

Resolution of Extraordinary Plenary Session of the Union of University Part-time Lecturers in the Tokyo Area (September 21, 2013) : The Establishment of the Waseda Union

The extraordinary plenary session of the union has been held to review our campaign against the five-year limit on the renewal of the contract of part-time lecturers and to decide on our strategies/policies to deal with the problems at hand. We have established Waseda Union (under the banner of the Union of University Part-time Lecturers in the Tokyo Area) as an organization that will facilitate the communication/coordination/solidarity especially among the union members working at Waseda University, where membership has reached one hundred. We strongly appeal to the administration of Waseda University to repeal the unfavorable modifications of our contract.

The nature of the unfavorable changes of the contract: An attempt to close an avenue to job security opened by the Revised Labor Contract Act

The board of the trustees of Waseda University has established the Work Regulations for Part-time Lecturers to evade Articles 18, 19, and 20 of the Revised Labor Contract Act through unilateral unfavorable modifications of the contract. (Article 18 by setting the five-year limit on the renewal of the contract so that no one can request that their contract be changed to one without a fixed expiry date; Article 19 by using a 6-month hiatus and changing the duration of a contract period to reset part-time lecturers' right of expectation for their contract to be renewed; Article 20 by limiting the number of classes (*koma*) each lecturer can teach each year to a maximum of four to make less conspicuous the unreasonable discriminatory treatment between full-time faculty members and part-time lecturers.)

Why is Waseda so important? – Waseda University as a make-or-break point in the fight to protect the right of expectation

- i. Critical moment for the union/Domino effect: If we lose at Waseda and allow them to terminate the contract in five years and to deprive us of the right of expectation for the contract to be renewed, it will spread nationwide.
- ii. Fight to drastically improve our working conditions: Making them repeal the proposed unfavorable changes of our contract directly leads to improvements of part-time lecturers' working conditions. We can set trends for better working conditions, such as increased job security and doubling of part-time lecturers' pay, starting from Waseda University.
- ii. Can we mobilize several hundred part-time lecturers at Waseda and achieve membership of one thousand as a whole? Or are we going to be doomed by the five-year termination of part-time lecturers' contract?

I. Report: Activities to prevent unfavorable modifications such as the five-year limit

1. Our movement so far

Our movement can be divided into the following four phases:

First Phase (February to April 1) – Attempts to suppress the unfavorable modifications of the contract: From the occurrence of the five-year contract limit problem to the implementation of the Work Regulations for Part-time Lecturers at Waseda University

Second Phase (April 8 to June 18) – Starting up our movement: From the criminal charge against Waseda University to the notification of Waseda's *koma*-reduction program

Third Phase (June 21 to July 22) – The period marked by the union's development and rapid progress: From the class-action lawsuit (?) against Waseda University to Waseda's concession from the four-*koma* limit to the six-*koma* limit.

Fourth Phase (July 20 to September 21) – Preparation for the establishment of Waseda Union: From the Third Preparatory Meeting for Waseda Union to the Extraordinary Plenary Session of the Union.

First Phase (February to April 1) – Attempts to suppress the unfavorable modifications of the contract: From the occurrence of the five-year contract limit problem to the implementation of the Work Regulations for Part-time Lecturers at Waseda University

- i. The first collective bargaining session (March 19): the union's refusal to accept the unfavorable changes of the contract; demand the suspension of the Work Regulations
- ii. Waseda University sent all the part-time lecturers the Work Regulations and the notification of the working conditions.
- iii. The Regular Plenary Session of the Union of University Part-time Lecturers in the Tokyo Area (March 31): How to deal with the five-year termination of contract; Part-time lecturers at Waseda University started joining the union.
- iv. Waseda University's implementation of the Work Regulations (April 1) – Rissho University decided to suspend the five-year termination of the contract.

Main issues discussed in the first collective bargaining session

- i. ex post facto notification of the unfavorable modifications of contract, such as the five-year termination of the contract and the four-*koma* limit, and the election of representatives of the majorities of workers.
- ii. Legal flaw in the election of representatives of majorities of workers – only part-time lecturers were asked to vote; no period was set for application for candidacy; voting slips weren't delivered in time or in some cases not at all
- iii. The union strongly protested against the illegal election and the unilateral unfavorable modifications of the contract; demanded the suspension of the Work Regulations. The administration refused to comply.

Second Phase (April 8 to June 18) – Starting up our movement: From the criminal charge against Waseda University to the notification of Waseda’s *koma*-reduction program

- i. Doctors Hinako Matsumura and Akio Sato denounced Waseda University to the Tokyo Prosecutors Office. (April 8)
- ii. The first flyer concerning the Waseda Issues was published (April 9; reporting the criminal charge against Waseda): Three thousand copies were delivered at Waseda during the first half of April.
- iii. The first meeting to explain the situations (April 27): Sixty people attended. Hosei University gave up its plan to establish Work Regulations in this school year after the collective bargaining session on April 16. By the end of May, thirty new members joined the union.
- iv. The second collective bargaining session (June 6): The administration offered explanations completely contradicting what they had said during the first session. It led to the class action lawsuit by part-time lecturers.

Main issues discussed during the second collective bargaining session

- i. The election was notified through the Waseda Portal Net. Even if there was a legal flaw in the process of the election, the Work Regulations themselves were valid.
- ii. The election was announced to all the teaching staff.
- iii. The union pointed out the contradictions between what was said during the first and second collective bargaining sessions and asked about the rules concerning the limit of the period of the employment contract.
- iv. The union insisted that the unfavorable modifications of the contract be unjust because it was an attempt to evade the Labor Contract Act and be repealed.

After the second phase, the union has concentrated its efforts on making Waseda revoke the unfavorable modifications of the contract, on the basis of the judgment that Waseda can have a huge impact on other universities. At first, the union was in such an extremely disadvantageous position that it had only about a dozen members at Waseda University. The president, vice presidents, and secretary-general of the union, dealing with Waseda, set as their top priority mobilizing one hundred part-time lecturers at Waseda University for the time being. In order to achieve the goal, the union

- i. brought the administration to bay through public opinion, attracting attention of the general public, filing a criminal charge against the university’s violation of the Labor Standards Act
- ii. revealed how outrageous the unfavorable modifications were and made the administration left without support, and demonstrated that it was not impossible to make the administration repeal the unfavorable modifications
- iii. distributed various fliers at the university and other major universities to recruit new members and held meetings to explain the situation concerning the part-time lecturers

By adopting those strategies, we held preparatory meetings to mobilize one hundred union members at Waseda University. Thirty new members joined the union.

Third Phase (June 21 to July 22) – The period marked by the union’s development and rapid progress: From the class-action lawsuit (?) against Waseda University to Waseda’s concession from the four-*koma* limit to the six-*koma* limit, the School of Law’s abandonment of its plan to introduce a 6-month hiatus to nullify the right of expectation

Waseda’s notification of the four-*koma* limit to part-time lecturers (June 18)

The Federation of Japanese Private Colleges and Universities Associations’ written request (June 24) to the minister of Education, etc. that part-time lecturers be exempted from the application of the Labor Contract Act

The School of Law’s questionnaire to ask “[w]hen might you be willing to take a semester off?” (July 3)

The Japanese Language Center’s notification of the implementation of the four-*koma* limit in the next school year and the notification of the revocation of the plan (July 18)

i. Press conference about the class action lawsuit by part-time lecturers at Waseda University (June 21); fifteen plaintiffs

ii. The third flyer (No legitimacy for the plan to implement the four-*koma* limit) was published (June 28)

iii. A collective bargaining session with Hosei University (July 9) – The university accommodated the main points made in the union’s request to improve the way in which the election of representatives of majorities of workers would be done.

iv. Press conference (July 10) – The School of Law’s questionnaire was illegal, should be repealed. Protest against the request made by the Federation of Japanese Private Colleges and Universities Associations

v. The publication of the emergency flyer concerning the School of Law’s questionnaire (July 12) both in English and Japanese

vi. The fourth flyer (Waseda should stop the questionnaire to ask part-time lecturers when they would like to take a semester off (July 20)

vii. The third collective bargaining session (July 22) – The administration conceded that the *koma* limit would be six for the time being; admitted that the questionnaire by the School of Law had been inappropriate.

By the end of July, seventy new members joined the union; the Waseda Union preparatory group secured 80 part-time lecturers at Waseda. -> towards the establishment of the Waseda branch

Major issues discussed during the third collective bargaining session

i. The election of representatives of majorities of workers was made universally known through the Waseda Portal Net. The computer log as to the notification of the election would not be made available to the union.

ii. The questionnaire by the School of Law was inappropriate. No questionnaire would be done in the future to evade the law.

iii. For the time being, the *koma* limit would be six for language classes, hands-on training, and experiments.

iv. The union pointed out that there had been a legal flaw in the process of adopting the stipulations of the employment period, requested that the unfavorable changes of the contract be repealed.

During the third phase, the union adopted the extended *sanyaku* system, a administrative system in which not only the president, vice presidents, and general-secretary of the union but also executive committee members selected from part-time lecturers at Waseda University play a leading role in the union. A major change was brought about by this (newly adopted) system. The union appealed to part-time lecturers at Waseda and other universities against the board of the deans of faculties' announcement of the plan for the way in which the four-*koma* limit would be implemented and the questionnaires by the School of Law and other departments, through the publication of the third flyer and by holding a press conference. Fifteen part-time lecturers, including those who were not union members, filed a lawsuit against Waseda University, which had a huge impact on the administration. The union secured eighty members by attracting a lot of new members. These disturbed the administration and led to the implementation of the six-*koma* limit [instead of the four-*koma* limit] and abandonment of the plan to evade the law by introducing the six-month hiatus. It is also true that the concession from the administration slowed the momentum of part-time lecturers joining the union. From around this time, the administration tried to find a way out in the exemption of part-time lecturers from the application of the Labor Contract Act.

Fourth Phase (July 20 to September 21) – Preparation for the establishment of Waseda Union: From the Third Preparatory Meeting for Waseda Union to the Extraordinary Plenary Session of the Union.

- i. The third meeting of the Waseda Union preparatory working group (July 20) – proposed the date for the plenary session to establish the Waseda Union; things to be done to organize the executive office
- ii. Meeting with members of the Union of Full-time Faculty at Waseda University (August 2) – ascertained all the facts about the legal flaw in the election of representatives of majorities of workers -> a plan to file another lawsuit in relation to the process in which the regulations on the employment period [five-year limit]
- iii. *Koma*-reduction was declared for those who have more than ten classes this year (towards the end of July); immediately demanded collective bargaining to the administration (concerning five union members)
- iv. The fourth collective bargaining session (August 23) – the administration's repeal of the questionnaire by the School of Law and apology; the administration wouldn't use a six-month non-contract period intended to nullify the right of expectation; "fake outsourcing"
- v. Meeting with a member of the WIC union shop (the President of UTU) (September 6) – agreed to cooperate to deal with the five-year termination of the contract

Main points made by the administration during the fourth collective bargaining session

- i. The administration repeals and apologize for the School of Law's questionnaire. Waseda University won't use a six-month hiatus intentionally to reset the right of expectation.

- ii. The administration intends to terminate the contract with Japanese language instructors starting from [the end of] this school year, according to the Work Regulations (five-year limit of the renewal of the contract).
- iii. *koma* reduction for those part-time lecturers who have more than ten classes is legitimate because their classes are cut on educational grounds.
- iv. Due to some curriculum changes (i.e. replacing Business English with Tutorial English), there will be *koma* reduction at the School of Commerce.
- v. Written opinions of the Work Regulations for Part-time Lecturers are valid for the Regulations on the Employment Period as well.
- vi. The terms of employment have been made universally known among part-time lecturers. Therefore, when the contract is renewed, the agreement as to the terms will be considered to be reached between the employer and the individual employee. [There will be no need to exchange written contracts.]

During the fourth phase, the union has secured one hundred members at Waseda and paved the way to the establishment of the Waseda Union. The extended *sanyaku* system, consisting of key members from Waseda University as well as the president, vice presidents, and general secretary of the union, has succeeded in putting the campaign on its way. In collective bargaining, they come to grips with the following three cases: i. the *koma* reduction on grounds that part-time lecturers have more than ten *koma*, ii. the *koma* reduction due to the School of Commerce's plan to replace Business English with Tutorial English, and iii. the termination of the contract with Japanese language instructors on the basis of the work regulations that stipulate that no contract with a Japanese language instructor shall be renewed for more than five years. ???

2. Advertising campaign – A total of more than 37 thousand copies of ten different flyers have been distributed.

- i. The first flyer (All the trustees of Waseda University were accused) – at the beginning of April 3000 copies (3000 copies in the Greater Tokyo Metropolitan area)
- ii. The second flyer (Hosei University suspended its plan to terminate the contract with part-time lecturers in five years; The Labor Standards Inspection Office started investigation. In the middle of June 3500 copies (3500 copies ditto)
(i & ii during the second phase)
- iii. The third flyer (It is not legitimate to implement the four-*koma* limit) At the end of June 3500 copies (3500 copies ditto)
- iv. The first English flyer – at the beginning of July 1000 copies, 800 additional copies
- v. The flyer to warn of a so-called “cooling-off” period or six-month hiatus both in English and Japanese – in the middle of July 3400 copies
- vi. The fourth flyer (Waseda should stop the survey to implement a six-month hiatus) – at the end of July 3400 copies (1100 copies for full-time faculty members)
(iii, iv, v, and vi during the third phase)

3. The achievement in recruiting union members (as of September 21): The union has secured 102 members at Waseda University.

i. Since the end of March, about 90 people have joined the union at Waseda University. We now have 102 part-time lecturers at Waseda University.

ii. About twenty people have joined the union since the end of March at various colleges and universities.

The union has a total of 409 members.

4. What has been achieved in our campaign?

In our campaign, we have achieved the following three things:

i. (in relation to our basic demands) We haven't gone as far as getting the administration to repeal all the unfavorable modifications of the contract yet. However, we have succeeded in having them make some partial but major concessions, such as the six-*koma* limit [instead of the original four-*koma* limit] and a promise not to use a [six-month] hiatus intentionally [to nullify the right of expectation].

ii. (in relation to the recruiting target) The union has succeeded in mobilizing 100 part-time lecturers, starting from the membership of about a dozen at Waseda University. The union as a whole has enlarged its membership from about 300 to more than 400.

iii. We have met the requirements to broaden our campaign. By actively appealing to mass media and systematic advertising campaigns using thousands of copies of different flyers, the union's demand for the cancellation of the unfavorable changes in the contract has come to be well-known inside and outside Waseda University. The union has collected factual materials that can be used to file complaints against an inappropriate process of the Work Regulations on the employment period, the administration's insincerity during collective bargaining sessions, the *koma* reduction, and the termination of the contract [in five years].

We can conclude, from the above, that the union has succeeded in meeting basic conditions adequately to build a robust organization and expand our campaign to prevent the administration from putting the unfavorable changes of the contract into practice.

II. Proposal of policies - basic policies for the time being and strategies to organize

1. Two objectives of the plenary session

The objectives of the plenary session are:

First, to discuss, explain to every member of the union, our achievements in our campaign, the present situation we are in, and the basic policies to reach an agreement so that we can expand our campaign at Waseda University—as we believe what is happening here at Waseda will pretty much determine what is going to happen nationwide—and all the members of the union can join forces in an all-out effort to surmount the difficulty.

Second, to establish the Waseda Union as an organization to facilitate communication, coordination, and solidarity among 100 union members who teach at Waseda University.

The extraordinary plenary session will send a strong message to show our will to demand the revocation of the unfavorable changes in our contract.

2. Present situation we are in – The termination of the contract in the academic year of 2014 and the cancelation of *koma* reduction will be focal points of our efforts. All the part-time lecturers will have to make their own choice about the unfavorable modifications of their contract [either to accept or to refuse them].

Manifold flaws have been pointed out with reference to the two sets of Work Regulations (the Work Regulations for Part-time Lecturers and the Work Regulations on the Employment Period of Part-timers). Firstly, they were adopted without meeting the requirement of Article 90 of the Labor Standards Act. Secondly, the Regulations are against the spirit of the Revised Labor Contract Act, which has been enacted to stabilize the employment of part-time workers [not to destabilize their employment]. Thirdly, no individual contract has been made between Waseda University and individual part-time lecturers in relation to the unfavorable modifications of their contract. These flaws have come to public attention. At the present moment, it is very doubtful that the administration will be able to enforce the Regulations. The administration cannot help but give up their plan to evade Articles 18 and 19 of the Revised Labor Contract Act—which has been considered to be the main purpose of the Regulations—and will have to make further concessions concerning Article 20, as the four-*koma* limit, stipulated as a precautionary measure against possible demands for equal treatment from part-time lecturers on the basis of Article 20, had to be relaxed to the six-*koma* limit.

Under the circumstances, three issues have become focal points in collective bargaining: *koma* reduction proposed for those lecturers who have more than ten *koma* a week, the School of Commerce's plan to replace Business English with Tutorial English, and the termination of the contract with Japanese language teachers on the basis of the Regulations limiting the renewal of the contract to five years or less. Five out of ten part-time lecturers who have more than ten classes have agreed to be on the table during collective bargaining sessions. (Two of them are told that their classes are going to be cut, as their classes at Commerce are going to be replaced with Tutorial English.) More than half of the part-time lecturers involved in these three issues have decided to fight against the unfavorable changes, joining the union. The administration appears to be at their wit's end and have difficulty coming up with good arguments to justify the unfavorable modifications in the contract. If more people targeted by the contract termination and the *koma* reduction join the union and refuse to give their consent to accept those changes in the contract, in all likelihood, we can force them to repeal them. Moreover, if we succeed in preventing the termination of contract and the *koma* reduction from happening this year, it will be virtually impossible for the administration to put them in practice within five years. All of the part-time lecturers who are teaching at Waseda this year will be able to make a request to the university that their contract be changed to one without a fixed expiry date. **It is crucial that the union, making its position clear that it will not allow no one to be let go or no classes to be cut under the current Work**

Regulations, will organize all the part-time lecturers whose job or *koma* is at stake and fight to protect them.

All the part-time lecturers at Waseda University will have to make their choice whether to accept or refuse the changes in their contract in this fall. The administration claims that they regard it as your acceptance of the unfavorable modifications of the contract if you agree to renew your contract [by submitting an availability form]. As the terms of the employment have been widely known, they say, the agreement as to the modifications of the contract can be considered to have been reached between the employee and the individual employees. Unless you join the union to express your refusal of the modifications, you will lose your right of expectation and will be forced to quit Waseda University in five years according to their plan.

We need to be wary of the use of hiatuses [to reset the right of expectation] and the termination of the contract by regularly changing curriculums in sync with an introduction of a quarter system. Another thing to be wary of is the exemption of part-time lecturers from the application of the Labor Contract Act. The act is the very basis of our basic demands. Therefore, we shall not allow the exemption.

3. Our demands at present

I. That Waseda University suspend the implementation of the Work Regulations, and that the election of the representatives of majorities of workers be conducted properly in accordance with the Labor Standards Act.

II. That Waseda University repeal the five-year limit and the four-*koma* limit, as they are unilateral unfavorable changes in the employment contract.

III. That the administration of Waseda University revoke every decision to reduce *koma* or terminate the contract. Unless the unfavorable changes in the employment contract, including the four-*koma* limit, we cannot accept any offer to cut a *koma* or fire a part-time lecturer, even if they insist that the offer is based on educational affairs.

IV. The application of the Work Regulations for Japanese Language Instructors (five-year limit on the contract) must be suspended, because it is invalid to make the regulations retroactively effective to April 1, 2009.

V. That the offer of *koma* reduction resulted from the School of Commerce's plan to replace Business English with Tutorial English be repealed. This change, outsourcing required courses, amounts to dereliction of responsibility by the university to direct and supervise the courses credits it gives. This is against the instruction of the Ministry of Education, Culture, Sports, Science, and Technology (Dai-Shin 8). The *koma*-reduction resulted from the irresponsible decision that cannot be allowed to an institution for higher education is unacceptable. [In our view,] all the teaching staff should be directly employed by the university.

VI. That everything stipulated in the Revised Labor Contract Act be put into practice:

i. Article 18: The university shall give everyone the contract without a fixed expiry date, if this is what they want; No need to wait for five years.

ii. Article 19: The university shall not fire part-time lecturers without reasonable causes to do so.

iii. Article 20: The university shall double the pay for part-time lecturers “to lighten the burden of those who are already overloaded with classes.”

VII. That the Ministry of Education, Culture, Sports, Science, and Technology and the Ministry of Health, Labor, and Welfare shall not allow the exemption of part-time lecturers from the application of the Revised Labor Contract Act and thoroughly enforce the stipulations in the law.

4. Plans of action and the strategy to organize

i. We aim to organize every part-time lecturer who is the target of either the termination of the contract or *koma*-reduction in the academic year of 2014. By putting the termination of the contract and *koma* reduction on the table for collective bargaining to make the administration revoke those unfavorable changes, we will be able to make a situation where the unfavorable modifications are not feasible.

ii. We denounce Waseda University with reference to the Work Regulations on the Employment Period. To correct the administration’s insincerity during collective bargaining sessions and to demand for the revocation of the unilateral unfavorable modifications in the contract, we file a petition of relief to the Labor Relations Commission.

iii. We consider the possibility of a lawsuit in relation to the School of Commerce’s plan to replace Business English with Tutorial English, as it smacks of illegal “fake outsourcing.”

iv. We plan to hold mass collective bargaining sessions to show off the strength of numbers. As a starter, we call out to all the persons concerned, all the union members at Waseda University, and all the executive committee members to join the fifth collective bargaining session (September 26). We would like to see around 50 people attend the mass collective bargaining session. When we reach a very important phase, we may ask every union members to join the collective bargaining session with the administration of Waseda University.

v. The administration chops logic and insists that the agreement be considered to have been reached between the employer and the individual employee when the contract is renewed, as the unfavorable modifications of the contract are universally made known through the Work Regulations and the notice of the terms of employment. Therefore, we aim to organize hundreds of part-time lecturers at Waseda University during the fall semester, by turning their attention to how important it is to make it clear that the agreement has not been reached.

vi. The Union of University Part-time Lecturers in the Tokyo Area does not have the view that, as long as the treatment of part-time lecturers is improved, everything else is not its concern. We don’t think that it is acceptable to leave other people in unstable, atypical employment under bad working conditions behind, especially those who work at universities and colleges along with us. Anyone who has a part-time job at Waseda University is welcome to the Waseda Union – tutors, instructors, and part-time office workers. Let’s work together to attain job security and much better wages and working conditions

5. The establishment of the Waseda Union

As a resolution of the Extraordinary Plenary Session of the Union, we establish the Waseda Union as the main organization to promote our campaign. First, the Waseda Union has been established to facilitate efficient communication, close coordination, and solidarity among union members working at Waseda University, who are directly affected by the unfavorable modifications of the contract. Second, we are going to subdivide more than 100 members of the Waseda Union into groups, according to the departments they work for, their specialties, etc. If those subgroups work efficiently, we will be able to coordinate our efforts to deal with curriculum changes to be made for educational reasons. Thirdly, the Waseda Union is not a completely autonomous organization independent from the Union of University Part-time Lecturers in the Tokyo Area. The Waseda Union's campaign will be promoted under the guidance of the extended *sanyaku* committee of the Union of University Part-time Lecturers in the Tokyo Area.

6. The leadership to promote the campaign

The Extraordinary Plenary Session of the Union has approved the leadership by the extended *sanyaku* committee. The extended *sanyaku* committee was established at the initiative of the *sanyaku* committee and approved by the executive committee (July 14). The extended *sanyaku* committee has expanded since. The Extraordinary Plenary Session approved and established the leadership by the extended *sanyaku* committee to drive the campaign forward. The Waseda Union has chosen its leaders by an internal vote. With the approval of the majority of the union members, they have officially assumed the roles.

7. Request to Waseda University to give the union a room: The Union of University Part-time Lecturers in the Tokyo Area makes a request to Waseda University to give it a room.

The Proceedings of the Extraordinary Plenary Session of the Union of University
Part-time Lecturers in the Tokyo Area (Classroom 581, Building 36 on the Toyama
Campus, September 21, 2013)

Part I: Press Conference (2:00 p.m.--3:00 p.m.)

1. Waseda University has given up its plan to evade the Revised Labor Contract Act by implementing a six-month hiatus
2. Illegality of Waseda University's termination of the contract with part-time Japanese language instructors on the basis of the stipulation that no contract shall be renewed for more than five years.
3. Additional details on the illegality of the process in which the Work Regulations on the Employment Period of Part-timers.

Part II: The Extraordinary Plenary Session to Establish the Waseda Union (3:00 p.m.--5:30 p.m.)

1. Opening Address by the Organizer; Speeches by Guest Speakers; Speech by the Advisor to the Union
2. Progress Report, Plans of Action, and the Motion to Establish the Waseda Union
3. Question-and-Answer Session, Discussion, and the Adoption of a Resolution
4. Speeches by Prominent Graduates from Waseda University
5. Introduction of the President, Vice Presidents, Secretary-General, and Deputy Secretary General
6. Requests for Actions (i. Invitation to Take Part in the Fifth Collective Bargaining Session on September 26; ii. Call for Volunteers to Distribute Flyers Nos. 4 and 5; iii. Invite Colleagues to Join the Union)