

What do you mean it “floats?”

Begunto obtained a memo from a Manager of Instruction to an Instructor, in it he generously volunteers 11 hours 3 days to be open to teach 7 or 8 units (4.6 to 5.3 hours). That means the instructor would never be able to know in advance of a day when he/she could plan things.

Japanese labor Law stipulates as a contracted worker you have a right to fixed working hours. If you don't want them to float you just say so. Even if you have done it in the past, you can say from now on, no more floating please. Send it in an email so you have a record of it. If you have any questions or your MI gives you grief, contact Mr. Mullen at HQ.

An Actual Agreement Presented to a Berlitz Instructor

Agreement with (Instructor Name) and a Tokyo Language Center
When Client Name is in session your work hours will be as below:

Monday	Off
Tuesday	10:00- 1:00 1Unit, 1:00 x 3, 4:00 x 4 Total 8 units
Wednesday	3:15 x 2, 5:30 x 5 Total 7 units
Thursday	10:00 x 2, 5:30 x 5 Total 7 units
Friday	available for extra lessons at PL rate
Saturday	8:30 x 6, 1:45 x 6 Total 12 units
Sunday	8:30 x 6 Total 6 Units / Grand Total 40 units a week

This is what
a floating contract
looks like

When Client is not in session your work hours will be as follows:

Monday	Off	
Tuesday	available 10:00 - 9:15	Total 8 units
Wednesday	available 10:00 - 9:15	Total 7 units
Thursday	available 10:00 - 9:15	Total 7 units
Friday	available for extra lessons at the PL rate	
Saturday	8:30 x 6 and 1:45 x 6	Total 12 units
Sunday	8:30 x 6	Total 6 units / Grand Total 40 units a week

During the week you will agree to allow the MI some flexibility to shift the Contract hours around in blocks.

I agree to the above conditions. Signed on May 15, 2015

Instructor's Name
Manager of Instructor's Name
Japanese Manager's Name

After all, in the recruiting page of the website (http://teach.berlitz.co.jp/effort_rewarded/instructor_contract/ January 2016) the website would lead you to believe you have an abundant amount of free time. Don't take our word for it, here's the quote.

“With a working week of just 26.6 hours you will have plenty of time to experience all that Japan has to offer.”

The total time (46 hours) will potentially have you stuck in the Learning Center.

So how do you do that if your lessons are 8:30-9:55 and 1:45-3:15 and 7:45 to 9:10, explore just around the Yamanote Line?

Before you agree to anything, contact your union