

Detailed Rules Pertaining to Housing Allowance 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 official employment contracts have been concluded solely on the basis of the Japanese version of the Work Regulations.

(Purpose)

Article 1: The purpose of these detailed regulations shall be to define matters relating to the payment of housing allowances in accordance with the provisions of Article 28 of The Rules Pertaining to Salary for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as "The Salary Rules").

2. The term "The University" shall be used in these detailed rules to mean "National University Corporation Osaka University" and "Employee(s)" to mean persons to whom The Salary Rules apply.

(Ineligible Employees)

Article 2: The provisions of No. 1, Item 1, Article 28 of The Salary Rules shall not apply to Employees falling into any of the following categories.

(1) Employees residing in university staff dormitories leased by government finance corporations defined in Article 1 of the Law Relating to Budgets and Accounting of Local Authorities and Government Finance Corporations (Law No. 99 of 1951), corporations cited in the provisions of Article 9-2 of the Law Respecting Retirement Allowances for the National Public Service (Cabinet Order No.215 of 1953), or other corporate bodies recognized by The University as conforming to the same.

(2) Employees residing in residences owned or rented by persons other than dependent relatives of said Employee (only in cases where Employees notify as a dependent relatives in accordance with Item 1, Article 26 of The Salary Rules; hereinafter the same) including the spouse (including a common-law partner; hereinafter the same) or parents of said Employee, or the parents of the spouse of said Employee and Employees renting or residing, in part or in whole, in residences deemed by The University as conforming to the same.

(Notification)

Article 3: Persons newly eligible under the conditions for Employees defined in Item 1, Article 28 of The Salary Rules shall promptly submit notification to The University in the form of Housing Notification detailing such relevant information as details of the residence in question together with document in proof of compliance with the pertinent requirements and conditions. This clause shall also apply to the cases where there is any change of housing of the Employee receiving the housing allowance, amount of rent, etc.

2. In cases such as the foregoing item, the necessary accompanying document may, where delay is recognized as unavoidable, be submitted promptly after submission of the notification.

(Confirmation and Decision)

Article 4: In cases where notification is submitted by an Employee in accordance with the provisions of Item 1 of the foregoing article, The University shall investigate the circumstances of said notification and, in cases where the Employee submitted said notification is deemed to be eligible under the provisions of Item 1, Article 28 of The Salary Rules, The University shall determine or amend the monthly amount of the housing allowance to be paid to said Employee.

2. Upon determination or amended of the monthly amount of the housing allowance to be paid in accordance with the provisions of the foregoing items, The University shall enter the details of the decision or amendment in the Housing Allowance Approval Ledger.

(Criteria for Estimate of Rent)

Article 5: In cases the rent paid by Employees to whom the provisions of Item 1, Article 3 apply is unclear due to lump sum payment of rent, food expenses and other expenses, rent shall be estimated in accordance

with the criteria detailed hereunder.

(1) In cases where food expenses, are included in the amount paid relating to the residence: amount equivalent to 40% of the amount paid.

(2) In cases where charges for such utilities as electricity, gas and water supply are included in the amount paid relating to the residence: amount equivalent to 90% of the amount paid.

(Commencement and Termination of Payment)

Article 6: Payment of housing allowance to Employees who have become newly eligible for said allowance under the provisions of Item 1, Article 28 of The Salary Rules shall commence from the month following the month within which the day said Employee becomes eligible falls (or the month within which said day falls if said day is the first of the month) and shall terminate in the month within which the day said Employee becomes ineligible for housing allowance falls (or the month preceding the month within which the day said Employee becomes ineligible if said day is the first of the month). However, in cases where notification of the relevant circumstances in accordance with the provisions of Item 1, Article 8 is submitted after 15 days have passed from the day on which the relevant circumstances occur, payment of said housing allowance shall commence from the month falling the month within which the day of receipt of said notification falls (or the month within which said day falls if said day is the first of the month).

2. In cases of occurrence of circumstances necessitating amendment of the monthly amount of the housing allowance received by an Employee, the amount paid shall be amended from the month following the month within which the day said circumstances occur falls (or the month within which said day falls if said day is the first of the month). The proviso cited in the provisions of the foregoing item shall apply in cases where said amendment results in an increase to the monthly amount of the housing allowance.

(Confirmation after the Fact)

Article 7: The University shall be entitled to carry out random checks of to confirm whether Employees currently receiving housing allowances are in compliance with the requirements of Item 1, Article 28 of The Salary Rules, whether the monthly amount is appropriate, etc.

(Calculation of Daily Rate)

Article 8: In cases where Employees in receipt of housing allowance take leave in accordance with the provisions of Item 1, Article 12 of The Work Regulations for National University Osaka University Limited Term Staff (hereinafter referred to as "The Work Regulations"), or are suspended in accordance with the provisions of No. 3, Item 2, Article 33 of The Work Regulations, or take child/family care leave in accordance with the Rules Pertaining to Child and Family Care Leave for Limited Term Staff of National University Corporation Osaka University, the housing allowance shall be paid for the months in question based on calculation of the daily rate.

2. The calculation of the daily rate cited in the foregoing item shall be in accordance with the provisions of Item 2, Article 6 of The Salary Rules.

Supplementary Provisions

(Date of Implementation, etc)

1. These details shall be implemented from 14th April 2004 and applied from 1st April 2004.

(Application)

2. These details shall also apply the treatment in cases where Temporary Full-time Staff shall be paid equivalent for Housing Allowances for the duration.

Supplementary Provision

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