

Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University 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 official employment contracts have been 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 relating to retirement allowance in accordance with Article 52 of The Work Regulations for National University Osaka University Staff (hereinafter referred to as "The Work Regulations") for members of National University Corporation Osaka University (hereinafter referred to as "The University") working on full time basis (hereinafter referred to as "Employee(s)") and eligible for application of The Work Regulations.

(Payment of Retirement Allowance)

Article 2: Retirement allowance shall be paid to retiring Employees (excluding Employees retiring from The University due to appointment as trustees in accordance with the provisions of No. 4, Article 17 of The Work Regulations) or the surviving family in all cash with the exception of cases of the existence of labor agreement in accordance with laws and ordinances or the proviso of Item 1, Article 24 of The Labor Standards Law (Law, No. 49 of 1947). However, subject to agreement by the Employee in question, retirement allowance may be paid into an account in a stipulated bank or other financial institution.

2. The retirement allowance cited in the foregoing item shall be paid no later than 1 month after the day of retirement. However, the foregoing provision shall not apply in cases where the location of the Employee concerned cannot be confirmed or in cases where other special circumstances exist.
3. The method of calculation, the timing of payment and other matters pertaining to retirement allowance, for Employees retiring due to being appointed as trustees and therefore not eligible for payment of retirement allowance at the time of retirement in accordance with the provisions of Item 1 shall be subject to separate determination.

(Non-payment of Retirement Allowance)

Article 3: Notwithstanding the provisions of the foregoing article, retirement allowance shall not be paid under any of the circumstances detailed hereunder. However, in cases where provision No. 5 applies, retirement allowance shall be paid within 1 month after the confirmation of the verdict, in respect of the period of continuous employment prior to the retirement, if requested by the Employee in question provided that it can be confirmed, after retirement, that said Employee is not guilty, or is subject to imposition of a sentence less than a punitive fine.

(1) In cases where the Employee concerned transfers to another National University Corporation or organization equivalent (hereinafter referred to as "National University Corporation") or, for the purposes of human resources exchange, to a national or regional public organization, a local incorporated administrative agency established in accordance with Article 7 of The Local Incorporated Administrative Agency Law (Law No. 118 of 2003), a government finance corporation as defined in Article 1 of the Government Finance Corporation Budget and Accounting Law (Law No. 99 of 1951) , or otherwise a corporation established in accordance with special laws (except a special incorporated administrative agency) the work of which is closely associated with general affairs or the business of the Government (hereinafter referred to as "regional public organization") , and where the period of continuous service at The University is included in calculation of the period of continuous service at said National University Corporation, or national or regional public organization.

(2) In cases where the Employee concerned is dismissed during probation period, or where a decision is made not to employ said Employee at the end of said probation period in accordance with the provisions of Item 2, Article 10 of The Work Regulations.

(3) In cases where the work contract of the Employee concerned is newly concluded in accordance with the provision of No. 5, Article 17 of The Work Regulations (this provision shall only apply to cases where the Employee falls under the definition of "Employee", as specified in Article 1 of the Regulations

Pertaining to Retirement Allowance for National University Corporation Osaka University Limited Term Staff, hereinafter referred to as "The Retirement Allowance Regulations for Limited Term Staff").

(4) In cases where the Employee concerned is dismissed in accordance with the provisions of No. 2 or 3, Item 2, Article 21 of The Work Regulations, or is subject to punitive dismissal in accordance with No. 5, Item 2, Article 37 of the same regulations (including cases where corresponding circumstances such as dismissal or punitive dismissal come to light after retirement of the Employee concerned and before payment of retirement allowance).

(5) In cases where the Employee concerned is subject to criminal prosecution and said Employee retires prior to confirmation of the relevant verdict (excluding cases of summary proceedings in accordance with the provisions of the 6th volume of the Criminal Procedure Code (Law No. 131 of 1948) only in cases where a sentence in excess of imprisonment is determined with respect for crime for which said Employee is prosecuted) (including cases where Employee concerned is subject to prosecution after retirement and prior to payment of retirement allowance).

(6) In cases where the Employee concerned is retired within 6 months from their employment (except cases in accordance with the provisions of No. 1 and 2, Item 3, Article 5).

2. In addition to the provisions of the foregoing item, in cases where corresponding circumstances such as dismissal or punitive dismissal in accordance with the provisions of No.4 of the foregoing item come to light after payment of retirement allowance, the Employee concerned shall return the full amount of said retirement allowance already paid.

(Reduction of Retirement Allowance)

Article 4: Notwithstanding the provisions of Article 2, in cases where an Employee is dismissed under instruction of The University in accordance with the provisions of No. 4, Item 2, Article 37 of The Work Regulations, the retirement allowance of the said Employee may be reduced to the extent of 50% of the retirement allowance paid in the case of retirement for personal reasons.

2. In addition to the provisions of the foregoing item, in cases where circumstances warranting resignation of the Employee concerned at the suggestion of The University cited in said item come to light after payment of retirement allowance, said Employee may be obliged to pay back part of the retirement allowance already paid to the extent set forth in said item.

(Definition of Period of Continuous Employment)

Article 5: The term "period of continuous employment" used in these regulations shall refer to the period during which the Employee concerned has been continuously employed at The University.

2. In cases where the period of continuous employment of the foregoing item includes any of the periods defined hereunder, the period of continuous employment shall be defined as the actual period of continuous employment minus one half of said period (only for periods the duration of which extends from the beginning to the end of a month) (one third of the period cited in No. 3 hereunder, when child care leave was taken in accordance with the Rules Pertaining to Child and Family Care Leave for University Staff of National University Corporation Osaka University [hereinafter referred to as "The Child and Family Care Leave Regulations"] [only for the period extending until the month in which the child for whose benefit said child care leave is taken attains the age of 1 year]).

(1) Periods of leave defined in the provisions of Article 14 of The Work Regulations (excluding leave due to injury or illness arising from work-related accidents (hereinafter referred to as "work-related accidents") in accordance with No. 1, Item 1, Article 7 of The Workers' Accident Compensation Insurance Law (Law No. 50 of 1947) and leave for the purposes of work in national organizations, etc. and other leave recognized by The University).

(2) Periods of suspension in accordance with the provisions of No. 3, Item 2, Article 37 of The Work Regulations.

(3) Periods of child or family care leave taken in accordance with The Child and Family Care Leave Regulations.

3. In cases where calculation of the period of continuous employment in accordance with the provisions of the foregoing 2 items produces fractions of less than 1 year, said fractions shall be rounded down to the nearest full year. However, in the cases cited hereunder, periods of continuous employment of less than 1 year shall be taken as 1 year of continuous work at The University.

(1) Resignation from The University due to injury, illness or death.

(2) Dismissal from The University in accordance with the provisions of No. 5, Item 1, Article 21 of The

Work Regulations.

- (3) Resignation from The University for reasons other than those cited in Nos.1 and 2 above (only in cases of periods of continuous employment of 6 months or more).
4. The provisions of the foregoing item shall not apply to calculation of periods of continuous employment for calculation of retirement allowance amounts in accordance with the provisions of Article 10-3.
5. Notwithstanding the provisions of Item 1, periods (only periods of full-time employment) falling into any of the categories detailed hereunder shall be included in the period of continuous employment. However, said periods detailed hereunder shall not be included in the period of continuous employment where said period terminates after payment of retirement allowance.
- (1) Periods engaged in national public service (for those other than successive Employees, only in cases of human resources exchange with national organizations).
- (2) Periods engaged in service at other National University Corporations (only in cases where the National University Corporation in question applies regulations pertaining to cumulative calculation of periods continuous of employment equivalent to those of The University).
- (3) Periods engaged in regional public service (only in cases of Employees who are hired by The University for the purposes of human resources exchange with regional public service organizations that apply regulations pertaining to cumulative calculation of periods continuous of employment equivalent to those of The University).
- (4) Periods of service as a trustee of The University or other National University Corporations.
- (5) Periods while The Retirement Allowance Regulations for Limited Term Staff apply to the Employee.
6. In cases where a period corresponding to the period as specified in each number of Item 2 (including a period approved by The University as a similar period) is included in the period that shall be included in the period of continuous employment in accordance with the provisions of the foregoing item, necessary adjustments shall be made in calculating the period of continuous employment.

(Regular Retirement Allowance)

- Article 5-2: The amount of retirement allowance for retiring Employees shall be the basic retirement allowance calculated in accordance with the provisions of Articles 6 through 9 with the addition of the corresponding adjustments defined in the provisions of Article 10-2.
2. When the confirmed amount of retirement allowance calculated in accordance with these regulations contains fractions of less than 1 yen, such fractions shall be discarded.

Chapter 2: Retirement Allowance

(Basic Retirement Allowance for Employees Retiring for Personal Reasons, etc.)

- Article 6: With the exception of Employees cited in Item 1 of the following article, Item 1 Article 8 or Item 1, Article 8-2, the basic retirement allowance shall be the total of the basic salary and the adjusted monthly amount applicable on the day of retirement in accordance with the provisions of Article 10 of The Rules Pertaining to Salary for National University Corporation Osaka University Staff (hereinafter referred to as "The Salary Rules") (hereinafter referred to as "The Basic Monthly Amount") multiplied by the number of periods of continuous employment in line with the categories and ratios detailed hereunder.
- (1) 1 year or more and 10 years or less: 100% per annum
- (2) 11 years or more and 15 years or less: 110% per annum
- (3) 16 years or more and 20 years or less: 160% per annum
- (4) 21 years or more and 25 years or less: 200% per annum
- (5) 26 years or more 30 years or less: 160% per annum
- (6) 31 years or more: 120% per annum
2. Notwithstanding the provisions of the foregoing item, the basic retirement allowance for Employees retiring for personal reasons (excluding cases of retirement due to injury, illness or decease) shall be equivalent to the amount calculated in accordance with the foregoing item multiplied by the corresponding ratios given hereunder.
- (1) 1 year or more 10 years or less: 60% per annum
- (2) 11 years or more 15 years or less: 80% per annum
- (3) 16 years or more 19 years or less: 90% per annum

(Basic Retirement Allowance for Retirement Age Retirement after a Period of Continuous Employment of

more than 11 Years and Less than 25 years, etc.)

Article 7: The basic retirement allowance for Employees with a continuous employment record of more than 11 years and less than 25 years cited hereunder shall be equivalent to the basic salary applicable on the day of retirement of said Employee multiplied by the number of periods of continuous employment in line with the categories and ratios detailed hereunder.

(1) Employees dismissed from The University in accordance with the provisions of No. 5, Item 1, Article 21 of The Work Regulations after a period of continuous employment of less than 25 years (excluding Employees to whom the provisions of No. 1, Item 1 of the following article apply).

(2) Employees retiring from The University in accordance with the provisions of No. 1 or 4, Article 17 of The Work Regulations after a period of continuous employment of 11 years or more and less than 25 years (excluding Employees not eligible for payment of retirement allowance upon retirement in accordance with the provisions of Item 1, Article 2).

(3) Employees retiring from The University due to decease after a period of continuous employment of 11 years or more and less than 25 years (only in cases where the decease is due to reasons other than work accidents).

(4) Employees retiring, not caused by their fault, after the day of attaining the age of retirement in accordance with the provisions of No. 1, Article 17 of The Work Regulations (hereinafter referred as "retirement age") from The University after a period of continuous employment of 11 years or more and less than 25 years

(5) Employees retiring, at the suggestion of The University, not caused by their fault, from The University prior to reaching retirement age after a period of continuous employment of 11 years or more and less than 25 years and having no record of illegality.

2. Categories and ratios pertaining to the periods of continuous employment cited in the foregoing item are detailed hereunder.

(1) 1 year or more and 10 years or less: 125% per annum

(2) 11 years or more and 15 years or less: 137.5% per annum

(3) 16 years or more 24 years or less: 200% per annum

(Basic Retirement Allowance for Retirement due to Dismissal for Reorganization, etc.)

Article 8: The basic retirement allowance for Employees cited hereunder dismissed for the purpose of restructuring shall be equivalent to the amount resulting from multiplication of the basic salary applicable on the day of retirement by the number of periods of continuous employment in accordance with the categories and ratios detailed hereunder.

(1) Employees dismissed from The University in accordance with the provisions of No. 5, Item 1, Article 21 of The Work Regulations (only Employees dismissed due to organizational alteration and/or abolition in accordance with the law) or Employees with a period of continuous employment of 25 years or more dismissed by The University in accordance with the provisions of No. 5, Item 1, Article 21 of The Work Regulations (excluding Employees dismissed due to organizational alteration and/or abolition in accordance with the law).

(2) Employees resigning from The University due to injury or illness arising from work accidents.

(3) Employees with a period of continuous employment of 25 years or more resigning from The University in accordance with the provisions of No. 1 or 4, Article 17 of The Work Regulations (excluding Employees not eligible for payment of retirement allowance upon retirement in accordance with the provisions of Item 1, Article 2).

(4) Employees deceasing after a period of continuous employment of 25 years or more (only in cases where said decease is due to causes other than work accidents).

(5) Employees with a period of continuous employment of 25 years or more and retiring from The University after reaching retirement age in cases where said retirement is due to causes other than any fault of said Employee.

(6) Employees retiring, at the suggestion of The University, from The University prior to reaching retirement age after a period of continuous employment of 25 years or more in cases where said retirement is due to causes other than any fault of said Employee.

2. Categories and ratios pertaining to the periods of continuous employment cited in the foregoing item are detailed hereunder.

(1) 1 year or more and 10 years or less: 150% per annum

(2) 11 years or more and 25 years or less: 165% per annum

- (3) 26 years or more and 34 years or less: 180% per annum
- (4) 35 years or more: 105% per annum

(Special Regulations Pertaining to Basic Retirement Allowance in cases of Reduction of Retirement Allowance for Reasons other than Downward Revision of Basic Salary)

Article 8-2: In cases of reduction of the monthly amount of basic salary of a retired Employee (excluding cases of demotion or downgrading in accordance with the provisions of Article 19 of The Salary Rules) during the basic period of employment served with The University, due to reasons other than downward revision of the monthly amount of basic salary (i.e. reduction of monthly amount of basic salary received prior to said revision in accordance with revisions to The Work Regulations) and where the highest monthly amount of basic salary (hereinafter referred to as "monthly amount of basic salary prior to special reduction"), assuming no reduction on the said day of occurrence of the reason for said reduction (hereinafter referred to as "the day of reduction") exceeds the amount of the retirement allowance on the day of retirement of said Employee, the basic retirement allowance shall, notwithstanding the provisions of articles 6 through 8-1, be subject to the addition of amounts given hereunder.

(1) For Employees deemed to have retired for the same reason as that actually valid on the day preceding the latest day of reduction relating to the monthly amount of basic salary prior to special reduction, the amount calculated based on the number of days of continuous employment up to said day and the basic amount in calculated accordance with the provisions of articles 6 through 8-1.

(2) Amount resulting from multiplication of the basic monthly salary of the day of retirement by the ratio achieved by subtraction of the ratio cited in (a) below by the ratio cited in (b) below.

(a) Ratio for the basic amount of monthly salary at the date of said Employee's retirement, corresponding to retirement allowance assuming a basic retirement allowance amount for the Employee in question, based on calculation in accordance with the provisions of Articles 6 through 8.

(b) Ratio corresponding to the monthly amount of basic salary prior to special reduction cited in the foregoing provision.

2. The basic employment period cited in the foregoing item shall refer to the period during which the Employee was employed continuously by The University (excluding the period of continuous employment prior to the day of retirement during which said Employee received retirement allowance in accordance with the provision of these regulations) extending until the preceding day of retirement of said Employee (excluding retirement in accordance with the provisions of No. 1, Item 1, Article 3 or retirement due to being appointed as trustee of The University in accordance with the provisions of No. 4, Article 17 of The Work Regulations) and the period defined in the provisions of Item 5, Article 5.

(Special Cases of Basic Retirement Allowance for Employees Taking Early Retirement)

Article 9: Notwithstanding the provisions of Items 1 and 2, Article 8, the basic amount of retirement allowance for Employees to whom the provisions of No. 1 and 6, Item 1 of the same article (excluding those specified by the University) apply and who retired from The University 6 months or more before reaching the stipulated retirement age shall, in cases where the age of said Employee on the day of said retirement is within 10 years difference of the stipulated retirement age for said Employee, be determined in accordance with separate provisions.

2. The provisions of the foregoing item shall apply to Employees to whom the provisions of No. 2, Item 1 of the foregoing article apply and who have a record of continuous employment of 25 years or more.

(Maximum Amount of Basic Retirement Allowance)

Article 10: The amount of basic retirement allowance calculated in accordance with the provisions of articles 7 through 8 shall, notwithstanding the provisions of said articles, in cases where said amount exceeds the amount resulting from multiplication of the basic monthly salary of the Employee on the date of the retirement in question by a ratio of 59.28, be taken as the amount resulting from said calculation.

2. In cases where the basic amount of retirement allowance resulting from calculation in accordance with the provisions of Item 1, Article 8-2 exceeds the amounts shown in the provisions hereunder determined in accordance with the classifications given in (b), No. 2 of the same item, the amount resulting from application of the following provisions shall, notwithstanding the provisions of said item, be taken as the basic retirement allowance for the Employee in question.

(1) 59.28 or more: The amount resulting from multiplication of the monthly amount of basic salary prior to special reduction by 59.28.

- (2) Less than 59.28: Total of the amount resulting from multiplication of the monthly amount of basic salary prior to special reduction by the ratio given in (b), No. 2, Item 1, Article 8-2 and the amount resulting from multiplication of the amount of basic salary on the day of retirement by the ratio achieved by subtraction of the said ratio from 59.28.
3. Application of the provisions of the foregoing Item 2 to Employees eligible under the provisions of the foregoing article shall be restricted to Employees determined by The University.

(Amount of Adjusted Retirement Allowance)

Article 10-2: The amount of adjusted retirement allowance for retiring Employees shall be the total of the adjusted retirement allowance amounts (hereinafter referred to as "adjusted monthly amount") corresponding to the classes set out hereunder, said amounts applicable to each month (excluding months occurring in periods during which The University determines that the Employee in question was not actually required to perform duties for reason of leave taken in accordance with the provisions of Item 1, Article 14 of The Work Regulations (excluding leave due to injury or illness caused by work accidents or for the purposes of performance of national duties and other periods of leave recognized by The University), or for reason of suspension in accordance with the provisions of No. 3, Item 2, Article 37 of the same regulations, or for other similar reasons recognized by The University) to which said classes apply within the period commencing in the month within which the first day of the basic period of employment (i.e. basic period of employment as defined in the provisions of Item 2, Article 8-2. This shall also apply hereinafter) of the Employee in question falls and terminating in the month within which the last day of said period falls, said amounts allocated in sequence from ranks 1 to 60 from the highest amount (in cases where the total number of applicable months is less than 60, the adjusted monthly amount for applicable months).

- (1) Class 1: 79,200 yen
 - (2) Class 2: 62,500 yen
 - (3) Class 3: 54,150 yen
 - (4) Class 4: 50,000 yen
 - (5) Class 5: 45,850 yen
 - (6) Class 6: 41,700 yen
 - (7) Class 7: 33,350 yen
 - (8) Class 8: 25,000 yen
 - (9) Class 9: 20,850 yen
 - (10) Class 10: 16,700 yen
 - (11) Class 11: 0
2. The classes of Employee shown above shall be determined by The University in consideration of the work grade and rank, and other factors such as the degree of complexity, difficulty and responsibility of work.
 3. Notwithstanding the provisions of Item 1, the adjusted monthly amount of retirement allowance for Employees falling into any of the following categories shall be in the amounts set out in said categories.
 - (1) Retiring Employees with a period of continuous employment of 24 years or less (excluding Employees detailed in provisions No. 2 and No. 3 hereunder): For Employees falling into categories defined in Nos. 1 through 9, or 11, Item 1: amount stated in the corresponding category. For Employees falling into category No. 10 of the same item: 0 and amount calculated in accordance with application of the provisions of the same item.
 - (2) Retired Employees with a period of continuous employment of 14 years or less and Employees with a period of continuous employment of 10 years or more and 24 years or less retiring for personal reasons other than injury, illness or death as defined in the provisions of Item 2, Article 6 (excluding Employees defined in the provision hereunder): Amount equivalent to one half of the amount calculated in accordance with the provisions of the foregoing provision.
 - (3) Employees with a monthly basic salary on the day of retirement in excess of the amount stipulated in the Designated Duties Basic Monthly Salary Table Grade-8 and other similar Employees: The amount equivalent to 6% of the basic retirement allowance calculated in accordance with the provisions of Articles 6 through 10.
 4. Notwithstanding the provision of Item 1, adjusted retirement allowance shall not be paid to Employees falling into any of the following categories.
 - (1) Employees whose basic retirement allowance calculated in accordance with the provisions of Item 1, Article 6 and Article 8-2 is 0 and Employees retiring for personal reasons other than injury, illness or

decease in accordance with the provisions of Item 2, Article 6 and who have a record of continuous employment of 9 years or less.

(2) Employees recognized by The University as retiring due to illegal commission (excluding Employees cited in the provisions of Item 1, Article 3).

5. Items necessary to the calculation of adjusted retirement allowance amounts in accordance with the provisions of this article, including the method of placing the priority of the adjusted monthly amount in cases where there are two or more of the same amount of the calculated adjusted monthly amount, other than the cases of the foregoing items, shall be determined by The University.

(Special Cases Pertaining to Amounts of Regular Retirement Allowance)

Article 10-3: The amount of retirement allowance for Employees defined in Item 1, Article 8 and falling into any of the categories hereunder shall, in cases where multiplication of the monthly basic salary on the day of retirement of said Employee by the ratio shown in the corresponding category produces a total of less than said retirement allowance, notwithstanding the provisions of Article 5-2, Article 8, Article 8-2, and the foregoing Article, the retirement allowance shall be the multiplication of the monthly basic salary.

(1) Period of continuous employment of less than 1 year: 270%

(2) Period of continuous employment of 1 year or more and less than 2 years: 360%

(3) Period of continuous employment of 2 years or more and less than 3 years: 450%

(4) Period of continuous employment of 3 years or more: 540%

Chapter 3: Supplementary Provisions

(Scope and Priority of Surviving Family)

Article 11: The surviving family cited in the provisions of Article 2 shall refer to the following persons.

(1) Spouses (including persons who, while not officially married to the Employee, have a relationship equivalent to a de facto marriage with said Employee at the time of the decease of the same).

(2) Children, parents, grandchildren, grandparents and siblings who were principally dependent of the income of the Employee for living expenses at the time of decease of said Employee.

(3) Relatives of the Employee in question other than the above who were principally dependent on the income of said Employee for living expenses at the time of the decease of the same.

(4) Children, parents, grandchildren and siblings to whom provision No. 2 above does not apply.

2. The above members of the surviving family shall be eligible for receipt of retirement allowance in accordance to the priority of payment above, while members of the surviving family cited in provisions of No. 2 and No.4 shall be eligible in accordance with the priority in which they are cited in the corresponding provision. In such cases, foster parents shall take priority over birth parents, the parents of foster parents shall take priority over the parents of birth parents and the foster parents of parents shall take priority over the birth parents of parents.
3. In cases where 2 or more members of surviving family are accorded the same level of priority in respect of eligibility for receipt of retirement allowance, said allowance shall be divided equally between said eligible members.

(Exclusion from Surviving Family)

Article 12: Notwithstanding the provisions of the foregoing article, the following persons shall be excluded from the surviving family:

(1) Persons willfully causing the decease of the Employee.

(2) Persons willfully causing the decease of surviving family members either with higher or equal entitlement to receipt of the retirement allowance of said Employee, prior to the decease of the Employee.

(Changes to Content of Regulations)

Article 13: These regulations shall be subject to change concomitant with revision of Law respecting relating to Retirement Allowances for the National Public Service (Law No.182 of 1953, hereinafter referred to as "The Retirement Allowance Law").

2. Changes to the content of regulations stated in the foregoing item shall be implemented with consideration to such factors as tends in the retirement allowance systems of other National University Corporations and the financial standing of The University.

Chapter 4: Implementation of Regulations

(Matters Necessary to Implementation)

Article 14: Items necessary to implementation of these regulations shall be determined separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing regulations shall be implemented from 14th April 2004 and applied from 1st April 2004.

(Interim Measures Pertaining to Basic Amount of Retirement Allowance)

2. Notwithstanding the provisions of Articles 6 through 9, for the present time, Employees with a period of continuous employment of 20 years or more (excluding those retiring for personal reasons other than injury, illness or decease) shall be eligible for a basic retirement allowance equivalent to the amount resulting from multiplication of the amount calculated in accordance with the provisions of these regulations by 104%. However, Employees with a record of continuous employment of 36 years and eligible for application of Article 6 (excluding those retiring for personal reasons other than injury, illness or decease), or Employees with a record of continuous employment of 35 years or more and eligible for application of Articles 7 through 9, shall be eligible for retirement allowance in the amount calculated based on a record of continuous employment for 35 years.

(Application of Item 4, Article 8 of Retirement on the Day prior to Application)

3. The provisions of Item 4, Article 8 shall apply to Employees retiring from The University prior to the day preceding application of these regulations and who are eligible for application of the provisions of Item 3, Article 5 of The Retirement Allowance Law and who return to The University as an Employee within a period of 1 year from the following day of said retirement and retire within 1 year of the date of becoming an Employee again.

(Interim Measures Pertaining to the Maximum Amount of Retirement Allowance)

4. Notwithstanding the provisions of Article 10, for Employees retiring from The University by 30th September 2004, the ratio "59.28" cited with the same article shall be read "60.99."

(Payment of Retirement Allowance in the Case of an Academic Staff Member Retiring on or after the Former Retirement Age Date)

5. Notwithstanding the provision of No. 3, Item 1, Article 3, if an academic staff member (excluding an academic staff member of the Dental Technology Institute attached to the School of Dentistry and hereinafter the same in this and next Items) retires for reasons defined in the same provision on or after the first 1st April following the date of attainment of the retirement age set forth in No.3, Item 1, Article 19 of The Work Regulations effective as of 31st March 2010 (hereinafter referred to as the "Former Retirement Age Date"), the Retirement Allowance shall be paid to such academic staff member.

6. In the case of an academic staff member retiring on or after the Former Retirement Age Date, the text in the middle columns of the following Table shall be deemed to be replaced with the text indicated in the right columns of the same Table, in the application of Item 1, Article 2; Items 1, 2 and 5, Article 5; Article 6; Item 1, Article 7; Item 1, Article 8; Article 8-2; Item 1, Article 9; Items 1 and 2, Article 10; Item 3, Article 10-2; and Article 10-3 as indicated in the left columns of the same Table.

Provisions deemed to be replaced	Text deemed to be replaced	Replacement text
Item 1, Article 2	Employees retiring from The University due to appointment as trustees	Employees retiring from The University due to appointment as trustees on or before the first 31 st March following the Former Retirement Age Date
Item 1, Article 5	period of continuous employment	period of continuous employment (limited only to the period until the first 31 st March following the Former Retirement Age Date)
Item 2, Article 5	period of continuous employment	period of continuous employment (limited only to the period until the first 31 st March following the Former Retirement Age Date)

No. 1 to 3, Item 5, Article 5	Periods engaged	Periods engaged (limited only to the period until the first 31 st March following the Former Retirement Age Date)
No. 4, Item 5, Article 5	Periods of service	Periods of service (however, if an Employee is appointed as a trustee on or after the first 1st April following the Former Retirement Age, the period of service shall be limited only to the period until the first 31 st March following the Former Retirement Age Date)
Item 1, Article 6	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date)
Item 2, Article 6	retirement due to injury, illness or death	retirement due to injury, illness or death or retirement on or after the first 31 st March following the Former Retirement Age Date
Item 1, Article 7	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date)
No. 2, Item 1, Article 7	No. 1, Article 17 of The Work Regulations	No. 1, Article 17 of The Work Regulations (including the case where an Employee retires on or after the first 31 st March following the Former Retirement Age Date)
No. 4, Item 1, Article 7	the day of attaining the age of retirement (hereinafter referred as "retirement age")	the Former Retirement Age Date
No. 5, Item 1, Article 7	reaching retirement age	the Former Retirement Age Date
Item 1, Article 8	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date)
No. 3, Item 1, Article 8	No. 1, Article 17 of The Work Regulations	No. 1, Article 17 of The Work Regulations (including the case where an Employee retires on or after the first 31 st March following the Former Retirement Age Date)
No. 5, Item 1, Article 8	reaching retirement age	the Former Retirement Age Date
No. 6, Item 1, Article 8	reaching retirement age	the Former Retirement Age Date
Item 1, Article 8-2	the monthly amount of basic salary of a retired Employee	the monthly amount of basic salary of a retired Employee (however, if

		an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date)
Item 2, Article 8-2	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date)
	Employees retiring from The University due to appointment as trustees	Employees retiring from The University due to appointment as trustees on or before the first 31 st March following the Former Retirement Age Date
	period of continuous employment	period of continuous employment (limited only to the period until the first 31 st March following the Former Retirement Age Date)
Item 1, Article 9	reaching the stipulated retirement age	the Former Retirement Age Date
	stipulated retirement age	age as of the first 31 st March following the Former Retirement Age Date
Item 1, Article 10	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date)
No. 2, Item 2, Article 10	monthly amount of basic salary on the day of retirement	monthly amount of basic salary on the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date)
No. 3, Item 3, Article 10-2	monthly amount of basic salary on the day of retirement	monthly amount of basic salary on the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date)
Article 10-3	the day of retirement	the day of retirement (however, if an Employee retires on or after the

		first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date)
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Supplementary Provision

The foregoing amendments shall be implemented from 1st December 2004 and applied from 1st April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2005.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st April 2006.

(Basic Monthly Payment in Cases where the Provisional Regular Service Basic Salary, etc. Is Guaranteed)

2. In cases where the amount of basic monthly payment of a retired Employee was reduced in accordance with revisions to the basic monthly salary (excluding revisions implemented prior to 31st March 2006) during the basic period of employment of said Employee and in cases where said Employee had been eligible for application of regulations stipulating payment of the difference when the basic monthly amount after reduction was less than the monthly amount of the Provisional Regular Service Basic Salary indicated in Separate Tables 1-A to 4-A of the Salary Regulations, the basic monthly salary in accordance herewith shall not include said difference.

(Application of Special Regulations Pertaining to Basic Amount of Retirement Allowance in Cases where Basic Monthly Salary has been reduced for reasons other than Revisions to Reduction of Basic Monthly Salary)

3. Notwithstanding the provisions of Article 8-2, eligibility for application of special regulations pertaining to basic amount of retirement allowance in cases where basic monthly salary has been reduced for reasons other than revisions to reduction of basic monthly salary shall be restricted to the following.

(1) In cases where an Employee, who was eligible for the application of designated duties basic salary tables at The University prior to acquisition of university corporation status and eligible for continued application of the same after 1st April 2004, becomes eligible for application of other basic salary tables after the date of implementation of Item 1 (only in cases of reduction of monthly basic salary).

(2) Other cases where necessity is recognized by The University.

(Interim Measures)

4. In cases where Employees eligible for application of the revised regulations retire (i.e. Employees retiring after the date of implementation of the revised regulations and eligible for receipt of payment of retirement allowance under said revised regulations. This shall also apply hereinafter) with the reason for said retirement being identical to the reason applicable the time of actual retirement on the day preceding the date of implementation of the revised regulations, etc. (i.e. date of implementation of revised regulations and dates determined by The University. This shall also apply hereinafter) and where, based on the period of continuous employment and the basic monthly salary valid on said day, the amount of the retirement allowance calculated in accordance with regulations prior to revision and to other considerations determined by The University is greater than the amount calculated in accordance with regulations after revision and to other considerations determined by The University (hereinafter referred to "retirement allowance after revision of regulations"), notwithstanding these regulations, the larger of the 2 amounts above shall be taken as the amount of the retirement allowance to the Employee in question.

5. For Employees eligible for application of the revised regulations retiring within the period from the date of implementation of the revised regulations to 31st March 2009, in cases where the retirement allowance after revision of regulations for said Employees is greater than the amount of retirement allowance calculation of which is based on assumption of the basic monthly salary received by said Employee on the day preceding the date of implementation of the revised regulations, etc. as being the basic monthly salary on the day of retirement in accordance with regulations prior to revision and with other considerations determined by The University (hereinafter referred to "retirement allowance prior to revision of regulations"), notwithstanding these regulations, the amount of retirement allowance payable to the Employee in question shall be the amount resulting from subtraction from the retirement allowance

after revision of regulations of the amounts given in each of the categories hereunder corresponding to the classification of Employee therein.

(1) Retired Employees with a record of continuous employment of 25 years or more:

The lower of the following amounts (In cases where the amount exceeds 100,000 yen, it shall be adjusted to 100,000 yen)

(a) 5% of the adjusted retirement allowance calculated in accordance with the provisions of Article 10-2.

(b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

(2) Employees with a period of continuous employment of 24 years or less retiring within the period from the date of implementation of the revised regulations, to 31st March 2007:

The lower of the following amounts (In cases where the amount exceeds 100,000 yen, it shall be adjusted to 100,000 yen)

(a) 70% of the adjusted retirement allowance calculated in accordance with the provisions of Article 10-2.

(b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

(3) Employees with a record of continuous employment of 24 years or less retiring within the period from 1st April 2007 to 31st March 2009:

The lower of the following amounts (In cases where the lower amount exceeds 500,000 yen, it shall be adjusted to 500,000 yen)

(a) 30% of the adjusted retirement allowance calculated in accordance with the provisions of Article 10-2.

(b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

Supplementary Provision

The foregoing amendments shall be implemented from 17th August 2006 and applied from 1st April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 19th February 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 21st April 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1st December 2009.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st April 2010.

(Interim Measure)

2. Notwithstanding the provisions of Items 5 and 6 of the Supplementary Provisions (implemented as of 14th April 2004), the same provisions shall not apply, until 31st March 2016, to an academic staff member who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30th September 2007 and whose status was transferred to The University due to the integration.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st December 2010.

(Special Exception for Monthly Basic Salary)

2. When calculating the monthly basic salary under these regulations for Employees to whom the provisions of Items 2 through 7 of the Supplementary Provisions (implemented on 1st December 2010) apply, the provisions of Items 2 through 7 of the same Supplementary Provisions shall not apply.