
Upcoming Events:

Court: May 16, 11:30 13th Floor, 11th District, Room allocated on 12th Floor. Courts Building Kasumigaseki station.

Union Assembly: May 22, Sunday 4:00 to 6:00 pm Nambu, Shimbashi

Collective Bargaining: May 30 11:30 to 12:30 Monday Shinjuku LC.

Shakai Hoken Verdict Announcement: June 17, Friday 1:25 pm. Courts Building, Kasumigaseki Station

Christmas will not be a happy Monday

If you feel differently, contact Mr. Mullen.

Information session on new reduced contracts and MGT's 50/60 :

The meetings on April 11 and 13th were unpaid and not surprisingly unattended. Only two members attended and both were union on the 11th for the second meeting of the day. Since first meeting was 2 years ago and Berlitz has hired over 100 instructors in those 2 years, were those new instructors paid to attend? No.

Let's put this in perspective, MGT told us that only 30% of instructors attended the meetings when they were paid meetings in 2014.

According to Mr. Mullen in the 25 April CB only 19 teachers attended in 2016 and at least 6 of those had

attended the previous ones in November 2014.

Yearly employee turn over is about 20% according to

MGT. With over 100 new instructors whose salaries will be impacted by MGT's unilateral attempts at changing our working conditions one would assume more would have attended. Perhaps it was the "unpaid" which made it less popular?



Time to start choosing your employee representative.

Each school must have an employee representative and each rep is responsible for conveying the vote of the local workplace.

Send an email to your local MI stating you wish to be selected for the position to make sure you have it on record.

Ongoing Issues:

You should be paid for kids preps - they should be for the amount of work needed to prep so if it's 5 minutes bill 5 minutes, if it takes you 15 because you have to chase down flash cards then 15 minutes it is.

You do not have to move your contract for your MI, they can give you non teaching units to fill the gaps. **40/40 should be getting 5 non teaching units each week.** There is a Labor Management Agreement on it.

You should not be working more than 6 units in a row (unless the ends are travels to and from). They

have to ask you first and you have the right to say no at that instance and refuse to teach more than six in a row.

You can block off your per lesson time up to the day before board set - that is your right.

**Collective Bargaining 2016.04.25
Main points:**

Discussion of 40/40 contracts and their fill rates. 40/40 Instructor contracts should be getting at least 5 non teaching units each week. You can be getting methods, offices, prep time.

Jimmu sessho - MGT wants to discuss the 50/60 in a smaller informal meeting between Union and MGT.

Industrial action

Are you prepared to strike?

Non union members may not strike. If you wish to join the join the strike, you need to be a member.

Leafletting?

Anyone can leaflet. Contact us at begunto1@yahoo.com and we will mail you the fliers you can pamphlet infract of your LC with.

Attending Collective Bargaining?

When MGT sees a a full room of union members it means we are not happy. The more people they see the unhappier they know we are. Make sure you contact begunto1@yahoo.com to put your name on the list to attend before the cb takes place.

Full name necessary? - why does Berlitz put our full names in the records for everyone to see? Students can get a copy of our full names (middle names included) on their student print out. The teaching iPad log also lists our middle names to coworkers. Why does Berlitz continue to disclose our full names when the Union asked them in collective bargaining as far back as 2006 to NOT list our middle names? Teachers should have that right to privacy.

A few instructors have complained about students tracking them on the internet: Facebook and Linked in. The most recent memo April 22nd from Mr. Gamble telling us to be mindful of personal information leakage only seems to protect the student and not the employee.

Ever wonder how we fit into the scheme of things?

NUGW? Mr Hiraga? Begunto?

Begunto is the Berlitz General Union Tokyo. We are affiliated with Nambu (Souther District Tokyo of National Union General Workers. Nambu's President is Mr. Hiraga.

With NUGW's support we have pushed for work being recognized/paid for break time activities.

Would you rather have fewer lessons for the same pay or more money for the lessons you do according to your contract?

