

Begunto - Berlitz General Union Tokyo

July 2016 Newsletter

Upcoming Events:

CB 2016.07.28 Thursday 10:30 - 11:30 at HQ

- Collective Bargaining for the new changes in contract.
- There will be a second CB 2016.08.15 due to MGT's unilateral implementation of the 45 minute unit on 2016.09.18.
- If you plan to attend CB contact begunto1@yahoo.com by Tuesday 2016.07.26

CB 2016.08.15 Monday 11:30 - 12:30 at HQ

- If you plan to attend CB contact begunto1@yahoo.com by Thursday 2016.08.11

UA 2016.08.21 Sunday 4pm to 6 pm at Nambu

Union Assembly: this is a meeting for shop stewards and members and will give us opportunity to discuss current and upcoming issues.

Court 2016.09.20 Tuesday 11am. Kasumigaseki.

Meet on the 13th floor before 11 am.

Tozen Union Wins Berlitz Pension Suit, but ...

June 17, 2016 Tozen website

Tokyo District Court on Friday overturned Japan's Pension Agency's 2011 decision rejecting Tozen member Yancey Co's appeal to enroll in Japan's

shakai hoken health and pension scheme.

Co's employer Berlitz Japan had kicked him off *shakai hoken* in 2008, after his work hours apparently fell below 30 hours per week in the wake of the global financial crisis.

The 30-hour, or 3/4 of a full timer, threshold can be found nowhere in labor law but rather in the agency's internal memo dated June 6, 1980.



The English language instructor from Vancouver, Canada, had asked the agency to force Berlitz to enroll him but through three appeals the agency ruled against him.

Undeterred, Co sued the agency in January 2012. "I wanted part-timers to have the right to enroll."

After four and a half years of litigation, Tozen Union sees the Friday victory as a partial victory only.

"We insisted that the memo has no legal force and should not be used to kick someone off *shakai hoken*," said Louis Carlet, an executive of Tozen Union. "We were hoping the court would declare the memo illegal. Unfortunately the judge didn't go that far."

Tozen Attorney Shoichi Ibuski said, "This is one step forward and we hope to use this to go further still."

Begunto - Berlitz General Union Tokyo

New 45 Minute Unit

You have probably read the memo which came out last month about the implementation of the 45 minute unit. According to MGT it will be structured as 3 minutes of time before the lesson and 2 minutes following the lesson for administrative duties. This will be the time MGT will probably want to have staff talk to teachers regarding materials or group dynamics, etc.

In some schools like Nihonbashi you have 3 floors to travel to to prepare for the next lesson or you might have to go to an annex like in Yurakucho. Aoyama itchome's restrooms are a hike, so that won't leave much time for preparation.

New holiday in August: Mountain day which is a fixed holiday will start this year. Like any other national holiday or your per lesson time, you are free to block it off. Just give MGT notice before board set time the working day before the lessons in PL time you wish to take off.

Marine Day Floats: Don't forget if you are eligible for the happy Monday holiday (because you don't have contract on Monday but you do on Wednesdays) of July 20 which falls on July 18th this year, you can ask to have your holiday moved to use anytime until Sept 17th. Don't let your happy Mondays go to waste!

Berlitz Teachers Suing for Back

Pay: This is for work done out of lesson time: before lessons, between lessons and when we are trying to finish up after work.

The original suit is being applied for unpaid work done from February 2013 to February 2015. The statute of limitations applies for this time and as February 2017 nears, we are formulating filing a second suit to claim for those 2 years of unpaid wages February 2015 to February 2017. If you belong to the union you can join the suit.

It is currently up for discussion and is an item for the agenda for the Autumn union assembly.

Interested in joining?

Go to our website:

Berlitzuniontokyo.org

Go to Join.

Download the application.

Fill it out and we will get back to you.

Begunto's mission is to maintain and improve working conditions in the company and we can only do that with your help and participation.

Our sister union, Begun is based in Osaka.

Take a look at their website too.

