



Know your rights as an English teacher in Japan!

1. It is your right to form a union with your co-workers to represent you in your workforce.
 - Chapter 1, Article 1: Japanese Labor Union Act
2. This union can be used to collectively bargain with your company to improve your working conditions.
 - Chapter 1, Article 2: Japanese Labor Union Act
3. This union has the right to take action to defend its members from discrimination in the workplace and fight for its members should the unjust happen.
 - Chapter 2, Article 7: Japanese Labor Union Act

Protect yourself from being taken advantage of!

1. Most English teachers in Japan are unaware of what their companies are required to do for them.
2. English teaching companies rely on this ignorance of the facts to continuously strip their employees of their government protected rights.
3. For example, you are guaranteed:
 - A) You cannot be fined for breaking your contract. – Article 16, Labor Standards Act
 - B) You cannot be fired without good reason. – Article 18-2, Labor Standards Act
 - C) 10 days paid leave per year after 6 months of employment. – Article 39, Labor Standards Act
 - D) Enrollment in the national health care insurance plan. Even part-time workers are entitled to enrollment in the national health care and pension plan.

Be Preemptive!

Don't wait for a company to try to take advantage of you. The longer you stay in Japan, the greater the chances of your being taken advantage of by your company. To some people it happens sooner, others later. Only a small fraction of people finish their tour of Japan and return to their home countries after a few years with no horror stories of their companies. Unless you plan on being one of the lucky few who beats the odds and makes it out with only fond memories, you need to think about and plan for the future! United, we stand! Alone, we fall.

Contact info for **Zenkoku Ippan Tokyo General Union ("Tozen")**:

http://www.interacunion.org	organizing@tokyogeneralunion.org
http://www.tokyogeneralunion.org	info@tokyogeneralunion.org
ALT Branch Pres Amjid Alam: [REDACTED]	interacunion@gmail.com
ALT Branch VP Erich Manning: [REDACTED]	FAX: 050-3488-6734