

# UNION ACTION! JOIN US!

## ユニオンアクション!



2022.08.01



### STOP Unfair Labour Practice at Nagoya International School!

#### 名古屋国際学園の不当労働行為に抗議を!

The General Union is currently in a dispute with Nagoya International School over a member who was non-renewed after filing a sexual harassment complaint and declaring union membership. The Union has engaged in collective bargaining with

the school as well as filing a suit against them at Osaka Prefectural Labour Commission. This pressure has precipitated changes at Nagoya International School, and the Union has won unlimited term contracts for staff and national insurance for all.

名古屋市守山区にキャンパスを持つ名古屋国際学園 (Nagoya International School) は2019年、セクシャル・ハラスメントの告発と組合活動をした教師との契約を更新しませんでした。ゼネラルユニオンは大阪府労働委員会に不当労働行為救済申し立てを行い、調査の過程で名古屋国際学園の多くの労働問題が明らかになりました。団体交渉を通して労働環境の改善へのプレッシャーを名古屋国際学園にかけた結果、労働者は無期労働契約や、法律で定められている社会保険への加入などを勝ち取りました。

**NAGOYA UNION MEMBERS:** Watch out for more information regarding our Friday, 19 August and Sunday, 21 August leafletting action YOU CAN JOIN US and support your fellow members. We demand that Nagoya International School settle this dispute immediately!

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### Tokyo High Court: Ruling rejecting avoidance of unlimited-term conversion due to abuse of "10-year special exception"

2022年7月20日、東京高等裁判所は、専修大学の非常勤講師の「5年超勤務に基づく無期転換」を認めた2021年12月16日の東京地方裁判所の判決を支持する判断を示した。

This ruling is a major blow to universities around the country that are abusing the "10-year exception" to avoid the unlimited-term conversion. For those of us who have been opposing this and promoting the conversion, we are now in an advantageous situation. The extent to which we can take advantage of this favourable situation depends solely on our own efforts.

今回の判決は各地の大学が行なっている「10年特例」の濫用による無期転換回避に大きな打撃となる。これに反対し無期転換の推進を図ってきたわれわれにとっては有利な状況が生まれた。この有利な状況をどれ程活用できるかは、ひとえにわれわれ自身の努力にかかっている。

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### ECC Strike Ends as Company Offers Concessions

The General Union's ECC Branch ended its months-long fight this July after members across Japan voted to accept ECC's offer for improved pay and working conditions.

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### Vote from Abroad.org

Absentee ballots for Americans

### Americans in Japan, You Can Still Vote!

Americans living in Japan can exercise their democratic freedom to VOTE in the US elections this November, by registering for your absentee ballot.

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### AEON Outreach Campaign Still Growing!

Our mailing campaign to AEON workers was an amazing success and we are now making an plan with AEON workers to improve working conditions. Are you an AEON worker? Do you know AEON workers? Reach out to us!

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### NEW DEAL for ALTs

#### ALTを使い捨てにする教育を変えよう!

The General Union has been negotiating with boards of education and dispatch companies for the last 20 years and we have made some important gains especially in forcing dispatch companies to abide by the Labour Standards Law for paid holidays and overtime and getting the employers to enrol teachers on social insurance.

Our main push now is to work with government ministries to get some kind of ALT national standards for both working conditions and the quality of education. We can only do this by working together - dispatch, direct-hire, JET - to stamp out poor working conditions in the whole ALT industry. Our starting point is to back up our claims with solid data and that means pushing our national survey to all our ALT friends and colleagues.

外国語指導助手 (Assistant Language Teachers = ALT) は、1970年代から日本に存在しています。政府の交換留学制度による一握りの参加者から始まりましたが、現在では幼稚園から高校まで、2万人近い教師が働いています。ALTはまともな仕事をする資格があります。そして、日本の先生も学生・生徒も質の高い教育を提供するまともなALTを必要としているのです。「まともなALTの仕事」とは、労働法が遵守され、安定していて、成長の機会が与えられ、明確な目標と期待があり、他の教師たちと同様の処遇を受けるものです。

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