

Work Regulations for National University Corporation the University of Osaka Part-time Lecturer

Note: The document below is an English translation of the University Work Regulations, originally composed in Japanese. The English version of the Work Regulations has been provided merely as a reference for international researchers and employees. Therefore, it should not be considered an official employment contract. Please note that any and all official employment contracts are concluded solely on the basis of the Japanese version of the Work Regulations.

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these regulations shall be to define matters pertaining to work-related issues for part-time lecturers (hereinafter referred to as “Part-time Lecturer”) employed by National University Corporation the University of Osaka (hereinafter referred to as “the University”) such as work conditions and duties in accordance with the regulations stated in Article 89 of the Labor Standards Law (Law No. 49 of 1947, hereinafter referred to as “the LSL”).

(Period of Employment Contract)

Article 2: The period of an employment contract shall be specified on an individual Part-time Lecturer within the range of one year or less.

2. The Employment Contract may be renewed. However, excluding the case the University deems particularly necessary, the period of Employment Contract, including its renewal period shall not exceed 5 years.
3. Notwithstanding what is set forth in the preceding paragraph, the Employment Contract shall not be renewed in cases where any of the circumstances prescribed in the Items of Paragraph 1, Article 11 exist, or in cases where the relevant work is no longer required due to the abolition of the classes for which the Part-time Lecturer is in charge, as a result of curriculum revisions etc.
4. In addition to what is set forth in the preceding 3 Paragraphs, the employment contract shall not be entered into or renewed after the first 31 March following the 65th birthday of the Part-time Lecturer. However, this shall not apply if the University deems it necessary.
5. In addition to what is prescribed in the preceding 4 Paragraphs, the period of an employment contract shall be prescribed in the regulations pertaining to the contract period of National University Corporation the University of Osaka Fixed-term Staff etc.

(Relationship with Laws and Ordinances)

Article 3: All matters not prescribed within these regulations and/or all other related and attached regulations shall be determined in accordance with the LSL and other relevant and pertinent laws and ordinances.

(Adherence to Regulations)

Article 4: The University and Part-time Lecturer shall observe these regulations in good faith.

Chapter 2: Personnel Affairs

Section 1: Employment

(Employment)

Article 5: Part-time Lecturer shall be employed based on a process of selection.

2. Individual wishing to apply for employment as Part-time Lecturer shall submit the requested documents to the University.

(Clear Indication of Labor Conditions)

Article 6: Individual considered for employment as Part-time Lecturer shall be sent written notice of the matters pertaining to the following labor conditions: a clear indication of other labor conditions shall be made verbally or in writing.

- (1) Matters relating to salary
- (2) Matters relating to the workplace and the content of work to be performed
- (3) Matters relating to the duration of validity of the labor agreement and renewal (including the reason in cases where the contract will not be renewed)

- (4) Matters relating to starting and finishing times, work in excess of the prescribed working hours, break times, holidays, and leaves
- (5) Matters relating to retirement (including reasons for dismissal)

(Application Documents)

Article 7: Individual employed as Part-time Lecturer shall submit the following documents to the University promptly after employment.

- (1) Written pledge
 - (2) Residence Certification
 - (3) Other documents requested by the University
2. In cases of failure to submit the documents, or in cases where said documents are incomplete, employment may be withdrawn.
3. In cases where changes occur in the content recorded in documents submitted in accordance with Item 2 and Item 3 of Paragraph 1, said changes shall be promptly reported and registered.

(Posting of Part-time Lecturer)

Article 8: The positioning of Part-time Lecturer shall be determined by the University based on factors such as the necessity and suitability of Employees posted.

Section 2: Retirement

(Retirement)

Article 9: Part-time Lecturer falling under any of the following categories shall be deemed to have retired from the University on the date prescribed in said items:

- (1) When the Part-time Lecturer's contract expires (Excluding renewal of contract.): The date of expiry
- (2) When the Part-time Lecturer dies: The date of death
- (3) When the Part-time Lecturer submits application for retirement in accordance with the following Article: The date approved by the University as the date of retirement
- (4) When the Part-time Lecturer has been appointed to the Board of Trustees: The day before the date of appointment.
- (5) When the Part-time Lecturer renews the Employment Contract: The day before the first day of employment, under the new contract.
- (6) When the Part-time Lecturer stands as candidate for public office: The date of submission of said candidacy.

(Retirement for Personal Reasons)

Article 10: In cases where Part-time Lecturer tends to leave for personal reasons, before the expiration date of the contract, said Part-time Lecturer shall submit to the University a request for retirement no later than 14 days prior to the scheduled date of retirement. However, this shall not apply in cases where the University has given special approval.

Section 3: Dismissal

(Dismissal)

Article 11: In cases where Part-time Lecturer is falling under any of the following categories, the employment contract shall not be renewed and said Part-time Lecturer shall be dismissed even before the expiration date of the employment contract.

- (1) Part-time Lecturer with a poor work record.
 - (2) Part-time Lecturer with mental or physical impairment that interferes with the execution of duties or those unable to cope with said mental or physical impairment.
 - (3) Part-time Lecturer sentenced to prison terms.
 - (4) Part-time Lecturer otherwise lacking the necessary qualifications or suitability to fulfill the implementation of duties.
 - (5) Part-time Lecturer's class is not offered.
 - (6) Cases in which dismissal is deemed unavoidable for administrative or work-related reasons.
2. If the University has no intention of renewing the employment contract or to dismissing the Part-time Lecturer

for the reasons specified in the items of the preceding paragraph (Excluding Item 3), the University shall give prior notice in accordance with the terms and provisions of Article 1 of the "Conclusion, Renewal and Discontinuation of Limited Term Employment Contracts" (2003, Notice No. 357, Ministry of Health, Labor and Welfare) and Articles 20 and 21 of the Labor Standards Act. The same shall apply in cases where the University will not renew the employment contract due to the relevant work no longer being required, in accordance with the provisions of Paragraph 3, Article 2.

3. In cases of non-renewal or dismissal in accordance with the reasons specified the Items of the preceding Paragraph 1 (Excluding Item 3), Part-time Lecturer subject to such measures shall be accorded an opportunity to appeal as defined separately.

(Restrictions on Dismissal)

Article 12: Notwithstanding the provisions of Paragraph 1 of the preceding Article, Part-time Lecturer shall not be dismissed within any of the periods defined hereunder.

(1) Period of leave of absence for the purpose of medical treatment caused by injuries or illness in the course of employment and a period of 30 days after said leave of absence.

(2) Pre/post-maternity leave prescribed in Article 65 of the LSL and a period of 30 days after said leave.

2. Provision of the preceding paragraph do not prevent from the assumption that the relevant Part-time Lecturer shall have retired from the University upon expiration of the employment contract under the provision of No. 1, Article 9.

(Obligations and Responsibilities of Retirees)

Article 13: Part-time Lecturer retiring or dismissed from the University shall promptly return all equipment, documents, and other articles in their possession, and in cases where said Part-time Lecturer bear duties and responsibilities in respect of The University, shall, furthermore, complete such duties and responsibilities prior to the date of retirement.

2. Part-time Lecturer intending to retire from the University shall complete procedures for the handover of responsibilities and duties to their successor by the date prescribed.

(Certificate of Retirement)

Article 14: Part-time Lecturer either retiring, whose employment contract has not been renewed or dismissed from the University (including Part-time Lecturer scheduled for non-renewal of the employment contract or dismissal) may request certification of all or part of the following paragraphs: such certification shall be promptly issued to such Part-time Lecturer upon receipt of said request.

- (1) Period of employment
- (2) Classification of duties and position
- (3) Salary
- (4) Reason for retirement (reasons for non-renewal of employment contract or dismissal)

Chapter 3: Salary

(Types of Salary)

Article 15: The basic salary and commuting allowance prescribed in the employment contract (refers to a document issued when the employment contract is concluded) shall be paid to Part-time Lecturer as salary according to work performance.

(Date of Payment of Salary)

Article 16: The full amount of salary for the previous month shall be paid on the 21st of each month or shall be paid for the preceding month. If the 21st falls on a designated holiday (hereinafter referred to as a "designated holiday" in this paragraph) as prescribed in Item 1 through 3, Paragraph 1, Article 31, the salary shall be paid on the day immediately preceding the 21st that is not a designated holiday. However, in cases where unavoidable circumstances exist for administrative processing, salary may be paid at a time different from these payment dates.

2. Notwithstanding the provisions of Paragraph 1, in order to meet costs in emergencies set forth in the following items, payment of salary shall be made promptly when requested. The same shall also apply when the Part-time Lecturer retires (including non-renewal or dismissal), or in other cases in which the University

deems particularly necessary early payment.

- (1) When the Part-time Lecturer, or individual(s) dependent on the income of said Part-time Lecturer become burdened with costs arising from marriage, childbirth, illness, accident, or death.
- (2) When the Part-time Lecturer, or individual(s) dependent on the income of Part-time Lecturer needs to return to their hometown for a period of more than 1 week, for unavoidable reason(s).

(Basic Regulations pertaining to Payment of Salary)

Article 17: Salary shall be paid in full, directly to Part-time Lecturer in cash.

2. Notwithstanding the provision of the preceding paragraph, the salary shall be paid after deducting the following.

- (1) Income tax collected at the source
 - (2) Insurance Premium of Mutual Aid Association
 - (3) Social security pension insurance.
 - (4) Employment insurance premiums.
 - (5) In addition to the provisions of the preceding items, amount recognized as deductible from salary under the agreement based on the proviso of Paragraph 1, Article 24 of the Labor Standards Act.
3. Notwithstanding the provision of paragraph 1, with the consent of the Part-time Lecturer, salary shall be paid into the savings account in a bank or other financial institution designated by the Employee.

(Payment of Salary etc.)

Article 18: The basic salary for Part-time Lecturer shall be based on the salary per class, which shall be 12,060 yen per class.

2. The amount of salary in the preceding paragraph shall be subject to change in accordance with the status of national public service salary revisions as well as the financial standing of the University.

(Calculation of Hourly Salary)

Article 19: The hourly salary for a Part-time Lecturer shall be obtained by dividing the amount of Paragraph 1 of the preceding Article by two.

(Commuting Allowance)

Article 20: Commuting allowance shall be paid in the amount prescribed in the following items, according to the classification of Part-time Lecturer (Limited to those whose working days per week are more than one day.) .

- (1) The amount of commuting allowance for Part-time Lecturer who commute by public transportation, such as trains or toll roads (hereinafter referred to as "Public Transportation") shall be equivalent to the amount required for commuting during the calculation unit period, as calculated separately (hereinafter referred to as "amount equivalent to fare."). However, if the amount obtained by dividing the equivalent amount of fare, by the number of months in calculation period exceeds 55,000 yen (hereinafter referred to as "the amount equivalent to fare per month"), 55,000 yen multiplied by the number of months in the calculation unit period (When Part-time Lecturer uses 2 or more modes of Public Transportation and the amount equivalent to fare per month of said modes of transportation exceeds 55,000 yen, of the calculation unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available calculation unit period of the commuting allowance)) shall be paid.
- (2) For Part-time Lecturer using automobiles as the normal mode of transport for commuting, the following amounts (in cases where the number of attendances at work is less than 10 times per month, the amount equivalent to the sum obtained by multiplication of the listed amount by 50/100) shall be paid in accordance with the respective Part-time Lecturer classifications for the calculation unit period.
 - a) Part-time Lecturer whose distance of usage of (Hereinafter referred to as "the Distance of Usage" in this item) is less than 5 kilometers one way: 2,000 yen
 - b) Part-time Lecturer whose distance of usage is more than 5 kilometers, but less than 10 kilometers one way: 4,200 yen
 - c) Part-time Lecturer whose distance of usage is more than 10 kilometers, but less than 15 kilometers one way: 7,100 yen
 - d) Part-time Lecturer whose distance of usage is more than 15 kilometers, but less than 20 kilometers one way: 10,000 yen
 - e) Part-time Lecturer whose distance of usage is more than 20 kilometers, but less than 25 kilometers one way: 12,900 yen

- f) Part-time Lecturer whose distance of usage is more than 25 kilometers, but less than 30 kilometers
one way: 15,800 yen
 - g) Part-time Lecturer whose distance of usage is more than 30 kilometers, but less than 35 kilometers
one way: 18,700 yen
 - h) Part-time Lecturer whose distance of usage is more than 35 kilometers, but less than 40 kilometers
one way: 21,600 yen
 - i) Part-time Lecturer whose distance of usage is more than 40 kilometers, but less than 45 kilometers
one way: 24,400 yen
 - j) Part-time Lecturer whose distance of usage is more than 45 kilometers, but less than 50 kilometers
one way: 26,200 yen
 - k) Part-time Lecturer whose distance of usage is more than 50 kilometers, but less than 55 kilometers
one way: 28,000 yen
 - l) Part-time Lecturer whose distance of usage is more than 55 kilometers, but less than 60 kilometers
one way: 29,800 yen
 - m) Part-time Lecturer for whom the distance of usage is 60 kilometers or more: 31,600 yen
- (3) For Part-time Lecturer who use Public Transportation and pay the fares, and who also use automobiles as their normal mode of transport, shall be paid the sum of the amount detailed in the preceding Item 2 (when the sum of the amount equivalent to fare per month and the amount prescribed in the preceding Item exceeds 55,000 yen, in the calculation unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available calculation unit period of the commuting allowance of Part-time Lecturer.) However, the Commuting Allowance paid per month to Part-time Lecturer whose distance of usage of automobiles is less than 2 kilometers shall be calculated as detailed in Item 1, and when that amount is less than the amount detailed in the preceding item, the Allowance shall be as prescribed in the preceding item.
- (4) The commuting allowance prescribed in the preceding three items shall not be paid to a Part-time Lecturer who walk to and from the workplace, and when the said distance (shall be the shortest available route) one way is less than 2 kilometers.
2. Commuting allowance shall be paid on the day defined in Article 16 of each month and the amount shall be the amount (fractions of less than 1 yen shall be discarded) obtained by dividing the amount prescribed in the preceding paragraph by the calculation unit period.
3. The term "calculation unit period" used in this article shall mean period set forth separately of not more than 6 months, calculated in units of 1 month (For Commuting Allowance for commute by automobile, 1 month)
4. In addition to the provisions set forth in the preceding paragraphs, the provisions of the Detailed Regulations pertaining to the Commuting Allowance for Part-time Employees (Short-term Education and Research Employee) of National University Corporation, the University of Osaka (hereinafter referred to as the "Detailed Regulations") shall apply mutatis mutandis to matters necessary for the payment of Commuting Allowances. In this case, "Article 8-4 of the Salary Regulations" in the Detailed Regulations shall be read as "Article 20 of the Work Regulations". Additionally, "Article 8-4" of the Salary Regulations for Part-time Employee (Short-term Education and Research Staff) of National University Corporation, the University of Osaka (hereinafter referred to as the "Salary Regulations") in Paragraph 1, Article 1 of the detailed regulations shall be read as "Article 20 of the Work Regulations for Part-time Staff of National University Corporation, the University of Osaka (hereinafter referred to as the "Work Regulations"). Furthermore, "Salary Regulations" in Paragraph 2, of the Detailed Regulations shall be read as "Work Regulations". Also, "Article 3 of the Regulations pertaining to Working Hours, Holidays, and Leave for Part-time Employees (Short-term Education and Research Staff) of National University Corporation, the University of Osaka in Paragraph 2, Article 6 of the Detailed Regulations shall be read as "Article 29 of the Work Regulations". In cases where leave of absence has been granted pursuant to Paragraph 1, Article 11 of the Work Regulations for Part-time Employees (Short-term Education and Research Staff) of National University Corporation, the University of Osaka (hereinafter referred to as the "Work Regulations"), in cases where suspension from duty has been imposed pursuant to Item 3, Paragraph 2, Article 31 of the Work Regulations in Paragraph 2, Article 12 of the Detailed Regulations shall be read as "cases where suspension from duty has been imposed pursuant to Item 3, Paragraph 2, Article 43 of the Work Regulations,

(Devotion to Duties)

Article 21: Part-time Lecturer shall be aware of the communality of the mission and duties of the national university prescribed in the National University Corporation Law (Law No. 112 of 2003) and shall implement their duties with fairness and in good faith, demonstrating devotion to said duties.

2. Part-time Lecturer shall not offend against the interests of the University.

(Attitude toward Duties)

Article 22: In the implementation of duties, Part-time Lecturer shall observe all rules and regulations prescribed both by laws and ordinances and the University and shall follow orders given by their immediate manager. .

2. Part-time Lecturer shall constantly strive to develop skills, improve efficiency and work procedures and, in sense of mutual cooperation, shall make every effort to ensure that work is carried out in a proper and appropriate manner.

3. Immediate managers/ Superiors shall show proper respect for the Part-time Lecturer.

(Prohibition of Acts Leading to Disrepute)

Article 23: Part-time Lecturer shall refrain from any of the following acts.

(1) Acts that may bring the honor of the University into disrepute or any other acts that may lead to a loss of trust

(2) Acts that may disrupt the order, discipline or rules of the University

(Duty to Protect Privileged Information)

Article 24: Part-time Lecturer shall not disclose or allow to be leaked any confidential information coming into the possession of said Part-time Lecturer during the course of the performance of duties. The preceding shall not, however, apply in cases where Part-time Lecturer give testimony as witnesses or experts in accordance with the law and with the express permission of the University.

2. The preceding paragraph shall remain in force even after the retirement or dismissal of Part-time Lecturer.

(Distribution/Posting of Documents, Convening of Meetings)

Article 25: In cases where Part-time Lecturer carries out distribution of documents or drawings within the grounds or facilities of the University (hereinafter referred to as “university grounds and facilities”), said Part-time Lecturer shall ensure that such distribution shall not interfere with the normal execution of work and duties.

2. Distribution of documents or drawings in the preceding paragraph falling under any of the following categories shall be prohibited.

(1) Documents or drawing that may interfere with the normal implementation of the work of the University.

(2) Documents or drawings to which the terms and provisions of Article 23 preceding apply.

(3) Documents or drawings that infringe upon public order and standards of decency.

(4) Any other documents or drawings that may interfere with the work of the University.

3. Documents or drawings posted by Part-time Lecturer in university grounds and facilities shall be posted in the places designated with permission obtained from the University in advance.

4. Provision of Paragraph 2 shall apply to documents or drawings posted in accordance with the preceding paragraph.

5. Part-time Lecturer shall refrain from non-work- related meetings, speeches or to broadcasts on campus without the permission of the University.

(Prevention of Harassment)

Article 26: Part-time Lecturer shall not engage in any harassment prescribed in Article 2 of the Regulations for the Prevention of Harassment at the University of Osaka.

2. In order to ensure and maintain a satisfactory workplace environment, the University shall implement measures aimed at the prevention of acts of harassment prescribed in the preceding paragraph.

(Part-time Lecturer Ethics)

Article 27: Part-time Lecturer shall conform to the National University Corporation the University of Osaka code of Ethics in the performance of duties.

(Procedures for Arriving at and Leaving Work)

Article 28: Part-time Lecturer shall follow the prescribed procedures for arriving at and leaving at work.

(Regular Working Hours)

Article 29: The regular working hours per week shall be individually determined within the scope, which shall not exceed 30 hours.

2. Start and finish times shall be individually determined within the scope which shall not exceed 8 hours per day. In cases where the working hours exceed 6 hours per day, a break of at least 45-minutes shall be given during said working hours.
3. In cases where assigned classes are canceled, corresponding hours shall not be included in prescribed working hours.
4. In addition to what is prescribed in the preceding paragraph, when necessary, in practical terms, the starting and finishing times, as well as the break time described in Paragraph 2 may be changed, provided the total daily working hours shall not exceed 8 hours per day.

(Work at Locations outside the Workplace)

Article 30: In cases where a Part-time Lecturer is engaged in duties consuming all or part of the regular working hours at a location outside their regular workplace, and when working hours are difficult to calculate, it shall be assumed that said Part-time Lecturer has worked the regular working hours. However, when overtime is necessary, in order to carry out work, those hours shall be considered equivalent to the standard time required for that work.

(Regular Holidays)

Article 31: Regular holidays shall be as defined hereunder;

- (1) Sundays
 - (2) Saturdays
 - (3) Holidays defined in the Public Holiday Law (Law No. 178 of 1948).
 - (4) From 29 December to 3 January of the next year (Excluding holidays defined in each of the preceding items.)
 - (5) Other holidays designated by the University
2. Notwithstanding the provision of the preceding paragraph, the University shall be designated different holidays for individuals. A different Regular Holiday may be set forth without changing the total number of Regular Holidays, provided it is deemed especially necessary by the University.

(Permission for Abstention from Work)

Article 32: Part-time Lecturer falling under any of the following categories may be granted permission to abstain from work during specific working hours.

- (1) In cases where Part-time Lecturer who is undergoing a term of pregnancy or within a period of less than 1 year after giving birth makes an application for health guidance as prescribed in Article 10 of the Maternal and Child Health Law (Law No. 141 of 1965), or to undergo a health examination as determined by Article 13 of the same law, the hours shall be of such duration necessary for said health guidance or health examination.
 - (2) In cases where an application is made by a pregnant Part-time Lecturer and the University recognizes that the work load of said Part-time Lecturer, or congestion during commuting may adversely affect the mother or unborn child, the University shall allow a period of no more than 1 hour per day (limited to late starting time or early finishing time).
 - (3) In cases of health examinations prescribed by the University, the period of time deemed necessary for the health examination.
 - (4) Other times and occasions deemed necessary by the University.
2. Part-time Lecturer wishing to apply for permission for abstention from work in accordance with the preceding paragraph shall submit an application to the University in advance, detailing the pertinent circumstances in the prescribed format.
3. In cases where any of the circumstances detailed in the items of Paragraph 1 apply, the period of abstention from work shall be deemed to be working time and wages shall be paid for the period.

(Reduced Working Hours)

Article 33: In accordance with the following items, Part-time Lecturer (excluding Part-time Lecturer who are not entitled to lodge a request for a reduction of the prescribed working hours under a labor-management agreement concluded in accordance with the proviso in Paragraph 1, Article 23 of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Law No. 76 of 1991. Hereinafter referred to as the "Act on Childcare and Family Care Leave")) shall be reduced regular working hours as prescribed in Article 29 when said Part-time Lecturer have lodged appropriate requests for special dispensation for care of children or Subject Family Members. (The duration shall not exceed the period of the employment contract). However, in the case of Item 1, this shall not apply if the child has reached the beginning of elementary school and it interferes with the normal operation of the work.

- (1) Reduction of regular working hours by a maximum of 2 hours per day during the time period required for a Part-time Lecturer to raise children who have not yet reached the beginning of junior high school or a child who has a disability that corresponds to disability grade specified separately and who needs special consideration on the first March 31 after reaching 18 years of age.
- (2) Reduction of regular working hours by a maximum of 4 hours per day during the time period required for Part-time Lecturer to undertake nursing care of their Subject Family Members (within the period of 3 consecutive years for 1 Subject Family member).
2. In accordance with the provisions of the preceding paragraph, when the University reduces the regular working hours stipulated in Article 29, it shall do so by putting off the start time or advancing the finish time in increments of half an hour or one hour.
3. If Part-time Lecturer wishes to use the short time work system under the preceding Item, said Part-time Lecturer shall apply in advance to the University to that effect by using the prescribed application form.
4. If the regular working hours are reduced under Item 1, no salary shall be paid for the reduced part of the working hours.

(Types of Leave)

Article 34: Part-time Lecturer shall be entitled to annual paid leave and special leave.

(Annual Paid Leave)

Article 35: Annual Paid Leave shall be given the number of days specified in the following table. However, individual whose total number of actual working days is less than 80% of the total number of regular working days in the previous Fiscal year, shall not be given the Leave.

- (1) Part-time Lecturer whose regular working hours are less than 30 hours per week, and regular working days are 4 days or less per week, or 216 days or less per year.

Number of regular working days per week	Number of regular working days per year	Period of continuous service /Number of paid leave given						
		6 months	1 year and 6 months	2 years and 6 months	3 years and 6 months	4 years and 6 months	5 years and 6 months	6 years and 6 months
4 days	169 - 216 days	7 days	8 days	9 days	10 days	12 days	13 days	15 days
3 days	121 - 168 days	5 days	6 days	6 days	8 days	9 days	10 days	11 days
2 days	73 - 120 days	3 days	4 days	4 days	5 days	6 days	6 days	7 days
1 day	48 - 72 days	1 day	2 days	2 days	2 days	3 days	3 days	3 days

- (2) Individual who is not a Part-time Lecturer that apply to the preceding item

Period of continuous service	6 months	1 year and 6 months	2 years and 6 months	3 years and 6 months	4 years and 6 months	5 years and 6 months	6 years and 6 months
Number of leave days to be entitled	10 days	11 days	12 days	14 days	16 days	18 days	20 days

2. The period defined in hereunder shall qualify as work time in respect of the proviso defined in the preceding paragraph.
- (1) Period of leave taken for medical treatment and recuperation necessary due to work-related accident(s) as prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947, hereinafter referred to as "the Industrial Accident Compensation Insurance Act) or commuting accidents as prescribed in Item 3 of the same paragraph.
 - (2) Period of childcare leave taken in accordance with Article 40, parental leave is taken in accordance with Article 40-2, or Family Care Leave is taken in accordance with Article 41 of this set of regulations.
 - (3) Period of pre-post Maternity Leave taken by female Part-time Lecturer as prescribed in Article 65 of the Labor Standards Act
 - (4) Period of annual paid leave is taken
 - (5) In addition to what is prescribed in the preceding items, other period the University deems particularly necessary.

(Specifying and Changing of the Timing of Leave)

Article 36: When Part-time Lecturer wishes to take annual paid leave, Part-time Lecturer shall stipulate the timing of the leave (commencement and end dates of the leave) and shall lodge a request with their immediate manager no later than the finishing time of 2 days prior to the day of commencement of the period of leave. However, this shall not apply in cases of unavoidable circumstances.

2. In cases where the granting of days of annual paid leave as specified by a Part-time Lecturer in accordance with the preceding paragraph would hinder the normal operations of business of the University, the timing of the said leave may be changes to a different period.
3. In cases where, in accordance with a labor-management agreement based on the regulations prescribed in Paragraph 6, Article 39 of the Labor Standards Act, the timing of a part of the annual paid leave is provided, such part shall be granted pursuant to said agreement.
4. In cases where Part-time Lecturer are entitled to 10 or more days of annual paid leave in accordance with the preceding Article, the University shall provide 5 days of annual paid leave at designated times for each period of 1 year from the day on which 6 months of period of continuous service as prescribed in Paragraph 1 of the preceding Article have elapsed.(hereinafter referred to as the "period of annual leave given"),However, if annual paid leave is granted in accordance with the provisions of the 3 Paragraphs above, the number of days of the said leave taken shall be deducted from the number of days of annual leave set by the University.
5. Notwithstanding the provision of the preceding paragraph, in the case where 10 or more days of annual paid leave is granted to a Part-time Lecturer on the first day of the period of annual leave grant (hereinafter referred to as the "day of annual leave grant"), and, another 10 or more days of annual paid leave is granted newly on a specified day within a maximum of 1 year from the said day of annual leave grant (hereinafter referred to as the "day of second annual leave grant"), the number of days of leave, obtained by dividing the number of months in the period, commencing on the first day of annual leave grant and ending on the day upon which one year has lapsed from the day of the second annual leave grant (hereinafter referred to as the "period of implementation") by 12 and multiplying the result by 5, shall be granted within the period of implementation, being specified the time to take.
6. Part-time Lecturer wishing to take the annual paid leave in accordance with Paragraph 1 shall submit an application to the University in advance in the prescribed format.

(Units of Annual paid Leave)

Article 37: Annual paid leave shall be calculated in units of whole days. In cases of extenuating circumstances recognized by the immediate manager, annual paid leave may be taken as in the units of 1 hour.

2. Day(s) or hour(s) of Annual paid leave taken in accordance with the provisions of the preceding paragraph shall be deemed as time worked and shall, accordingly, be subject to payment of salary.

(Carrying over Annual Paid Leave)

Article 38: Annual Paid Leave (Excluding days carried over from the preceding year in accordance with the provisions of this article and units of less than 1 whole day shall be cut off) may be carried over to the following year.

(Special Leave)

Article 39: Part-time Lecturer falling into any of the categories detailed hereunder shall be entitled to take special leave, the period of leave is to be as set out below. However, with the proviso that it shall not exceed the period of the employment contract.

- (1) Part-time Lecturer recognized as being unable to carry out duties due to injury or illness shall be entitled to leave for the purposes of treatment, the period of said leave deemed necessary for said medical treatment (In cases of inability to carry out duties due to work-related accident(s) and need for medical treatment (Hereinafter referred to as "Work-related Accident(s)") as defined in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947. Hereinafter referred to as "Industrial Accident Compensation Insurance Act"), the period shall be 90 consecutive days or less, 30 consecutive days or less for any other cases).
- (2) Part-time Lecturer recognized as being unable to carry out duties due to the exercise of voting rights or other civic duties shall be entitled to a period of leave necessary to exercise such rights or duties.
- (3) Part-time Lecturer recognized as being unable to carry out duties due to appearances as a citizen judge, witness, expert witness or unsworn witness at the Diet, in court, meetings of regional public bodies or other government and public offices shall be entitled to a period of leave necessary to fulfill such duties.
- (4) In cases where pregnant Part-time Lecturer scheduled to give birth within a period of 6 weeks (14 weeks for cases such as multiple pregnancy) have submitted the appropriate application, said Part-time Lecturer shall be entitled to the period of leave for which application has been submitted up to the date of birth.
- (5) In cases where female Part-time Lecturer have submitted the appropriate application after the birth, they shall be entitled to a period of leave of 8 weeks following birth commencing on the day after said birth (However, if said Part-time Lecturer submits an application to return to work after 6 weeks after giving birth, the period shall be reduced in accordance with her assumption of work duties for which permission has been given by her obstetrician).
- (6) Part-time Lecturer raising children under the age of 1 year and recognized as requiring special consideration for breast-feeding and other forms of nursing, essential to the raising of said child shall be entitled to a period of no more than 30 minutes twice a day for such activities. (However, in cases where the other parent takes leave for the raising of the said child, the period granted to the other parent shall be deducted from the period accorded Part-time Lecturer.)
- (7) Female Part-time Lecturer who has submitted an appropriate application in cases where carrying out duties is difficult due to menstrual cycles shall be entitled to a period of leave of no more than 2 days per cycle.
- (8) Part-time Lecturer (excluding those whose regular working days are not more than 2 days per week) recognized as being unable to carry out duties due to the nursing etc., (meaning the care given to children suffering injury or illness, or the provision of immunization or a medical examination to children to prevent illness), temporary school closures, and school closures, or attending a child's graduation ceremony or other school events of a child who has not reached the beginning of junior high school or a child who has a disability that corresponds to disability grade specified separately and who needs special consideration on the first March 31 after reaching 18 years of age (including children of the spouse; hereinafter the same shall apply) shall be entitled to a period of leave of less than 5 days per year (or 10 days a year if the Employee has two or more eligible children). However, this shall not apply if the child falls into the 3rd grade of elementary school or higher and interferes with the normal operation of the work.
- (9) Part-time Lecturer (excluding those whose regular working days are not more than 2 days per week) recognized as unable to carry out duties due to the nursing etc. of family members in need of care (the nursing etc. means nursing, accompaniment to the hospital visit etc., carrying out necessary procedures to apply for nursing care services on behalf of the family members, and other necessary care; hereinafter referred to as the "nursing etc.") shall be entitled to a period of leave of no more than 5 days a year (or 10 days a year if the Employee is taking care of two or more subject family members in need of care).
- (10) Part-time Lecturer recognized as being unable to carry out duties due to funerals, mourning and other related events concomitant with the deceased relatives (limited to relatives listed in the List of Relatives below) shall be entitled to a period of leave of consecutive days no longer than the periods detailed in the aforementioned list hereunder (in cases where said the funeral is held at a remote location, the numbers of days required to make the necessary return journey shall be added to the periods listed hereunder).
- (11) Part-time Lecturer shall additionally be entitled to such periods of leave as the University deems necessary.

2. In cases where the regulations of Item 1 (Excluding the cases of inability to carry out duties due to Work-related Accident(s) and need for medical treatment), Item 4 through 7 of the preceding paragraph apply, salaries shall not be paid for the corresponding periods. This shall also apply in cases where the circumstances detailed in Item 11 of the preceding paragraph apply and the University deems that payment of the corresponding period is unnecessary.
3. Excluding circumstances defined in the preceding paragraph, when any of the circumstances detailed in the items of Paragraph 1 apply, the salaries paid for regular working hours or working days worked shall be paid during the corresponding period (in cases where compensation benefits for absence from work are paid as prescribed in Article 14 of the Industrial Accident Compensation Insurance Act due to inability to carry out duties because of Work-related Accident(s) and need for medical treatment (including special disability benefit, said amount shall be deducted from the aforementioned salaries).
4. "Consecutive" days in Item 1 and Item 10 of Paragraph 1 shall include regular holidays prescribed in Article 31.
5. The provisions of Item 8 and Item 9 of Paragraph 1 shall not apply to Part-time Lecturer who is not allowed to take leave under a labor-management agreement concluded in accordance with Paragraph 2, Article 16-3 or Paragraph 2, Article 16-6 of the Law Governing the Welfare of Workers Taking Childcare or Family Care Leave (Law No. 76 of 1991).
6. When Part-time Lecturer wishes to take special leave, they shall apply for special leave in advance, by using the prescribed form. However, if it is difficult to make an application in advance due to an avoidable reason, they may submit the application after they have taken said leave, detailing the reason for the delayed application.
7. In the case of preceding paragraph, if the University requests that the Part-time Lecturer to submit a written certificate etc., they shall submit such certificates promptly.

(Childcare Leave)

Article 40: Part-time Lecturer who is raising children under 3 years of age may take childcare leave, (Excluding the parental leave prescribed in Paragraph 1 in the next Article. Hereinafter the same shall apply in this Article.) by submitting the necessary application to his/her immediate manager.

2. The preceding paragraph shall not apply to Part-time Lecturer who are ineligible to take childcare leave in accordance with the labor-management agreement based on the proviso in Paragraph 1, Article 6 of the Act on Childcare and Family Care Leave.
3. Salary shall not be paid during childcare leave prescribed in Paragraph 1.
4. In addition to what is prescribed in the preceding three Paragraphs, matters necessary for childcare leave shall be as prescribed in the Regulation Pertaining to Childcare and Family Care Leave for National University Corporation the University of Osaka Part-time Staff.

(Parental Leave)

Article 40-2: Employee who is raising children may take parental leave (Which is childcare leave, for a period of not more than four weeks (If the child was born before the planned date of birth, parental leave may be taken from the date of birth until the day after 8 weeks from the planned date of date of birth of the child, and if the child was born after the planned date of birth, parental leave may be taken from the planned date of birth until the day after 8 weeks from the date of birth of the child.), within the period up to the day after eight weeks counting from the date of birth of the child. Hereinafter the same shall apply.) by submitting the necessary application to his/her immediate manager.

2. The provision of the preceding paragraph shall not apply to Employees who are ineligible to take parental leave under the labor-management agreement based on the proviso in Paragraph 1, Article 6 of the Act on Childcare and Family Care Leave, which applies mutatis mutandis to Paragraph 2, Article 9-3 of the same Act.
3. The provision in Paragraph 3 and Paragraph 4 of the preceding Article shall apply mutatis mutandis to parental Leave.

(Family Care Leave)

Article 41: Part-time Lecturer who provide care for Subject Family Members may take Family Care Leave by submitting the necessary application to his/her immediate manager.

2. The provisions of the preceding paragraph shall not apply to Part-time Lecturer who are ineligible to take Family Care Leave under the labor-management agreement based on the proviso in Paragraph 1, Article

6 of the Act on Childcare and Family Care Leave, which applies mutatis mutandis to Paragraph 2, Article 12 of the same Act.

3. What is prescribed in Paragraph 3 and Paragraph 4 of Article 40 shall apply mutatis mutandis to Family Care Leave.

(Work Restrictions for pre/post maternity Part-time Lecturer)

Article 42: Part-time Lecturer who is either undergoing a term of pregnancy or who is within a period of less than 1 year after giving birth (hereinafter referred to as “pre/post maternity Part-time Lecturer(s)”) shall not be permitted to engage in work that may have adverse effects on pregnancy, childbirth or child nursing.

2. The University shall not require pre/post maternity Part-time Lecturer to work at nights after submission of the appropriate request.

3. Provisional to submission of appropriate requests, pre/post-maternity Part-time Lecturer shall be allocated a lightened workload or assigned to light work.

Chapter 6: Punitive Measures

(Punitive Measures)

Article 43: Part-time Lecturer who fall under any of the following categories shall be subject to punitive measures.

(1) Taking leave without permission or valid reason who fail to respond to demands to resume duties.

(2) Neglect their duties by frequent absence, tardiness and leave work early without valid reason.

(3) Causes damage to the University either intentionally or through gross negligence.

(4) Commits criminal acts such as theft, embezzlement or infliction of bodily harm.

(5) Damage the reputation, honor or trust of the University.

(6) Cause disruption of order, rules or regulations of the University.

(7) Deliberately falsified the resume.

(8) Commits acts of harassment prescribed in Paragraph 1, Article 26.

(9) Violates other laws, ordinances or rules and regulations of the University, or Part-time Lecturer who has committed acts that fall into any of the preceding items.

2. The following punitive measures may be taken against the offending Part-time Lecturer and shall be proportionate to the severity of the offence prescribed in the items of the preceding paragraph.

(1) Admonition: In cases of minor infringements, the offending Part-time Lecturer shall submit a written apology and shall be issued a warning.

(2) Salary cuts: in cases of relatively minor infringements, the offending Part-time Lecturer shall submit a written apology and shall be subject to partial reduction in salary. A single salary cut shall not, however, exceed one half of the average salary for 1 day as prescribed in Article 12 of the Labor Standards Act, and the total shall, furthermore, not exceed one tenth of the salary paid for 1 term.

(3) Suspension: in cases of infringements of deemed to be more serious in nature than a minor infringement, the offending Part-time Lecturer shall submit a written apology and shall, furthermore, be suspended from work without pay for a period of 1 day or more and 1 year or less.

(4) Dismissal under instruction: in cases of infringements of a sufficiently serious nature to render continued employment difficult, however, extenuating circumstances exist, the offending Part-time Lecturer shall be dismissed after being instructed to tender their resignation.

(5) Punitive dismissal: in cases of infringements of a sufficiently serious nature to render continued employment difficult and no extenuating circumstances exists, the offending Part-time Lecturer shall be summarily dismissed without warning. This provision shall also apply to offending Part-time Lecturer who fails to act on advice to tender resignation as detailed in the preceding item.

3. Provision in Paragraph 3, Article 11 shall apply in cases of punitive measures taken in accordance with the items of the preceding paragraph.

4. The regulation in Article 12 shall apply mutatis mutandis when punitive measures are taken as prescribed in Item 4 and Item 5 of Paragraph 2 of this Article.

(Reprimands)

Article 44: In addition to the cases prescribed in the preceding Article, for the purpose of ensuring strict performance of duties and maintaining discipline, Part-time Lecturer may, where deemed necessary, be subject to reprimands, cautions (severe) or cautions (hereinafter referred to as “reprimands”).

(Compensation for Damages)

Article 45: Part-time Lecturer causing damage to the University either deliberately or through negligence, in addition to punitive measures or reprimands, prescribed in Article 43 and the preceding Article, may be liable to compensate for all or part of said damage.

Chapter 7: Safety and Health

(Measures for the Maintenance of Safety and Health)

Article 46: In accordance with The Industrial Safety and Health Law (Law No. 57 of 1972) and other relevant and pertinent laws or ordinances, the University shall implement measures to ensure the promotion of the health of Part-time Lecturer and the prevention of hazards (including necessary preventative measures pertaining to hygiene: hereinafter referred to as "safety and health management measures").

2. Part-time Lecturer shall observe the laws and regulations pertaining to maintenance of safety, health and hygiene, comply with orders and instructions relating to the same issued of the superiors and shall cooperate with safety and health management measures implemented by the University.
3. In addition to the provisions of preceding 2 Paragraphs, safety and health maintenance measures shall be in accordance with the Safety and Health Management Regulations of The National University Corporation the University of Osaka.

(Education Pertaining to Safety and Health)

Article 47: Part-time Lecturer shall undergo training and education pertaining to safety and health conducted by the University.

(Measures for Emergencies and Disasters)

Article 48: Part-time Lecturer discovering a fire or other emergencies, or circumstances that may lead to such emergencies, shall take emergency measures, promptly contact their immediate manager or other relevant Employees, follow instructions issued by said manager or Employees, and make every effort to minimize consequent damage.

(Rules to be Observed Relating to Safety and Health)

Article 49: In order to maintain safety and health in the University, Part-time Lecturer shall observe the matters indicated as follows.

- (1) Part-time Lecturer shall follow the instructions and orders issued by their immediate manager relating to safety and health.
- (2) Part-time Lecturer shall, at all times, ensure cleanliness by maintaining order and tidiness in the workplace and shall make every effort to ensure heightening standards of fire prevention and hygiene.
- (3) Without permission from the University, Part-time Lecturer shall not move safety and hygiene equipment or devices, fire- extinguishing equipment or other equipment designated to prevent hazards or shall also not enter areas where such equipment or devices are located.
- (4) Part-time Lecturer shall pay exercise caution with respect to machinery in operation.
- (5) Part-time Lecturer are allowed to smoke only in areas where ashtrays are provided, and also shall properly dispose of cigarette butts.
- (6) Part-time Lecturer shall use protective and safety equipment when its use is stipulated, and shall not engage in any acts that may affect its efficacy.

(Medical Examinations etc.)

Article 50: Part-time Lecturer engaged in work with the potential for harm or injury as prescribed by laws and ordinances shall undergo a special medical examination.

2. In cases where deemed necessary based on the results of the Medical Examinations, Part-time Lecturer may be subjected to such measures as work temporary prohibition or restriction of working hours for the purposes of maintenance of the health of said Part-time Lecturer.
3. Part-time Lecturer shall not fail to undergo the medical examinations prescribed in Paragraph 1 without valid reason, and shall not refuse to comply with the measures detailed in the preceding paragraph.

(Work Prohibition)

Article 51: Part-time Lecturer falling under any of the following categories shall be prohibited from working.

- (1) When there is a possibility that the Part-time Lecturer or persons living together, or residing in the neighborhood of said Part-time Lecturer is infected, or suspected of being infected with infectious disease.
 - (2) In cases when continuing work may worsen the Part-time Lecturer's illness.
 - (3) The existence of circumstances relating to the preceding 2 Items.
2. When Item 1 and Item 2 of the foregoing paragraph apply, the Part-time Lecturer shall promptly notify the relevant details to their immediate manager and follow instructions issued by said manager.
 3. In addition to the regulations prescribed in the preceding 2 Paragraphs, necessary measures relating to work prohibition shall be defined separately.

Chapter 8: Business Trips

(Business Trips)

Article 52: When deemed necessary, the University may order to go on business trips.

2. Upon completion of an assigned business trip, a Part-time Lecturer undertaking said business trip shall promptly submit a report detailing the relevant information to their immediate manager.

(Travel Expenses)

Article 53: Travel expenses required for the business trips described in the preceding Article shall be determined separately.

Chapter 9: Welfare

(Welfare Facilities)

Article 54: For welfare purposes, Part-time Lecturer shall be entitled to make use of the Staff Hall (Machikaneyama Hall).

Chapter 10: Accident Compensation

(Work-related Accident)

Article 55: Regulations pertaining to Part-time Lecturer who are victims of Work-related accidents (work-related injuries, illness, disability or decease) shall be determined in accordance with the LSL, The WACIL and the Regulations Pertaining to Work Accident Compensation for National University Corporation the University of Osaka Staff (Hereinafter referred to as "Accident Compensation Regulations").

(Commuting Accidents)

Article 56: Commuting accidents (injuries, illness, disability or decease relating to commutation) of Employees shall be determined in accordance with WACIL and Accident Compensation Regulations.

Chapter 11: In-house Inventions

(In-house Inventions)

Article 57: In the event that Part-time Lecturer creates an in-house invention, and the University accepts succession to the rights to said invention, said inventor shall be compensated in accordance with the University of Osaka Regulations Pertaining to Inventions and in cases where said invention is highly significant, it shall be awarded.

(Reversion of Rights)

Article 58: All implementation rights or copyrights relating to patents or new-device practical application rights pertaining to inventions, proposals or authorship produced in-house by Part-time Lecturer shall, after the implementation of the necessary investigations, revert to the University. In cases where, however, the University transfers or allows third-party usage of such rights in part or in whole, the wishes of the Part-time Lecturer subject to this provision shall be respected.

supplementary provisions

(Date of Implementation)

1.The foregoing regulations shall be implemented from 1 April, 2022

(Special Regulations pertaining to Allowances for managing academic records and Allowance for the activity related to academic duty)

2.Notwithstanding the provisions of Article 15, until further notice, Part-time Lecturers who are engaged in necessary work related to the relevant class subjects with due consideration to the Allowance for managing academic records and Allowance for the activity related to academic duty.

supplementary provisions

The foregoing amendment shall be implemented from 1st April, 2022

Appendix Table (Related to Item 10, Paragraph 1, Article 39)

Relatives	Number of Days
Spouse	7 days
Parents	7 days
Children	5 days
Grandparents	3 days (7 days in cases where Part-time Lecturer has been left an inheritance, including ritual equipment.)
Grandchildren	1 day
Siblings	3 days
Uncles or Aunts	1 day (7 days in cases where Part-time Lecturer has been left an inheritance, including ritual equipment.)
Spouse of Parents or Parents of Spouse	3 days (7 days, if Part-time Lecturer lived with the deceased or the deceased was Part-time Lecturers' dependent.)
Spouse of Children or Children of Spouse	1 day (5 days, if Part-time Lecturer lived with the deceased or the deceased was Part-time Lecturers' dependent.)
Spouse of Grandparents or Grandparents of Spouse	1 day (3 days, if Part-time Lecturer lived with the deceased or the deceased was Part-time Lecturers' dependent.)
Spouse of Siblings or Siblings of Spouse	1 day (3 days, if Employee lived with the deceased or the deceased was Part-time Lecturers' dependent.)
Spouse of Uncles or Aunts	1 day

Supplementary Provision

The foregoing amendments shall be implemented from 1 October, 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2024.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2024.

Supplementary Provision

The foregoing amendments shall be implemented from 1 July, 2024.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2025.