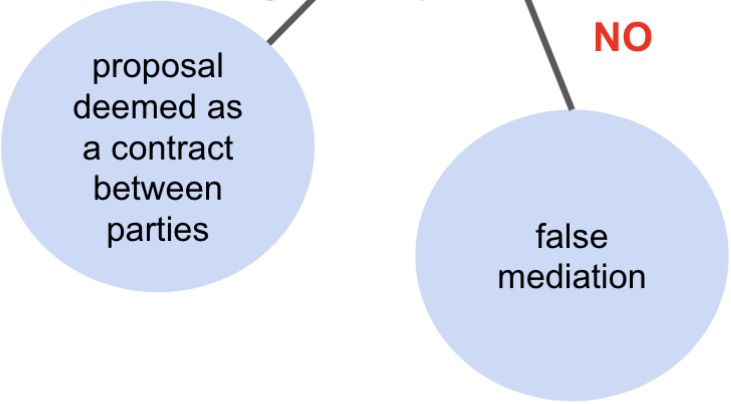
mediation committee members find the facts

mediation committee convenes a meeting

mediation committee members find the facts

mediation committee members submit fact-finding result and solution proposal during meeting

**approved proposal?**



**approved proposal?**  
proposal shall be made and approved by more than one half of the attending members

