

# Berlitz General Union Tokyo April 2013

## **Upcoming Events:** **CTLs come to Labor Commission:**

Case for Walter's reinstatement April 23, 10:30 Shinjuku Labor Commission

**Union Assembly:**  
May 26, 2013  
Shimbashi Nambu  
5:00 pm to 7:00 pm  
Shop Stewards urged to attend.

can be added to the board but they cannot be removed.

CTLs cannot be removed from the board and should be distributed among the teaching staff.

If you are interested, please politely ask your M.I. for the early printout.

You can find this LMA in the back of your Policy and Procedure book dated May 29, 2002. If the LMAs are not in there, have your Manager of Instruction print them up and put them in. This LMA provides transparency for teachers. (We printed it on the back of this newsletter.)

## **Labor MGT Agreement (LMA) for Quarterly Meetings:**

In the first Shunto Collective Bargaining this year, Begunto asked MGT to extend the Labor Management Agreement to Other Language teachers to give them the opportunity to discuss items/issues/problems they might have in their part of the company.

The LMA was signed back in 2001 and should be found in the back of your policy and procedure manual in the staff room. It gives local MGT and staff equal time in a single or double unit to discuss points of interest which could be pertinent to the running of the school. There is a set minimum formula for how many can receive payment, but more are allowed to participate.

If you have issues and want to discuss them in the quarterly meeting, ask your Manager of Instruction to set one up.

(See back of this newsletter.)

## **Pay Levels maxed out:**

Some instructors have hit the ceiling of pay levels, In short, no matter how well they perform, they will not receive any more pay increases.

The union sent in a demand for more levels of pay increase last year on July 5, 2012 and again on March 4 2013.

Last year there were 8 who had maxed out. The union would be interested to see how many now are close to maxing out or who have maxed out. If you are one of them, contact us at [begunto1@yahoo.com](mailto:begunto1@yahoo.com)

## **Begunto asks for a 2% increase this year for all employees:**

Given the trend that big business such as Honda, Nissan, Seven - i, and Lawson are all increasing employees' earnings, Begunto's demand for a 2% across the board increase in wages seems within reason.

The union is also demanding a 1 month bonus for each employee. (Many companies give 5.5 months.)

## **Work in your break time?**

At the last Shunto Collective bargaining, the union asked for clarification of the travel policy. The policy book states a travel is 45 minutes, but travels as units for Shakai Hoken are counted as 40 minutes. If a travel is 45 minutes, then after 8 travels it would equal 9 units of time, making it easier to qualify for Shakai Hoken.

If you have come close to making Shakai Hoken or were removed from Shakai Hoken, take a look at your pay sheets. Contact MGT about reviewing your numbers.

## **Travel Times too tight?**

Begunto asked MGT if the new schedules and relocation of Shibuya Toyoko station caused any travel delays. Contact MGT if it happens to you. Let them know which travels are too tight.

