

NATIONAL UNIVERSITY CORPORATION HOKKAIDO UNIVERSITY
EMPLOYMENT RULES

As of April 1, 2004

HU Doc. No.85

Chapter 1 General Provisions

(Purpose)

Article 1 These *Employment Rules* (hereinafter referred to as the “*Rules*”) prescribe matters regarding employment conditions, work-related rules, and other work-related issues for employees working for the National University Corporation Hokkaido University (hereinafter referred to as the “*University*”).

(Definition of Employees)

Article 2(1) Employees in these *Rules* refer to those employed by the University under the provisions of Article 6.

(2) The Academic Staff in these *Rules* refer to those in the positions of Professor, Associate Professor, Lecturer, Assistant Professor, and Instructor.

(Scope of Application)

Article 3(1) These *Rules* will apply to the employees prescribed in the preceding Article (1). However, this will not apply to the Academic Staff to whom certain special provisions are prescribed.

(2) Matters regarding the work performed by Maritime Staff, Specially Appointed Academic Staff, contract employees, part-time employees, and temporary employees shall be as prescribed in the *National University Corporation Hokkaido University Maritime Staff Employment Rules* (HU Doc. No. 86 of 2004), the *National University Corporation Hokkaido University Specially Appointed Academic Staff Employment Rules* (HU Doc. No. 35 of 2006; referred to as the “*Specially Appointed Academic Staff Employment Rules*” in Article 21), the *National University Corporation Hokkaido University Contract Employee Employment Rules* (HU Doc. No. 87 of 2004), the *National University Corporation Hokkaido University Part-time Employee Employment Rules* (HU Doc. No. 88 of 2004), and the *National University Corporation Hokkaido University Temporary Employee Employment Rules* (HU Doc. No. 89 of 2004; referred to as the “*Temporary Employee Employment Rules*” in Article 21).

(Applicable Laws and Regulations)

Article 4 Items not provided for in the *Rules* or the appendices shall be governed by the *Labor Standards Act* (No. 49 of 1947; hereinafter referred to as the “*Labor Standards Act*”), *Worker’s Accident Compensation Insurance Act* (No. 50 of 1947; hereinafter referred to as the “*Worker’s Accident Insurance Act*”), the *National University Corporation Act* (No. 112 of 2003; hereinafter referred to as the “*National University Act*”), or other applicable laws and regulations.

(Compliance with Rules)

Article 5 The University and employees must faithfully comply with the *Rules*.

Chapter 2 Personnel

Section 1 Hiring

(Hiring)

Article 6(1) Hiring of employees will be based on competitive examination results, screening or other verifiable data showing aptitude.

(2) When regarded to be particularly necessary for those hired under the provisions of the preceding paragraph, the University may enter into an employment contract with the employee where the working period is fixed.

(Relocation)

Article 7 Employees who have been instructed to relocate to assume a new post must relocate without delay; however, delay for unavoidable reasons is allowed in principle within a seven day limit.

(Notification of Employment Conditions)

Article 8 Upon execution of an employment contract with employees, the University shall issue a document stating the employment conditions of the following items and notify either orally or in writing, other employment conditions.

- (i) Matters regarding the term of employment contract
- (ii) Matters regarding standards when renewing employment contracts in which the employment period is prescribed
- (iii) Matters regarding the place of work and the work to be performed
- (iv) Matters regarding working hours, whether there will be work in excess of the prescribed labor hours, break times, holidays, leave, and shift changes in the case of two or more groups of employees engaging in certain work
- (v) Matters regarding salary
- (vi) Matters regarding severance

(Documents to Submit)

Article 9 Hired employees must promptly submit the following items:

- (i) Certificate of resident status
- (ii) In addition to the document referred to in the preceding item, any documents required by the University.

(Probationary Periods)

Article 10(1) All persons hired as employees will have a probationary period of three months from their date of hire. Should the University regard it necessary, the period may be extended or shortened.

(2) Where employees fall under any of the following items during their probation period, the University will either dismiss them immediately or deny formal employment when the probation period expires.

- (i) Where performance is poor
- (ii) Where the execution of duties is impeded due to physical and/or mental impairment

- (iii) In addition to the provisions of the preceding items, the required aptitude as employee is lacking
- (3) The provisions of Article 23 will apply where persons are dismissed immediately during their probationary period based on the provisions in the preceding paragraph (except those dismissed within less than fourteen days of their probationary period) and where formal employment is denied after the probationary period has expired.
- (4) The provisions of Article 24 will apply where persons are dismissed immediately during their probationary period based on the provisions of paragraph (2) and where formal employment is denied when the probationary period has expired.
- (5) The probationary period shall be included in the calculation of the years of service.

Section 2 Evaluation

(Performance Review)

Article 11(1) Evaluation of the employee's performance record will be based on a performance review.

- (2) With regard to the implementation of the provisions in the preceding paragraph, necessary matters will be separately subscribed.

Section 3 Promotions and Demotions

(Promotions)

Article 12(1) Employee promotions will be determined by screening.

- (2) The screening process in the preceding paragraph will be based on a performance review taking into account the performance records and the other skills of the employee.

(Demotions)

Article 13 Where employees fall under any of the following items, the University may demote the employee.

- (i) Where performance is poor
- (ii) Where the execution of duties is impeded due to physical and/or mental impairment
- (iii) In addition to the provisions of the preceding items, the employee lacks the required aptitude

Section 4 Transfers

(Transfers)

Article 14(1) When necessary, the University can give a reassignment order to employees, order them to hold concurrent posts, or take a secondment due to business necessity.

- (2) The employees falling under the preceding paragraph may not refuse the preceding order without reasonable grounds.
- (3) Necessary matters for the employees who have been ordered on a secondment shall be as prescribed in the *National University Corporation Hokkaido University Employee Secondment Regulations* (HU Doc. No. 94 of 2004).

Section 5 Leave of Absence

(Grounds for Leave of Absence)

Article 15 Where employees fall under any of the following items, the University can instruct leave of absence.

- (i) Where prolonged rest is required, due to a physical and/or mental impairment
 - (ii) Where subjected to indictment in any criminal proceeding
 - (iii) Where either unknown to be living, or location is unknown due to flood, fire, or other disaster
 - (iv) Where the employee engages in an inquiry, research, or instruction related to the employee's duties in public facilities including schools, research institutes, and hospitals
 - (v) Where the employee holds a concurrent post as an officer (excluding auditors), advisor, or trustee (hereinafter referred to as "Executive") in companies that apply research results, and it is necessary for the employee to engage primarily in those duties as an Executive, and where it is found that they are unable to perform their University duties
 - (vi) Where the employee has been ordered on a secondment based on Article 14(1)
 - (vii) Where the employee is engaged in labor union work full-time
 - (viii) Where an obstetric or clinical nurse working for Hokkaido University Hospital is in a University master's degree course based on the *School Education Act* (No. 26 of 1947) to acquire a professional nursing qualification authorized by the Japanese Nursing Association
 - (ix) In addition to the incidents referred to in the preceding items, where activating leave of absence is regarded as appropriate
- (2) The provisions in the preceding paragraph will not apply to employees during probationary periods.

(Period of Leave of Absence)

Article 16(1) The period of leave of absence for the grounds listed in the preceding Article (1)(i) to (v) shall not exceed three years. In this case, where the administrative period is less than three years, this period can be renewed within a limit of three years from the administrative leave starting day.

(2) With regard to the employee who has been put on leave of absence for the grounds listed in the preceding Article (1)(i), where the employee must be put on leave of absence again, due to the same illness as before or an illness deemed to result from the same illness, within one year from the day the employee was reinstated, the second leave of absence period will be calculated by including the leave period before the reinstatement, excluding the special cases permitted by the University.

(3) The period of leave of absence for the reasons listed in the preceding Article (1)(viii) shall not exceed the average years required for completion of the University's master's course in which the employee is engaged.

(4) The period of leave of absence for the grounds listed in the preceding Article (1)(vi), (vii), and (ix) shall be separately prescribed.

(Reinstatement)

Article 17 (1) Employee whose grounds for leave of absence have been resolved before its expiration shall be promptly reinstated to work by the University.

(2) In addition to the provisions of this article or the preceding Article 2, necessary matters regarding administrative leave for employees shall be governed by the *National University Corporation Hokkaido University Employee Leave of Absence Regulations* (HU Doc. No. 95 of 2004).

Section 6 Severance and Dismissal

(Severance)

Article 18(1) Severance will occur where employee fall under any of the following items:

- (i) Where the employee reaches mandatory retirement age
 - (ii) Where resignation has been submitted and the President accepted (excluding the case listed in the following item)
 - (iii) Where employees submit a letter of resignation before mandatory retirement age and the President approves
 - (iv) Where the employee is hired for a fixed employment term, and the term has expired;
 - (v) Where the period of leave of absence has expired and the cause of leave is continuing
 - (vi) Upon death
- (2) When turning in a resignation request under the preceding items (ii), the following items should be observed:
- (i) In principle, the notification of resignation shall be submitted to the University thirteen days prior to the intended date of severance. However, if not possible, the notification shall be submitted to the University at least fourteen days before the intended date of severance.
 - (ii) Even after submitting a notification of resignation, duties must continue until the day of severance.

(Mandatory Retirement Age)

Article 19(1) The mandatory retirement ages of the employees prescribed in the preceding Article (1)(i) shall be as follows:

- (i) For Academic Staff: sixty-three years of age
 - (ii) For employees other than those in the preceding item: sixty years of age.
- (2) The retirement day due to mandatory retirement age shall be the first March 31 after the day on which the employee reaches mandatory retirement age (referred to as the “Mandatory Retirement Date” in the following article)

(Special Provisions to Mandatory Retirement Age)

Article 20-1 (1) Notwithstanding the provisions of the preceding article, the University will permit the Academic Staff to continue to work for a fixed term not exceeding three years from the day following the mandatory retirement date of the Academic Staff when it is regarded as particularly necessary.

- (2) Where the term stated in the preceding paragraph comes to an end, the University may extend the term within a limit of two years, when it is regarded as particularly necessary. However, the term may not exceed five years from the day after the mandatory retirement date of the Academic Staff.

(Early Resignation)

Article 20-2 Necessary matters concerning resignation pre-mandatory retirement age by employees pursuant to the provisions of Article 18(1)(iii) shall be as prescribed in the *National University Corporation Hokkaido University Employee Early Resignation Regulations* (HU Doc. No.71 of 2011).

(Rehiring)

Article 21(1) When an employee who has retired due to the mandatory retirement age system under the provisions of Article 19(1)(i) or when a person who retired after performing duties under the provisions of Article 20 wishes to continue being employed, the University will rehire the employee with an employment term prescribed in the *Specially Appointed Academic Staff Employment Rules*. However, the employee will not be rehired if either of paragraph (1) or (2) of the following article apply.

- (2) When an employee who has retired due to a mandatory retirement age system under the provisions of Article 19 (1)(ii) wishes to continue being employed, the University will rehire the employee as prescribed in the *Temporary Employee Employment Rules*. However, the employee will not be rehired if either paragraph (1) or (2) of the following article apply.
- (3) When an employee has retired due to a mandatory retirement age system under the provisions of Article 19(1)(i), the University may rehire the employee with a prescribed employment term, when it is regarded as particularly necessary to manage duties effectively, considering the knowledge and experience of the employee.

(Dismissals)

Article 22(1) The University can dismiss employees who fall under any of the following items:

- (i) Where performance is very poor
 - (ii) Where the pursuit of assignments is impeded or impossible due to physical and/or mental impairment
 - (iii) In addition to the incidents referred to in the preceding items, fitness to the assignments is lacking
 - (iv) Where the pursuit of assignments becomes difficult due to taking a public office such as Minister, Diet Member, head of a local government agency, or member of a local legislative body
 - (v) Where the University finds it necessary to dismiss due to diminished volume of assignments or other due operational reasons.
- (2) The University will dismiss employees who fall under any of the following items:
- (i) Where subjected to custody by court appointed custodian
 - (ii) Where sentenced to imprisonment or to other greater criminal punishment

(Advance Notice of Dismissal)

Article 23 Where the University intends to dismiss the employee, notice will be given thirty days in advance or an allowance of thirty days of average wages as set forth in Article 12 of the *Labor Standards Act* will be paid in lieu of a dismissal notice; provided however, the number of days of advance notice may be reduced in accordance with the number of days for which the average wages have been paid.

(Restrictions on Dismissal)

Article 24 Notwithstanding the provisions of Article 22(1), the University will not dismiss employees during the periods which fall under any of the following items (i) and (ii); provided that this will not apply to item (i) when injury or sickness remains uncured even after three years of therapy, and injury and sickness compensation pension has been paid under the provisions of the *Worker's Accident Insurance Act*, and when

comprehensive compensation is deemed to have been paid under the provisions of Article 81 of the *Labor Standards Act*; or when the approval of the relevant agency is obtained under the provisions of Article 19(2) of the *Labor Standards Act*.

- (i) The period on leave while recovering from a work-related injury or illness and for thirty days afterward
- (ii) The period on leave either before or after delivery of a child as prescribed in Article 65 of the *Labor Standards Act* and afterward for thirty days after resuming work

(Obligations at Severance)

Article 25(1) Employees who have resigned or been dismissed must promptly return those equipment, documents, and all other goods which are in their possession.

- (2) Employees who intend to resign from the University shall complete a transfer of duties to a successor by the designated date.

(Severance Certificates)

Article 26 Where requested by employees who have resigned or been dismissed, certificates stating the employment term, the type of work performed, the position, the wages, and the causes of severance (in the case of dismissal, the causes for dismissal) will be issued.

Chapter 3 Code of Conduct

(Duty of Good Faith)

Article 27 Employees, excluding cases separately prescribed, unless otherwise provided for, should be aware of the public nature of the National University's mission and operation as defined in the *National University Corporation Act*, perform their work faithfully and fairly, and must be committed to the pursuit of their duties.

(Compliance with Laws and Regulations)

Article 28 In pursuing their duties, employees must comply with the applicable laws and regulations and the rules of the University, and observe the instructions and orders of their superior.

(Prohibition of Acts Impairing Reputation)

Article 29 Employees must not act in a manner that impairs the reputation of the University or disgraces its employees as a whole, irrespective of whether on or off duty.

(Secrecy Observance)

Article 30(1) Employees must not divulge secrets obtained during their employment to third parties.

- (2) If it is necessary to divulge secrets obtained during the course of employment when acting as a witness or an expert, permission must be granted by head of their organization.
- (3) The provisions in the preceding paragraphs will apply even after severance or dismissal.

(Distribution and Posting, etc. of Documents)

Article 31(1) The employees must give notice to the University in advance of their plans to distribute documents,

pictures, hold a meeting, make a speech, broadcast, or commit similar acts on campus or within the facilities of the University (hereinafter referred to as “on Campus”). If there is any possibility of impeding normal operation of the University, those acts shall be prohibited.

- (2) Where employees post documents or pictures / drawings on Campus, they must give notice to the University of their plans and must post the documents at the places designated in advance.

(Prevention of Harassment)

Article 32 Employees must comply with the provisions of the *National University Corporation Hokkaido University Anti-harassment Regulations* (HU Doc. No.102 of 2004) and must not commit human rights abuses, gender discrimination, or harassment of any other form.

(Maintaining Ethics)

Article 33 Employees must observe the *National University Corporation Hokkaido University Employee Ethics Regulations* (HU Doc. No. 103 of 2004), and must not illegally or inappropriately receive, offer, demand, promise to receive cash or other benefits or rewards, commit similar acts, or be involved in such acts, regardless of whether directly or indirectly related to their duties.

(Concurrent Posts)

Article 34 Employees shall not engage in concurrent roles or hold a concurrent post, or personally run a for-profit company, except where the President’s permission has been granted under the provisions of the *National University Corporation Hokkaido University Employee Concurrent Post Regulations* (HU Doc. No. 104 of 2004).

(Campaigning for and Taking Public Office)

Article 35(1) Employees must give notice to the University in advance when they wish to run for public offices including Diet Member positions, head of a local government agency positions, and local legislative body member positions.

- (2) The employee must give notice to the University in advance when they wish to take public offices including positions as Minister, Diet Member, head of a local government agency, and local legislative body member.

(Maintenance of University Assets and Goods)

Article 36(1) Employees must not unduly abandon, impair, or lose University assets and goods.

- (2) Employees must not utilize University assets and goods for personal purposes.

Chapter 4 Working Hours, Holidays, and Leave, etc.

(Working Hours, Break Times, Holidays, and Leave, etc.)

Article 37 Matters concerning the working hours, break times, holidays, and leaves of employees shall be as prescribed in the *National University Corporation Hokkaido University Employee Working Hours, Break Times, Holidays, and Leave Regulations* (HU Doc. No. 91 of 2004).

(Child Care and Nursing Care Leave, etc.)

Article 38 Employees who provide care to their child or to a family member is eligible to receive child care leave, and nursing care leave as prescribed in the *National University Corporation Hokkaido University Employee Child Care Leave / Nursing Care Leave, etc. Regulations* (HU Doc. No. 96 of 2004).

Article 39 Deleted

Chapter 5 Salary

(Salary)

Article 40 Matters concerning the employee's salary shall be as prescribed in the *National University Corporation Hokkaido University Employee Salary Regulations* (HU Doc. No. 93 of 2004).

Chapter 6 Severance Allowance

(Severance Allowance)

Article 41 Matters concerning the employee's severance allowance shall be as prescribed in the *National University Corporation Hokkaido University Employee Severance Allowance Regulations* (HU Doc. No. 97 of 2004).

Chapter 7 Commendations

(Commendations)

Article 42(1) The University will commend employees who fall under any of the following items:

- (i) When, in relation to pursuing assignments, employees demonstrate particularly meritorious service in performing duties.
- (ii) When, not in relation to pursuing assignments, employees behave in a manner worth commending as a model to other employees by, for instance, attaining a high reputation in the community and remarkably enhancing the University's honor through saving human lives or volunteer activities, etc.
- (iii) When the employee resigns due to the mandatory retirement age system
- (iv) When the years of service as a University employee are fifteen years or more on the retirement day (excluding those falling under the preceding item or assuming the post of an officer).

- (2) In addition to those prescribed in the preceding paragraph, necessary matters shall be as described in the *National University Corporation Hokkaido University Employee Commendation Regulations* (HU Doc. No. 98 of 2004).

Chapter 8 Disciplinary Measures and Admonishments

Section 1 Disciplinary Measures

(Disciplinary Measures)

Article 43(1) The University can take disciplinary measures against employees who fall under any of the following items:

- (i) Where employees violate these *Rules* or laws and regulations

- (ii) Where employees violate their obligations related to assignments or neglect their assignments
- (iii) Where employees conduct themselves inappropriately
- (2) In addition to those set forth in the preceding paragraph, the practice followed in the *National University Corporation Hokkaido University Employee Discipline Regulations* (HU Doc. No. 99 of 2004) will be applied to the necessary procedures.

(Types of Disciplinary Measures)

Article 44 Types of disciplinary measures shall be as set forth below:

- (i) Reprimand: a statement of incident is submitted and causes of reprimand are indicated
- (ii) Pay reduction: the amount of reduction shall be no greater than half of the average daily wage for each reduction, and the total sum of the reduction shall be no greater than one-tenth of the wage pertaining to the relevant wage period
- (iii) Temporary suspension: suspension from work without pay for no shorter than one day and no longer than ten days
- (iv) Suspension: suspension from work without pay for no less than one month and no longer than one year
- (v) Suggested dismissal: Submission of Notice of Termination of Employment is requested; if the request is not accommodated, disciplinary dismissal is implemented
- (vi) Disciplinary dismissal: immediate dismissal without any notice period; where the permission of the head of the relevant Labor Standards Supervision Offices obtained, the notice allowance (thirty days of average wages) is not paid

(Layoffs)

Article 45 When doubt is cast upon the integrity of the employee, the University can direct that employee to be suspended until a decision on disciplinary action is made.

Section 2 Warnings

(Warnings)

Article 46 The University can draw attention to those who do not fall under the disciplinary action provided for in Article 43, and when it is necessary to ensure a person adheres to proper conduct, issue an admonishment or strict warning.

Section 3 Damage Compensation

(Damage Compensation)

Article 47 Where the University suffers damages attributable to the willful act or gross negligence of Employee, the University may require compensation in full or in part, in addition to taking disciplinary measures and admonishments.

Chapter 9 Health and Safety

(Measures to Maintain Health and Safety)

Article 48(1) The University shall, based on the *Industrial Labor Safety and Health Act* (No. 57 of 1972) and

other applicable laws and regulations, take measures necessary for promoting health and avoiding hazards to employees.

- (2) In regard to the maintenance and enhancement of safety, sanitation, and health, employees must observe the applicable laws and regulations as well as the instructions of their head of their organizations, and must cooperate with the health and safety measures carried out by the University.

(Health and Safety Training)

Article 49 Employees must participate in the University's education and training related to safety, sanitation, and the maintenance of health.

(Emergency Measures)

Article 50(1) If employees become aware of actual or potential fire or other emergency, they must attempt to take appropriate action and must immediately notify their superior and other persons concerned, and strive to contain and minimize damages pursuant to the their instructions.

- (2) In addition to the instances provided for in the preceding paragraph, if the employee becomes aware of actual or potential significant impediment to operations, they must take appropriate actions, including informing their superior promptly.

(Physical Examination)

Article 51(1) Employees must undergo the regular or special physical examination arranged for annually by the University. However, this will not apply to employees who take physical examinations independently with respect to the required items of examination, and statements certifying the results are submitted to the University.

- (2) Where, based on the results of the physical examination set forth in the preceding paragraph and in the light of the current conditions of the employee, the University considers it necessary to take necessary measures to maintain the health of the employee, including removing employees from work and restricting the number of working hours.
- (3) Withstanding a justifiable reason, employees must accept the measures referred to in the previous paragraph.

(Prohibition from Working)

Article 52 Where employees fall under any of the following items, the University may prohibit them from working.

- (i) Where they are suspected of being contagious, or of being actual, or potential bacterial carriers
 - (ii) Where their condition can potentially aggravate due to work
 - (iii) Other situations similar to the preceding items
- (2) When the preceding paragraph is applicable, the employee must inform their head of their organization and follow their instructions.

Chapter 10 Injury Compensation

(Occupational Injury)

Article 53 Occupational injuries of employees shall be dealt with pursuant to the *Labor Standards Act*, and the *Worker's Accident Insurance Act*.

(Commuting Injury)

Article 54 Injuries suffered during the course of commuting by the employee shall be dealt with pursuant to the *Worker's Accident Insurance Act*.

Chapter 11 Training

(Training)

Article 55(1) The University will provide training for employees necessary to enhance the knowledge and skills required for the job.

(2) Where the employee is directed to take the training referred to in the preceding paragraph, they must comply.

Chapter 12 Business Trips

(Business Trips)

Article 56(1) The University may direct the employee to undertake business trips when the need arises in relation to assignments.

(2) When employees are directed to undertake business trips, they must promptly report to the head of their organization upon completion of their trip.

(3) In addition to those set forth in the preceding items, matters relating to business trips shall be dealt with as set forth in the *National University Corporation Hokkaido University Travel Expense Rules* (HU Doc. No. 122 of 2004; referred to as "*Travel Expense Rules*" in the following article).

(Travel Expenses)

Article 57 Where employees are directed to undertake business trips or relocate to a new place of work, the *Travel Expense Rules* will apply.

Chapter 13 Employee Inventions

(Vesting of Rights to Employee Inventions and Tangible Materials)

Article 58(1) The inventions, devices, and works for authorship created by employees during the course of pursuing their assignments shall be dealt with as set forth in the *National University Corporation Hokkaido University Employee Invention Regulations* (HU Doc. No. 108 of 2004).

(2) The tangible materials created as the result of or during the course of education or research by employees shall be dealt with as set forth in the *National University Corporation Hokkaido University Tangible Research and Development Results Handing Regulations* (HU Doc. No. 14 of 2005).

Chapter 14 Fringe Benefits

(Housing)

Article 59 The use of housing by employees shall be dealt with as set forth in the *National University*

Corporation Hokkaido University Housing Rental Rules (HU Doc. No. 124 of 2004).

(Fringe Benefit Facilities)

Article 60 The use of fringe benefit facilities other than those referred to in the preceding article shall be set forth separately.

Supplementary Provisions

(Effective Date)

Article 1 These *Rules* come into force on April 1, 2004.

(Transitional Measures)

Article 2 Notwithstanding the provisions of Article 19(1)(ii), with regard to employees who have been rehired by the University pursuant to the provisions of Article 4 of the *National University Corporation Act* Supplementary Provisions, and who have been covered by Article 81-2(2)(ii) of the *National Public Service Act*, their mandatory retirement age shall be sixty-three years of age.

Article 3 With regard to employees who have accepted the employment notification or approval pursuant to the *National Public Service Act*, the *Rules of the National Personnel Authority*, and other relevant legislation, where they have been employed continuously by the University pursuant to the provisions of Article 4 of the *National University Corporation Act* Supplementary Provisions, the relevant employment notification or approval come into effect automatically, unless a different appointment is issued by the University.

Article 4 With regard to illegal acts committed by the employees before the enforcement day of these *Rules*, those acts shall be regarded to be the acts that have been committed as the University's employees after these *Rules* come into effect. Therefore, the provisions of Article 43 shall apply.

Supplementary Provisions (HU Doc. No. 7 of February 14, 2005)

These *Rules* come into force as of February 14, 2005.

Supplementary Provisions (HU Doc. No. 28 of April 1, 2006)

These *Rules* come into force as of April 1, 2006.

Supplementary Provisions (HU Doc. No. 151 of September 22, 2006)

These *Rules* come into force as of September 22, 2006.

Supplementary Provisions (HU Doc. No. 176 of December 15, 2006)

These *Rules* come into force as of January 1, 2007.

Supplementary Provisions (HU Doc. No. 62 of April 1, 2007)

These *Rules* come into force as of April 1, 2007.

Supplementary Provisions (HU Doc. No. 18 of March 29, 2010)

1. These *Rules* come into force as of April 1, 2010. However, the revised regulations of Articles 3 and 21 will be effective as of April 1, 2011.
2. With regard to the relevant period of leave of absence regarding employees who have a period of leave of absence for the reasons listed in Article 15(1)(i) from the day before the effective date of these *Rules* prescribed in the main clause of the preceding paragraph, the period shall not be added to the period of the leave of absence before reinstatement prescribed in Article 16(2) after the revision.

Supplementary Provisions (HU Doc. No. 65 of April 1, 2011)

These *Rules* come into force as of April 1, 2011.

Supplementary Provisions (HU Doc. No. 32 of April 1, 2013)

These *Regulations* come into force on April 1, 2013.

Supplementary Provisions (HU Doc. No. 109 of November 8, 2013)

These *Regulations* come into force on April 1, 2014.

Supplementary Provisions (HU Doc. No. 28 of February 10, 2014)

These *Regulations* come into force on February 10, 2014.