



# Kawarban

Labor union news

We look forward to your participation!

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Staff Union

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## The University of Tokyo has a labor union !

The University of Tokyo Faculty and Staff Union (Tousyoku) is a labor union of faculty members working at the University of Tokyo, and throughout its 75-year history since its formation in 1947, has continued its campaign to protect the employment of faculty members and to improve their working conditions, including wages.

## What are the benefits of joining a union ?

The University of Tokyo has various departments (faculties, graduate schools, hospitals, research institutes, etc.) at workplaces as a whole (Hongo Campus, Komaba Campus, Kashiwa Campus, Secondary School attached to the Faculty of Education, the University of Tokyo, The University of Tokyo Forests, Institute for Sustainable Agro-ecosystem Services, experimental facilities, etc.) where a wide variety of faculty and staff work, but opportunities to learn about these diverse workplaces are rare. At Tousyoku, there is interaction across various departments and workplaces, Fixed-term or indefinite employment, Full-time or Part-time employment, Length of service, Age, and Gender.

When faced with an unreasonable situation at work (Just when you thought something was out of the ordinary), there are colleagues who are willing to listen to you. We also have a dedicated labor consultation team that is available to help you. You can also get free legal advice with our legal counsel, whether it is a labor issue or not.

We have colleagues who are willing to campaign with us to improve working conditions and the workplace environment. In particular, labor unions have the right to collective bargaining guaranteed by law, which allows them to make demands to the university authorities on an equal footing (the university cannot refuse to bargain collectively). There have been many cases in which we have been able to protect the rights of our members by resolving and improving situations through collective bargaining, even when they could not have handled the problem on their own. (Collective bargaining is open to all union members.)

## We sincerely look forward to your joining us!

The various rights we now enjoy as faculty members of the University of Tokyo are not taken for granted, but have been won through the union movement to date. Together with our colleagues in the Tousyoku, let us pass on these achievements to the future!

**To all faculty and staff working at the University of Tokyo!**

**Join the Labor Union and create a great place to work !**

The University of Tokyo Faculty and Staff Union is located on the 3rd floor of Daini dining hall(cafeteria )on the Hongo Campus.

Feel free to help yourself.

