

Voice

National Union

News from the General Union (Kansai & Tokai), NUGW Tokyo South, Fukuoka General Union

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Autumn 2008 Edition

ECC 100 Campaign "on target"

In the summer, the General Union – ECC Branch launched the ECC 100 Campaign and are happy to announce that we have met the first target and won our training pay demands.

The union and ECC have now signed a Collective Agreement stating that where possible, mandatory training will be held within working hours. If mandatory training needs to be held outside of regular working hours, overtime pay rates will apply. This is a major victory as in the past the training rate of pay was only 1000 yen per hour. With the conclusion of this agreement, the minimum

rate is now 2030 yen for mandatory training.



Fighting for an hourly increase!

In the next stage of our campaign we are preparing to submit demands for:

- 100 yen per hour increase
- Special leave, including bereavement leave
- Sick days
- Clarification of the evaluation system
- Permanent employment opportunities

Berlitz - Gimme a break

Berlitz Kansai union members have taken a stand and voted to push ahead to win payment for the 5 minute interval between lessons. Berlitz calls it a break but 'break' means time off to relax. The interval between lessons at Berlitz is very much work – unpaid work.

When is a break not a break?

*When you need to answer student questions.

*When you need to be available to speak with staff members.

*When you have to write lesson notes.

*When you need to prepare for lessons.

*When you need to lockup at the end of the night.

The General Union has submitted demands over the unpaid interval, (see – 'Gimme a break' pg. 3)

Tokyo Berlitz strikes take off!

Over 100 teachers have already struck lessons at dozens of Berlitz schools around the Kanto region. In addition to well-timed "surgical strikes" that at times shut down entire schools, the union has forced management to stretch its logistical capacity beyond its limits in an attempt to cover struck lessons. Often scabs are paid to wait for strikes that don't even materialize.

The 2008 Begunto Shunto Strike aims to win a 4.6% base pay hike and a one-month bonus.

The strike has gained momentum since it began in March. Many employees saw the union taking serious action to raise pay and wanted to be a part of it. Even while we still fight, this strike -- the largest sustained strike in Japan's language school history -- has helped us build our membership by a large percentage.

Management has made two offers. The union rejected the first as far short of our demand. At the time of writing, the union is considering the second offer.

NUGW Tokyo Nambu

Tel: 03-3434-0669 Fax: 03-3433-0334
info@nambufwc.org
www.nambufwc.org

General Union – Kansai & Tokai

Tel: 06-6352-9619 Fax: 06-6352-9630
Tokai Tel/Fax: 052-561-8555
union@generalunion.org
www.generalunion.org

Fukuoka General Union

Tel/Fax: 092-473-1222
fukuoka@generalunion.org
www.fukuoka.generalunion.org

National Union of General Workers

武庫川女子大

必要な環境を整えることであり、中でも最も重要なのは、教員です。武庫川の経営陣は、英会話学校に英語教育の多くを丸投げすることで、この最も基本的な責任を放棄しているのです。武庫川は、大学として、自らの責任で教育を提供する義務を怠っています。武庫川は、営利企業に丸投げするのではなく、自らの責任で教育を提供すべきです。

一方、従来から、武庫川女子大で働いてきた講師の担当クラスが減らされ、生活が脅かされています。現在、非正規雇用問題が社会問題となっていますが、大学の講師も例外ではありません。大学の英語講師の多くは、コマ単位、1年単位の契約の非常勤講師で、その雇用は非常に不安定です。そして、何年もの間この大学で教えてきた、学生からの信頼も厚い講師が、英語教育の英会話学校への丸投げ拡大にしたがって、仕事を減らされ、生活が脅かされています。

私たち直接雇用の講師は、英会話学校から派遣された講師と争うわけではありません。もし新しい講師が必要なら、大学は彼らにも、直接の安定した雇用を提供すべきなのです。より良い教育のために講師たちの安定した雇用は不可欠です。

ゼネラルユニオンは、武庫川女子大での不安定雇用と外部委託をやめさせ、講師たちの安定した雇用と労働条件の確保のために闘っています。

Stop Outsourcing at Mukogawa Women's University!

From 2006, Mukogawa Women's University (MWU) has been outsourcing English education to a major English school whose main purpose is to maximize profits. At first 48 *koma* (24 classes) of *Kyotsu Kyoiku* were outsourced, but in 2008 the total number of outsourced classes has skyrocketed; 156 *koma* (78 classes) in *Kiso Kyoiku* along with 32 *koma* (16 classes) in *Kyotsu Kyoiku* for a total of 188 *koma* (94 classes). This year over 30 teachers are being dispatched from this company to the university.

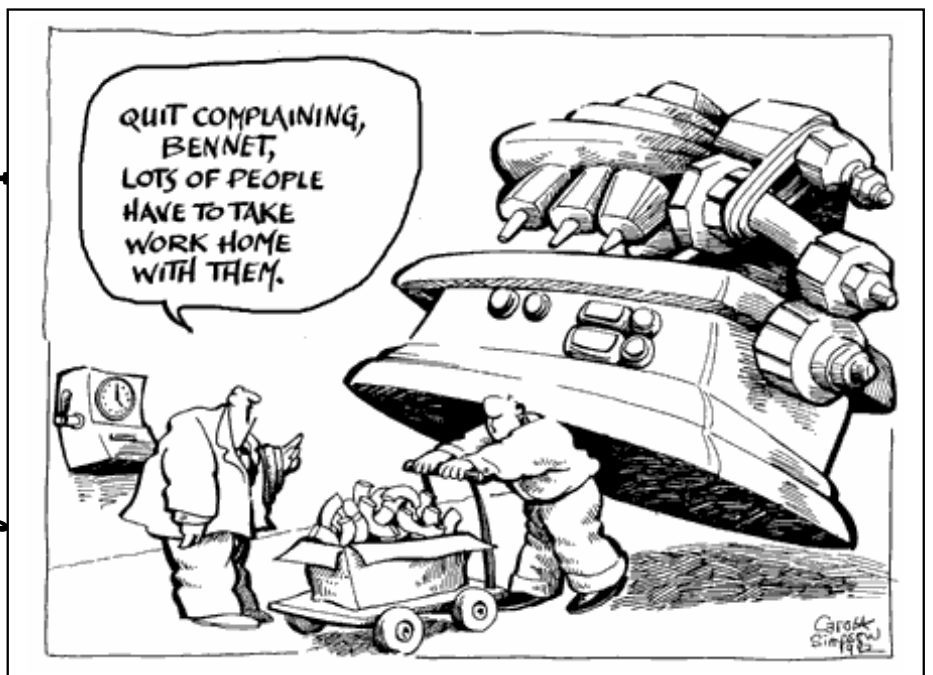
Of course the union and its members at MWU have no quarrel with the teachers sent in from this private company and we do not say that the quality of education is necessarily lower because of outsourcing, but the university is a provider of public education and must take responsibility for hiring teachers and not evade its duty to educate its own students. We cannot accept the outsourcing of education to a private profit-making

organisation. If new teachers are needed, the university should provide direct and stable employment to these newcomers, as well.

While this has been going on, the teachers working at MWU have seen their classes cut and their livelihoods threatened. These days irregular employment is becoming a social problem, and university teachers are by no means immune. Many university teachers are part-time, working on one-year contracts, paid by the class, and their jobs are tenuous at best. Teachers who have worked for many years and who are trusted by their students are seeing their classes vanishing, outsourced to the English schools, and they are losing money as a result. In order to give better education, stable employment for the teachers is essential.

We ask everyone to support our members at Mukogawa Women's University in our campaign for stable employment and protection of working conditions.

Courtesy of www.carolsimpson.com



Letter to the editor

Dear General Union,

Thank you for your help during the Nova bankruptcy period. Even though I was at Nova for more than 10 years it really hit home how we all should be thanking the union, and that I should have joined years ago.

I am embarrassed to say but years back when the union first forced Nova to enroll us all on unemployment insurance, I was one of the people bagging the union. I will now eat humble pie.

Unemployment insurance was a great cushion for my family while I searched for work. I am happy to say I have now found full-time work and would like to become a full dues paying member.

Sincerely, Josh.

Dear Josh,

Congratulations on the new job and thanks for the kind words. Yours is one of many letters we have received.

The Nova fiasco only reinforces the need for unionization and regulation of the language teaching

industry. Thousands of teachers were left in the lurch when Nova collapsed and without unemployment insurance many would have been left in dire straits.

The union has been successful in bringing unemployment insurance to the major language schools but there is still more to be done. Many smaller chains and individual schools still evade the law. We encourage people working in these places to contact the union to discuss getting enrolled.

One of the major new developments in the industry is the expansion of dispatching teachers to work as assistant language teachers in public schools. There are thousand of teachers involved with the majority being left without unemployment insurance. By falsely manipulating working hours and contracts lengths many outsourcing companies are cheating teachers of their right to enrollment.

The union has been successful in having some individuals enrolled but major change is needed and the union will be asking the Ministry of Labour to investigate further.

Berlitz - Gimme a break

(from pg. 1)

amongst other issues, but when negotiations broke down we sought advice from the Labour Standards Office (LSO).

Labour Standards is now investigating, taking the unusual step of inspecting a number of individual schools and have found teachers performing unpaid duties.

The LSO has told Berlitz that all

work must be paid and to make sure that unpaid work does not occur.

The union and the company are now negotiating.

Other demands include

- *LC improvement committees
- *Health and Pension (shakai hoken)
- *Opening up more lessons for pay per lesson instructors

Simul shakai hoken strike

-NUGW Tokyo Nambu-

Our Simul local continues to fight hard for proper enrollment in the Shakai Hoken health and pension scheme. Management still refuses enrollment.

Management has targeted the local president with warning letters for leafleting and allegedly harassing non-union members and obstructing business. The charges are baseless, except the leafleting, which is a legitimate union action protected under the Trade Union Law.

Simul admitted in collective bargaining that the president had not harassed other employees but defended their charges of obstruction of business for such serious offenses as "standing behind (a coworker) waiting to use the copy machine."



Japan Times strike

Our local at Japan Times has begun striking to realize a raft of 2008 shunto demands, originally submitted in December 2007. Among demands are annual 9% pay hikes, sick days, union shop agreement (all employees must be union members), and recognition of permanent employment status.

After a few strikes, management offered three sick days but the union voted to reject that offer as insufficient. The fight continues.

Vo^{ナショナルユニオン}ice

“Voice”の紙面

◇ ジャパンタイムズ スト
◇ サイムル 社会保険
◇ ベルリッツ スト

2 0 0 8 年 秋 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

NOVA詐欺商法・背任・賃金不払等、真相究明継続を

NOVA 倒産直後に、不正なレッスン契約、ファミリー企業関連の特別背任が、当局から公表され、マスコミにも大きく掲載された。数十万人という被害生徒の損害は、以前から、全国各裁判所の判決などで、その違法性は既に確定していたし、倒産後、改めて、被害生徒としても、捜査に協力してきた。また、ゼネラルユニオンの教職員たちへの賃金未払についても、大阪労働局に「送検要請」し、各国の講師たちも、被害調書作成にも加わった。

しかるに捜査は遅れ、ようやく立件したのも「親睦会費の流用」という、別件逮捕もどきの容疑であった。「これが本格捜査の開始になれば」と期待したが、府警は「本件以外は立件せず、捜査は終了」と発表した。

また、7月29日地検は「大阪労働局から送検されてきた賃金不払事件は、嫌疑不十分で不起訴とする」と発表した。「払う意思はあったが、金がなかった」という説明のようだが、そんな理由がまかり通るなら、ほとんど企業危機がからむ同様のケースでの無数の起訴 有罪確定が判例化していることとの整合性にまったく欠け、労基法の罰則規定の死を意味する。

なぜ、捜査続行→送検をし、裁判で断罪しないのか？ 皆んな疑問に思

っている。

NOVAの巨悪は未解明。「検察審査会」申立を含め、究明をめざす。

NOVA 関連企業との利権がからんだ「特別背任立件」を恐れる自民党政治家もいるかもしれない。また「詐欺商法立件」ともなれば、NOVA 商法を一貫して擁護し、被害者を増やす結果を招いた経済産業省の責任も免れないだろう。

このような摘発は、責任究明＝再発防止のみならず、不正取得したダーティマネーを、破産財団に返還させることによって、レッスン料返還や、賃金の配当につながることを目的にしていたのではなかったのか。地裁や管財

人も、この事を、何度も公約したはずであり、皆が期待していた。

あまりに大きな消費者と労働者の被害に対して、これ以上の社会問題化を恐れた自己規制や圧力が、どこかにあったのではないかと、とも疑いたくなる。

ゼネラルユニオンは、これら戦後最大で、国際問題にまでなったNOVA事件での、闇から闇への幕引きを容認しない。教職員やNOVA生徒の会、とも協議し、「検察審査会申立」をはじめとする、あらゆる方法で完全な解明をやりとげ、謝罪と償いの実現まで頑張る決意である。

武庫川女子大は英語教育の英会話学校への丸投げをやめろ

武庫川女子大は、2006年より、大学の英語教育を営利企業である英会話学校に委託しています。当初は共通教育科目48コマ（24クラス）を対象に始められたこの教育の外部委託は、2008年には、基礎教育科目156コマ（78クラス）+ 共通教育科目32コマ（16クラス）= 188コマ（94クラス）という規模にまで膨れ上がり、今年、英会話学校から、年間30名を超

える講師が派遣されています。

もちろん英会話学校の講師や教育の質が悪いとは限りませんが、大学という公教育機関が、自らの責任で講師を雇い、教育に従事させることを放棄し、営利企業に教育を丸投げすることは、社会的に許されることではありません。大学とその経営陣の最も基本的な責任は、学習環境を確立し、教育に

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