

## **Labor-Management Agreement Concerning Deductions from Salaries, Etc.**

The Public University Corporation, the University of Aizu (hereinafter referred to as the “CORPORATION”) and the representative of the majority of the personnel of the University of Aizu (hereinafter referred to as the “MAJORITY REPRESENTATIVE”) shall, based on the provisions of the Labor Standards Law, Article 24, Paragraph 1, enter into an agreement regarding payment of salaries, etc. via direct deposit into accounts and deductions from salaries, etc., as follows:

### **Article One** (Definitions)

1.1 For the purpose of this agreement, “SALARIES, ETC.” shall be defined as salaries, various allowances, travel expenses, and retirement allowances as provided for in the Ruling Concerning Office Regulations for Personnel of the Public University Corporation, the University of Aizu, Article 2, and wages of temporary personnel and part-time personnel as provided for in the Ruling Concerning Office Regulations for Personnel of the Public University Corporation, the University of Aizu, Article 3.

### **Article Two** (Direct Deposit of SALARIES, ETC. into Accounts)

2.1 When personnel, temporary personnel, or part-time personnel request to have all of their SALARIES, ETC. paid into their relevant designated deposit account (or postal savings account) at banks or other financial institutions, the CORPORATION shall pay the salaries, etc. into the designated account. When personnel have already designated financial institutions of their choice, the CORPORATION shall pay the salaries, etc. to the relevant financial institutions.

### **Article Three** (Deductions from Salaries, Etc.)

3.1 The CORPORATION can deduct the following when making payments for SALARIES, ETC.:

- (1) Income taxes, resident taxes, social insurance premiums, employment insurance premiums, nursing-care insurance premiums, Japan Mutual Aid Association of Public School Teachers premiums, and other payments provided for in laws and regulations
- (2) Premiums and refunds to mutual aid societies for personnel, and to the Japan Mutual Aid Association of Public School Teachers, etc.
- (3) Group insurance premiums
- (4) Reserves for asset accumulation savings
- (5) Labor union dues
- (6) Premiums for the All-Japan Prefectural and Municipal Workers' Union's comprehensive mutual-aid scheme and retirement mutual-aid societies, repayments to labor bank workers' unions, postal life insurance premiums, etc.
- (7) Rent, common-service fees for personnel housing, personnel housing resident association fees, etc.

- (8) Membership fees to the Support Association for International Students of the University of Aizu (ISS Fund)
- (9) Deductions for Fukushima Prefectural Office Consumers' Union
- (10) Membership fees to the Japan Construction Engineers' Association and fees for social activities fund for the association's administration
- (11) University of Aizu Student Support Donations
- (12) SALARIES, ETC. overpaid to personnel from previous salary payments
- (13) Amounts for disciplinary salary reductions

**Article Four**

(Period of Effectiveness)

4.1 This agreement shall be in effect from April 1, 2019, and valid until March 31, 2020.

**Article Five**

(Extension of the Agreement)

5.1 If no objection is made to this agreement either by labor or management one month prior to the date of expiration of this agreement, the agreement shall be extended for an additional year under the same terms and conditions. The same shall apply to all subsequent years.

March 29, 2019

\_\_\_\_\_ (Seal)  
Ryuichi Oka  
Chairperson  
The Public University Corporation, the University of Aizu

\_\_\_\_\_ (Seal)  
Emiko Kaneko  
Majority Representative of the University of Aizu