

Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation  
Osaka University Limited Term Staff

**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.**

(Purpose and Definitions)

Article 1: The purpose of these Detailed Regulations shall be to define the details of Regulations Pertaining to Working Hours, Holidays, and Leave for National University Corporation Osaka University Limited Term Staff (Hereinafter referred to as "Working Hour Regulations").

2. In this Detailed Regulations, "the University" shall mean National University Corporation Osaka University and "Employee(s)" shall mean individuals to whom the Working Hour Regulations apply.

(Procedures for Arriving at and Leaving Work)

Article 2: Employees shall follow the prescribed procedures for arriving at and leaving work.

(Changing Starting and Finishing Time etc.)

Article 3: In applying Article 3 of the Working Hour Regulations, as a general rule, Employees shall not be ordered to work during the 15 minutes between 12:00 p.m. and 12:15 p.m. unless necessary for work. However, for shift work including rotating schedule etc. when there is a possibility that the business operation will be affected negatively, the Dean or Director of the department etc. of which said Employees belong shall set forth separately a different rule.

2. When changing the starting and finishing time of working hours and break time, or extending break time in accordance with Paragraph 3, Article 3 of the Working Hour Regulations, the starting and finishing time shall be between 7:00 a.m. and 7:00 p.m. and working hours shall not exceed 8 hours per day.

3. Unless for special circumstances, as a general rule, break time in the foregoing Paragraph shall be as stipulated in Item 3, Paragraph 2, Article 3 of the Working Hour Regulations.

4. As a general rule, Employees shall be informed of changes to starting and finishing time of working hours and break time based on the stipulation in Paragraph 4, Article 3 of the Working Hour Regulations no later than 1 week prior to the implementation of said changes. However, the foregoing shall not apply for emergencies and under special circumstances.

(Transferring Holidays)

Article 4: In cases where it is necessary to work on regular holidays defined in Article 8 of the Working Hour Regulations, the holiday in question shall be deemed a working day when requested in advance and Employees shall be entitled to transfer the holiday within a period of one month including the holiday in question.

(Permission for Abstention from Work)

Article 5: In accordance with Article 11 of the Working Hour Regulations, the conditions for permission for abstention from work and the duration of abstention shall be as detailed hereunder.

(1) In cases where an Employee 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 stipulated in Article 10 of the Maternal and Child Health Law (Law No. 141 of 1965), or for a health guidance as determined by Article 13 of the same law, the hours shall be for the duration necessary to receive health guidance or health check.

(2) In cases where application is made by a maternity Employee and the University recognizes that the workload of said Employee, or congestion during commutation may have an adverse effect on the mother's body or the unborn child, a period of time not more than one hour per day shall be allowed (in restricted to late starting time or early finishing time).

(3) In cases of health examination stipulated by the University, the hours shall be for the duration necessary to undergo health examination.

(4) Hours of abstention from work may be otherwise granted as deemed necessary by the University.

2. Employees wishing to apply for permission for abstention from work in accordance with the foregoing item 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 No. 1 through 4 of Item 1 above apply, the period of abstention from work shall be deemed to be working time and wages shall be paid for period.

#### (Short Time Work)

Article 6: In accordance with Article 12 of the Working Hours Regulations, the University may reduce the regular working hours stipulated under Article 3 of the same regulations by putting off the starting time or advancing the finishing time by half-hour or one hour increments.

2. If an Employee wishes to use the short time work system under the preceding Item, said Employee shall apply in advance to the University to that effect by using the prescribed application form.
3. If the regular working hours are reduced under Item 1, no salary shall be paid for the reduced part of the working hours.

#### (Variable Working Hour System)

Article 7: In cases where the University applies a variable working hour system for a period of one month or less in accordance with Article 13 of the Working Hour Regulations, as a general rule, the University shall allocate working hours after notifying Employees each month of the work schedule for the following month no later than 2 weeks in advance. The foregoing shall not, however, apply in cases of emergency.

2. In cases where working hours are assigned in accordance with the provision of Item 2, Article 13 of the Working Hour Regulations, the regular working hours defined in Article 3 of the Working Hours Regulations shall be changed on half-hour or one-hour basis providing that starting and finishing time of the working hours shall be set between the hours of 7:00 a.m. to 7:00 p.m. and the working hours per day shall not fall below 3 hours.
3. The assignment of working hours defined in the foregoing item shall be individually made and in cases where working hours per day are 4 hours or more (in cases where working hours per day are 6 hours or less, limited to when working hours starting in the morning and finishing in the afternoon), a 45-minute break shall be given during the working hours. A break, however, may not be given in cases where the working hours per day do not exceed 6 hours and as well as where Employees agree on not doing so.
4. Under the provisions of foregoing two items, a break shall be given as defined in the provision of No. 3, Item 2, Article 3 of the Working Hour Regulations, with the exception of cases where the time-frame of said break defined in said provision is not included within the working hours between starting time and finishing time or where special circumstances exist.

#### (Procedures for Annual Paid Vacation)

Article 8: Employees wishing to take annual paid leave in accordance with Item 1, Article 19 of the Working Hour Regulations shall submit an application to the University in advance in the prescribed format.

#### (Special Leave)

Article 9: Employees falling under any of the categories detailed hereunder shall be entitled to take special leave, in accordance with Article 22 of the Working Hour Regulations. The period of leave is to be as set out below.

- (1) Employees recognized as being unable to carry out duties due to injury or illness shall be entitled to leave for the purposes of treatment, where the period of leave to be such as is deemed necessary for said medical treatment (the period shall be limited to no more than 90 consecutive days).
- (2) Employees 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) Employees recognized as being unable to carry out duties due to appearances as a citizen judge, witness, an expert witness or an 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) Employees who have registered as bone-marrow donors for bone-marrow transplants or as peripheral blood stem cell donors for peripheral blood stem cell transplants, or who wish to provide bone-marrow for a bone-marrow transplant or peripheral blood stem cells for a peripheral blood stem cell transplant for a spouse, parent, child and sibling, and who are consequently recognized as being unable to carry out duties during the period required for examinations, hospitalization, concomitant with said registration shall be entitled to a period of leave necessary to carry out such procedures.
- (5) Employees recognized as being unable to carry out duties due to carrying out, of their own volition and without reward, any of the activities that constitute a contribution to society detailed hereunder shall be

entitled to a period of leave to implement such activities, period to be no more than 5 days a year.

(a) Activities in support of victims of earthquakes, typhoons, volcanic eruptions or other disasters, such as distribution, in areas struck by disasters or surrounding areas, and of commodities necessary for the maintenance of life.

(b) Activities at support facilities for persons with disabilities, in particular, homes for the care and treatment of the elderly, or at institutions the purpose of which is to implement measures necessary for those suffering from injury or illness.

(c) According to a) and b) above, activities in support of the daily life and care of persons who, for reasons of physical or mental handicaps, injury or illness suffer obstacles in the performance of their daily lives.

(6) Employees preparing for marriage recognized as being unable to carry out duties due to arrangements recognized as necessary in relation to wedding ceremonies, honeymoon travel or other events relevant to marriage shall be entitled to a period of leave of no longer than 5 consecutive days. The period of leave commences 5 days prior to said marriage and terminates the day following said marriage terminating 1 month after the day following the said marriage.

(7) In cases where female Employees scheduled to give birth within a period of 6 weeks (14 weeks for in the case such as multiple pregnancy) have submitted the appropriate application, Employees shall be entitled to the period of leave for which application has been submitted up to the date of birth.

(8) In cases where female Employees have submitted the appropriate application after birth, they shall be entitled to a period of leave of 8 weeks following birth commencing on the day after birth. (However, if said employee submits an application to return to work after 6 weeks after giving birth, the period shall be reduced in accordance with Employee's assumption of work duties for which permission has been given by Employee's obstetrician.)

(9) Employees 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 a parent other than the Employee takes leave for the raising of the said child, the period granted to the other parent shall be deducted from the period accorded Employee)

(10) Employee recognized as being unable to carry out duties due to the spouse of Employee giving birth (including persons with whom, although not officially registered as a spouse, the Employee has a relationship equivalent to marriage. This shall also apply to the items hereunder), Employee shall be entitled to a period of leave for 2 days starting on the day which spouse enters hospital for the purpose of giving birth and terminating 2 weeks after the day following said hospitalization.

(11) Employee with a spouse giving birth recognized as being unable to carry out duties due to the necessity of providing care for the newly-born child or for a child of preschool age (including children of the spouse) during the period starting 6 weeks prior to the scheduled date of birth (14 weeks in the case of multiple pregnancy) and ending on the day 8 weeks after the date of birth, shall be entitled to a period of leave of no more than 5 days within the aforementioned period.

(12) Female Employee who have made an appropriate application shall, in cases where carrying out duties is rendered difficult due to the occurrence of menstrual cycles, shall be entitled to a period of leave of no more than 2 days during 1 cycle.

(13) Employees recognized as unable to carry out duties due to the nursing (meaning the care given to children suffering injury or illness, or the provision of immunization or a medical examination to children to prevent illness) of preschool age children (including children of the spouse; hereinafter the same shall apply) 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 children before the time of commencement of elementary school).

(13-2) Employees 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 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).

(14) Employees recognized as being unable to carry out duties due to funerals, mourning and other related events concomitant with the death of a relative (applicable only 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 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).

(15) Employees recognized as being unable to carry out duties due to the special events concomitant with mourning for the loss of a parent (limited to events taking place within 15 years after the death of said parent) shall be entitled to a period of leave of no more than 1 day.

(16) When it is found appropriate for Employees (with the exception of those who fall under the following item) not to engage in work due to various events taking place during the summer O-BON holidays, the maintenance and promotion of physical and mental health, or the fulfillment of family life shall be entitled to a leave up to three consecutive days during the period commencing in July and terminating in September (with the exception of regular holidays defined in Article 8 of the Working Hour Regulations and transferred holidays in accordance with Article 4 of these detailed regulations. This period of leave can be covered with the period of summer mass leave). (16-2) When it is found appropriate for the technical staff (nursing) and the technical staff (medical) working in Osaka University Hospital and Osaka University Dental Hospital not to engage in work due to the maintenance and promotion of physical and mental health, or the fulfillment of family life, those technical staff shall be entitled to a leave up to three consecutive days per year (with the exception of regular holidays defined in Article 8 of the Working Hour Regulations and transferred holidays in accordance with Article 4 of these detailed regulations.).

(17) Employees recognized as being unable to carry out duties due to restoration or other repair work of their houses lost or damaged in disasters such as earthquakes, floods or fire shall be entitled to a period of leave for no more than 7 consecutive days.

(18) Employees recognized as experiencing difficulty in commute to work due to disasters such as earthquakes, floods or fire, or to accidents involving transport facilities shall be entitled to a period of leave of such duration as deemed necessary.

(19) Employees recognized as being at physical risk on their return from work due to the occurrence of disasters such as earthquakes, floods fire or accidents involving transport facilities shall be entitled to a period of leave of such duration as deemed necessary.

(20) Employees shall additionally be entitled to such periods of leave as the University deems necessary.

2. In cases where No. 1, 7 or 8 of the foregoing item apply (with the exception of cases of inability to carry out duties due to the need for medical treatment of injuries from work-related accidents as defined in Item 1, Paragraph 1, Article 7 (Hereinafter referred to as "Work-related Accidents") of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947. Hereinafter referred to as "Industrial Accident Compensation Insurance Act"), salary shall not be paid for the corresponding periods.
3. When any of the circumstances detailed in the foregoing item apply, with the exception of the circumstances defined above, the salary paid for regular working hours or work days worked shall be paid during the corresponding period (in cases where compensation benefits for absence from work are paid as stipulated in Article 14 of the Industrial Accident Compensation Insurance Act due to inability to carry out duties because of the necessity for medical treatment of injuries from Work-related Accidents (including special disability benefit, said amount shall be deducted from the aforementioned salary). However, this shall not apply in cases where the circumstances detailed in No. 20, Item 1 apply and the University deems that payment for part or all of the corresponding period is unnecessary.
4. "Consecutive" days in No. 6, 14 and 17, Item 1 shall include regular holidays stipulated in Article 8 of the Working Hour Regulations and transferred holidays as defined in Article 4 of these detailed regulations.
5. The provisions of No. 13 and 13-2, Item 1 shall not apply to Employees who are not allowed to take leave under a labor-management agreement concluded in accordance with Item 2, Article 16-3 or Item 2, Article 16-6 of the Law Governing the Welfare of Workers Taking Child Care or Family Care Leave (Law No. 76 of 1991).

#### (Procedures for Special Leave)

Article 10: When an Employee wishes to take special leave, he/she 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 unavoidable reason, the Employee may submit the application after he/she has taken said special leave, detailing the reason for the delayed application.

2. In the case of the preceding item, if the University requests that the Employee submit a written certificate etc., the Employee shall immediately submit such certificate etc.

#### Supplementary Provisions

##### (Date of Implementation)

1. The foregoing Provisions shall be implemented from 14 April 2004 and applied from 1 April 2004.

(Temporal Measures relating to Special Leave)

2. Notwithstanding the provisions of Items 2 and 3, Article 9, for the period until 31 March 2021, Item 2 of the same article shall not apply, and the following shall be substituted for the text of Item 3 of the same article. In cases where any of the circumstances listed in Item 1 apply (with the exception of No. 1), the amount equivalent to the wages paid for regular working hours or work days shall be paid during the corresponding period, and, in cases where the rule stipulated in No. 1 of the same item apply, the amount equivalent to the wages paid for regular work days shall be paid during the corresponding period (in cases where compensation benefits for absence from work are paid as stipulated in Article 14 and Article 22-2 of the Industrial Accident Compensation Insurance Act (including special disability benefit), amount shall be deducted from the aforementioned wages.

Supplementary Provision

The foregoing amendments shall be implemented from 1 March 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 23 May 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 July 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 5 March 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 21 May 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 27 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 30 June 2010.

Supplementary Provision

The foregoing amendments shall be implemented from 22 March 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 24 September 2012.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2017.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2021.

(Temporal Measures relating to Special Leave)

2. In cases where Employees who have taken a special leave stipulated in No.1, Item 1, Article 1 (with the exception of cases of inability to carry out duties due to the need for medical treatment of employment injuries) as of the day before the date of implementation, are continue taking the said leave on the day of implementation, the provisions before the amendment shall remain applicable notwithstanding the amended provisions as long as said leave is continuously taken.

3. In cases where Employees who have taken a special leave stipulated in No.7, Item 1, Article 9 or in No.8 of the same item as of the day before the date of implementation, are continue taking the said leave on the day of implementation, the provisions before the amendment shall remain applicable notwithstanding the amended provisions as long as said leave is continuously taken.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2023.

Appendix (Related to Item 14, Paragraph 1, Article 9)

Relatives	Number of Days
Spouses	7 days
Parents	7 days
Children	5 days
Grandparents	3 days (7 days when the Employee has been left an inheritance, including ritual equipment.)
Grandchildren	1 day
Siblings	3 days
Uncles or Aunts	1 day (7 days when the Employee has been left an inheritance, including ritual equipment.)
Spouses of Parents or Parents of Spouses	3 days (7 days, if the Employee lived with the deceased and the deceased was dependent on the Employee.)
Spouses of Children or Children of Spouses	1 day (5 days, if the Employee lived with the deceased and the deceased was dependent on the Employee.)
Spouses of Grandparents or Grandparents of Spouses	1 day (3 days, if the Employee lived with the deceased and the deceased was dependent on the Employee.)
Spouses of Siblings or Siblings of Grandparents	1 day (3 days, if the Employee lived with the deceased and the deceased was dependent on the Employee.)
Spouses of Uncles or Aunts	1 day