



The Union Position on the proposed 50/60 Contracts

At Collective Bargaining on June 1, 2015 the union rejected the company's plan to introduce the full-time (50/60) contract. The main reason given for the rejection was that the contracts would have deleterious effects on per lesson teachers and contract teachers who count on their out-of-contract lessons to provide for their family and to stay on the national health insurance.

The union asked what were the reasons for introducing the full-time contract.

MGT said the reasons were:

- A) Since units in existing contracts would be decreased, there would be a need for more teachers.
- B) There is a need for stability and availability for new kids classes.
- C) To improve the communication.
- D) There is a need to take on additional tasks around the LC.

The union is asking why these needs cannot be satisfied with existing contracts. The Labor Management Agreement 2005 has provisions for 5 non teaching units each week for instructors who teach 40/40 (Instructor contracts). Surely the kind of office work and communication with staff time could be worked into that.

The union agrees with management's proposed change for making breaks paid, but not the detrimental changes and especially not the 50/60 contracts.

The union categorically rejects the new 50/60 contracts.

Travel Time Issue

MGT wants to float the 40 minute lesson into the 5 minute break- "paying 40 minutes in a 45 minute span of time."

The case in point is an outservice where the teacher is so tightly scheduled that he arrives at the class with only 30 seconds before class. And documentation shows that coming back from an outservice is only giving him a couple of minutes to spare before the next lesson starting time.

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That doesn't seem to follow MGT's response on Sept 22, 2006 when they told Begunto that 5 minutes were built into travels with five minutes to arrive before the next lesson. Why are travels cutting it that close?

So if you have a lesson to teach you literally will be walking in to the lesson cold/ or hot if the season be summer.

The union wants to bring up this point- if MGT expects us to have travels this tight, what is this telling our customers? How much do we value their business?

The only defense an employee has is getting a *chienshomeisho* (late slip) when the train is late. While MGT in the last CB said it wasn't necessary, keep in mind being late is a reason MGT is using not to renew contracts. Your best bet would be to get the late slip and take a photo for your own records.

Some schools are too far for a single travel. Fujisawa and Yokohama are a one travel arrangement and when the elevators at the SKY building are slow, you will wait over 5 minutes- think weekends with the restaurant floors. Recently a teacher went from Yokohama to Shinagawa and the travel time took just over 38 minutes because the train was on time.

Travel time is not just the train, it is the elevator, walk against crowds, delays and possible ticket adjustments (if the card doesn't read), checking out your iPad for an outservice.

Change of Presidents at Berlitz Japan

President Matsumoto is gone.

If you read the company bulletins you may have noticed the new president is Mr. Suhara.

President Suhara is too busy to attend collective bargaining:

Begunto asked when Mr. Suhara would be joining collective bargaining. MGT's response was - there is a committed

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(President Change continued) union negotiations team and the president is busy.

It was nice to see the president out and about on June 12th Friday night at Shinagawa and Yokohama LC.

It would have been better if he had taken a little time to say hello.

Kids Preps double dipping?

It seems one LC is paying kids preps when the teachers ask for them, however the MI is telling them they have to be in the school to be paid for the work which was already done before hand! Insult to injury is this time is slotted 2 or 3 units before the first class of the day so workers are brought into work early for no reason.

Under Japanese Labor Law if your boss tells you to be somewhere and wait, it is a work order. You can bill for payment on that waiting because too.

It's the Wild, Wild West in Tokai

(Contributed by Begun, Osaka Union)

Work rules are specific rules for the workplace that outline conditions such as work hours, salary, and rules employees need to abide by. In Japan, companies with 10 or more regular employees must draw up work rules and submit them to the Labor Standards Inspection Office.

At Berlitz Japan we have work rules and also a Policies and Procedures Manual that is used in conjunction with the Berlitz Work Rules. The Policies and Procedures Manual considers how the Berlitz Work Rules apply on a day to day basis and where there is any conflict, the Berlitz Work Rules take precedence as long as they are in accordance with Labor Laws.

Tokai Region

(Contributed by Begun, Osaka Union)

Berlitz Japan operates in three regions in Japan; Kanto, Tokai, and Kansai with a few Language Centers beyond Kansai. The union has traditionally been very active in Kanto (BEGUNTO) and Kansai (General Union Berlitz Branch)

with periodic activity in Tokai also supported by the General Union Berlitz Branch. Since management submitted individual letters to instructors in October 2014, outlining contract changes, Union membership in Tokai has grown substantially and the time came to address outstanding issues that were simmering in the background. Here are two of those many issues.

CTL Unfairness

(Contributed by Begun, Osaka Union)

Tokai region sets the CTL cut-off time for customers at 5:00pm. Instructors' work schedules are frequently sent out after 7:30pm and on occasion past 8:30pm. For one member, the CTL policy took on one of the meanest work practices we've ever seen Berlitz implement. Our member teaches German and on two occasions it very much appears that the request student cancelled after the CTL cut off point but before the schedules were sent out. The CTLs were moved from our members' schedule to the Manager of Instruction's schedule. The MI does not speak German and there is no clear policy to work during that period. This amounts to both the student and the instructor losing out unfairly to an incredibly mean work practice that demonstrates yet another cost cutting measure that is appearing throughout Berlitz Japan.

"Official" Floating Contracts

(Contributed by Begun, Osaka Union)

Look for a 20/25 PTG or 40/50 Instructor Contract in the Policies and Procedures Manual. You will not find them because they do not officially exist. The GU Berlitz Branch raised a grievance for a member who had signed a regular Instructor Contract (40/40) but was being forced to float to a split shift 40/50 under the premise that this was official policy in Tokai Region. This grievance is still pending and our advice to Berlitz Japan is to follow your own set of Policies and Procedures and reconsider this brazen attempt to lower working conditions for the sole purpose of cost cutting. You can't have it all!

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