

THE UNION'S POSITION REGARDING THE CHANGES

PAID BREAKS, provided that employees will NOT be denied breaks, as management has stated on the record, is a positive change. However, payment for breaks must be FAIR and appropriate for ALL employees. **POSITIVE**

ELIMINATION OF HOLIDAY ALLOWANCE is a negative change especially for PL teachers who teach more than 114 units a month. They may lose almost one month's worth of pay annually. Ask a PL teacher (who works over 114 units/month.) **NEGATIVE**

REST DAY CHANGE from set to after 7 consecutive days is also a negative change in working conditions. **NEGATIVE**

COMMUTATION POLICY CHANGE from flat rate of ¥17,000 to actual amount to base LC may be positive for some but is negative for MOST others. **NEGATIVE**

50/60 CONTRACT INTRODUCTION will significantly reduce income for PL teachers and for contract teachers who are open to accept out-of-contract lessons. This may also have a significant impact on enrollment into and maintenance of shakai hoken. This is a negative change and the union opposes the introduction of this new contract. **NEGATIVE** Additionally the difference between this and the 40/40 contract could potentially be 40 more classes per month for only ¥10,000 more.

SHAKAI HOKEN ENROLLMENT THRESHOLD CHANGE from 198 TO 176 is a positive change. **POSITIVE**

LACK OF CHANGE of 176 as the amount needed to maintain shakai hoken while decreasing the number of contract units per month is a negative change. The union has officially demanded that this be lowered to reflect the decrease in contract classes. **NEGATIVE**

The union position is also that the employees were not given a choice (lesson decrease vs pay increase), management did not bargain in good faith and that management has deteriorated working conditions. Also, the changes in commutation, holiday allowance and rest-day policies off-set some of the gains in the paid break. The union will continue to try to work on improving the situation at the bargaining table along with getting legal advice.

Contact begunto1@yahoo.com and get involved.

