

Labor Agreement Regarding Exceptions to Childcare Leave and Leave for Care for the Elderly, Partial Leave for Childcare and Partial Leave for Care for the Elderly, and Shortened Working Hours for Childcare

The Public University Corporation, the University of Aizu (hereinafter referred to as the “Corporation”) and the representative of the majority of employees of the University of Aizu (hereinafter referred to as the “University of Aizu Majority Representative”) shall enter an agreement pertaining to employees who are not eligible for requesting childcare leave, leave for care for the elderly, shortened working hours for childcare, partial leave for childcare, or partial leave for care for the elderly as described below, based on Article 6 Paragraph 1 and Article 12 Paragraph 2 of the “Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave” and on Article 3 Paragraph 2, Article 10 Paragraph 2 Item 2-2, Article 11 Paragraph 2, Article 12 Paragraph 2, and Article 20 Paragraph 2 of the “Regulation Concerning Childcare Leave, Family-Care Leave, Etc. for Personnel of the Public University Corporation, the University of Aizu.”

Article One

(Employees for Whom Childcare Leave Will Not Be Applicable)

The Corporation may decline requests for childcare leave from the following employees.

1. Employees whose consecutive employment period does not reach one year.
2. Employees for whom the employment period will decidedly end within one year from the day when a request for childcare leave is submitted.
3. Employees whose designated work days are two days or less per week.

Article Two

(Employees for Whom Shortened Working Hours for Childcare Will Not Be Applicable)

The Corporation may decline requests for shortened working hours for childcare from the following employees.

1. Employees whose consecutive employment period does not reach one year.
2. Employees whose designated work days are two days or less per week.

Article Three

(Employees for Whom Partial Leave for Childcare Will Not Be Applicable)

The Corporation may decline requests for partial leave for childcare for the following

employees.

1. Employees whose consecutive employment period does not reach one year.
2. Employees whose designated work days are two days or less per week.

#### Article Four

(Employees for Whom Leave for Care of the Elderly Will Not Be Applicable)

The Corporation may decline requests for leave for care of the elderly from the following employees.

1. Employees whose consecutive employment period does not reach one year.
2. Employees for whom the employment period will decidedly end within 93 days from the day when a request for leave for care of the elderly is submitted.
3. Employees whose designated work days are two days or less per week.

#### Article Five

(Employees for Whom Partial Leave for Care of the Elderly Will Not Be Applicable)

The Corporation may decline requests for partial leave for care of the elderly from the following employees.

1. Employees whose consecutive employment period does not reach one year.
2. Employees whose designated work days are two days or less per week.

#### Article Six

(Notification to Employees)

When the Corporation declines a request from an employee, a notification to that effect shall be sent to the relevant employee.

#### Article Seven

(Period of Validity)

This agreement shall be enforced as of July 24, 2014 and shall be valid through March 31, 2015.

#### Article Eight

(Extension of the Agreement)

In the case that there is no formal submission of objections to this agreement from either labor or management one month prior to the date of expiration of this agreement, the agreement shall be extended by one year under the same terms and conditions, and the same shall apply thereafter.

July 24, 2014

Ryuichi Oka, Chairperson of the Board of Executives,  
the Public University Corporation, the University of Aizu Seal

Kazuyoshi Mori, the University of Aizu Majority Representative Seal