

# Begunto: Berlitz General Union

## Newsletter April 2014



### Shunto Demands for 2014

1. Because of tuition increases and sales tax going from 5% to 8% Begunto demands a 3% base increase for all employees of seniority, performance and rank
2. One month bonus for all employees
3. Pay for work during non-scheduled work time
4. The company negotiate with and obtain the consent of Begunto before implementing any policy change or initiating any new policy
5. Company immediately re-enroll all teachers kicked off Shakai Hoken or private pension scheme
6. The company enroll all employees who wish to be on Shakai Hoken
7. The company pay five minute intervals before and after each scheduled unit of work at the instructor's unit rate
8. The company provide safety training for all employees
9. Raise pay scale ceiling

Our sister union in Osaka, Begun, is demanding 7% for their base up, while most Rengo based unions are seeing an increase in wages this year.

### Benesse taps McDonald's Harada for president's post (Japan Times Article)

McDonald's Holdings Co. (Japan) Chairman Eiko Harada is expected to become chairman and president of education service provider Benesse Holdings Inc., informed sources said Thursday.

Benesse Holdings was slated to make the decision at a board meeting in the afternoon, with Harada, 65, to take up the post following a general shareholders' meeting in late June, the sources said.

Harada will be tasked with shoring up the company's struggling domestic education service, accelerate overseas operations and expand its nursing care business, the sources said.

Benesse has yet to decide how to treat current Chairman Soichiro Fukutake, 68, and President Tamotsu Fukushima, 61.

As of Tuesday, Harada stepped down as chairman and president of McDonald's to be chairman with no rights to represent the firm. He became an outside board director of Benesse Holdings in June 2013.

As over half of Benesse Holdings' sales come from domestic education services, such as Shinkenzeni correspondence courses for children, its earnings have been hurt by the falling birthrate.

For the business year ending this month, Benesse Holdings projects group sales of ¥470 billion, up 4.4 percent from the previous year, an operating profit of ¥34.6 billion, down 9.3 percent, and a net profit of ¥19 billion, down 10.2 percent.

After being president of the Japan unit of Apple Computer Inc., which later became Apple Inc., Harada became head of McDonald's Holdings in 2004 and doubled as chairman in 2005.

<http://www.japantimes.co.jp/news/2014/03/27/business/benesse-taps-mcdonalds-harada-for-presidents-post/#.Uzc64Cj1v5o>

### Management misses deadline for unpaid wages

The LSO summoned Berlitz HQ staff to Mita and informed them they were in violation of Labor Standards Act (LSA) Article 24.

They were told to comply and pay the employee. The deadline was March 14 and Berlitz Japan missed the Labor Standards Office's imposed deadline. On Monday, March 17th, the union sent down a group to the LSO to file a complaint. Berlitz was informed that day by phone they had one more month to comply. That deadline has been extended to April 14 and they have been told to hurry up.

For those interested in joining in billing for unpaid overtime, the form can be found on the [berlitzuniontokyo.org](http://berlitzuniontokyo.org) website.

Try it for a week and see how much time you are not getting paid to work.

There is also a digital apple based template in "Numbers document"-apple based- that can be sent to you if you want to log it in by computer instead. Contact us through [begunto1@yahoo.com](mailto:begunto1@yahoo.com)

### Labor Standards Act and what it means to you

**Article 1** "Working conditions shall be those which should meet the needs of workers who live lives worthy of human beings."

(2) "The standards for working conditions fixed by this Act are minimum standards."

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Accordingly, parties to labor relationship shall not reduce working conditions with these standards as an excuse and, instead, should endeavour to raise the working conditions.” **Re-read that part carefully. MGT should be making our working conditions better.**

(Determination of Working Conditions)

**Article 2** “Working conditions should be determined by the workers and employers on an equal basis.” **You have the right to negotiate your time, and if your boss wants to change your schedule, you have the right to refuse.**

(2) “The workers and employers shall abide by collective agreements, rules of employment and labor contracts, and shall discharge their respective duties faithfully.” **Check the Labor management Agreements in the back of Policy and Procedure and Work Rule. See which ones pertain to you.**

**Article 15** “In concluding a labor contract, the employer shall clearly indicate the wages, working hours and other working conditions to the worker. In this case, matters concerning wages and working hours and other matters stipulated by Ordinance of the Ministry of Health, Labour and Welfare shall be clearly indicated in the manner prescribed by Ordinance of the Ministry of Health, Labour and Welfare.” **You do not have to float your contract. Your boss should ask you first. It’s your choice.**

**Article 24** “Wages shall be paid in currency and in full directly to the workers; provided, however, that payment other than in currency may be permitted in cases otherwise provided for by laws and regulations or collective agreement or in cases where a reliable method of payment of wages defined by Ordinance of the Ministry of Health, Labour and Welfare is provided for; and partial deduction from wages may be permitted in cases otherwise provided for by laws and regulations or in cases where there exists a written agreement with a labor union organized by a majority of the workers at the workplace(in the case that such labor union is organized), or with a person representing a majority of the workers(in the case that such labor union is

not organized).” **You should be paid for work done when service was rendered. If you did Kids Prep, you should be getting it the same pay period on the following. Let your manager know when you have to do extra work.**

**Article 32** “An employer shall not have a worker work more than 40 hours per week, excluding rest periods.

“An employer shall not have a worker work more than 8 hours per day for each day of the week, excluding rest periods. “

**Article 34** “An employer shall provide workers with at least 45 minutes of rest periods during working hours in the event that working hours exceed 6 hours, and at least one hour in the event that working hours exceed 8 hours.” **You do not have to travel, talk to staff, or prepare materials or do any other work related activity in your 45 minute lunch break.**

[http://www.japaneselawtranslation.go.jp/law/detail\\_main?re=&vm=4&id=5](http://www.japaneselawtranslation.go.jp/law/detail_main?re=&vm=4&id=5)

## Quarterly Meetings-every 3 months

We are now in April, did you get your first quarterly meeting done yet?

It allows you a venue to speak about issues at work. Instructors are allowed 50% of the time to speak about issues.

It’s a guarantee under Labor Management Agreement. If you have questions take a look in the Policy and Procedure book or Work Rules in the back. It is dated June 19, 2001.

If lessons are down, it’s a good way to fill a contract space.

## About Begunto

Begunto is a voluntary union which represents the interests of employees with the Tokyo Berlitz scope of operations.

Employees at Berlitz are free to join as long as they are not managers. Managers are allowed by law to form their own union to represent their own interests

If you would like to join Begunto, you can find applications on line at our web site, [berlitzuniontokyo.org](http://berlitzuniontokyo.org) or you can contact us at our email.