

Begunto Newsletter Autumn 2015



Employee dissatisfaction....MGT asks us why? You have seen the memo. Surprising.? MGT isn't addressing issues like transparency, fairness and remuneration.

Transparency: Labor Management Agreements (LMA) used to be in the backs of Policy books. They have been removed at several LCs. (Can you find yours?) We asked MGT about it, nothing was done. The LMAs are employee safe guards. There are a few which "cost" the company money- the LMA on 13 or more students in a charter group out service specifies a bonus to be paid- good to know if you teach at universities or schools or large companies; quarterly LC meetings with staff and teachers; etc.

Fairness: Plays a big part in company's keeping employees.

Policy application should be done fairly. That is the basic concept- that you have rules which apply to all. When that doesn't happen at the local level you should go to your District Manager of Instruction or up to HQ HR and verify/complain about the issue. If they don't hear about it, it doesn't exist. It's that simple.

Paying for work done: Employees suing Berlitz for back wages- a court case means beaucoup dissatisfaction.

IPE/TPE specifically state and evaluate you on expected work done before and after the class. Work is evaluated, it should be paid. MGT says it will be paid in the new contract scheme but not before. Has our work suddenly changed? No. There is an

expectation of work, communication & preparation before & after class and in breaks.

This leads into reduced travel time. MGT is cutting costs. It doesn't speak well for the customer when MGT starts saying the travel works "on average" - that's what we use. That means there are times the travels are too tight and who gets blamed? The teacher. Who's unhappy? The student. Who gets documented? The teacher.

In an out service when we asked MGT to go with us to demonstrate how short the travel was, the response was "not wasting their time" but its ok for us to use ours each week for free/ for the company bottom line?

Floating contracts which legally should be fixed: under Japanese law your contract is supposed to have fixed times and a 40/40 contract is 40 units in 40 time slots, not 40 in 50 or 40 in 60.

Your lessons should be in the same time slots each week. That is all the company can legally ask of you. You have the right to refuse to move your contract.

C o u r t c a s e November 19, 2015

at 10:30 22 union members laid claim for back payment of wages.

The union is being represented by Mr. Yoshida who was head of our legal defense



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team back in the 2008 lawsuit when the union struck and the company sued us and lost.

Next Collective bargaining is Dec. 7, 2015 at Shinjuku from 3:00 to 4:30pm: This collective bargaining is to discuss the proposed changes to the new contract MGT wants to push through. They now say they want to have the new contracts in place by March of 2016.

The new contracts will have a great impact on your ability to earn per lesson wages. If you are a per lesson teacher it could affect you most of all, if you are a contract type instructor you could see many of your lessons falling away to the newer contracts of 50/60.

It would be in your best interest if you work in per lesson time to attend collective bargainings so you can hear what MGT has to offer and give the union feedback.

Jimmu sessho - MGT asked for points to negotiate, we asked for current MGT points to be clarified so we can bring these to our members. MGT finally got back to us.

Christmas /New Year's holidays - if you are planning your vacation, the memo has been posted. Ask you MI if it isn't.

If you go into a meeting- record it. The company has microphones in every room. You should keep a copy for your own reference. When you need to confirm something, do it by email. You will find that sometimes when you ask, the problem goes away.

You are not required to answer your phone in your time off: Your

phone. Your own time.

Do we need to say any more? If your boss complains that you do not answer your phone, ask for the complaint to be emailed. There is no reason to be harassed or evaluated on your free time.

New Customer surveys: Have you seen the small forms? They are being piloted in Roppongi and Shinagawa.

New iPad format: Who signed off on that? Have you noticed the spaces that MGT has provided in your profile for photo, birthdate, etc. Do you feel comfortable with that?

Yokohama LC to get camera in the staff room after petty theft incidents. Enough said.

More employees are joining the union: if you want to join, go to the website or contact begunto1@yahoo.com for an application.

My Number Here is useful site to go to if you have any questions about MY Number. It is in English <https://www.kojinbango-card.go.jp/en/index.html>

