

General Union Berlitz Branch

Bettering your working life at Berlitz since 1993

News - Fall 2012

New demands submitted for collective bargaining

1. A courtesy call when lessons are cancelled late.

Teachers are now paid for these CTL (cancelled too late) classes, but because teachers don't always teach their lessons in a row, they may end up at school at 8AM just to find the class cancelled and their next class not until noon.

2. Allowing all teachers to participate in training seminars and workshops.

Berlitz currently chooses the teachers who attend seminars and workshops. All teachers should have a right to improve their skills to provide better service to students in English conversation schools. Training affects our TPE scores and therefore our pay.

3. Explanation of the different pay rates, typhoon closure policies, and break policies.

Berlitz will provide the union with written explanations prior to collective bargaining and members will have a chance to ask and suggest improvements during collective bargaining.

4. Providing all staff with disaster and emergency training.

5. Paying for all time worked.

This is a demand that the union has been working on for some time. The demand stems from the fact that all Berlitz teachers are paid for lesson time only, but this doesn't take into account the extra work that goes into preparation, paper work, and other teaching related duties that teachers must do before, between, and after lessons.

Many of the working conditions that you now enjoy have been negotiated between the General Union and Berlitz:

- Enrolment in Unemployment Insurance for MG teachers.
- Enrolment in Health and Pension Insurance (*shakai hoken*) for those working 30+ hours per week.
- Paid holidays for MG and per lesson teachers.
- Premium pay of 25% overtime and 35% for work on a set rest day
- Right to refuse work on a set rest day or national holiday
- agreement with the union before terminating, transferring or changing the working conditions of any union member
- Grievances dealing with dismissals, health insurance, unfair treatment of teachers.



www.berlitz.generalunion.org

Contact Peter Love, union branch chair, direct at love@generalunion.org

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