

A union demand is for Berlitz to pay for work in the 5 minute student break NOW.

Does management respect or appreciate your work? What do they really think about the work you do?

Asked why management won't immediately pay for work done in the student breaks, (logging in, getting textbooks, planning lessons, returning materials, confirming last point, handing students over, etc) Michael Mullen said, on the record, "it's not considered work." (44th min.) He added "it's like putting a tie on when you get to work. These are certain things that must be done" (46th min.)

Do you know anybody who puts on a tie 8-10 times a day? Additionally not all employees have to wear a tie.

If you have comments or questions to HR, the email address is mmullen@lc.Berlitz.co.jp

Berlitz's plan to pay for the work in the break in the future.



Berlitz has announced that they will pay for work done in the future (initiated by 2 union members reporting the situation to the Labor Standards Office 3 years ago), in contract time by reducing your weekly contract units from 35/40 to 31/36 or from 40 to 36 units, etc, while keeping the same monthly salary. The company stated that employees will not have to sign a new contract for these changes to go into effect. The union has asked management how, legally, they can unilaterally change the conditions in a signed contract without having the employee sign. for the changes. If management wants to eliminate units at times you don't agree to, (maybe you'd like them to give you a shorter day or maybe you want to keep 40 units and get a higher monthly salary) why isn't your consent needed? They are altering the details in a signed contract.

Pay for work done in breaks in contract time vs. per lesson time.

Management said that in the future, contract employees will benefit about 10% per contract unit when the company reduces weekly contract units from 35 to 31, from 40 to 36, from 20 to 18, etc, while monthly base rates stay the same. Asked what the benefit will be for out-of-contract or Per lesson units, management said ¥90 or 4% per unit. The union has asked management to explain why the increase is 10% in contract time but then maybe 45 minutes later you're only getting a 4% increase in per lesson time while basically doing the same thing in the breaks on both units. Management said they would get back to us about this.