

# Begunto: Berlitz General Union Tokyo

What if only current union members get the benefits of negotiation?



Can MGT shut out the rest of the workforce?

When Begunto started negotiations in 2007 for a base up, we worded it for "all employees." MGT protested at the time we are only authorized to negotiate for union members.

Here are some past examples:

- MGT's offer to Union Members in Spring 2008 was for Seniority based teachers only.
- MGT's offer to Union Members in Autumn 2008 was for Union members only.
- During the strike MGT had a competition where only one school of each category would win. It was big money but only a very few out of a lot got it.

The Union won the Court case in February this year. Instead of spending all this money on lawyers, why not share the wealth with the employees? We worked and earned it for the company.

The company came to the union and asked us to mediate a settlement in court when they appealed their first verdict.

We feel that some concessions will have to be made. That is only fair, but if we concede anything we want something to show for it. It is only fair. After 20 years with no base up, 4 years of court and an appeal in progress, we think we have the right to ask for a few things from the company as well as make concessions. That is only fair.



We still say "for all employees" in our demands for base up, that is how we have done it for as long as we can remember.

Begunto has a long history in our company. Take a look at the Labor Management Agreements in the back of the Policy and Procedures manual if you have time. We fought to get those in there. They benefit everyone.

Our purpose is to maintain and improve conditions in the work place. We do our best. Our members are the backbone of our union.

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