

# Begunto Newsletter June 2014



## **MGT hints at new 45 minute lessons**

June 2, 2014 Collective Bargaining Berlitz stated through their lawyers that Berlitz is looking into a new 45 minute lesson.

It would seem by this response that MGT is fully aware that we are working in our breaks. Instead of just paying us, they want to restructure our contracts and working conditions.

We will let you know the next date for collective bargaining. If members wish to come and make their opinions known, please do so. Non-members are also welcome to sit in and listen.

## **What you don't know can hurt you**

Did you know that when a student is entered into Cosmos, our new computer system, there is a section that has preferred and "delisted" (disrequest sounds so negative) instructors?

The union thinks if teachers are preselected (that is when the staff deals with new students) then those "pre-selects" should be treated as de facto requests so they go on the IPE for a better score. Better score = better pay. (Here are some reasons for this - a genuine request might be harder to get if you are selected away from a student. Also the student knows they don't have to request you, you won't get requested either.)

You should also know why you have been delisted from a student - and who delisted you - it is an interference in your wages.

The union thinks this preselection is open to abuse and that's why we just sent in a demand for selection transparency. MGT has told us time and time again that seniority, evaluation, performance and rank are what determine lesson distribution. Preselection doesn't belong in the equation.

According to MGT's recent response on request notification, you have the right to ask you MoI which students have requested you. And you should. It should be in your record as well. We have an LMA on that.

## **Summer Bonuses according to Nikkei on June 25th are up!**

The average summer bonus is 818,340 yen this summer. That is an increase of 5.9% from last year. Toyota for example was 1,370,000 yen for their bonus. Department stores gave their employees an increase of 3%.

What are most people doing with their bonuses? 61% responded they would save some of their money, 48.6% said they would use part of their bonuses for trips. 25.5% said they would use it for shopping.

What about you - if you had gotten a bonus this summer what would have done with it?

## **Citi Bank ends special deal with Berlitz this summer**

If you didn't get the notification, the Citi Bank program for special fees waivers for Berlitz employees ends in June. Fees and requirements will revert to the old standard Citi Bank user agreement.

## **Shakai Hoken - why aren't the numbers prorated?**

The quota to remain on Shakai Hoken is 176 units per month- any month. And the quota to join is 198.

On average the 176 number breaks down to 8 units if it is a 22 work day month. ( 9 units if it is the month you join.) What happens when you have 4 holidays in a pay period like April 18- May 17?

The quota is not pro-rated for when there are holidays. This works to the company's benefit - you might have to work on those holidays to make your numbers for the month.

## **New national holiday**

August 11, Mountains Day was proclaimed a national holiday this year. It goes into effect as of 2016. It helps make the Obon holiday vacation a bit longer for the average employee.

(Berlitz does not have a summer/obon holiday.) Since it is a time that Berlitz usually has campaigns, the company will



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probably see an added benefit of (New National holiday continued)  
an extra day where students can free up their schedules to come in for bonus lessons.

## **Labor Standards Office update**

The LSO has told Berlitz to define what it is Berlitz considers work. So far the LSO has received 7 months of documented work in break forms (called Nippo) from one member.

Several other instructors filed or are in the process of filing claims with the company. If you are interested, you can get the forms on our website. [Berlitzuniontokyo.org](http://Berlitzuniontokyo.org)

Berlitz was told they are in violation of Article 24 back in January. According to the LSO inspector, Berlitz claims all work could have been done in the lesson time or as the bell rings for class. The company position is instructors should simply take text/materials when heading to the class. If it takes a little extra time, it shouldn't be a problem. However we are evaluated on a full 40 minute class.

What about returning that material and iPad? You cannot just walk out the building with the student at the end of the day/lesson and leave text and iPad on the classroom table. Carrying everything back and putting it away is also work.

Instructors are defined in their work according to the IPE/Certification in various activities that require work in unpaid break time. For example, you can be adversely evaluated for not speaking to staff on a break - "needs development."

The LSO gave Berlitz until June 20th to submit their list of work required in the break.

## **Understanding the process of termination-**

1.05 Termination Policy and 4.06 Disciplinary Policy of the Policy and Procedure deal with this. It starts with verbal warnings and progresses to written warnings and to suspensions and eventual termination.

Union members are given the right to have a union member represent their interests in their disciplinary meeting. It is in LMA 2002/9/11.

If you think you have a problem at work...  
Check the work rules - they tell you what your contractual expectations and obligations are (yearly basis).

Then check the policy and procedure manual - that tells you what to expect in the day to day running of the LC and how work rules are applied.

If you have a problem, go to the staff room and look through the books, if your IS/MI cannot help, go to your DMI and then contact HQ personnel. It is best to do it in email form to keep a record of what transpires. From there if you still have problems, if you are a union member, you bring it up with your shop steward or your executive ([begunto1@yahoo.com](mailto:begunto1@yahoo.com)).

If not a union member, you can go to the ethics hotline website to see if they are willing to involve themselves.

**Emergency info-** will be worked into IPE - This was a union demand for follow up info/info update. It has been a union demand since the earthquake in 2011.

## **Ian Hendricks passes away.**

Ian was employed at Shin Aoyama. Some of you might have met him on travels. Our condolences go out to his family and friends.

## **Death benefits Policy**

Instructors can go into the Policy and Procedures book and find out the scope of benefits which are covered in the event of accidental death or death by sickness.

## **MGT response to paid overtime.**

The union will post the response to MGT's responses to our demands separately from this newsletter.

## **MGT response to Shunto**

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