

☆～☆～☆～☆～☆～☆

本文書は、全学からの依頼に基づいて英文化チームで翻訳したものであり、本学の最新版・正式文書でないことがあります。このことにご注意の上、翻訳支援のツールとしてご利用ください。最新版・正式文書が必要な場合は、必ずその文書を管理している担当部局に照会して入手してください。

This document has been translated by the English Translation Team on request by University members. The documents may not be current or official University documents. Please keep this in mind and use this database as a translation support tool. If you require the most recent or the official version of a document, please inquire with the department responsible for managing the document to acquire it.

☆～☆～☆～☆～☆～☆

東海国立大学機構職員の介護休業等に関する規程（令和２年４月１日機構規程第３７号）

Tokai National Higher Education and Research System Employee Family Care Leave Rules
(THERS Rule No. 37 of April 1, 2020)

翻訳年月日：令和６年７月３１日

Translation Date: July 31, 2024

東海国立大学機構職員の介護休業等に関する規程

Tokai National Higher Education and Research System Rules on Employee Family Care Leave
(令和２年４月１日機構規程第３７号)

(THERS Rule No. 37 of April 1, 2020)

（趣旨）

(Purpose)

第１条 東海国立大学機構（以下「機構」という。）に勤務する職員の介護休業等に関しては、育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律（平成３年法律第７６号）その他関係法令及び諸規程（以下「育児・介護休業法等」という。）に定めるもののほか、この規程の定めるところによる。

Article 1. Matters related to family care leave, etc. for employees working at the Tokai National Higher Education and Research System (hereinafter referred to as “THERS”) shall be governed by these Rules, in addition to the provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991) and the provisions of other relevant legislation and rules (hereinafter referred to as the “Act on Child Care and Family Care Leave, etc.”).

（介護休業）

(Family Care Leave)

第２条 この規程において、「介護休業」とは、職員が負傷、疾病又は身体上若しくは精神上の障害により、２週間以上にわたり常時介護を必要とする状態の対象家族を介護するためにする休業をいう。

Article 2. In these Rules, “family care leave” means leave granted for the purpose of caring for a covered family member under a condition requiring full-time care by an employee for a period of two or more weeks as a result of injury, illness, or physical or mental disability.

(介護休業の適用除外者)

(Persons Ineligible for Family Care Leave)

第3条 介護休業をすることができない職員は、機構長と職員の過半数で組織する労働組合があるときはその労働組合又は過半数で組織する労働組合がないときは職員の過半数を代表する者との間で締結された協定により、適用除外とされた者とする。

Article 3. Employees who may not take family care leave shall be persons ineligible under an agreement entered into between the Chancellor and a labor union when there is a labor union comprising a majority of employees, or between the Chancellor and a person who represents a majority of employees when there is no labor union comprising a majority of the employees.

(介護休業の申出)

(Requests for Family Care Leave)

第4条 介護休業をしようとする職員は、介護休業をしようとする一の期間について、その初日（以下「介護休業開始予定日」という。）及び末日（以下「介護休業終了予定日」という。）を明らかにして、当該介護休業開始予定日の1週間前の日までに機構長に申し出なければならない。

Article 4 (1) Employees who intend to take family care leave must submit a request to the Chancellor clearly stating the first day (hereinafter referred to as “Planned Starting Date for Family Care Leave”) and the last day (hereinafter referred to as “Planned Finishing Date for Family Care Leave”) of a period of family care leave at least one week before the Planned Starting Date for Family Care Leave.

2 前項の申出において、介護休業開始予定日とされた日が当該介護休業の申出があった日の翌日から起算して1週間を経過する日より前の日である場合には、機構長は、当該介護休業開始予定日とされた日から当該1週間を経過する日までのいずれかの日を介護休業開始予定日として指定することができる。

(2) Where the Planned Starting Date for Family Care Leave under the preceding paragraph is earlier than one week after the day on which a request was made for family care leave, the Chancellor may specify any date between the requested Planned Starting Date for Family Care Leave and the day on which one week has passed after the request was made as the Planned Starting Date for Family Care Leave.

3 機構長は、第1項の申出があった場合には、次に掲げる日までに介護休業を申し出た職員に通知書を交付しなければならない。

(3) Where a request under the provisions of Paragraph (1) has been made, the Chancellor must issue a written notice to the employee who made the request for family care leave by the day listed below:

一 介護休業の申出が介護休業開始予定日の1週間以上前にされた場合 介護休業開始予定日の2日前

(i) Where a request for family care leave is made more than one week before the Planned Starting Date for Family Care Leave: two days before the Planned Starting Date for Family Care Leave; and

二 前項の規定により介護休業開始予定日を指定する場合 介護休業の申出のあった日の翌日から起算して3日を経過する日（その日が介護休業の申出に係る介護休業開始予定日より後の日となる場合にあつては、介護休業開始予定日）

(ii) Where the Planned Starting Date for Family Care Leave is specified under the provisions of Paragraph (2): the day on which three days have passed from the day after the request for family care leave was made (or where the day falls after the Planned Starting Date for Family Care Leave relating to the request for family care leave, the Planned Starting Date for Family Care Leave).

（介護休業期間及び適用要件）

(Family Care Leave Periods and Requirements for Application)

第5条 介護休業をすることができる期間は、対象家族1人につき、通算186日（期間を定めて雇用される職員にあつては、93日。以下同じ。）の範囲内で申し出た期間とする。

Article 5 (1) The period for which family care leave can be taken shall be a requested period of a total of 186 days for each covered family member (for employees employed for a fixed term, 93 days; the same applies hereinafter).

2 期間を定めて雇用される職員については、介護休業の申出の時点において次の各号のいずれにも該当する者に限り、介護休業をすることができる。

(2) Employees employed for a fixed term may take family care leave provided that they fall under both of the following items at the time of request:

一 機構に引き続き雇用された期間が1年以上である者

(i) Persons employed by THERS for a continuous period of at least one year; and

二 介護休業開始予定日から93日を経過する日から6月を経過するまでの間に、その雇用期間（雇用期間が更新される場合にあつては、更新後のもの）が満了することが明らかでない者

(ii) Persons whose employment contract (where the employment contract is to be renewed, the renewed contract) is not expected to expire within six months after the day on which 93 days have passed from the Planned Starting Date for Family Care Leave.

3 前2項の規定にかかわらず、介護休業をしたことがある職員は、次の各号のいずれかに該当する場合には、当該対象家族に係る介護休業を申し出ることができない。

(3) Notwithstanding the provisions of the preceding two paragraphs, employees who have taken family care leave shall not take family care leave for the covered family member where any of the following items apply:

一 当該対象家族について3回の介護休業をした場合（ただし、限定職員については、期間を定めて雇用される職員として雇用されている間にした介護休業の申出を含む。）

(i) Where family care leave has been taken three times for the covered family member

(However, regarding the designated employees, the family care leave taken when they were fixed term employees shall be counted as one of the three times); or

二 当該対象家族について介護休業をした日数（介護休業を開始した日から介護休業を終了した日までの暦日数とし、2回以上の介護休業をした場合にあっては、介護休業ごとに、介護休業を開始した日から介護休業を終了した日までの暦日数を合算して得た日数とする。）が186日に達している場合

(ii) Where the number of days for family care leave taken for the covered family member (the number of calendar days from the day on which family care leave started to the day on which the family care leave ended; if family care leave has been taken more than two times, the number of days obtained by totaling the number of calendar days from the day on which the family care leave started to the day on which the family care leave ended for each family care leave taken) has reached 186 days.

4 次の各号のいずれかに該当する場合は、前項第1号に規定する介護休業回数に含めない。

(4) If any of the following items apply, they should not be included in the number of family care leave taken under the provisions of Item (i) of the preceding paragraph:

一 限定職員に採用内定した者であって、雇用期間の末日を介護休業終了予定日とする介護休業をしているものが、当該介護休業に係る対象家族について、限定職員として雇用される初日を介護休業開始予定日とする介護休業の申出をする場合

(i) When a person who is to be employed as a designated employee is on family care leave with the Planned Finishing Date for Family Care Leave falling on the last day of the employment contract term and requests family care leave for the covered family member relating to that family care leave by specifying the Planned Starting Date for Family Care Leave on the first day of the employment as a designated employee; or

二 期間を定めて雇用される者であって、雇用期間の末日を介護休業終了予定日とする介護休業をしているものが、当該介護休業に係る対象家族について、当該雇用期間の更新に伴い、当該更新後の雇用期間の初日を介護休業開始予定日とする介護休業の申出をする場合

(ii) If a person who is employed for a fixed term is on family care leave with the Planned Finishing Date for Family Care Leave falling on the last day of their employment term and requests family care leave for the covered family member relating to that family care leave by specifying the Planned Starting Date for Family Care Leave on the first day of the renewed employment period upon renewal of the employment term.

5 第1項及び第2項の規定にかかわらず、期間を定めて雇用される職員のうち東海国立大学機構職員就業規則（令和2年度機構規則第1号）及び東海国立大学機構再雇用職員就業規則（令和2年度機構規則第8号）（再雇用短時間勤務職員を除く。）の適用職員の介護休業につ

いては、当該職員が介護休業開始予定日から6月を経過する日を超えて引き続き雇用されることが見込まれる場合（介護休業開始予定日から6月を経過する日から1年を経過する日までの間に、その雇用期間が満了し、かつ、当該雇用期間の更新がないことが明らかである場合を除く。）に限り、その介護休業をすることができる期間は、通算186日の範囲内で申し出た期間とする。

(5) Notwithstanding the provisions of Paragraphs (1) and (2), for persons employed for a fixed term who are covered by the Tokai National Higher Education and Research System Employee Work Rules (THERS Rule No. 1 of 2020) and the Tokai National Higher Education and Research System Rehired Employees Work Rules (THERS Rule No. 8 of 2020) (excluding rehired part-time employees), they may request family care leave for a period up to a total of 186 days, limited to the cases where they are expected to remain employed for a continuous period of more than six months after the Planned Starting Date for Family Care Leave (excluding the cases where the term of employment is scheduled to expire within one year after six months pass from the Planned Starting Date for Family Care Leave and where it is clear that the employment term will not be renewed).

6 職員は、介護休業終了予定日の1週間前までに申し出ることにより、第1項又は前項の範囲内で、介護休業終了予定日を繰り下げることができる。

(6) Employees are able to postpone the Planned Finishing Date for Family Care Leave, within the period specified in Paragraph (1) of the preceding paragraph, by submitting a request at least one week before the Planned Finishing Date for Family Care Leave.

7 介護休業を申し出た職員は、第8条に規定する介護休業に伴う代替要員その他当該介護休業の終了について支障が無く、かつ、機構長が必要と認める場合に限り、機構長に申し出ることにより、介護休業終了予定日を1回の申出につき1回に限り、介護休業終了予定日とされた日より前の日に変更することができる。

(7) Employees who requested family care leave may, where the change has no adverse effects on the replacement worker, etc. specified in Article 8, and the Chancellor deems it necessary, change the Planned Finishing Date for Family Care Leave, limited to one time per request, to an earlier date by making a request to the Chancellor.

この場合において、当該申出は、変更後の介護休業終了予定日の1週間前の日までにしなければならない。

In this case, the relevant request must be made at least one week before the changed Planned Finishing Date for Family Care Leave.

（介護休業期間の終了）

(End of Family Care Leave Periods)

第6条 介護休業をしている職員が、次の各号のいずれかに該当することとなった場合には、その事由が生じた日（第4号及び第5号については、その前日）をもって介護休業は終了する。

Article 6 (1) Where an employee on family care leave falls under any of the following items, family care leave shall end on the day (or on the previous day for Items (iv) and (v)) on which the circumstances arise:

一 介護休業に係る対象家族が死亡したとき。

(i) When the covered family member relating to the family care leave has died;

二 離婚，婚姻の取消，離縁等により介護休業の申出に係る対象家族との親族関係が消滅したとき。

(ii) When a family relationship ends between the employee and the covered family member relating to the family care leave requested by the employee due to divorce, annulment of marriage, or dissolution of the relationship, etc.;

三 職員が身体障害者福祉法（昭和24年法律第283号）第4条に規定する身体障害者であること若しくはこれと同程度に日常生活に制限を受ける精神障害があることにより自ら対象家族を介護することが困難な状態となったとき，又は介護休業開始予定日とされた日から起算して6月が経過する日までの間，負傷，疾病又は身体上若しくは精神上の障害により対象家族を介護することができない状態となったとき。

(iii) When employees themselves become unable to care for the covered family member because they become physically disabled as prescribed in Article 4 of the Act for the Welfare of Persons with Physical Disabilities (Act No. 283 of 1949) or mentally disabled to the same extent and restricted in daily life, or become unable to care for the covered family member within six months pass from the Planned Starting Date for Family Care Leave because of injury, illness, or physical or mental disability;

四 介護休業をしている職員が次のいずれかに該当する休暇となったとき。

(iv) When employees on family care leave takes any of the following leave:

イ 東海国立大学機構職員の勤務時間，休暇等に関する規程（令和2年度機構規程第30号。以下「職員勤務時間規程」という。）第25条第1項第6号又は第7号

a) Article 25, Paragraph (1), Item (vi) or (vii) of the Tokai National Higher Education and Research System Employee Working Hours and Leave Rules (THERS Rule No. 30 of 2020; hereinafter referred to as the “Employee Working Hours Rules”);

ロ 東海国立大学機構契約職員の勤務時間，休暇等に関する規程（令和2年度機構規程第32号。以下「契約職員勤務時間規程」という。）第20条第1項第1号又は第2号

b) Article 20, Paragraph (1), Item (i) or (ii) of the Tokai National Higher Education and Research System Contract Employee Working Hours and Leave Rules (THERS Rule No. 32 of 2020; hereinafter referred to as the “Contract Employee Working Hours Rules”); or

ハ 東海国立大学機構パートタイム勤務職員の勤務時間，休暇等に関する規程（令和2年度機構規程第33号。以下「パート職員勤務時間規程」という。）第19条第1項第1号又は第2号

c) Article 19, Paragraph (1), Item (i) or (ii) of the Tokai National Higher Education and Research System Part-Time Employee Working Hours and Leave Rules (THERS Rule No. 33 of 2020; hereinafter referred to as the “Part-Time Employee Working Hours Rules”)

五 介護休業をしている職員が新たに介護休業又は東海国立大学機構職員の育児休業等に関する規程（令和２年度機構規程第３６号）に基づく育児休業をしたとき。

(v) When an employee on family care leave newly takes family care leave or childcare leave in accordance with the Tokai National Higher Education and Research System Employee Childcare Leave Rules (THERS Rule No. 36 of 2020).

２ 前項に該当することとなった職員は、遅滞なく、機構長に届け出なければならない。

(2) When the provisions of the preceding paragraph become applicable, employees must submit a notification to the Chancellor without delay.

３ 機構長は、前項の届出があった場合には、職員に通知書を交付しなければならない。

(3) The Chancellor must issue a written notice to the employee who has submitted a notification under the preceding paragraph.

（介護休業中の身分等）

(Status During Family Care Leave)

第７条 介護休業をしている職員は、職員としての身分を保有する（介護休業の申出時に占めていた職名を含む）。

Article 7. An employee on family care leave will retain their status as an employee (including the job title as of the family care leave request, provided that where the job title has been changed after such request is made, the changed job title).

ただし、申出をした後に職名を異動した場合には、異動後の職名とする。）が、職務に従事しない。

However, the employee will not engage in their duties.

（介護休業に伴う代替要員）

(Replacement Workers for Employees on Family Care Leave)

第８条 機構長は、介護休業している職員の業務を処理することが困難であると認めるときは、東海国立大学機構職員の任期に関する規程（令和２年度機構規程第４３号）の定めるところにより任期を付して職員を採用することができる。

Article 8 (1) Where it is deemed difficult to handle the work of an employee on family care leave, the Chancellor may employ a fixed term employee in accordance with the provisions of the Tokai National Higher Education and Research System Rules on the Terms of Appointment of Employees (THERS Rule No. 43 of 2020).

２ 前項の採用手続きについては、東海国立大学機構職員採用規程（令和２年度機構規程第４１号）による。

(2) The employment procedures of the preceding paragraph shall be governed by the Tokai National Higher Education and Research System Employee Hiring Rules (THERS Rule No. 41 of 2020).

(介護休業期間の満了)

(Expiration of Family Care Leave Period)

第 9 条 職員は、申出を行った介護休業期間が満了した場合には、機構長に届け出なければならない。

Article 9 (1) When an employee's requested family care leave period expires, the employee must submit a notification to the Chancellor.

2 機構長は、前項の届出があった場合には、職員に通知書を交付しなければならない。

(2) The Chancellor must issue a written notice to the employee who has submitted a notification under the preceding paragraph.

(職務復帰)

(Returning to Work)

第 10 条 職員は、第 6 条第 1 項各号に該当することにより介護休業が終了した場合又は介護休業期間が満了した場合には、職務に復帰するものとする。

Article 10. Employees shall return to work when the family care leave has ended in accordance with the provisions of any of the items of Article 6, Paragraph (1), or when the family care leave period has expired.

(介護休業申出の撤回等)

(Withdrawal of Family Care Leave Requests)

第 11 条 職員は、当該介護休業申出に係る介護休業開始予定日とされた日（第 4 条第 2 項の規定により機構長が介護休業開始予定日を指定した場合にあっては、その指定された介護休業開始予定日）の前日までは、当該介護休業申出を撤回することができる。

Article 11 (1) An employee who has requested family care leave may withdraw the family care leave request by making a request by the day before the Planned Starting Date for Family Care Leave (where the Chancellor has specified the Planned Starting Date for Family Care Leave in accordance with the provisions of Article 4, Paragraph (2), the specified Planned Starting Date for Family Care Leave).

2 前項の規定による介護休業申出が撤回され、かつ、当該撤回に係る対象家族について当該撤回後にされる最初の介護休業申出が撤回された場合においては、その後にされる当該対象家族についての介護休業申出について、機構長は、これを拒むことができる。

(2) When a family care leave request has been withdrawn in accordance with the provisions of the preceding paragraph, and another family care leave request for the covered family member made after the withdrawal has also been withdrawn, the Chancellor may refuse an additional family care leave request made thereafter for the covered family member.

3 介護休業申出がされた後介護休業開始予定日とされた日の前日までに、対象家族が死亡したとき又はこれに準ずる事由が生じたときは、当該介護休業の申出は、されなかったものとみなす。

(3) When, after a family care leave request was made, the covered family member relating to the request has died or similar circumstances have arisen by the day before the Planned Starting Date for Family Care Leave, the request for family care leave shall be deemed not to have been made.

4 前項に該当することとなった職員は、遅滞なく、機構長に届け出なければならない。

(4) When the provisions of the preceding paragraph become applicable, employees must submit a notification to the Chancellor without delay.

(介護部分休業)

(Partial Family Care Leave)

第12条 この規程において「介護部分休業」とは、1日を通じて職員が所定勤務時間の始業時刻から連続し、又は終業時刻までの連続した4時間の範囲内で、職員が行う介護の状態から必要とされる時間について、1時間単位とする休業をいう。

Article 12 (1) In these Rules, “partial family care leave” means leave taken in units of one hour as needed by an employee for family care for at most four consecutive hours from the starting time or to the finishing time of the employee’s prescribed working hours in a single day.

2 前項の規定は、限定職員（短時間）、パートタイム勤務職員、再雇用職員、医員及び非常勤講師の1日の勤務時間が6時間以下の日については、適用しない。

(2) The provisions of the preceding paragraph shall not apply when the daily working hours of designated employees (part-time), part-time employees, rehired employees, medical personnel, or part-time lecturers are six hours or less.

(準用)

(Application with the Necessary Changes)

第13条 第3条（介護休業の適用除外者）、第4条（介護休業の申出）第1項及び第2項、第5条（介護休業期間及び適用要件）第3項第1号及び同条第4項、第6条（介護休業期間の終了）並びに第11条（介護休業申出の撤回等）の規定は、介護部分休業について準用する。

Article 13. The provisions of Article 3 (Persons Ineligible for Family Care Leave), Paragraph (1) and Paragraph (2) of Article 4 (Requests for Family Care Leave), Paragraph (3), Item (i) and Paragraph (4) of Article 5 (Family Care Leave Periods and Application Requirements), Article 6 (End of Family Care Leave Periods), and Article 11 (Withdrawal of Family Care Leave Requests) shall apply with the necessary changes to partial family care leave.

(介護部分休業の取消)

(Cancellation of Partial Family Care Leave)

第14条 職員は、介護部分休業の前後において、次の各号のいずれかの休暇を届け出、又は請求する場合は、介護部分休業を取り消さなければならない。

Article 14 (1) When an employee requests any of the following leaves , before or after partial family care leave, the employee must cancel the partial family care leave:

一 職員勤務時間規程に規定する年次有給休暇, 病欠休暇又は特別休暇

i) Annual paid leave, sick leave, or special leave as prescribed in the Employee Working Hours Rules;

二 契約職員勤務時間規程に規定する年次有給休暇, 特別休暇又は無給休暇

ii) Annual paid leave, special leave, or unpaid leave as prescribed in the Contract Employee Working Hours Rules; or

三 パート職員勤務時間規程に規定する年次有給休暇, 特別休暇又は無給休暇

iii) Annual paid leave, special leave, or unpaid leave as prescribed in the Part-time Employee Working Hours Rules.

(介護部分休業期間)

(Partial Family Care Leave Periods)

第 1 5 条 介護部分休業をすることができる期間は, 介護部分休業開始日から起算して 3 年を経過する日までの期間内において, 当該介護に必要な期間とする。

Article 15. The period for which partial family care leave may be taken shall be the period necessary for the relevant family care from the planned starting date for partial family care leave to the day on which three years pass.

(休業中の給与)

(Pay During Leave)

第 1 6 条 介護休業及び介護部分休業している時間については, その勤務しない 1 時間につき, 東海国立大学機構職員給与規程 (令和 2 年度機構規程第 5 4 号。以下「職員給与規程」という。), 東海国立大学機構岐阜大学年俸制適用職員給与規程 (令和 2 年度機構規程第 5 5 号。以下「岐阜大学年俸制適用職員給与規程」という。), 東海国立大学機構岐阜大学年俸制移行職員給与規程 (令和 2 年度機構規程第 5 6 号。以下「岐阜大学年俸制移行職員給与規程」という。), 東海国立大学機構名古屋大学に雇用される教授, 准教授, 講師, 助教及び助手に係る年俸制適用教員給与規程 (平成 2 6 年度規程第 3 9 号。以下「名古屋大学年俸制適用承継教員給与規程」という。), 東海国立大学機構名古屋大学年俸制適用教員給与規程 (平成 3 0 年度規程第 1 3 1 号。以下「名古屋大学年俸制適用教員給与規程」という。), 東海国立大学機構名古屋大学年俸制適用職員給与規程 (平成 1 7 年度規程第 1 1 4 号。以下「名古屋大学年俸制職員給与規程」という。) 又は東海国立大学機構契約職員, パートタイム勤務職員, 医員, 医員 (研修医) 及び非常勤講師等の給与に関する規程 (令和 2 年度機構規程第 5 8 号。以下「契約職員等給与規程」という。) に規定する勤務 1 時間当たりの給与額を減額する。

Article 16 (1) The pay during family care leave or partial family care leave shall be reduced for each hour employees do not work by the hourly rate of pay pursuant to the provisions of the Tokai National Higher Education and Research System Employee Pay Rules (THERS Rule No. 54 of 2020; hereinafter referred to as the “Employee Pay Rules”), Tokai National Higher

Education and Research System Gifu University Pay Rules for Employees Covered by the Annual Salary System (THERS Rule No. 55 of 2020; hereinafter referred to as “Gifu University Pay Rules for Employees Covered by the Annual Salary System”), Tokai National Education Gifu University Pay Rules for Employees Converted to the Annual Salary System (THERS Rule No. 56 of 2020; hereinafter referred to as “Gifu University Pay Rules for Employees Converted to the Annual Salary System”), the Pay Rules for Faculty Members Covered by the Annual Salary System including Professors, Associate Professors, Lecturers, Assistant Professors and Research Associates Employed by Tokai National Higher Education and Research System Nagoya University (Rule No. 39 of 2014; hereinafter referred to as the “Nagoya University Pay Rules for Annual Salary SHOKEI Faculty Members”), Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered by the Annual Salary System (Rule No. 131 of 2018; hereinafter referred to as the “Nagoya University Pay Rules for Annual Salary Faculty Members”), the Tokai National Higher Education and Research System Nagoya University Pay Rules for Employees Covered by the Annual Salary System (Rule No. 114 of 2005; hereinafter referred to as the “Nagoya University Pay Rules for Annual Salary Employees”), and the Tokai National Higher Education and Research System Pay Rules for Contract Employees, Part-Time Employees, Medical Personnel, Medical Personnel (including Interns), and Part-Time Lecturers (THERS Rule No.58 of 2020; hereinafter referred to as “Pay Rules for Contract Employees, etc.”).

2 前項に規定するもののほか、介護休業及び介護部分休業をしている職員の給与の取扱いについては、職員給与規程、岐阜大学年俸制適用職員給与規程、岐阜大学年俸制移行職員給与規程、名古屋大学年俸制適用承継教員給与規程、名古屋大学年俸制適用教員給与規程、名古屋大学年俸制職員給与規程又は契約職員等給与規程による。

(2) In addition to the provisions of the preceding paragraph, the handling of pay for employees on family care leave or partial family care leave shall be governed by the Employee Pay Rules, the Gifu University Pay Rules for Employees Covered by the Annual Salary System, the Gifu University Pay Rules for Employees Converted to the Annual Salary System, the Nagoya University Pay Rules for Annual Salary SHOKEI Faculty Members, the Nagoya University Pay Rules for Annual Salary Faculty Members, the Nagoya University Pay Rules for Annual Salary Employees, or the Pay Rules for Contract Employees, etc.

(不利益取扱いの禁止)

(Prohibition Against Disadvantageous Treatment)

第 17 条 職員は、介護休業又は介護部分休業を理由として、解雇その他不利益な取扱いを受けない。

Article 17 No employee shall be dismissed or otherwise treated disadvantageously for reasons related to family care leave or partial family care leave.

(介護休業等に関する言動に起因する問題に関する雇用管理上の措置)

(Employment Management Measures on Problems Caused by Speech or Conduct Relating to Family Care Leave)

第 18 条 機構長は、職員の介護休業又は介護部分休業の利用に関する言動により当該職員の就業環境が害されることのないよう、当該職員からの相談に応じ、適切に対応するために必要な体制の整備その他の雇用管理上必要な措置を講じなければならない。

Article 18 The Chancellor must respond to consultations from employees and establish systems and take employment management measures that are necessary not to harm the work environment of the relevant employees due to speech or conduct relating to taking family care leave.

(雑則)

(Miscellaneous Provision)

第 19 条 この規程に定めるもののほか、職員の介護休業等に関し必要な事項は、育児・介護休業法等の定めるところにより、機構長が定める

Article 19 In addition to the provisions of these Rules, other necessary matters regarding employees' family care leave, etc. shall be determined by the Chancellor pursuant to the provisions of the Act on Child Care and Family Care Leave, etc.

附 則

Supplementary Provisions

1 この規程は、令和 2 年 4 月 1 日から施行する。

(1) These Rules shall come into effect on April 1, 2020.

2 この規程の施行の際現に国立大学法人岐阜大学職員の育児・介護休業等に関する規程（平成 19 年度規程第 16 号）又は名古屋大学職員の介護休業等に関する規程（平成 16 年度規程第 58 号）に基づき介護休業又は介護部分休業を取得している職員は、この規程により介護休業又は介護部分休業している職員とみなす。

(2) Upon these Rules coming into effect, employees on family care leave or partial family care leave pursuant to the National University Corporation Gifu University Employee Childcare and Family Care Leave Rules (Rule No. 16 of 2007) or the Nagoya University Rules on Employee Family Care Leave (Rule No. 58 of 2004) shall be deemed to be employees on family care leave or partial family care leave under these Rules.