

# Begunto: Berlitz General Union Tokyo

To maintain and improve standards in the work place February 2013

## **Annual General Meeting (AGM)**

February 17, 2013 5:00 pm to 7:00pm  
Shimbashi Nambu Office

Agenda for Annual General Meeting

Officers Reports

Shop Stewards Reports

Old Business

Reinstatement of employees

New Business:

Settlement distribution

Shunto Demands for 2013

## **The Magic Minute**

The Union asked MGT to clarify break time - no work during unpaid break time? Though MGT said we aren't doing work, they do expect us to be ready to walk into the classroom as the bell rings. Getting books, returning cards and material and prepping/handing over is work related, yet it happens in a 120 second minute of break time?

## **There is No Teacher Shortage**

According to MGT, when asked why Other Language teachers are now being asked to teach English classes, MGT's response was they do not have a teacher shortage. They will use Other Language teachers for English lessons. The question that should be asked is will these teachers lose eligibility for a pay increase if their quota of lessons in one language taught isn't reached to qualify for a performance pay increase.

## **Pay Increases Effective January 18, 2013 to show up in February 28th Salary**

Our Labor Management Agreement was signed December 27, 2012. New wage rates go into effect from January 18, 2013. Begunto members will see the increase in the February salary.

## **Instructional Supervisors Get Rebranded**

The new title is Manager of Instruction. (IS to MoI /MI?) Some MI are asking if the change in title means they cannot unionize.

## **Managers of Instruction Can Unionize**

According to Berlitz lawyers at the Jan. 28, 2013 Shunto Collective Bargaining. MGT held to "no position on the subject" but said they do not tell IS/MI they cannot join a union. Those wishing to inquire can contact National Union of General Workers (NUGW) Nambu, which is our parent union or Begunto1@yahoo.com.

## **Travel Times to Ikebukuro Increased**

A recent memo listed travel time from Shinagawa to Ikebukuro going from one unit to two because the location of the new school was farther from the station. Do any other schools need an increase?

## **Travel Time Counts as 45 Minutes of Work Time not 40**

You might be making Shakai Hoken numbers and not know it. Policy 2.06 April 18, 2012 "one travel for each 45 minutes of travel time." 8 travels times the extra 5 minutes equals one extra 40 minute unit of work. It adds up.

## **Safety Drill Held January 30, 2013**

Begunto asked on January 28, 2013 that more teachers be included in the drill. The first person students see in an earthquake will be the teacher sitting across from them. What inspires confidence more than knowing where the emergency exits and safety areas are? Begunto feels safety drills should be more widely applied for them to be effective. If the drill falls in your availability, you should be paid to participate. How many people participated in your LC?

## **Phoenix Merger**

Recently Phoenix instructors have been integrated into Berlitz with new contracts and a signing of the Code of Conduct. Welcome to Berlitz!