

# Berlitz General Union Tokyo

## “Berlitz loses suit over union teacher strikes” Japan Times Feb. 28, 2012 front page

<http://www.japantimes.co.jp/text/nb20120228a1.html>

Management sued the union and its executives in Dec of 2008, claiming our actions were illegal. The judge directed us to court mediation. Management and their lawyers eventually rejected our offer. The final verdict in Tokyo Civil Court stated all claims by Berlitz management were dropped. The union was found not guilty on all counts.

Now Management intends to appeal. That is their right. Just as we have the right to industrial action.

While ~~we~~ were ~~being sued~~ sleeping

### **Management unilaterally made some changes while we were being sued:**

- July 2009 Dress Code - weekend/holiday upgrades to ties and suits
- Leaves of absence are for 1 year maximum (any exceptions to extend leave of absence for more than a year in certain cases is removed).
- Pay scales were instituted by announcing more levels for awarding teachers, but the new levels are half as much- so 2 new really is like one old. The old 5:4:3 ratio now should be 10:8:6.
- Good teachers got a pay freeze for 2010 and 2011.
- October 18, 2010 contract wording was changed to yearly renewable. We say they are automatically renewable. (Did you notice the burden of paperwork falls on the employee to see that the paperwork is sent out and received? Isn't that what HQ is for?)
- Changes the TPE make it even more draconian and subjective than before:
  - Not greeting a student is “needs improvement”? Where? In the train? On the way from school while talking on a cell phone?
  - Our break time is unpaid time and not recognized by the company as work related. Why is more burden placed on our performance with no financial compensation? (Staff don't get docked for going to the restroom? Teachers are because break time is the only time acceptable to head towards one.)
  - Please don't ask us to fill out forms and do things for free.
  - Under the proposed evaluation the exceptional teacher is one who always opens up their schedule on a daily basis for their school needs. So we don't have families and social obligations?

If you would like more information about Berlitz General Union Tokyo (Begunto), please contact us at [begunto1@yahoo.com](mailto:begunto1@yahoo.com) or visit our website at [berlitzuniontokyo.org](http://berlitzuniontokyo.org)

The union's role is to prevent erosion of working conditions while seeking improvement in the work place.