

The Union of University Part-time Lecturers in Tokyo Area

Exercising the Right to Apply for Non-terminal Employment

Why do you need to join the union?

Benefits you will get if you apply for non-terminal employment

A part-time or adjunct teacher who has been working at a particular college for five years or more since 2013 has had a right to apply for non-terminal employment since April 1st, 2018. Exercising this right means that

1. each college can no longer define your contract period,
this means if you have your classes at that college, you can teach there until your retiring age.
2. a college will have the legal obligation to ensure your continued employment.
3. dismissal or discharge of a teacher by the college after the teacher has applied for non-terminal employment is an illegal act contrary to officially enacted public policy.

Unfortunately, many colleges, contrary to the spirit of the law, have been trying to prevent the extension of teaching contracts up to 5 years to avoid any obligation to accept application for non-terminal employment.

Others have been insisting that part-time teachers can exercise the right to apply for non-terminal employment only after they have been working at the college for ten years. Of course, we do not condone these illegal actions and measures and have strongly negotiated with numerous colleges to rectify their conduct and amend their policies. It is regrettable that, as an individual, you cannot realistically exercise your legally established right for non-terminal employment unless you fight for it through becoming a member of a union.

Moreover, if you don't apply for non-terminal employment, you will be thought willing to accept a renewable contract with a defined time period of half a year or one year, which may be terminated by the college if you fail to agree on the employment conditions it offers you. So, in the worst scenario, they can refuse to extend your employment with a new contract.

For these reasons we recommend that you apply for non-terminal employment immediately. Moreover, should you decide to join a union, The Union of University Part-time Lecturers in Tokyo Area will sincerely accept you as a member and earnestly work on your behalf to protect both your rights and employment.

Please contact Mr. Hermann TROLL, Tel./Fax: 03-3977-3757 E-Mail: htroll@hotmail.com

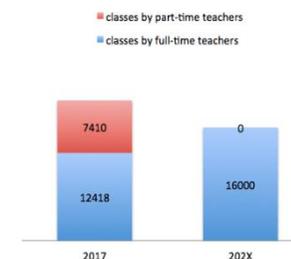
Nihon University Union

Establishing a Specific University Union

The executive board of The Union of University Part-time Lecturers in Tokyo Area established the Nihon University Union on Sep. 23rd, 2018, and its secretary is Mr. Makoto Shida, 志田慎. The number of members is about 80. This was only the second instance of a union being established at one particular university. The first was the Waseda University Union. The Nihon University Union has the following objectives.

1. To restrict Nihon University (NU) from rejecting the extension of teaching contracts.
2. To prevent NU from further reducing the number of classes taught by part-time teachers as well as from executing its plan of eliminating all part-time teaching posts.
3. To force the withdrawal of illegal unilateral changes that adversely effect NU's part-time teachers, such as limited 5-year (or less) contracts and lowered compulsory retirement age.
4. To dissuade NU from illegally outsourcing classes to language schools among other organizations.
5. To maintain the stable income and employment of part-time teachers at NU and negotiate for the significant increase of teachers' compensation.

NU's Part-Time Teaching Post Elimination Proposal



The headquarters of NU plans to cut by 20% of the total number of classes offered. Also the hdqrs is trying to enforce a 60% increase in the teaching load of full-time teachers. If NU hdqrs fully implement both of these steps no part-time teachers will be required at all.

Guidance on Issues at Nihon University: a) part-time post total elimination b) non-terminal status application (with English

interpretation) At Yonbancho Assembly Room, On Oct. 13. From 14:00 to 17:00. <https://www.city.chiyoda.lg.jp/shisetsu/annai/024.htm>

For further information, please contact Hisaaki MANAGO er9h-mng@asahi-net.or.jp (090-6306-9687)