



40...39...38...37?

Why students pay 40 minutes but may be getting less than 40 minutes?

OK, start your stop watches.....

Ding Dong! bell rings

MGT tells us we can get the iPad and log in as the bell rings.

MGT says we can walk over to the daily student/material sheet on our break. MGT says it isn't work.

MGT says we can grab the material and head into class right after that.

That won't work with kids' lessons as they are prep intensive, nor does it work for disc related material like Toeic or some Berlitz ETI/Business Case Studies/Business Topics. The discs are not always where they should be. Does every room have a disc player?

Maybe the student is a new student or a renewed student and the material is not listed. It happens.

You can go to the student/material sheet and if it isn't listed there you need go out to the staff - this will be happening after the bell rang. And the staff will pull up the material from the computer.

By now a minute or two has passed.

The instructor might be able to go into the lesson from here or might have to run back to get the actual text. (Some schools do not have all their iPads updated with basic material.)

So now you arrive in class. Is is a minute or two or three after the bell rang?

We asked MGT in the last Collective Bargaining if giving a 37 minute lesson was acceptable. They said it wasn't.

The Berlitz lawyers stated that over 50% of the teachers get the iPad, log-in and get the materials after the class start bell. Mr. Kono of HQ agreed with this.

Mr. Mullen and Mr. Behrens both of HQ didn't agree.

On the flip side: Carrying you iPad out of class on the break - security issues and work on break?

MGT is now telling us it is ok to leave the iPad in the room on breaks if we have 2 or more lessons with the same student. According to MGT at cb March 23rd all we have to do is close the cover and walk away on the break leaving it on the table.

We still have to bring it back at the end of lessons, for our lunch break or when there is a gap in our schedule or before we travel out.

You have to replug the iPad into the charger and if there is a delay and a group of people is ahead of you, that will eat into your break time as well.

MGT's October 2014 letter to each employee on changing work conditions de facto recognizes that work is done on break. MGT expects this work to be done and they have expected it in the past. Take a look at the Instructor Performance Evaluation.

Keep the following in mind:

Instructors are only paid for units worked.

Instructors have no base of work as a desk or a computer nor company email account.

Instructors are required to communicate face to face in most circumstances with staff and managers.

Instructors cannot do staff communication during a lesson.

Instructors can only communicate with staff off lesson time - work in unpaid time.

The communication might include lesson appropriateness, group dynamics, next material, reports or suggestions. These are all activities which will bring revenue to the company in sales of material and lessons.

The IPE qualifications for meets expectation and exceeds expectation require work on breaks. You will find words like "flexibility" and "proactive" being used to describe exceeds expectation.

The IPE says that instructors who wait until staff approach them to communicate is in a "needs improvement" category - yet Berlitz MGT tells us we do not have to do work on the break or off time.

Does that mean that "needs improvement" is sanctioned by MGT? The IPE tells us this behavior is unacceptable, but MGT is telling us it is ok.

The MI is paid to talk to you.

The staff is paid to talk to you.

You are not paid to talk to staff....

And according to MGT on 23 March, if the staff asks you questions about the student in break time :

don't talk

go to the MI and ask permission

then answer the secretary's question

Staff doesn't have authorization from the MI to talk to you, you don't get paid until you do.

Speaking about work authorization:

MGT in the last collective bargaining told us that if a student delays you on break....

if you want that work to be billed, you must leave the student in the room

go to the manager to get approval and come back to do what the student asked you i.e.. to check homework or recommend a local restaurant or help with a letter or resume.

If the MI approves, you can do that work and bill Berlitz for work done

but not the time in break the student first asked you to do something,

nor the time waiting for/finding the manager nor the time walking back to the student

So the question is...

If you went to the Manager and the MI refused what happens to the student in the room?

How the October 2014 announced changes will affect you

Holiday allowance will be removed. No 6 units per day counted for shake hoken quota.

Commutation will be paid as used, but historically MGT counted this as part of your earnings-so that is a drop in wages for some instructors who live close to work.

MGT wants us to work in the student break- it isn't a teachers' break. They have always wanted us to work in the student break.

MGT's offer of 200 yen - what it really means:

5 minutes is 12.5% of a 40 minute lesson, MGT should be willing to pay us 12.5% more.

MI, LCM and Staff do not get docked for taking a toilet break during work hours, but instructors do. If you walk out in a lesson to use the facilities, you need to make that time up.

In the last CB MGT said they can hire teachers but they want to hire QUALITY (emphasis from MGT) teachers. It would be easier if MGT gave everyone an across the board raise- what the Japanese call a base up. It would keep more experienced teachers. MGT says they give teachers a raise each year, but that isn't quite right - in the past "good" evaluation and got a 0 yen increase in salary. Needs improvement gets a 0 increase each year. Sometimes "good" isn't good enough. Treating a good teacher on par with a needs improvement is unfair.

The new 50/60+ contract will literally suck up all the available per lessons. MGT says that they have a target number of lessons and the rest of the units will be office work, but they did not tell us how many lessons in target vs how many offices.

MGT entered into a Labor Management Agreement (LMA) in 2005 with the Union with a promise to follow a formula of 35 lessons and 5 units non teaching. Are 40/40 teachers getting the 5 non teaching units which would free up per lesson income for other teachers who are available to teach at the same time?

MGT is intent on introducing the new 50/60+ contract later this year. They call it "a test."

We wonder how closely management will follow this proposed guideline- the union will demand an LMA more strongly worded so MGT cannot creatively reinterpret the meaning.

MGT still has not gotten back to us on the proposed changes in Shakai Hoken qualification or maintenance.

MGT's response to questions about the MI survey.

The memo (2015-037) states there are 29 questions and it should take 15-20 minutes to answer.

Here was what the union asked:

Is this a paid activity? It is listed in a company memo posted in staff rooms and was installed in the company iPads English instructors can use.

MGT's response: "The survey is voluntary and unpaid"

The survey is handled by a 3rd party. How secure is the data in the light of 2 info leaks at our parent company?

MGT's response: "the survey is organized by Berlitz Corporation, I do not know the specifics of the 3rd party that has been asked to handle the data. Berlitz is aware of the sensitivity of personal data."

Is the survey really anonymous? Some complaints might be incident specific. If someone complains about a manager's bad behavior it might be identifiable, is the employee shielded and protected from reprisals from the manager?

MGT's response: "The survey is not the correct place to report managers behavior, this should be done through the regular channels we have to address employee concerns."

There are two issues here: is this a work related activity and how sincere is the company in hearing input from the employees?

MGT is asking employees to perform work related tasks. Do managers do their surveys on the clock? Instructors can't.