

Regulation Concerning for Personnel of the Retirement and Re-employment Public  
University Corporation, the University of Aizu

(Regulation No.39 April 1, 2006)  
(Regulation No.81 February 26, 2007)  
(Regulation No.15 April 1, 2015)  
(Regulation No.34 August 7, 2015)  
(Regulation No.25 February 22, 2017)

**Article One**

(Objective)

1.1 The objective of this REGULATION, based on the provisions of Articles 8 and 19 of the Ruling Concerning Office Regulations for Personnel of the Public University Corporation, The University of Aizu (hereinafter referred to as “PERSONNEL OFFICE REGULATIONS”), is to provide for necessary matters concerning personnel retirement and re-employment, etc.

1.2 With respect to matters not provided for by this REGULATION, the Fukushima Prefecture Ordinance Concerning Personnel Retirement, Etc. (Ordinance No. 3 of 1984) and Ordinance Concerning Personnel Re-appointment (Ordinance No. 5 of 2001) (hereinafter referred to collectively as “ORDINANCES”), Regulation on Personnel Retirement, Etc. (Regulation No. 17 of 1984) and Regulation on Personnel Reappointment (Fukushima Prefecture Personnel Committee Regulation No. 10 of 2001 (hereinafter referred to collectively as “FUKUSHIMA PERSONNEL REGULATIONS”) and other related Fukushima Prefecture ordinances, FUKUSHIMA PERSONNEEL REGULATIONS, instructions, etc. provided for separately shall apply correspondingly.

**Article Two**

(Retirement)

2.1 The retirement age of faculty members (individuals working as professors, associate professors, lecturers, assistant professors and research associates. Hereinafter, likewise.) shall be 65 years of age, and that of personnel other than faculty members shall be 60 years of age.

**Article Three**

(Resignation by Virtue of Retirement)

3.1 Upon reaching retirement age, personnel shall resign on the first March 31 (hereinafter referred to as “DAY OF RESIGNATION BY RETIREMENT”) after they reach retirement age.

**Article Four**

(Exemptions for Faculty Members)

4.1 Should a faculty member, having worked at the University for a total of ten or more years, resign (including retirement due to death) after having reached 60 but

before reaching 65 years of age, such faculty members may be regarded by the Chairperson of the Board of Executives, following deliberation by the Deans and Directors Council, as having resigned at retirement age.

### **Article Five**

#### **(Exemptions to Resignation by Virtue of Retirement)**

5.1 The Chairperson, in cases where personnel (excluding faculty members) reaching retirement age are obliged to retire in accordance with the provisions of Article 3, when recognizing the validity of any of the following items, can determine a date no later than one year from the day after the “DAY OF RESIGNATION BY RETIREMENT”, and permit relevant personnel to continue engaging in duties concerned.

- (1) When business operations would be significantly impaired due to the retirement of relevant personnel because duties concerned requires a high degree of knowledge, skill or experience.
- (2) When a job vacancy arising from the retirement of personnel cannot be easily filled because special circumstances involving the working environment or other working conditions of duties concerned exist.
- (3) When business operations would be significantly impaired due to the retirement of personnel because of special circumstances under which changing the individual responsible for duties concerned would severely impair implementation of those duties.

5.2 Should the date provided for in Paragraph 1 or the extended date provided for in this paragraph expire and the reason mentioned in Paragraph 1 be recognized as continuing to prevail, the Chairperson can extend the date to within a period of no longer than one year. However, the date after all extensions can be no later than three years after the “DAY OF RESIGNATION BY RETIREMENT” of relevant personnel.

5.3 The Chairperson, when extending the employment of personnel in accordance with the provisions of Paragraph 1 or extending the date in accordance with the provisions of Paragraph 2, must obtain the agreement of the personnel concerned.

5.4 Should the reason mentioned in Paragraph 1 be recognized as ceasing to exist before the date mentioned in Paragraph 1 or the date extended in accordance with the provisions of Paragraph 2, the Chairperson can seek the agreement of the personnel concerned, determine a date, and have relevant personnel resign on an earlier date.

5.5 Procedures required to implement the provisions of the preceding Paragraphs shall be pursuant to the provisions of the Regulations.

### **Article Six**

#### **(Re-employment)**

6.1 The Chairperson, with respect to personnel other than faculty members who, having resigned by virtue of retirement in accordance with the provisions of Article 3 or 5, or after extension of the retirement age, wish to be re-employed, when

recognizing it as especially necessary in order to secure efficient business operation and having considered that individual's knowledge and experience, etc., can re-employ that individual for a period of no longer than one year in accordance with selection based on their work performance while employed. However, this shall not apply to individuals dismissed in for the reasons established in the items of Article 20, Paragraphs 1 or 2 of the Office Regulations for Personnel of the Public University Corporation, the University of Aizu.

6.2 Re-employment can be renewed for a period of no longer than one year.

6.3 The final day of the re-employment period provided for in Paragraph 6.2 shall be no later than the first March 31 after the relevant individual reaches 65 years of age.

**Article Seven**

(Renewal of Terms of Office regarding Re-employment)

7.1 The renewal of the term of office of re-employed individuals shall be carried out when the individual desires the continuation of re-employment.

7.2 The provisions of the exceptional clause of Paragraph 1 of the preceding article shall apply mutatis mutandis to the renewal of the term of office of re-employment.

**Article Eight**

(Miscellaneous Provisions)

8.1 Other than provided by this REGULATION, necessary matters concerning the retirement age, re-employment, etc. of personnel shall be determined by the Chairperson separately.

**Additional Provisions**

(Date of Enforcement)

1. This REGULATION shall be enforced as of April 1, 2006.

(Exceptions Concerning the Last Day of a Term of Office)

2. With regard to application of the provisions of Article 6, Paragraph 3 to the last day of a term of office, mention of the phrase "65 years of age" in Article 6 shall be substituted with the corresponding phrase listed in this table, and shall be applied respectively.

April 1, 2006 ~ March 31, 2007	62 Years of Age
April 1, 2007 ~ March 31, 2010	63 Years of Age
April 1, 2010 ~ March 31, 2013	64 Years of Age

**Additional Provisions**

This REGULATION shall be enforced as of April 1, 2007.

**Additional Provisions**

This REGULATION shall be enforced as of April 1, 2015.

**Additional Provisions**

This REGULATION shall be enforced as of August 7, 2015.

**Additional Provisions**

This REGULATION shall be enforced as of April 1, 2017.