

Begunto: Berlitz General Union Tokyo

Union Members Benefits:

Begunto negotiations for member benefits and rights:

Yearly demand for a base up in wages for **all employees**

A month's bonus for **all employees**

Labor Management Agreements (LMA):

Happy Monday Policy LMA: June 19, 2001

LC Management Staff Quarterly Meetings LMA: June 19, 2001
(at least one every 3 months, more often if necessary)

Compensation for Group Out-services LMA: June 19, 2001
(Completion bonus for larger groups)

CTL's to Instructors' schedules which occur between 3 p.m. and schedule fix
(if the student is being billed, someone should be getting paid) LMA: May 29,
2002

Pay teachers 100% of the salary increases, which the company froze,
before the 2005 Strike LMA: Aug 19, 2005

Begunto Specific Management Agreements:

The right to receive Union mail at the LC LMA: April 1996

The right for Union members in dispute to have an observer in meetings LMA:
Sept 11, 2002

Take a look at the (Union) Labor Management Agreements (LMA's) at
the back of Your Policy & Procedures manuals and the Work Rules.

The standards you have were won by the Union for all workers.

If you don't find them there, ask your IS to print them out and put them in
the back.

Being informed is your right as an employee. It is also your
responsibility. Take time to look through the Policy and Procedures
manual.

The Union is not an organization to join only when you are in trouble.

It is an organization to join if you want to improve your present work
conditions for you and for other employees.

That is what we mean by collateral benefits.