

## GLOBAL TALK

Serving James English School  
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since 2005

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**What are fringe benefits?**

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**Working Style** ～ユニークな社内制度～**Let's have a party!** ～パーティにまつわる表現～

郡山校 Winnie が付加厚生給付について意見の述べています。

**F**ringe benefits are important for all **individuals** working at any company. In addition to the monthly salary, fringe benefits, also known as employment benefits, are special advantages given to the **employees**. Some fringe benefits are quite **standard**, such as allowing sick days or paid vacation time to be taken. Others types of benefits could **range from** free health club memberships and the use of company cars to paid continuing education courses or travel expenses. Employees entering higher-level positions may be offered excellent fringe benefits to encourage them to join a company.

In many countries, the offering of health **insurance** to full time employees is a common fringe benefit where the **employer** pays for a large part of the insurance. Some companies **avoid** this by employing more part-time workers. Most companies, however, realize that fringe benefits like health, vision, dental and life insurance lead to the **well being** and satisfaction of their employees. In fact, with the rising costs of private health insurance and **prescription drugs**, a job promising good health benefits is needed. In many jobs where salaries are low but demand is high, good fringe benefits are required to **attract** employees.

- cont. on the right

-- cont. from the left

Recently, **registered** nurses in the United States are high in demand but low in salary. Unusual fringe benefits are often used to promote interest to this area. These include large hiring bonuses, help with **student loan** payments, **generous** health insurance plans and paid **time off** packages. This is also the case with school teachers who have been offered paid housing and **daycare facilities** as well as the use of a private lake for fishing! In fact, the advantages provided by fringe benefits have been proven successful with a **peace of mind** for the employees and a lower **financial burden** for the employers.

## 読み解きのヒント

individual	個人	prescription drug	処方薬
employee	従業員・社員	registered	登録された
standard	基準	student loan	学生ローン
range	～に及んでいる	generous	豊富な
insurance	保険	time off	休み
employer	雇い主・企業主	daycare facilities	保育施設
avoid	無効にする・避ける	peace of mind	心の安らぎ
well being	福利・幸福	financial burden	財政上の負担

## What are fringe benefits?

Winnie Ma / James English School Koriyama

ユニークな社内制度をご紹介します。



**Internship Program (アメリカ)**  
2ヶ月ほど仕事を一時的に離れ、環境保護団体など、会社の総売り上げの1%から金銭的援助を行っている非営利団体等で働くことができる

**休暇 (アメリカ)**  
自分の仕事に籍を残しながら、仕事に関連するレクリエーション活動のため休暇を取得することができる。休暇後には社内にて報告会が開かれる



**給与 (日本)**  
サイコロの目を振り、サイコロの出目=%として基本給に上乘せられる

参考: <http://www.patagonia.com/web/us/home> <http://www.kayac.com/vision/style/dice#blockStyleDice> 『自分の仕事をつくる』西村佳哲 昌文社

## お薦めホームページ

～ 英文法をゲーム感覚で～



### Learning English Quizenet

[http://www.bbc.co.uk/worldservice/learningenglish/quizzes/quiznet/quiznet\\_archive.shtml](http://www.bbc.co.uk/worldservice/learningenglish/quizzes/quiznet/quiznet_archive.shtml)

英国の学習サイトBBC Learning English内のコンテンツです。テーマに関連した単語、熟語、熟語表現が学べます。4択形式なので気軽に挑戦できます。

パーティにまつわる表現  
Let's have a party!

### クイズでパーティにまつわる表現を覚えましょう

1) The invite says 'Help us celebrate 20 years together. 8 \_\_\_\_\_'.  
So I guess we won't get back home before midnight!

a) till late b) for 1:00 am c) prompt

2) You know the new people who just moved in next door last week?  
Well, they've invited us to their \_\_\_\_\_ party.

a) hothouse b) home-warming c) house-warming

3) We're having a party on Saturday. It's just a few friends, nothing fancy.  
Come along if you like. Just \_\_\_\_\_.

a) let's have a drink b) bring a bottle c) take a bottle



### Answer key

1)a 2) c 3) b

- 1)遅くまでという意味です。
- 2)新築祝い・新居完成披露パーティ
- 3)お酒を持ってきてくださいの意味。



With contributions by  
Winnie Ma, Hiroko Minami  
ジェイムズ英会話 <http://www.james.co.jp>



参考: [http://www.bbc.co.uk/apps/iff/worldservice/quiznet/quizengine?ContentType=text/html;quiz=1126\\_parties](http://www.bbc.co.uk/apps/iff/worldservice/quiznet/quizengine?ContentType=text/html;quiz=1126_parties)