

# Voice

National Union

Inside the "Voice"

- ◇ Kumamoto Struggle
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February 2002, Vol. 1 No. 1

News from the General Union (Kansai & Tokai), NUGW Tokyo South, Fukuoka General Union, Kumamoto General Union, and the Language Teachers' Union of Sendai

## New National Union Paper Launched!

In June 2001, representatives of the General Union (Kansai & Tokai), NUGW Tokyo South, and Fukuoka General Union met in Nagoya to discuss ways to better integrate the work we do. Since we are all unions with many language industry workers, and are all sister unions belonging to the National Union of General Workers, it made sense to work towards a higher level of cooperation. We decided that a new national "Voice" would be a solid step towards making sure that members, regardless of their local union, have access to the same information regarding our activities. NOVA, Berlitz, ECC, GEOS, and AEON are but five companies that we need to respond to on a national level, and

therefore we should further integrate our activities in order to deal with problems with these employers nationwide. Furthermore, as each local union shares a vast amount of knowledge in the non-private sector language industry, we can make sure that members across the country can share this experience. One of the biggest problems faced by language industry workers, both foreign and Japanese, is lack of information, which makes it difficult to deal with problems when they occur. We hope that this paper will prove to be a good source of information regarding your rights at work and hope that those who use this resource join the union in the future in order to truly protect and

improve their rights and those of others. All the contributing unions on this paper - old unions and new alike - have learned one very important thing: We know we can make changes and protect jobs and conditions, if we all stick together. We intend to print National Union "Voice" at six-week intervals. If you are not a union member, but wish to subscribe, please fill out the subscription form in the inside pages. Members from all participating unions are encouraged to write letters or stories for the "Voice" and distribute copies in their workplaces. If you have need more copies or want to contribute, please contact us at 06-6352-9619 or by email at [voice@generalunion.org](mailto:voice@generalunion.org). Hope to hear from you all soon.

## General Union Kicks Off 2002 Shunto Bargaining Message From NUGW Chair Mr. Nakaoka Motoaki

As reported in the last issue of General Union "Voice", the General Union (GU) began negotiations with companies across Kansai and Tokai regions for the 2002 spring bargaining. This is a company-by-company report after the first round of negotiations and we will continue bargaining until the members in each local branch are satisfied with the results or decide to begin industrial action against their employers.

### Human International University

The main demands raised at Human were over job security and protection of working conditions. These demands were raised after workplace rumours were heard about layoffs.

Human's original answer to union demands was to submit a written response saying that they didn't know the situation for the next contract year and could therefore not promise to protect the existing jobs.

The union protested that this was a very dangerous answer as it shows that the university is considering job cuts as an answer to (see p.3 "Spring Bargaining")

Happy New Year!

Nowadays we are witnessing a continuation of the wild competition brought about by globalization and neo-liberalism. As a result, the gap is widening between the wealthy countries and the poorer ones, and even domestically the divide between rich and poor is widening. Also in Japan, the unemployment rate is rising, as well as the numbers of homeless. These cruel conditions for workers are continuing.

In this situation, not enough is being done in the areas of workers' rights and labour law, and foreign workers in Japan in particular lack rights. We in the trade unions must fight strongly to protect and expand these rights. Our union has built a strong solidarity going beyond national borders, and I am confident that this newsletter will contribute greatly towards this.

*Mr. Nakaoka is chair of our parent union, the National Union of General Workers. He originally joined NUGW as a member of NUGW Takarabune Union in Kyoto.*

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National Union of General Workers

# Tokyo Metropolitan Kokusai High School Union of Foreign Teachers

The Tokyo Board of Education currently operates approximately 200 public high schools in the greater Tokyo area. Tokyo Metropolitan Kokusai High School first opened its doors in April 1989 to meet the then growing need to provide public education to returnee students who had spent over two years overseas as well as to a smaller number of foreign students residing in Tokyo.

The overwhelming majority of the student body (70%) comprises regular Japanese students interested in obtaining education with a focus on international issues and foreign languages. English is strongly emphasized, but there are also introductory and intermediate level courses in Mandarin, Korean, Spanish, French, Russian and German. Because of this Kokusai High has about 20 foreign teachers working as independent teachers (Shimin koshi) and as assistant language teachers (Shidojin). The school is selective, and in the beginning hopes and expectations ran extremely high, such that the admission rate was just 5%. The rate is now 50%. In April 2000, the ALTs came to teach their first class and were told that they were subject to a 20% cut in

teaching hours. The immediate result was the formation of our little union affiliated with the NUGW Tokyo South. The Tokyo Board of Education refuses to recognize the ALTs as workers under Japanese labor law or even as employees, despite the fact that for a number of years their contract actually carried the heading Koyo Keiyaku (Employment Contract). According to the Board, this was a "mistake", and it has now been "corrected" to read 'Inin Keiyaku' (Service Contract). The school year 2000 saw seven foreign teachers either quitting or not having their contracts renewed. However, the 20% cut in hours was restored in the fall by a supplementary budget passed by the Tokyo Assembly. As for the independent teachers (Shimin koshi), the Board recognizes their right to form a union but refuses to negotiate the terms for the coming year because they have not yet been hired for the year to come. In March 2001 the union filed an appeal with the Tokyo Labor Relations Commission against the Board of Education. Represented by NUGW Tokyo South officers Mr. Takasu Hirohiko and

Ms. Ichikawa Wakako together with attorney Mr. Miyazato Kunio, we go before the Labor Relations Commission about once every six to eight weeks. The next session is scheduled for February 18 at 6:30 pm at Tokyo City Hall (Tocho). On January 8, 2002, the ALTs received notice from the principal, Mr. Yoshio Kawashima, that their hours would be reduced beginning in April. We will be informed by how much at the end of

## Japan Observer Moves to Quarterly Production

The Japan Observer, after seven years of continuous monthly publication, will adopt a quarterly publication schedule. Changes in funding and personnel have led to this change, which will allow the editorial staff to maintain the quality and variety of material to which readers have been accustomed. You can find more information about the Japan Observer at their web site:

<http://www.twics.com/~anzu>.

# 10th Annual Migrant and Immigrant Workers Rights Day

March is the peak of Shunto, or the annual spring labor offensive, and for the past 10 years foreign workers have been holding their own joint negotiations in Tokyo with national government ministries. On March 11, 2002, four unions and some supporting NGOs will hold joint negotiations with various national ministries over policies and problems affecting foreign nationals working in Japan, such as enrollment in social insurance programs, visa restrictions and working conditions for foreign trainees

and undocumented workers. Since this year is the tenth anniversary of the event, the organizing committee will hold a symposium on Sunday, March 10 to review the past decade of union organizing and to discuss issues they share in common, such as how to encourage more autonomy among foreign union members. On Thursday, February 28, we will hold a joint day of action, which is a series of demonstrations at sites where participating unions have labor disputes.

The four main unions, Kanagawa City Union in Kawasaki, Zentoitsu Workers Union near Ueno, Foreign Laborers Union in Itabashi and NUGW Tokyo South in Shimbashi, have been exchanging information and supporting each other since the mid-1990s. In its current form as the "gaikokujin rodosha jikkoiinkai," it meets once a month at the Zentoitsu office. The members are Japanese organizers and staff from these unions and occasionally some foreign activists. I have been participating regularly since late 2000. All together, these unions have about 2000 foreign members from Latin America, North America, the UK and Oceania, Korea, SE Asia and South Asia. If any unions would like to submit demands to clarify or investigate government policies or laws which negatively affect foreign workers, please send them by January 31 to the NUGW Tokyo South office a [nugwts@jca.apc.org](mailto:nugwts@jca.apc.org) or call at 03-3434-0669. The demands will then be translated into Japanese and submitted to the Ministries in time for them to prepare their responses for the negotiations on March 11. Other information about the March events will be sent out to NUGW

## PLEASE SEND ME MORE INFORMATION

<b>Name:</b>	<b>Employer:</b>
<b>Address:</b>	
<b>Tel:</b>	<b>Email</b>

**Fax entire sheet to a local union listed on the front page or email to the local union concerned. For all other areas, fax to the General Union at (06) 6352-9630, or email to [voice@generalunion.org](mailto:voice@generalunion.org)**

# Spring Bargaining 2002 Report

its problems (if it does have any) and the union would therefore not wait until Human had made a final decision about cutting jobs before beginning industrial action in order to save our members' jobs. The union also made an accusation against the institute regarding unfair labour practices (outlined in the Trade Union Law) after the Assistant Dean of the University told union members that the union would end up causing job losses for the members. Upon being given this information, and understanding the gravity of the accusation, top management withdrew their answer. As this paper goes to press we have not yet held our second bargaining session. It is scheduled for January 25, 2002.

## Mabuchi Interkids

This was a relatively small company until last year when they began dispatching to elementary schools at some Boards of Education. We have had a relatively good relationship with Mabuchi, and in last year's spring bargaining we were able to guarantee working hours and win paid holidays for members.

Bargaining points at Mabuchi this year include pay raises, unemployment and health insurance and pay raises. We're also dealing this year with employment security issues.

In bargaining we have so far been able to win a commitment from the company to provide boards for union information, and to study the idea of providing some health insurance for members. We will carry more information next month.

## ECC

Our bargaining at ECC is over pay, caps on the number of kids' lessons, and paid holidays.

Even though we are still negotiating many of the above points, we are making the clearest progress regarding the flexible use of paid holidays.

As reported in the last issue of the General Union "Voice", years ago, when GU forced ECC to provide legal paid holidays for their employees, ECC found a loophole in the law to allow them to set half of the paid holidays. They did this by having an employee agree to be the "workers' representative", and then sign away half of the teachers' holidays. This was in 1998.

Since that time ECC has failed to elect a new workers' representative, or get a new agreement each year as is required. Subsequently, there is no workers' representative in Chubu ECC (ECC claimed that even though he quit ECC the agreement is still valid).

Our research with the Labour Standards Office clearly shows that ECC's agreement to freeze half of the paid holidays runs counter to the spirit of the law. We have now asked ECC to devise a new system, and the GU in Kansai and Tokai will be doing an opinion survey of all ECC teachers to decide how we wish to proceed.

## Osaka Gaigo Semmon Gaigo

Negotiations with Gaigo centre on pay and lesson cancellation and National Holiday pay for part timers.

After one round of bargaining, we are now waiting for Gaigo's next answer. So far they have stated that they will consider some wage increases and some system to pay for lesson cancellations.

## Nichibei Eigo Gakuin

After settling a major 3-year labour dispute at Nichibei earlier last year branch members are continuing their Shunto tradition.

We have held one bargaining session around demands for pay increases, caps on lesson times, proper working rules, staff meetings, and other workplace issues. While Nichibei has been arguing that a pay increase is not possible in this economy branch members want to know why most teachers have never had a raise, some for as long as ten years. We are continuing to negotiate this point, and the next round of bargaining will take place on February 8, 2001.

We know the pay issue will still be contentious but we plan to push ahead. Other demands are also being considered by the company. More next month.

## Osaka YMCA

This year YMCA branch members submitted one simple demand to the YMCA around a ¥5,000 pay increase for full time union members. After having met once with the YMCA they are claiming deep financial difficulties that may possibly not allow them to provide a ¥5,000 increase for 16 teachers.

While we will wait for the YMCA's next answer, our position with them was clear: We expect them to provide only union members with pay increases if they cannot provide a pay raise for all employees.

## Kwansei Gakuin

This branch was set up in January 1999 and quickly won a withdrawal of a hefty pay cut. Bargaining was held on January 24<sup>th</sup> on pay demands, stipends, and the abolition of the 4-year term limits for full-timers. A progress report will be published in the next issue.

# GU Employment Counselling Snowballing

The onset of spring not only brings us warmer weather and pretty flowers but also a plethora of employment problems as companies make cuts to employment and working conditions.

Along with our regular consultations in the Ekaiwa industry we are once again handling a large number of consultations from universities, colleges, and private high schools. The common theme from these non-Eikaiwa consultations concern cuts in koma, rates of pay, or the failure to renew employment contracts for the next academic year.

Here is a brief outline of what we're working on:

## A Kansai university

A foreign teacher came to us after he was told that his working conditions for the following year would change. After many years of service, working the same one day per week, he was told that the day would change. As this would have affected his other employment he asked us to intervene.

With just one letter to the university, we were told that his employment conditions would remain the same.

## An Osaka Kindergarten

A member came to us after his employer explained to him that foreign workers aren't covered by the Labour Standards (see p.5 "GU Updates")

# China Northern Airlines

After the state-run China Airlines was split up, Northern China Airlines has been operating regular flights between Kansai airport and Dalian and Shenyang. About 40 staff work at the office in Yotsubashi. Even though the owner of this company is supposed to be the Chinese government, it is pushing ahead with restructuring. Several employees were told to stay at home or transferred to ghost offices in the north of Japan. They were told 'if you refuse, you will be fired'. For the boss, a Chinese government bureaucrat, the 4 conditions laid down in Japanese labour law in order to lay off workers due to restructuring, don't seem to mean very much.

He also claimed that the company was in an unprecedented crisis since the September 11<sup>th</sup> incident. Our members, mostly young Japanese women, all refused their transfers and we have filed cases at the Labour Standards Office and the Labour Commission. Negotiations with the company are continuing.

# Kumamoto Teachers Continue 8 Year Struggle

At the end of January, there will be two days of activity in support of the reinstatement of two teachers at the Prefectural University of Kumamoto, Cynthia Worthington and Sandra Mitchell. On Thursday, 31 January, Cynthia Worthington will give evidence in the Kumamoto District Court. The following day's activities include petitioning the Governor and a symposium. In the morning, the Kumamoto General Union and the Coalition supporting foreign teachers at the PUK will deliver a 10,000 strong petition to the Governor of Kumamoto, Ms. Shiotani Yoshiko. In the evening, Arudou Debito, fighting exclusion of foreigners from Onsen in Hokkaido, and Dr. Ivan Hall, author of "Cartels of the Mind", will join Cynthia Worthington and leading Kumamoto academics Professors Harada Masazumi and Hanada Masanori in a symposium on the role of foreign and foreign-born residents in Japanese society.

Worthington and Mitchell were dismissed ("non-renewed") in April 2000 after a six year campaign against discriminatory employment conditions at the university and the refusal of the university to honour documents confirming full-time, regular employment for teachers subsequently employed on irregular term contracts. The dismissal followed confirmation by the Ministry of Education that the university had in fact breached Ministry standards by employing foreign teachers as part-timers after reporting them as regular lecturers. The two dismissed teachers were respectively the President and Vice-President of the Kumamoto General Union.

The Prefecture and University have refused to negotiate with the KGU since Feb. 1998, and in 2000, the Governor refused to meet a delegation led by the world-renowned researcher into Minamata Disease, Dr. Harada Masazumi. Using the kind of tactics used

for decades against the victims of Minamata's mercury poisoning and against Kumamoto's leprosy victims, the Prefecture is clearly hoping that it can stonewall long enough to force the teachers to give up and abandon Kumamoto.

In the District Court case, which began with an injunction March of 2000, the Prefecture has hardly challenged the evidence of the plaintiffs. The respondents' position appears to be that they have *carte blanche* to discriminate on the basis of nationality. They appear oblivious to national and international law. While they accept that they submitted false documents to the national government, they implausibly claim that it was an innocent mistake.

The warmth of the support given to the appeal on behalf of the dismissed teachers provides strong evidence that the citizens of Kumamoto, and unionists throughout Japan disapprove strongly of such archaic policies.

# Fukuoka General Union - Report of Activities

## Taking part in NGO activities

We have been taking part in NGO activities such as "Kyushu Solidarity Network with the Migrant Workers" and "Jubilee Kyushu on World Debt and Poverty". There are many kind people who understand the situation for foreign workers, and it's very important for a little union like ours to get support from them. Because most foreigners have not only labour problems, but often problems supporting themselves in Japan, it's actually impossible to solve these by our own experience and action alone.

Moreover, we can voice foreigners' opinions at Japanese NGO activities. After the events of September 11<sup>th</sup> 2001, it is

especially important to take an international position. So it's important that we contribute at NGO meetings.

I think even if these activities take a long time, we have prepared for the next steps of the FGU, and activities like this help to strengthen the foundations of a real "General Union".

## Indian restaurant 'Tandoori'

There were two Indian cooks and some part-time workers at this restaurant. Working conditions were pretty bad: the salary was 130,000 yen a month, with no leave-pay, paid holiday, overtime pay, or health insurance. They didn't even have employment contracts.

But they were keeping quiet because they

were afraid that they might be dismissed if they took action against the owner.

Then someone asked him to pay his salary that was already a month late, and another worker asked him to pay the leave-pay that he had promised. Suddenly the owner got very angry and said "the reason is that you are always making mistakes".

In fact there wasn't any evidence for this so they stood up, joined the FGU, and started a movement against the owner.

For two months we have been putting pressure on the owner through the Labour Standards Office, "Hello Work" and by phone calls. As a result, we have won most of our demands.

- Kawaguchi Eiji, FGU General Secretary

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## Labour Standards Law Fines for Quitting

Many employers believe (and their workers, too) that you can be fined for quitting your job in mid contract. While we do not advise this, the rules are as follows:

- You cannot be fined for quitting your job.
- Your employer cannot withhold your wages.

# GU Update General Union 10 Year History Project-1994

Law and therefore his request for paid holidays was turned down. A letter and a couple of phone calls later, the boss realized that he must have misunderstood the Labour Standards Officer and the member's holidays were granted.

## Yao Eikaiwa School

We are presently involved in a consultation with a new member over ¥4000 in unpaid wages. Not a lot of money, but the deduction was made after a teacher called in sick and the employer decided that this justified not paying for previous lessons. Update to come in next edition.

## Two Kansai high schools

Two part time teachers approached us after being told that their teaching hours were being cut next year. We have been talking with the employer over this cut and hope to have a positive report for the next edition of the "Voice".

## Two colleges in Osaka and Shiga

Two union members after over ten years of work with these universities are being told that they will not have their contracts renewed. We will soon begin negotiations with these employers. Watch for these two interesting cases in the next "Voice".

## A Kyoto high school

A member contacted us after he was told that his contract would not be renewed for next year. A call from the union and his job has reappeared.

## Two Unpaid Dismissal Allowances

A Nagoya and Osaka teacher contacted us after they were fired without notice. After contact from the General Union the companies decided to obey they law and pay the required thirty days' notice.

## A Nagoya high school

Teachers were approached by their employer and told that they would no longer be employed as of this April. The English department still exists but the school explained that they would be using dispatch workers from April.

We will begin bargaining in February. Please stay tuned for what promises to be a very interesting situation.

Do any of these problems resemble what you're facing? It's not impossible to stop worsening conditions, once you decide to do something about it.

## GU Scoreboard

General Union	Employers
6	0

To help celebrate the General Union's 10<sup>th</sup> Anniversary, we are running a timeline to give our readers some idea of the rich history of our union. The first three years, from 1991 to 1994, appeared in the General Union "Voice" and can be viewed on our web site, [www.generalunion.org](http://www.generalunion.org)

In 1994, we dealt with two major bankruptcies which brought home the fact of the Japanese recession to many of our members. We can see it as the beginning of the end for the boom days of the language schools. Our first major activity against NOVA began as a NOVA teacher was arrested and NOVA planned to force all teachers to be drug tested. So far, we've never gotten NOVA to remove this clause from contracts, but we've made sure that not one NOVA employee has ever been drug tested in Japan.

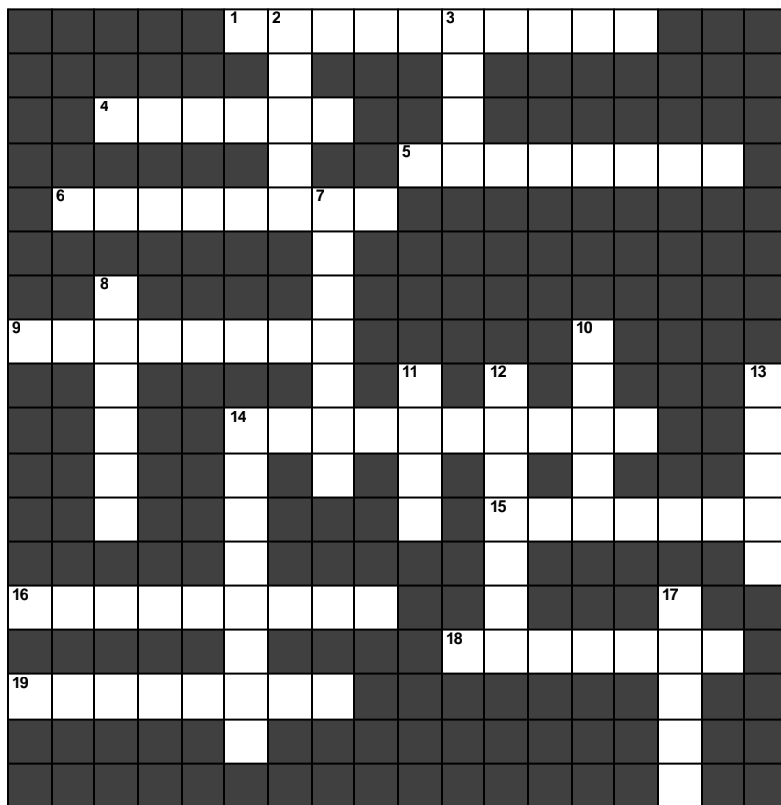
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<b>Feb 26</b>	GU General Meeting. Union dues go to ¥1500.
<b>Mar 25</b>	Atty files for bankruptcy .
<b>31</b>	Osaka Gakuin University fires Mary Flaherty due to 3-year limit. GU files case in May at Osaka District Court, in September at Osaka LC.
<b>Apr 12</b>	President of Atty harangued at meeting with students. In revenge for TV appearance, president assaults GU member Peter Gordon, and is arrested.
<b>May 17</b>	GU Nichibei Eigo Gakuin Branch declared. Collective agreement signed in November.
<b>Jun 12</b>	GU Branches at Atty, Mikado Propeller and Asahi Hiking trip to Mie. Victory at Mikado Propeller: Contracts renewed and training allowance doubled.
<b>Jul 9</b>	Symposium on Limited term contracts. Mr Suh Yong-Dal, Mary F. and Mr Niwa are panelists.
<b>15</b>	Mary F's case goes to High Court, and is reported in Newsweek.
<b>20</b>	'Bilingual' goes bankrupt. GU Bilingual Branch formed.
<b>21</b>	Protest support meeting in Kyoto. GU wins back enrolment in Unemployment Insurance.
<b>Sept 6</b>	After a NOVA teacher was arrested for Marijuana possession, NOVA attempts to force all foreign employees to take drug test. GU NOVA Branch declared with 150 members, refuses testing, holds press conference.
<b>18</b>	NOVA Executive Anders Lundquist visits GU to apologise. Drug tests abandoned.
<b>24~25</b>	APWSL International Meeting 'Foreign Workers' Rights' Representatives from Korea, Taiwan, Hong Kong, AMC.
<b>Dec 6</b>	GU Otemon University Branch formed. All 7 members win contract renewals.

# Thanks

NUGW would like to thank the following establishments for displaying copies of the National Union "Voice".

**Kansai Area:** Balabushka (Shinsaibashi), Bar Isn't It (Abeno), The Cellar (Shinsaibashi), Dubliners' (Kobe), Pig and Whistle (Kyoto, Shinsaibashi & Umeda), Ryan's Irish Pub (Sannomiya), Someplace Else (Shinsaibashi), Tin's Hall (Tennoji), Tramps (Kyobashi), Rumours (Nara), Bar and Grill Pump (Shinsaibashi), Green Leaf, Rakkan (Shinsaibashi), Community House Information Centre (CHIC-Kobe),

Kitano Catholic Church (Umeda).  
**Nagoya Area:** Shooters Sports Cafe, Tacos Cafe, Boozys, Queen's Head, Pub Restaurant Usquebaugh, Bumphy's Irish Pub, Marky's, Pelican Pete's, The Lazy Lizard, Kakuozan Bar, The Exit, Nagoya International Centre, The Book Shack, Tokuzo, Jazz Room Exit, Nagoya International Centre.



## "Voice" Crossword Clues

### Across

- 1 Poland's best-known union
- 4 Japanese word for 'union'
- 5 Largest prefecture by area
- 6 One Pope or two Beatles
- 9 Canadian city, site of 1919 General Strike
- 14 1995 Best Picture winner
- 15 Retired yokozuna, formerly Chad Rowan
- 16 GU's favourite government office: Labour
- 18 Feathered friend to a boy wizard
- 19 Crown Prince's given name

### Down

- 2 Princess Masako's maiden name
- 3 "Love child" born on December 1st
- 7 Winner of first World Cup
- 8 Fourth in line to British throne
- 10 2002: Year of the
- 11 Eikaiwa endorsed by Ewan McGregor
- 12 Real name of Scary and Sporty
- 13 Pre-Blair British P.M.
- 14 Balkan loser of both World Wars
- 17 2001 Nobel Peace Prize winner

### NOVA Paid Holidays

I am a NOVA teacher in Kansai. What is the law regarding resigning teachers' holiday pay several months into a contract renewal? I am aware that we can't take any paid leave until we have worked 6 months, and it seems strange that this condition applies to every new contract (no consideration of several years' service). It seems that there is no pro-rata system.

If we work 4 months into a new contract (and resign) are we not eligible for a percentage of holiday pay? Is this the law?

- Osaka Teacher

I am currently employed with NOVA and have recently signed a second contract. I have a question pertaining to vacation time. Is anything being done about the six months a teacher has to let pass in each contract before being eligible for vacation time? This is a very sensitive subject for me as I will be needing vacation time with only three months into my second contract and am nervous I won't be able to get it. - Teacher G in Osaka

### Answer from the Editor

You cannot use any paid holidays in the

## Letters to the Editor

first six months of your FIRST employment contract. After the first six months of employment is completed, you are eligible for ten days of paid holidays to be used for one year. Therefore from 0.5 years to 1.5 years you have ten days, and can use these days for the last half of your first year contract and the first half of your second year contract. You therefore have paid holidays immediately in your second year contract.

**NUGW welcomes your letters  
and comments regarding workers' rights.  
Please email to [voice@generalunion.org](mailto:voice@generalunion.org)  
or fax to 06-6352-9630.**

After six months of your second year contract is completed, you are eligible for eleven days of holidays.

In Japan, there is no pro rata system for paid holidays. Once you have passed the first six months or each subsequent year, you are eligible for your next lot of holidays.

Having checked into the NOVA system, we know that there paid holiday system is within the law, but at the bare minimum

level. Confusion is caused because your holiday dates and contract dates don't match and this is caused by NOVA giving paid holidays only after the first six months, unlike many other language schools that give you your paid holidays from your first day of employment.

### Dear Editor,

I recently came across the following story in "The Fables of Aesop" (Hodder & Stoughton edition, 1909) which I would like to bring to the attention of any of your readers who are currently thinking that they can deal with workplace problems on their own and that they do not need to organise with their co-workers for their collective employment security, I quote

### 'The Lion and the Three Bulls'

"Three bulls for a long time pastured together. A lion lay in ambush in the hope of making them his prey, but was afraid to attack them whilst they kept together. Having at last by guileful speeches succeeded in separating them, he attacked them without fear, as they fed alone, and feasted on them one by one, at his own leisure." "Union is strength."

- JM, Osaka

# 福岡ゼネラルユニオン ゼネラルユニオン10年のあゆみ～1994年

求められています。NGOの討論に参加し、私たちの意見を述べる事は重要です。

こうした活動は、労働組合としての活動に加えてかなりの時間が必要ですが、福岡ゼネラルユニオンの基礎を作るためには必要不可欠だと考えています。

## インド料理店 TANDOORI

パキスタン人が経営するインド料理店 TANDOORI には、2名のインド人と数名のアルバイトが働いていました。その労働条件はかなり悪く、賃金は月給13万円、有給休暇もなく残業代も支払われていません。健康保険や雇用保険も無いばかりか、国民健康保険への加入を約束しておきながら、実際は一切掛け金を振り込まず、挙句には35万円にもなった掛け金の請求書をインド人本に渡すという暴挙を行ないました。

しかし、何か行動を起こせば解雇されるかもしれないという気持ちから、これまで表立った行動は何も行なってきませんでした。

そうした中、1人のインド人労働者が一ヶ月遅配になっている賃金を要求し、また他のインド人労働者が、オーナーが口約束していた休暇賃金を要求した時、突然オーナーが怒り出し、「いつも失敗ばかりするから賃金を払っていないのだ」と言いました。

これは全く嘘です。労働者は怒り、FGUに加入し、オーナーとの闘いを開始しました。

労働組合として団交を申し入れて協議を行なおうとしましたが、全く話にならず、ただ一方的に怒鳴り散らすだけでした。そこで、労基署への申告やハローワークへの告発、或いは直接交渉や電話での交渉を繰り返しました。

粘り強い私たちの闘いに、ついにこの悪質なオーナーはネオ上げ、未払い賃金やインドまでの航空代、口約束していた休暇賃金を支払いました。また、未払いとなっていた女性アルバイトの2か月分の賃金も勝ち取る事が出来ました。

FGU 書記長 川口英治

ゼネラルユニオン創立10周年記念として、読者の皆さんにこれまでの10年間に取り組んできたいろいろな経過をご紹介します。1991年から1993年の3年間に発行された、ゼネラルユニオンの『Voice』は現在www.generalunion.orgのウェブサイトでご覧いただけます。

1994年におきた2件の大きな倒産は、多くのメンバーに日本の景気後退の現実を知らしめるこ

とになりました。

語学学校 NOVA に対する私たちの主要な活動は、1人のNOVA教師が逮捕されたことを受け、学校側が雇用している教師全員に薬物検査を強制しようとしたことに始まり、今のところ、私たちはNOVAの雇用契約からこの条項を削除していませんが、NOVA教師の誰一人も薬物検査をさせられていないことを確認しています。

2月	26日	ゼネラルユニオン総会	組合費1500円に
3月	25日	アトニー自己破産申請	
	31日	大阪学院大メアリーフラハティ氏に「外国人3年限り」解雇。5月地裁・9月地労委提訴	
4月	12日	生徒説明会でアトニー社長糾弾。TV放映への報復で社長がゴードン組合員を襲撃・逮捕	
5月	17日	日米英語学院支部結成	11月同意約款締結
6月	12日	アトニー・ミカド・アサヒ	三重ハイキングミカド「契約更新・研修手当倍増」で勝利
7月	9日	「有期雇用」シンポ	徐龍達&メアリー&丹羽
	15日	メアリー裁判高裁へ。ニュースウィーク報道	
	20日	バイリンガル破産。バイリンガル支部結成	
	21日	京都で抗議集会。雇用保険一括遡り加入実現	
9月	6日	NOVA講師マリファナ逮捕で、会社が全外国人に薬物検査強要。夜150名でNOVA支部結成。拒否の記者会見。	
	18日	本社役員アンダースらが労組を訪問謝罪。【検査断念】	
24~25日		APWSL国際会議「外国人労働者の権利」韓国・台湾・香港・AMC代表ら来阪	
12月	6日	ユニオン追手門大支部。7名の契約更新獲得	

## エアラインにもゼネラルユニオン 中国北方航空支部誕生

中国民航が分割された後、関空などから瀋陽や大連に定期便をもつのが中国北方航空である。日本支社で働いているのは40人ほどで、四ツ橋に事務所がある。中国政府がオーナーなハズのこの会社でもリストラが強行されている。突然の自宅待機、さらに実在しない支店への配転…。そして「拒否すれば解雇」とまで宣言している。中国の官僚である鄭支社長に

とって、労働法や「整理解雇4要件」など、まったく関係ないかのようだ。それどころか、「ハイジャック以降、未曾有の危機」と、後からとってつけたような口実までつけてきた。

組合員は女性を中心にした日本人の若者たち。全員が不当配転を拒否して労基署や地労委申立など、全面的反撃を開始した。今後の展開を注目してほしい。

- ◇ 熊本労組裁判
- ◇ 福岡ゼネラルユニオン報告
- ◇ 東京国際高校
- ◇ 関西・東海の勝利報告

2 0 0 2 年 2 月 号

ゼネラルユニオン(関西・東海)、全国一般東京南部、福岡ゼネラルユニオン、熊本ゼネラルユニオン、仙台外国語教員労組

# Voice

ナショナルユニオン

## 新しいナショナルユニオンの『Voice』誌がスタート!

2001年6月、ゼネラルユニオン(関西/東海支部)、全国一般東京南部、福岡ゼネラルユニオンの各代表者が名古屋に集まり、それぞれの団体の活動をわかりあうために話し合いました。これら全ての組合が、多くの外国語教師をメンバーとし、全国一般に所属しているの、より高いレベルでの連携を働きかけることは大変意味があるからです。

私たちは、『Voice』誌が、メンバー全員が所属している組合の場所に関係なく、それぞれの活動についての情報を掲載した共通の情報源と

なり、メンバーの固い一歩になると確信しています。

さらに、それぞれの各地方のユニオンは、公的機関の語学産業に関しても非常に豊富な知識を分け合えるので、その経験を国中で共有できることは確実です。語学産業で働く外国人と日本人労働者が直面している最も大きな問題のひとつは情報の不足であり、そのことによって問題の解決が難しくなっています。

この『Voice』が、あなたの職場における権利を証明する良い情報源となり、情報を利用する人々が、自

身やその周りの人々の権利を立証するために、将来ユニオンのメンバーになられることを希望します。この『Voice』に寄与する組合、新しいものから古い組合まで、全ての組合はとても大切なことを学んできました。もし、私たちが団結すれば、職を確保し、労働状況を改善できるということを。

『Voice』は6週間に1度の頻度で発行する予定です。もし、あなたがユニオンのメンバーでなくても定期購読したければ、内側のページにある定期購読申込書に必要事項を記入の上、お申し込みください。

## 全国協委員長あいさつ

全国一般全国協 中岡基明

明けましておめでとうございます。

いま世界経済はグローバリゼーションと新自由主義による激しい競争が続いています。その結果、豊かな国と多数の貧困層を抱える国の格差は広がり、また国内での貧富の差も大きく拡大しています。日本においても失業者が増え、路上生活が増えるなど労働者にとって厳しい状況が続いています。

そのような中で労働者のための諸権利・法律が十分生かされていない状況があります。特に日本で働く外国人労働者の権利はないがしろにされてきました。私たち労働組合こそがしっかりと闘いの中で権利を確保し、拡大するために奮闘しなければなりません。私たちの組合は国籍を越えて団結し闘いを創り出すこと、そして国境を越えた連帯と闘いを創り出すことを大きな柱にしてきました。そのためにもこの新聞が大きく役立つことを期待します。

## 福岡ゼネラルユニオンの報告

### NGO活動への参加

福岡ゼネラルユニオンはこれまで“移住労働者と共に生きるネットワーク・九州”や“債務と貧困を考えるジュビリー九州”といったNGOの活動に参加してきました。

NGOの活動をしている方の多くは、日本で働く外国人がおかれている状況を理解してくれます。外国人労働者の場合、職場の労働条件に限らず、日常生活そのもの問題も同時に発生します。そうした問題、特に入国管理局との交渉など、経験の少ない私たちのにとってNGOの協力は不可欠です。私たちだけの経験や活動でこうした問題に取り組むのは不可能です。

また、私たちは日本のNGO活動に外国人の意見を直接反映させる事が出来ます。特に、昨年9月11日以降、私たちには国際的な視野で活動することが

(次ページに続く)

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