

Regulation Concerning Retirement Allowances for Personnel of the Public University
Corporation, The University of Aizu

Article One
(Objective)

1.1 This REGULATION – based upon Article 50 of the Ruling Concerning Office Regulations for Personnel of the Public University Corporation, The University of Aizu (for the purpose of this REGULATION, hereinafter referred to as “PERSONNEL OFFICE REGULATIONS”) for the Public University Corporation, The University of Aizu (for the purpose of this REGULATION, hereinafter referred to as “CORPORATION”) provides for necessary matters concerning the retirement allowances for University personnel (for the purpose of this REGULATION, hereinafter referred to as “UNIVERSITY PERSONNEL”).

1.2 For other matters not provided for by the Fukushima Prefecture Ordinance Concerning Retirement Allowances (Fukushima Prefecture Ordinance No. 35, 1953) and other ordinances related to retirement allowances (for the purpose of this REGULATION, hereinafter referred to as “ORDINANCES”), [Prefecture Ruling on Fukushima Prefecture Personnel Retirement Allowances (Prefecture Ruling No. 86, 1953) and other related prefecture rulings (for the purpose of this REGULATION, hereinafter referred to as “PREFECTURE RULINGS”) and other established regulations of Fukushima Prefecture and notices shall apply.

Article Two
(Range of Application)

2.1 Retirement/resignation allowances as provided for by this REGULATION shall be paid to UNIVERSITY PERSONNEL upon their retirement/resignation or discharge (in case of retirement/resignation due to death, the payment shall be made to bereaved families).

2.2 In cases where UNIVERSITY PERSONNEL resume their positions as UNIVERSITY PERSONNEL on the same day or the day after retiring/resigning and furthermore, conforms to the provisions of Article 15, Paragraph 3, retirement/resignation allowances shall not be paid, notwithstanding the provision of Article 2, Paragraph 1.

Article Three
(Payment of Retirement/Resignation Allowances)

3.1 Retirement/resignation allowances as provided for by Article 4 and Article 13 (for the purpose of this REGULATION, hereinafter referred to as “GENERAL RETIREMENT/RESIGNATION ALLOWANCES”) and the retirement/resignation allowances as provided for by Article 20 must be paid within one month of the retirement/resignation of UNIVERSITY PERSONNEL counting from the day of retirement/resignation. However, in cases where the whereabouts of recipients of

retirement/resignation allowances for UNIVERSITY PERSONNEL who retired/resigned due to death cannot be verified, or in cases there are other special circumstances, this shall not apply.

Article Four

(GENERAL RETIREMENT/RESIGNATION ALLOWANCES)

4.1 The amount of the retirement/resignation allowances for retired UNIVERSITY PERSONNEL shall be the basic amount calculated in accordance with the provisions of Article 5 through Article 8, and Article 11, and adding the retirement/resignation allowance adjustments calculated in accordance with the provisions of Article 12.

Article Five

(The Basic Amount of Retirement/Resignation Allowances for Retirement for Personal Reasons)

5.1 Other than the provisions of Article 6 or Article 7, the basic amount of the retirement/resignation allowances for retired UNIVERSITY PERSONNEL shall be the amount as calculated by multiplying the monthly salary of UNIVERSITY PERSONNEL as of the day of their retirement/resignation by the percentages in accordance with service, as classified in the following items, multiplied by the number of years relevant for each of the following items, and adding the totals for each category.

- (1) One hundred percent for the years of service between one year and less than ten years.
- (2) One hundred and ten percent for the years of service between eleven years and less than fifteen years.
- (3) One hundred sixty percent for the years of service between sixteen years and less than twenty years.
- (4) Two hundred percent for the years of service between twenty-one years and less than twenty-five years.
- (5) One hundred sixty percent for the years of service between twenty-six years and less than thirty years.
- (6) One hundred and twenty percent for the years of service of thirty-one years or more.

5.2 In cases where UNIVERSITY PERSONNEL retire/resign for reasons not due to maladies (maladies to the degrees of disability as provided for by the Local Civil Servant Mutual Aid Law (Law No. 152, 1962) Article 84, Paragraph 2. The same shall apply to Article 6, Paragraph 2 and Article 7) or death, but for personal reasons, the basic amount of retirement/resignation allowances shall be the amount calculated by multiplying the monthly salary of UNIVERSITY PERSONNEL as of the day of their retirement/resignation by the percentages in accordance with service as classified in the following items, multiplied by the number of years relevant for each of the following items, and adding the totals for each category, notwithstanding the provision of Article 5, Paragraph 1.

- (1) Sixty percent for the years of service between one year and less than ten years.

- (2) Eighty percent for the years of service between eleven years and less than fifteen years.
- (3) Ninety percent for the years of service between sixteen years and less than nineteen years.

Article Six

(Retirement/Resignation Allowances for Retirement at the Official Retirement Age, Etc.
After Service of Eleven Years or More and Less Than Twenty-Five Years)

6.1 UNIVERSITY PERSONNEL who have retired/resigned after eleven years or more and less than twenty-five years of service (shall be limited to those who have retired at the official retirement age, (including those who have retired at extended retirement age), or those who have retired under the provisions of any other law pursuant to this REGULATION, or those who have retired having terminated their term of service in conformity with the provisions of laws or those who have retired under retirement incentive plans and have not committed illegal acts), or those who have retired/resigned after service of less than twenty-five years due to transfers (other than those for whom the provision of Article 7, Paragraph 1 applies) of work place, the basic amount of retirement/resignation allowances shall be the total as calculated by multiplying the monthly salary of UNIVERSITY PERSONNEL as of the day of their retirement/resignation (for the purpose of this REGULATION, hereinafter referred to as "MONTHLY SALARY AS OF RETIREMENT DATE") by the percentages in accordance with service as classified in the following items, multiplied by the number of years relevant for each of the following items, and adding the totals for each category:

- (1) One hundred twenty-five percent for the years of service between one year and ten years or less
- (2) One hundred and thirty-seven point five (137.5) percent for the years of service between eleven years and fifteen years or less.
- (3) Two hundred percent for the years of service between sixteen years and twenty-four years or less.

6.2 The provision of Article 5 Paragraph 1 shall apply to the basic amount of retirement/resignation allowances for UNIVERSITY PERSONNEL who have served for more than eleven years and less than twenty-five years and have retired/resigned due to malady or death (other than death while on official duty), or have retired/resigned after the date of official retirement age without having committed illegal acts (other than those to whom Article 6, Paragraph 1 apply).

Article Seven

(The Basic Amount of Retirement/Resignation Allowances for Special Circumstances)

7.1 The basic amount of retirement/resignation allowances shall be the total amount as calculated by multiplying the MONTHLY SALARY AS OF RETIREMENT DATE by the percentages in accordance with service as classified in the following items, multiplied by the number of years relevant for each of the following items, and adding the totals for each category, for those UNIVERSITY PERSONNEL who have

retired/resigned due to the abolishment of official positions, or excess number of personnel arising from reorganization of posts and personnel capacity, decreases in budget, death or maladies while on official duty, service of more than twenty-five years (limited to those who have retired at official retirement age (including those who have retired at the end of the extended retirement age) or those who have retired/resigned under the provision of any other law pursuant to these situations, those who have terminated their term of office as provided for by law, or those who have retired under the retirement incentive plan and without having committed any illegal acts).

- (1) One hundred fifty percent for the years of service between one year and ten years or less.
- (2) One hundred sixty-five percent for the years of service between eleven years and twenty-five years or less.
- (3) One hundred eighty percent for the years of service between twenty-six years and thirty-four years or less.
- (4) One hundred and five percent for the years of service of thirty-five years or more.

7.2 The provision of Article 7, Paragraph 1 shall apply to the basic amount of retirement/resignation allowances for UNIVERSITY PERSONNEL who have served for twenty-five years or more and furthermore have retired/resigned due to maladies while in office, or due to death, or have retired/resigned after the date of official retirement age without having committed illegal acts (other than those for whom the provision of Article 6, Paragraph 1 applies).

Article Eight

(Special Cases Related to Early Retirement/Resignation)

8.1 For application of Article 7, Paragraph 1 to UNIVERSITY PERSONNEL for whom the provision of Article 7, Paragraph 1 applies (other than those who have served for more than twenty-five years and have retired at official retirement age as provided for by law) and who have retired up to one year prior to official retirement age, as provided for by the PERSONNEL OFFICE REGULATIONS Article 18, Paragraph 2, having served for twenty-five years or more and furthermore the ages that relevant personnel retired were up to ten years before official retirement age, ORDINANCES, PREFECTURE RULINGS, and other established regulations of Fukushima Prefecture and notices shall apply.

Article Nine

(Criteria for Certification of Business Duties and Commuting)

9.1 The Chairperson of the Board of Executives must comply to the certification criteria as provided for by the Local Government Employee Accident Compensation Law for compensation to be paid for accidents while on duty or while commuting, to certify whether relevant maladies or deaths which were reasons for retirement/resignation occurred while personnel were on official duty or while commuting.

Article Ten

(Requirements for Incentive Retirement)

10.1 The facts related to retirement incentives taken by the UNIVERSITY PERSONNEL who have retired/resigned must be recorded in writing in pursuant to PREFECTURE RULINGS.

Article Eleven

(The Maximum Limit of Retirement/Resignation Allowances)

11.1 In cases basic amounts for retirement/resignation allowances, as calculated based on the provisions of Articles 5 through Article 8, is higher than sixty times the monthly salaries of UNIVERSITY PERSONNEL as of the day of retirement/resignation, notwithstanding these REGULATIONS, the basic amount of the retirement/resignation allowances shall be sixty times the MONTHLY SALARY AS OF RETIREMENT DATE.

Article Twelve

(Retirement/Resignation Allowance Adjustments)

12.1 The retirement/resignation allowance adjustments for retired UNIVERSITY PERSONNEL shall be calculated as follows: the adjustment for each month from the month of the first day of the basic period of employment (refers to the basic period of employment as provided for in ORDINANCES. The same shall apply throughout this Article.) of the relevant UNIVERSITY PERSONNEL to the month of the last day of the basic period of employment shall be the sum of designated amounts as described in the following categories which are relevant to UNIVERSITY PERSONNEL (for the purpose of this REGULATION, hereinafter referred to as “MONTHLY ADJUSTMENTS”). The MONTHLY ADJUSTMENTS for all months in the basic period of employment shall be ranked in decreasing order, and the sum of MONTHLY ADJUSTMENTS ranked first to sixtieth (in the case that the number of applicable months is less than sixty months, the MONTHLY ADJUSTMENTS for applicable months) shall be the retirement/resignation allowance adjustment.

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|--------------------|------------|
| (1) Category I: | 54,150 yen |
| (2) Category II: | 50,000 yen |
| (3) Category III: | 45,850 yen |
| (4) Category IV: | 41,700 yen |
| (5) Category V: | 33,350 yen |
| (6) Category VI: | 25,000 yen |
| (7) Category VII: | 20,850 yen |
| (8) Category VIII: | 16,700 yen |
| (9) Category VIII: | 0 yen |

12.2 For other matters related to the adjustments for retirement/resignation allowances, ORDINANCES, PREFECTURE RULINGS, and other established regulations of Fukushima Prefecture and notices shall apply.

Article Thirteen

(Special Rules Pertaining to the Amount of GENERAL RETIREMENT/RESIGNATION ALLOWANCES)

13.1 In cases the amounts for retirement/resignation allowances of those for whom the provision of Article 7, Paragraph 1 applies, is lower than the amount calculated by multiplying the monthly base pay of UNIVERSITY PERSONNEL as of the day of their retirement/resignation by the relevant percentage in accordance with service, as classified in the following items, the amount to be paid as retirement/resignation allowances shall be in the amount of the calculation result of this provision, notwithstanding the provision of Article 4, Article 7, and Article 12.

- (1) Two hundred seventy percent for service of less than one year
- (2) Three hundred sixty percent for service between one year and less than two years
- (3) Four hundred fifty percent for service between two years and less than three years
- (4) Five hundred forty percent for service of three years or more

Article Fourteen

14.1 In cases that monthly salaries which serve as the basis for retirement/resignation allowances calculation as provided for by Article 5 through Article 7, have not been paid to UNIVERSITY PERSONNEL in part or in full due to leaves of absence, suspensions from office or reductions of salaries or other reasons on the day of retirement/resignation, the regular monthly salaries shall be the basis for calculation of the basic amounts to be paid to personnel when it is assumed that there are no grounds for the reasons for the reduced salary.

Article Fifteen

(Calculation of Continuous Employment Periods)

15.1 Calculation of periods of continuous employment which serve as the basis for calculating retirement/resignation allowances shall depend on the cumulative period of employment from the day UNIVERSITY PERSONNEL assumed office.

15.2 Calculation of the cumulative period of employment as provided for by Article 15, Paragraph 1 shall be calculated in months from the months UNIVERSITY PERSONNEL were officially appointed to the month of their retirement/resignation.

15.3 In cases where UNIVERSITY PERSONNEL retire/resign (other than when Article 19 applies) but resume positions as UNIVERSITY PERSONNEL on the same day or the day after the retirement/resignation, the calculation as provided for by Article 15, Paragraph 2 shall consider the employment as continuous employment.

15.4 For the calculation of the periods of leaves of absence provided for in the PERSONNEL OFFICE REGULATIONS Article 14, Paragraph 1 (1) or (2) in the cumulative period of employment provided for in Article 15, Paragraph 3, relevant ORDINANCES, PREFECTURE RULINGS, and other established regulations of Fukushima Prefecture and notices shall apply.

15.5 In cases where UNIVERSITY PERSONNEL who have retired, continue to work as personnel at a national government agency, Fukushima Prefecture Government or local public corporations or independent administrative organizations in specific regions, (for the purpose of this REGULATION, hereinafter referred to as “LOCAL PUBLIC CORPORATIONS, ETC.” The same shall apply throughout this article.) and should the continuous period of employment (at retirement/resignation from the University) be included in the continuous period of employment as personnel of the relevant LOCAL PUBLIC CORPORATIONS, ETC. pursuant to the provisions of LOCAL PUBLIC CORPORATIONS, ETC. concerning retirement/resignation allowances, then the retirement/resignation allowances, as provided for by this REGULATION, shall not be paid to relevant personnel.

15.6 Cumulative periods of employment from the day of assumption of office as UNIVERSITY PERSONNEL, as provided for by Article 10, Paragraph 1 shall include cumulative periods of employment as personnel of LOCAL PUBLIC CORPORATIONS, ETC. However, if the individuals have received retirement/resignation allowances or salaries equivalent to retirement/resignation allowances, in accordance with the retirement/resignation allowances of the LOCAL PUBLIC CORPORATIONS, ETC., the periods for which the payments were made shall not be counted in the cumulative periods of employment.

Article Sixteen

(The Cumulative Period of Continuous Employment at NATIONAL UNIVERSITY CORPORATIONS, ETC.)

16.1 In cases where UNIVERSITY PERSONNEL have retired, and continue to work as personnel of national university corporations, inter-university research institutes, independent administrative organizations or local independent administrative organizations (for the purpose of this REGULATION, hereinafter referred to as “NATIONAL UNIVERSITY CORPORATIONS, ETC.”), and the cumulative period of continuous employment is to be the cumulative number of years including those served at the CORPORATION, pursuant to REGULATIONS on retirement allowances of the NATIONAL UNIVERSITY CORPORATIONS, ETC. or the criteria for retirement allowance payments, the retirement/resignation allowances as provided for by this REGULATION shall not be paid.

16.2 The cumulative period of continuous employment for UNIVERSITY PERSONNEL who retire/resign in accordance with the provision of Article 15, Paragraph 1, and continue to work as personnel of NATIONAL UNIVERSITY CORPORATIONS, ETC. shall be included in the cumulative period of continuous employment. However, if the individuals have received retirement/resignation allowances or salaries equivalent to retirement/resignation allowances, in accordance with the retirement/resignation allowances of relevant LOCAL PUBLIC CORPORATIONS, ETC., the periods for which payments have been made shall not be counted in the cumulative period of continuous employment.

(Calculation of the Cumulative Period of Continuous Employment for UNIVERSITY PERSONNEL Who Resigned for the Purpose of Employment by the Fukushima Institute for Research, Education and Innovation and Resumed Employment at the CORPORATION)

16-2 When UNIVERSITY PERSONNEL, upon the request of the appointing authority or a delegate thereof, resigned to become personnel (excluding those who are not required to be on duty on a regular basis; hereinafter the same apply in this Article) of the Fukushima Institute for Research, Education and Innovation (the organization provided for in Chapter 8 of the Act on Special Measures for Fukushima Reconstruction and Revitalization and hereinafter referred to as “INSTITUTION” in this Article) and again became UNIVERSITY PERSONNEL immediately after working at the INSTITUTION, the cumulative period of continuous employment provided for in Article 15, Paragraph 1 of this regulation shall be considered to be the period from the beginning of the first period of employment as UNIVERSITY PERSONNEL until the end of the second period thereof.

16-2.2 The provisions of Article 15 (excluding Paragraphs 5 and 6) shall be applied mutatis mutandis to the calculation of the cumulative period of continuous employment as personnel of the INSTITUTION provided for in the preceding paragraph above.

Article Seventeen

(Special Rules pertaining to Retirement/Resignation Allowances for UNIVERSITY PERSONNEL Reinstated from Fukushima Prefecture)

17.1 When UNIVERSITY PERSONNEL, upon request from the Chairman of the Board of Executives, retire/resign to be hired by Fukushima Prefecture (limited to those who are hired by Fukushima Prefecture as personnel (for the purpose of this REGULATION, herein after referred to as “FUKUSHIMA PREFECTURE PERSONNEL”) and whose cumulative period of continuous employment shall be defined as the total number of years from the time at the CORPORATION and Fukushima Prefecture, pursuant to the ordinance related to retirement allowances (including salaries equivalent to these allowances), and once again become UNIVERSITY PERSONNEL, the calculation of the cumulative period of continuous employment as provided for by Article 15, Paragraph 1, the cumulative period of continuous employment shall be considered the period from the beginning of the first period of employment as UNIVERSITY PERSONNEL until the end of the second period thereof.

17.2 In cases applicable to Article 17, Paragraph 1, the cumulative period of continuous employment provided for in Article 15 (other than Paragraph 5 and Paragraph 6) shall be applicable as the cumulative period of continuous employment as FUKUSHIMA PREFECTURE PERSONNEL.

Article Eighteen

(Cumulative Period of Employment for Executives)

18.1 For UNIVERSITY PERSONNEL who have retired to become executives of the CORPORATION (other than part-time executives. This shall apply throughout this Article) retirement/resignation allowances as provided for by this REGULATION shall not be paid.

18.2 The period of employment of the UNIVERSITY PERSONNEL, provided for in Article 15, Paragraph 1, shall include the period of employment while serving as executives of the CORPORATION after retirement/resignation and subsequent period of employment as personnel of the CORPORATION.

18.3 For the calculation of period of employment for executives in Article 18, Paragraph 2, Article 15 shall apply.

Article Nineteen

(Limitations of Retirement/Resignation Allowance Payments)

19.1 GENERAL RETIREMENT/RESIGNATION ALLOWANCES shall not be paid should any of the following situations apply to UNIVERSITY PERSONNEL:

- (1) Those who have been ordered disciplinary punishment and dismissed according to the provision in the PERSONNEL OFFICE REGULATIONS Article 39, Paragraph 4 or equivalent punishment.
- (2) Those who have been dismissed according to the provision in PERSONNEL OFFICE REGULATIONS Article 20, Paragraph 2 or who have retired/resigned in accordance with the same provision.

19.2 For rules concerning those who shall not be paid the portion equivalent to the adjustments for retirement/resignation allowances calculated in accordance with the provisions of Article 12, of the GENERAL RETIREMENT/RESIGNATION ALLOWANCES, relevant ORDINANCES, PREFECTURE RULINGS, and other established regulations of Fukushima Prefecture and notices shall apply.

Article Twenty

(Retirement/Resignation Allowances for Personnel Resigning without Having Been Given Prior Notice)

20.1 If retirement/resignation of the UNIVERSITY PERSONNEL conform to the Basic Labor Law (Law No. 49, 1947) Article 20 and Article 21, full payment or an equivalent thereof shall be included in GENERAL RETIREMENT/RESIGNATION ALLOWANCES. However, should GENERAL RETIREMENT/RESIGNATION ALLOWANCES be less than amounts to be paid according to the provisions of the law, the difference in the amounts shall be paid as retirement/resignation allowances, in addition to the GENERAL RETIREMENT/RESIGNATION ALLOWANCES.

Article Twenty One

(Handling of Retirement/Resignation Allowances while under Prosecution)

21.1 In cases where UNIVERSITY PERSONNEL are prosecuted for criminal offenses (other than for informal procedures as provided for by The Criminal Procedure Act, (Law No.131, 1948), Chapter 6 only for those who have been sentenced to imprisonment or worse. The same shall apply to Article 21, Paragraph 2 and Article 22, Paragraph 5) and retire/resign prior to final judgments, RETIREMENT/RESIGNATION ALLOWANCES ETC. (refers to the GENERAL

RETIREMENT/RESIGNATION ALLOWANCES and retirement/resignation allowances as provided for in Article 19. The same shall apply throughout this Article.) shall not be paid. However, this shall not apply if the sentences are not imprisonment or worse.

21.2 The provision of Article 21, Paragraph 1 shall apply in cases where RETIREMENT/RESIGNATION ALLOWANCES ETC. have not been paid to retired UNIVERSITY PERSONNEL and individuals have been prosecuted during their employment (refers to the period that serves as the basis for payment of the retirement/resignation allowances. The same shall apply to Article 22 and Article 23, Paragraph 1.)

Article Twenty Two

(Temporary Suspension of Retirement/Resignation Allowance Payments)

22.1 In case where GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. have not been paid to retired UNIVERSITY PERSONNEL and the Chairperson of the Board of Executives recognizes, based upon facts gathered at the time of arrest or through hearing or investigation that individuals have committed criminal actions during their employment and acknowledges that the payment of the GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. would jeopardize maintenance of trust in business operation, or that it would bring about detrimental effects to the appropriate and smooth operation of the retirement/resignation allowance system, can temporarily suspend the payment of the GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC.

22.2 Documents must be issued for temporary suspension of payment of GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. as provided for by Article 22, Paragraph 1, (for the purpose of this REGULATION, hereinafter referred to as "TEMPORARY SUSPENSION") to the individuals for whom GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. are to be suspended temporarily, together with an explanatory note stating the reasons for the TEMPORARY SUSPENSION.

22.3 In cases where the whereabouts of individuals to whom the documents, as provided for in Article 22, Paragraph 2, are to be delivered are unknown, the content of the document may be publicly announced, as an alternative measure, through the methods provided for by Civil Code (Law No.89, 1896) Article 98, Paragraph 2. The documents shall be considered to have been delivered two weeks after the public announcements.

22.4 Individuals who have received punishment in the form of TEMPORARY SUSPENSION can send petitions for annulment to the relevant parties that have temporarily suspended payments after the period as provided for by the Complaint Against Administrative Action Inquiries Act (Law No. 160, 1962) Article 14 (including the application of Article 48) or Article 45, on the basis of changes in circumstances after the TEMPORARY SUSPENSIONS were implemented.

22.5 The Chairperson of the Board of Executives must immediately annul TEMPORARY SUSPENSIONS when the situations described in the following items arise. However, this shall not apply when individuals under TEMPORARY SUSPENSIONS have already been arrested in criminal cases committed during employment or when there are other reasons that clearly contradict the purpose of TEMPORARY SUSPENSIONS notwithstanding the provision of Article 22, Paragraph 5 (2)

- (1) When there are decisions not to bring actions against individuals who are under TEMPORARY SUSPENSIONS, for their actions which are cause for TEMPORARY SUSPENSIONS.
- (2) When one year has passed from the day of retirement/resignation of individuals under TEMPORARY SUSPENSIONS who are not prosecuted for the criminal cases during their employment.

22.6 The provision of Article 22, Paragraph 5 shall not prevent the Chairperson of the Board of Executives from annulling the temporary suspension of GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. based on facts confirmed or situations that arose after implementation of TEMPORARY SUSPENSIONS.

22.7 The provisions of Article 22, Paragraph 2 and Paragraph 3 shall apply to the annulment of TEMPORARY SUSPENSIONS.

Article Twenty Three

(Return of Retirement/Resignation Allowances)

23.1 The Chairperson of the Board of Executives can order the entire amount of GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. to be returned when the retired/resigned UNIVERSITY PERSONNEL are sentenced to imprisonment or worse sentences for criminal offense committed during their employment, after the GENERAL RETIREMENT/RESIGNATION ALLOWANCES have been paid.

23.2 There must be written notification stating reasons for return of GENERAL RETIREMENT/RESIGNATION ALLOWANCES, ETC. as provided for by Article 22, Paragraph 1.

23.3 All other necessary matters related to the return of retirement/resignation allowances other than provided for in Article 23, Paragraph 2 shall conform to the provisions of the PREFECTURE RULINGS.

Article Twenty Four

(The Range and Order of Bereaved Family Members)

24.1 Bereaved family members as provided for by Article 2 shall be defined as follows:

- (1) Spouse (including those who have relationships with equivalent status to marital relationships at the time of the death of the relevant UNIVERSITY PERSONNEL, although not registered).

- (2) Children, parents, grandchildren, grandparents and siblings for whom their livelihood depended mainly on the income of the UNIVERSITY PERSONNEL at the time of death.
- (3) Relatives, other than those cited in Article 24, Paragraph 1 (2) for whom their livelihood depended mainly on the income of the UNIVERSITY PERSONNEL at the time of death.
- (4) Children, parents, grandchildren, grandparents and siblings for whom Article 24 Paragraph 1 (2) does not apply.

24.2 The order in which receipt of retirement/resignation allowances shall be prioritized according to the order as listed in Article 24, Paragraph 1. For those in Article 24, Paragraph 1 (2) and (4) it shall be the following: adoptive parents shall have priority over biological parents, regarding grandparents, the parents of adoptive parents shall have priority over biological parents, and the adoptive parents of the biological parents shall have priority over biological parents of biological parents.

24.3 In cases that there are more than two recipients of equal priority to whom the retirement/resignation allowances are to be paid, amounts shall be distributed equally by the recipients. However, one person may be designated to receive retirement/resignation allowances on behalf of all recipients.

Article Twenty Five (Exclusion from Bereaved Family)

25.1 The following persons shall not be considered as bereaved family members entitled to receive retirement/resignation allowances.

- (1) Persons who intentionally caused the death of UNIVERSITY PERSONNEL.
- (2) Persons who intentionally caused the death of a member of the bereaved family who had priority or had equal priority to receive retirement/resignation allowances, before the death of UNIVERSITY PERSONNEL.

Article Twenty Six (Miscellaneous Rules)

26.1 In addition to the provisions of this REGULATION, all necessary items concerning retirement/resignation allowances for UNIVERSITY PERSONNEL, shall be determined by the Chairperson of the Board of Executives.

Additional Provisions

(Date of Enforcement)

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

(Interim Measures)

2. The cumulative period of employment as provided for by Article 15, Paragraph 1 of those who have become UNIVERSITY PERSONNEL according to the provision of the Local Independent Administrative Organization Law (Law No. 118, 2003. Hereinafter

called the “LAW”) Article 59, Paragraph 2 shall be considered as continued employment for Fukushima Prefecture. However, this shall not apply when individuals who have received retirement allowances from Fukushima Prefecture on resignation/retirement from service thereof.

Additional Provisions

(Date of Enforcement)

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

Additional Provisions

(Date of Enforcement)

1. This REGULATION shall be enforced as of April 1, 2016.

Additional Provisions

(Date of Enforcement)

1. This REGULATION shall be enforced as of March 31, 2023.

Additional Provisions

(Date of Enforcement)

1. This REGULATION shall be enforced as of April 1, 2026.