



The Happy Monday that almost got away

Have you taken a good look at our calendars we use in the classrooms? This year they put the dates for the holidays in

English. Good try.

Too bad the March 20th Spring Equinox and March 21 Constitution Day (observed) missed the proof reader's attention unless we were celebrating Belarus March 15th or Netherlands March 29th. FYI Constitution Day for Japan is May 3rd; that IS a holiday in Golden week.

The union contacted MGT and was told the 21st wasn't a happy Monday. Begunto then contacted the president who had the matter fixed. A big thank you to Mr. Matsuo!

Don't forget you have to use the holiday by May 17th.



You can appeal your IPE within I month & the issue of requests & your pay increase

You can contest your scores within a month. If your MI didn't tell you your proper number of requests and you missed a higher pay grade by just a hair, you might want to bring it up with Mr. Mullen at HQ. Keep in mind that requests - both verbal and written - add to your score. Do you know how many requests you have? Most instructors don't seem to know.

When was the last time you were told of a request? How? Probably when you wanted to take a day off - that is a popular way MI's use to inform you. "Sorry, you have a request so we don't want to give you the day off." Huh? I had a request? First time I knew.

When the union asked MGT in a March 2016 CB why an MI would ask an instructor how many requests he/she has in an IPE when instructors clearly have no access to computers and no way to check, MGT responded that it was difficult to get the information, but MI have their own computers. In fact MGT at CB was not aware of the retrieval process to pull up that type of information. It contrasts a previous response to the same union demand.

According to MGT in a May 26th 2014 response: your requests are supposed to be prepared before the IPE according to MGT: "praise and concern files are kept in the employees' files. If an employee wishes to know how many requests they have they should ask the MI for this information. Please

understand that the MI may not have this information immediately but will be able to provide the information regarding requests received in a current IPE year quite quickly. We agree than in principle requests/praise should be made available to instructors in a timely manner... " So the MI should have prepared before the IPE so he or she can tell you. "In a timely manner" implies documentation.

If MGT is asking you for information they control and you have no way of knowing, clearly it is not transparent. Now ask yourself how many points did you miss the next pay raise by?

Change over to reduced lesson count contracts held over:

The company announced by memo in mid March that the new schedule changes which include work in break time being paid, and reduced lesson count for current contracts will be put on hold while MGT continues to negotiate with Begunto.

A few of the issues that the union is asking clarification of are: what duties would the company expect us to do in the 5 minute break.

For example would the MI have the right to say the student was 5 minutes late so make it up? No.

Would the MI have the right to say you must be standing at the door ready to go in as the bell starts to ring? No.

Can the staff slam you with reports and expect you to fill them out throughout your breaks?

According to MGT they will only expect us to do what they have been asking us to do, our break will pretty much be the same as now - so aren't they admitting we have always been working in the break?

Management in past has responded that they do not want to pay us 12.5% more for the break because it is not a revenue generating activity (for the company). What they are ignoring is it is an encroachment beyond our contracted work which expects more of the same work for the original rate of pay. (12.5% is 5 of 40 minutes.)



The error MGT has is to say that work they ask us to do in per lesson break time is only worth being compensated about 4% (90 yen) of our pay scale while they might give us 10% for your contracted work (because they reduced your working units by

about 10+%). The union wants to know why filling out a report, getting material or dealing with staff on a per lesson break is any less work and thus should be paid 60% less than in contract breaks. The union is asking for fair and equal treatment.

Computer crash on Monday and Thursday 7th and 10th of March

As many of you know, computers will crash. It seems we got a double dose this month.

Instructors found themselves being told that they could enter the information later on when the system came back on line - on their own time. A few asked for a method and were told to write the points down and give them to staff.

Overheated classrooms in Kansai puts your chocolate at risk!

A recent photo of a thermometer in a Kansai Berlitz classroom read that the room's temperature was at 29 degrees centigrade. In US temps that would be 84.2, just a wee bit cooler than being on the beach on Guam except you aren't on a beach in a swim suit but in class in a suit and tie. Hopefully MGT got this straightened out before White Day.



The CTL issue and Contract filling ratio:

Begunto has a labor management agreement outlining that 40/40 instructors be given 5 non teaching units. The spirit of this LMA was help preserve a number of per lesson lessons for teachers who earn in per lesson time. So those 5 could be travels, methods, meetings, prep time, methods to fill in your iPad after it crashes, etc. For example, Berlitz could have made those unpaid meetings into methods to discuss the upcoming 50/60 negotiated contracts they want to have in April at HQ in Bahamas.

In the last Collective Bargaining the union asked if they could see a week's schedules of Nihonbashi, Ikebukuro and Yurakucho to see if indeed the 5 units are being supplied.

The union's position is simple. If MGT isn't filling the 5, they can and use those units for "communication" that MGT says instructors are saying are so essential to continuing to improve business (which is also non-revenue).



The other issue is some teachers are noticing that CTLS aren't showing up on teachers' lines. They seem to hover on the MI's lines. There is an LMA

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concerning the fair distribution of CTLS when a student calls in between 3 pm and board fix to cancel.

At the March CB it was brought up that there are almost no preset CTLS anymore. If your MI is hogging the CTLS, let us know. It seems to be an issue in many Berlitz learning centers in Japan.

Bullying at Berlitz

Nobody likes a bully. Nobody trusts one either.

Your boss should be just that - your boss - professional, proactive and someone you are able to go to with a problem.

Your boss shouldn't be the problem. That isn't in the job description.

When your boss yells at you in front of other employees it's power harassment. Simple as that. It's illegal.

So if your boss is harassing you, document it. Record it. And if that doesn't seem practical at the time, follow up with an email.

If your boss walks up to you and quietly says, "I might not be renewing your contract." You can follow up with an email. Here is an example:

Dear Boss,

This morning you said something to me in the corridor and I'd like to clarify it.

You said "Your contract might not be renewed." May I ask why it was said and what was the context?

No meeting is necessary. Just let me know by email.

Thank you,
(your name goes here.)

And don't forget to put Mr. Mullen's email address in the cc (mmullen@lc.berlitz.co.jp) and add begunto1@yahoo.com. Begunto will keep track of how many of these emails stack up against certain Managers of Instruction.

Your job description says nothing about being a target for bullying.

Make it stop.

Stand up and report it!

Log in at the website and vote in the poll.

Berlitzuniontokyo.org

Upcoming Events:

***Next CB:** April 25th 11:30- 12:30

***Court date:** May 16 Monday at 11:30 for the unpaid work case.

***Union Assembly:** May 22, 4pm at Shimbashi.

***Shakai Hoken Verdict:** June 17th at 1:25 Tokyo District Court Kasumigaseki

