Annexed Tables - Table 1.

| Cause of Disease or Injury / Nature of Disease or Injury | Special Category | Category 1 | Category 2 | Category 3 | Category 4 | Category 5 | Category 6 | Category 7 |
|---|---|---|---|---|---|---|---|---|
| A Special Public Service | | 104/150 | 88/150 | 71/150 | 58/150 | 46/150 | 38/150 | 27/150 |
| B. Ordinary Public Service | | 88/150 | 74/150 | 60/150 | 49/150 | 40/150 | 33/150 | 23/150 |

| Cause of Disease or Injury / Nature of Disease or Injury | Class 1 | Class 2 | Class 3 | Class 4 |
|---|---|---|---|---|
| A. Special Public Service | 30/150 | 24/150 | 21/150 | 18/150 |
| B. Ordinary Public Service | 25/150 | 20/150 | 18/150 | 15/150 |

Table 3

| The actual annual amount of a salary on which is based the calculation of the actual annual amount of an ordinary pension | The provisional annual amount of a salary |
|---|---|
| ¥ 540 | ¥ 14,400 |
| 600 | 15,840 |
| 660 | 17,280 |
| 780 | 18,720 |
| 900 | 20,160 |
| 1,020 | 22,080 |
| 1,140 | 24,000 |
| 1,260 | 25,920 |
| 1,380 | 27,840 |
| 1,500 | 29,760 |
| 1,620 | 31,680 |
| 1,740 | 33,600 |
| 1,920 | 36,000 |
| 2,100 | 38,400 |
| 2,280 | 40,800 |
| 2,460 | 43,200 |
| 2,640 | 45,600 |
| 2,880 | 48,000 |
| 3,120 | 50,400 |
| 3,360 | 52,800 |

| | |
|---|---|
| 3,600 | 55,200 |
| 3,840 | 57,600 |
| 4,320 | 62,400 |
| 4,800 | 67,200 |
| 5,280 | 72,000 |
| 5,760 | 76,800 |
| 6,240 | 81,600 |
| 6,720 | 86,400 |
| 7,200 | 91,200 |
| 7,800 | 96,000 |
| 8,400 | 120,000 |
| 12,000 | 144,000 |

"The provisional annual amount of a salary" corresponding to "the actual annual amount of a salary less than ¥540" on which was based the calculation of the annual amount of an ordinary pension shall be equal to an amount 26 times as large as the annual amount of the above actual salary.

In case "the actual annual amount of a salary on which was based the calculation of an ordinary pension" does not agree with any of the actual annual amounts shown in this table, "the provisional annual amount of a salary" corresponding to "the actual amount of the salary nearest to and larger than the above actual amount of the salary" shall be used as the basis of calculation.

# National Public Service Mutual Aid Association Law

## Chapter I. General Provisions

(Purpose)

Article 1. Those who are employed by the National and receive renumeration from the National Treasury (hereinafter referred to as workers) shall participate in Mutual Aid Associations (hereinafter referred to as Associations) as provided in this Law, the purpose of which is to provide reciprocal assistance; provided, however, that those workers specific as follows are excluded:

(1) Those who are not in the regular service;

(2) Those who are temporarily employed (excluding those who serve two months or longer from the very day of their employment);

(3) Those employed in Kodan who are the insured of the Health Insurance of which the Government is the insurer or the insured of Health Insurance Association;

(4) Those who are regularly employed by the Nation for the Occupation Forces as requested for their needs.

(Associations respectively established)

Article 2. One Association shall be established in each of the following branches of the Government: House of Representatives, House of Councillors, Cabinet (inclusive of Prime Minister's Office), Attorney-General's Office, respective Ministries, Court of Justice and Board of Audit (hereinafter referred to as Agencies).

2. In addition to those provide for in the preceding paragraph, a separate Association comprising each group of workers prescribed in the following items shall be established in the Agencies mentioned in the respective items:

(1) Workers who belong to the National Rural Police and the National Fire-Prevention Board: Prime Minister's Office;

(2) Workers who belong to the Special Procurement Board; Prime Minister's Office;

(3) Workers who belong to the Correction and Rehabilitation District Headquarter, Prison, Juvenile Prison, Detention Home, Reformatory, Juvenile Detention and Classification Home, Central Research and Training Institute for Correction and Rehabilitation Officials and Local Research and Training Institute for Correction and Rehabilitation Officials; Attorney-General's Office;

(4) Workers who belong to the Printing Agency; Ministry of Finance:

(5) Workers who belong to the Mint Agency; Ministry of Finance:

(6) Workers who belong to the Medical Affairs Branch Office, National Hospital, and National Sanatoriums; Ministry of Welfare;

(7) Workers who belong to the Forestry Bureau (inclusive of Forestry Station); Ministry of Agriculture and Forestry;

(8) Workers in the Service of To, Do, Fu and Ken; Prime Minister's office.

3. The scope of members of each of the Associations established by the provisions of paragraph 1 or each item of the preceding paragraph shall be provided in the Managerial Regulations of the respective Association (hereinafter referred to as Managerial Regulations).

4. The matters concerning the succession of right and obligations belonging to the Associations which are abolished as the result of their abolition or affiliation, shall be prescribed by the Order.

(Administration of Association)

Article 3. Each Association shall be incorporated.

2. The Speaker of the House of Representatives, President of the House of Councillors, Prime Minister, Attorney-General, Ministers, President of the Supreme Court and Chief of the Board of Audit (hereinafter referred to as "Chiefs of the Agencies") shall represent Associations established in their respective Agencies and carry out the activities of the Association as provided in this Law.

3. The Chief of the Agency as referred to in the preceding paragraph shall establish managerial Regulations for the Association providing therein matters necessary to represent and manage the Association.

4. The Chief of the Agency, in establishing the Managerial Regulations referred to in the preceding paragraph, shall confer with the Minister of Finance.

5. The Managerial Regulations referred to in paragraph 3 shall cover matters specified in the following items:

(1) Matters entrusted, if the Chief of the Agency partly entrusts to another the authority of representation and management;

(2) Matters as to members;

(3) Matters as to the contributions;

(4) Matters as to management of property and other financial affairs;

(5) Details as to the Mutual Aid Association Managerial Committee and the Appeal Board of the Mutual Aid Association;

(6) The other matters necessary for the management of the Association.

(Location of Association)

Article 4. The Chief of the Agency shall determine the location of the main office of the Association.

2. The Association may establish subordinate offices to carry out its activities upon the approval of Minister of Finance.

(Mutual Aid Associations Managerial Committee)

Article 5. In order to properly manage the Association, the Association shall establish a Mutual Aid Association Managerial Committee (hereinafter referred to as "Managerial Committee").

2. The Managerial Committee shall be composed of up to 10 members, and shall be appointed by the Chief of Agency from among the members of the Association. Provided, however, that the Chief of the Agency may appoint one member to the Committee from among the administrative staff of the Association other than a member of the Association.

3. The Chief of the Agency in appointing the Committee referred to in the preceding paragraph shall appoint workers to the Committee whose interests are impartial.

Article 6. The following matters shall be presented to the Managerial Committee for consideration through its regular procedings:

(1) Establishment, revision and abolishment of matters established in Article 5, Paragraph 5, items (2) to (6) inclusive;

(2) Budget appropriated to Association and the balance of revenue and expenditure of Association in each fiscal year;

(3) Disposal of important property or assuming of heavy obligation;

(4) Suit or appeal, or its reconciliation;

(5) Matters recognized necessary by the Chief of the Agency and the Managerial Committee.

2. In addition to matters established in the preceding paragraph, the Managerial Committee shall provide advice and assistance requested by the Chief of the Agency and make recommendations to him when necessary.

(Administrative Workers and Utilizing Government Establishment)

Article 7. The Chief of the Agency may within the limit necessary for management of the Association, and upon the approval of the Minister of Finance have workers under him engage in carrying out functions of the management of the association and may provide facilities for use of the Association under his administration.

(Accounts)

Article 8. The fiscal year of the Association shall begin on April 1 and end on March 31.

2. The Minister of Finance shall prescribe by regulations the system of accounts to be used by the Association. List of assets and liabilities, balance sheet and report of revenues and expenditures of the Association shall be submitted at least annually at the close of each fiscal year to the Minister of Finance and at other periods as may be specified by the said Minister.

3. All such reports provided for in the preceding paragraph shall be subject to approval of the Minister of Finance and copies of such reports shall be made available for review of all members of the Association after they have been approved by the said Minister.

(Authority of Finance Minister)

Article 9. The Minister of Finance shall supervise the administration of the affairs of the Association.

2. The Association shall furnish complete monthly reports of its activities as of the end of the month to the Minister of Finance and to the Minister of Welfare as prescribed by the Minister of Finance.

3. The Minister of Finance shall inspect and audit the accounts and funds of each Association at least once each year.

(Tax Exemption)

Article 10. The Association shall have neither income tax nor corporation tax imposed upon it.

2. Tax and other public imposts shall not be imposed upon benefits (excluding Separation Benefits and Absence Allowance) which are granted workers by an Association either in cash or in kind.

3. Certificates and books issued by Association concerning its benefits prescribed in Article 17 and loans provided in Article 63, item 2 and activities provided in items 3 and 4 shall be free from stamp duty.

4. Local authorities shall not impose local taxes on the activities of the Associations.

Article 10-(2) There shall be levied no registration tax on objects prescribed in the following items:

(1) Registration of real estates of which the Association succeeded under the provisions of Article 2 paragraph 4.

(2) Registration for acquisition of rights of or preservation of title of buildings or lands which are to be used by the Associations for the activities as prescribed in Chapter III and Article 63.

(Free Certificate)

Article 11. The Association or those who receive benefits under this Law may request delivery of certificates from the Nation, mayor or headman of city, town or village, and the cities referred to in Article 155, Paragraph 2 of the Local Autonomy Law (Law no. 67, 1947); headman of a ward in the area where special wards are established within Tokyo Metropolies; or from duly authorized representatives free of charge.

## Chapter II. Association Members

(Acquisition of Membership)

Article 12. A worker, excluding those specified in the items of Article 1 (in case those who fall under one of the items of Article 1 become workers as not falling under these items, from the very date thereof), shall acquire, from the very date of his employment, membership in the Association established in the Agency in accordance with the provisions of Article 2.

(Forfeiture of Membership)

Article 13. A member shall forfeit his membership in the Association on the day following (or the very day in the case of item (4) that on which he is involved in any of the following categories:

(1) Death;

(2) Separation from public service;

(3) Employed as specified in any of the items of Article 1;

(4) Acquisition of membership in another Association.

(Calculation of Membership Period)

Article 14. A member's membership period shall be computed, starting with the month in which he acquires membership in the Association and terminating with the month in which is included the day preceding the date when the membership of the employee concerned was relinquished.

Article 15. In case a member acquires membership in another association, his period of membership in the former association (excluding the month in which he acquires membership in another association) shall be included in the period which he acquires in the newly affiliated Association.

(Transfer of the Liability Reserve )

Article 16. If a member acquires membership in another association or acquired membership in an Association pursuant to Article 40 of the Law other than the one fromwhich he separated, the Association to which he formerly belonged shall transfer the amount of fund corresponding to its liability reserve for him to the Association to which he has been transferred.

2. The Association as provided for in Article 81 shall, in case a member of the Association who is the insured of the Seamen's Insurance (hereinafter referred to as "seamen member of the Association") loses his membership but still remains under the Seamen's Insurance Law (Law No. 73, 1939), transfer to the Seamen's Insurance Special Account the amount corresponding to its liability reserve fund for him.

3. The liability reserve fund prescribed in the preceding two paragraphs shall be computed as established by Ordinance.

## Chapter III. Benefit

### Section 1. General Provisions

(Benefits of Association)

Article 17. The Association shall, as provided in this Law, grant benefits, mentioned in the following items for members' illness, injury, disability, death, childbirth, separation, calamity or absence; and for their dependents' illness, injury, death, childbirth, or calamity:

(1) Health Benefit;

(2) Separation Benefit;

(3) Disability Benefit;

(4) Benefit for Bereaved Family;

(5) Calamity Benefit;

(6) Absence Benefit.

(Coverage of Dependents)

Article 18. Dependents under this Law shall cover the member's ascendants and descendants in direct line, spouse (inclusive of thse in substantially the same relationship as marriage though not officially registered; hereinafter referred to as the same), and members of families who are chiefly dependent upon and supported by the income of members of the Association.

(Calculation of Benefits)

Article 19. Benefits shall be computed on the basis of the monthly base pay of the member which serves as the basis for calculating his contributions at the time the condition arises for which benefits are granted (or at the time of separation), if the said condition arises after separation. The daily amount of base pay shall be 1/30 of the said monthly base pay except for Absence.

Benefits in which case it shall be 1/25.

2. In computing benefits any fraction of one yen shall be reckoned as one yen.

(Days starting and ending Annuity)

Article 20. The payment of Annuity shall begin with the month following that in which the condition arises, for which the annuity is granted and shall terminate in the very month in which the said condition lapses.

2. The Annuity shall be computed on a monthly basis and the amounts of Annuity due at the end of the previous month shall be paid in March, June, September and December of each year; provided, however, that the Association may pay the Annuity due in a month other than the prescribed months, if the causes for which the Annuity is paid cease, the payment is suspended, or the right to receive the annuity ceases.

(Coverage of Bereaved Family to Receive Annuity)

Article 21. The bereaved family eligible to receive annuity shall be the spouse; children, parents, grandchildren, and grandparents of the member, or one who formerly had such status and currently was receiving an annuity (hereinafter referred to as "one who formerly had such status" in this Section and in Article 62), who were chiefly dependent upon and supported by his income at the time of his death.

2. In the case of a child embryonic at the time of the death of a member, or one who formerly had such status is born, he shall be regarded as one who was chiefly dependent upon and supported by the income of the member or one who formerly had such status at the time of his death in applying the preceding paragraph.

Article 22. Among the members of the bereaved family as provided in Paragraph 1 of the preceding Article, only those children and grandchildren who are not married (including as married those in substantially the same relationship though not officially registered; hereinafter referred to as the same) and who are less than 18 years of age or are over 18 years of age and are unable to earn a livelihood because of physical deficiency shall be granted annuity.

(Coverage of Bereaved Family to Receive Benefits other than Annuity)

Article 23. The bereaved family of a member or of one who formerly had such status eligible to receive benefits other than annuity shall be those who come under each of the following items:

(1) Spouse of a member or of one who formerly had such status;

(2) Children, parents, grandchildren, and grandparents of a member or of one who formerly had such status; who were chiefly dependent upon and supported by his income;

(4) Children, parents, grandchildren, and grandparents of a member or of one who formerly had such status, other than those included in item (2) of this paragraph.

(Order of Bereaved Family to Receive Benefit)

Article 24. The order of those who are eligible to receive benefits after the death of a member or of one who formerly had such status, shall be those who come under each of the following items:

(1) The order in which annuity is to be granted, shall be in the same sequence as stated in Article 21, paragraph 1;

(2) The order in which benefits other than annuities is to be granted shall be in the same sequence as in the respective items of the preceding Article; provided, further, thatthe order among those referred to in item (2) or item (4) of the preceding Article shall be in the order as stated in the respective items.

2. In the case of the preceding paragraph, as to parents, adoptive parents shall be prior to blood parents; and as to grandparents, parents of adoptive parents shall be prior to parents of blood parents, and adoptive parents shall be prior to blood parents of parents.

(Equal Distribution of Benefits Among the Persons of the Same Precedence)

Article 24 - 2. In case there are two or more members of the same sequence in the bereaved family, the benefits payable under the provisions of the preceding Article shall be distributed equally among the members of the bereaved family concerned.

2. In case one or more of the members of a bereaved family who are receiving an annuity distributed equally in accordance with the provision of the previous paragraphs loses the right to such annuity, it shall be redistributed equally among the remaining members of the bereaved family in the same sequence.

(Benefits Granted Concurrently)

Article 25. If two or more conditions exist simultaneously for which benefits are to be granted, the benefits may be granted concurrently except in the following cases:

(1) Injury Allowance shall not be granted for the period the Delivery Allowance is granted;

(2) Absence Allowance shall not be granted for the period the Injury Allowance is granted;

(3) Separation Benefit shall not be granted to those eligible to receive Disability Annuity;

(4) Lump Sum for Disability shall not be granted to those eligible to receive Separation Annuity.

(Deduction from Benefits)

Article 26. If some amount of benefits remain unpaid at the time a member loses his membership, the said amount shall be granted to him subtracting from it the amount which the member owes to the Association.

(Prescription)

Article 27. The right to receive benefits under this Law shall expire by prescription, if not claimed within 5 years, from the very day when the condition arises in the case of annuities, and within 2 years in the case of other benefits.

(Protection of the Right to Receive the Benefits)

Article 28. The right to receive benefits shall not be transferred, put up as security, or forfeited.

(Right to Request Damage Indemnity)

Article 29. The Association shall acquire, within the amount compensated by the said Association for the same reason, the right of the beneficiary to request the third person for damage indemnity benefit, when an accident for which benefits are paid by the Association caused by an act of the third person.

## Section 2. Health Benefit

(Medical Care)

Article 30. The Association shall allow the member medical care as in the following, in case a member is injured or taken ill from the causes not resulting from his employment:

(1) Medical Examination;

(2) Supply of medicine and of articles for medical treatment;

(3) Medical care, operation and other medical treatment;

(4) Hospitalization;

(5) Nursing;

(6) Transportation.

2. The medical care referred to in items 5 and 6 of the preceding paragraph shall be granted only when the Association recognizes it as necessary.

(Benefit for Medical Care and Medical Expenses)

Article 31. If a member requires any of the medical care specified in paragraph 1, items (1) to (4) inclusive, of the preceding Article, he may obtain it from any:

(1) Medical facility operated by the Association and the Association will bear the expense thereof;

(2) Medical facility with which the Association has a contract for providing medical care to its members, and the Association will pay such facility the expense thereof at rates not in excess of the rates prescribed by the Minister of Welfare; provided, however, that the Association may require the member to pay the expense which is equal to the fee for the first examination in accordance with the rates prescribed by the Minister of Welfare;

(3) Insurance Doctor or Insurance Pharmacist (Insurance Doctor and Insurance Pharmacist as used in this Law refer to those appointed pursuant to the provision of the Health Insurance Law, Law No. 80 of 1922) and the Association will pay to the Insurance Doctor or Insurance Pharmacist the expense thereof in accordance with the rate established by the Minister of Welfare: Provided, however, that the member shall pay the expense which is equal to the fee for the first examination in accordance with the rates prescribed by the Minister of Welfare;

(4) Licensed doctor, dentist, pharmacist or other medical facility other than a medical facility specified in the preceding items and the Association shall reimburse the member for the expense thereof up to an amount not exceeding the rates prescribed by the Minister of Welfare; provided, however, that the member shall not be reimbursed for the expense which is equal to the amount of the first examination in accordance with the rates prescribed by the Minister of Welfare.

(Family Medical Expense)

Article 32. If a dependent of a member requires any of the medical care specified in paragraph 1, items (1) to (4) inclusive, of Article 30, he may obtain it from any of the medical facilities specified in the preceding Article and the Association shall bear or pay one-half of the expense determined necessary by the Association in accordance with the provision of the preceding Article (exclusive of the provisos in items (3) and (4).

2. If a dependent of a member requires any of the medical care specified in paragraph 1, items (5) or (6) of Article 30, the provision of paragraph 2 of said Article shall be applied mutatis mutandis to the dependent. In this case the amount of expense therefor that the Association shall bear or pay shall be one-half of the amount allowed for a member of the Association.

(Medical Expenses in the case of Insurance Doctor and Insurance Pharmacist)

Article 33. If a member or his dependent obtains any of the medical care specified in paragraph 1, items (1) to (4) inclusive, of Article 30 from any Insurance Doctor or Insurance Pharmacist the Association may pay the expense thereof computed in accordance with the provisions of item (3) of Article 31 or paragraph 1 of the preceding Article to the member instead of to the Insurance Doctor of Insurance Pharmacist.

(Medical Treatment by Insurance Doctors and Insurance Pharmacists)

Article 33-2. Insurance Doctors and Insurance Pharmacists shall give medical care to the members of Associations and their dependents in accordance with the provisions of the Health Insurance Law.

(Issuance of Benefit)

Article 34. After the very day a member or a dependent comes under any of the following categories, he shall not be granted medical care, Medical Expenses, or Medical Expenses for Family Members for the same illness or injury or illness caused by injury:

(1) When Disability Benefit is granted to him;

(3) When 3 years have elapsed, since the very date when the Medical Benefit, Medical Expense and Family Medical Expense is started.

2. In case a member is receiving medical care, Medical Expenses or Medical Expenses for Family Members at the time he loses membership, such benefits shall be payable to the beneficiary concerned for as long as he would be entitled to receive them in the capacity of a member of the Association provided, however, that if he is transferred to another Association or become insured under Health Insurance or Seamen Insurance and ceases to be a member of an Association, to be construed according by in Article 35, paragraph 2 and Article 56, paragraph 3, within the said period, he shall not be entitled to receive the said benefits from the former Association from the very date he was transferred.

(Childbirth Expenses and Childbirth Expenses for Spouse)

Article 35. When a member has a childbirth, she shall be granted Childbirth Expenses the rate of which shall be one month monthly base pay.

2. When a member has a childbirth within 9 months after she loses her membership, she also shall be treated the same as provided in the preceding paragraph; provided, however, that if a member acquires membership in another Association she shall not be granted Childbirth Expenses from the former Association.

3. If a dependent spouse of a member has a childbirth, one half of his monthly base pay shall be granted to him as Childbirth Expenses for Spouse.

(Nursing Allowance)

Article 36. When a member or a member's spouse has a childbirth, Nursing Allowance shall be granted to the member for 6 months from the date of childbirth, the rate of which shall be 200 yen a month; provided, however, that when the nursing period is less than a month, it shall be computed as a month.

2. The provisions of the preceding paragraph shall apply correspondingly to paragraph 2 of the preceding Article.

(Funeral Rite Benefits and Funeral Rite Benefits for Family Members)

Article 37. Funeral Rite Benefits shall be paid to the one who holds a Funeral Rite for a member, when his death occurred from causes not connected with his employment. The amount of the said benefit shall be one month monthly base pay: provided, however, that 4,000 yen shall always be the maximum, if the monthly base pay is less than 4,000 yen.

2. When the dependent of a member dies, one half of the amount provided in the preceding paragraph shall be granted to the member as Funeral Rite Benefits for Family Members.

Article 38. When a member receiving benefits as provided in Article 34, paragraph 2 dies, or dies within 3 months after such benefits were discontinued, or a member dies within 3 months after he lost his membership, Funeral Rite Benefits as provided in paragraph 1 of the preceding Article shall be granted to the one who holds the Funeral Rite for the member.

2. The provisions of the proviso to Article 34 paragraph 2 shall correspondingly apply to the case of the preceding paragraph.

## Section 3. Separation Benefit

(Separation Annuity)

Article 39. When a member comes under the provisions of Article 13, item (2) or (3), and has been a member of an Association for 20 years or more, he shall be granted a Separation Annuity until his death; provided, however, that the issuance of the said Benefit shall not be started before the worker becomes 50 years of age.

2. The Separation Annuity per annum shall be in the amount of 4 months monthly base pay. For each year of service over twenty an additional 4 daily base pay per annum shall be granted.

Article 40. The issuance of Separation Annuity shall be suspended beginning with the very month in which one who receives Separation Annuity again acquires membership in an Association.

2. In case a member whose Separation Annuity is suspended in accordance with the preceding paragraph again comes under the provisions of Article 13, item 2 or 3, his Separation Annuity shall be reinstated the amount of which shall be recomputed including both the former and the latter periods of membership.

3. If the revised amount of the Separation Annuity computed under the provision of the preceding paragraph is less than that of the Separation Annuity formerly computed, the latter amount shall be regarded as his revised Separation Annuity.

(Separation Lump Sum)

Article 41. A Separation Lump Sum shall be granted to one who has been a member for more than 6 months but less than 20 years, when he loses his membership under the provisions of Article 13, item (2) or item (3).

2. The Separation Lump Sum shall be computed by multiplying the daily base pay by the number of days as prescribed in Annexed Table No. 1 according to the length of membership in the Association; provided, however, that the Separation Lump Sum to be granted to one who received Disability Lump Sum shall not exceed 22 months' monthly base pay when added together with Disability Lump Sum.

## Section 4. Disability Benefit

(Disability Annuity)

Article 42. In case a member who has held membership in an Association for 6 months or more retires because of illness or injury or illness caused thereby not caused by his employment, if at the time when he no longer needs medical treatment or if unrecovered within 3 years from the very date when the medical benefit is started and still remains so disabled as shown in the Annexed Table No. II, a Disability Annuity shall be granted to him until his death is in accordance with the degree of disability shown in the Annexed Table No. II.

2. The amount of Disability Annuity shall be computed by multiplying the monthly base pay by the number of months as established in Annexed Table No. III.

3. The amount of Disability Annuity to be granted to a worker who has held membership in an Association for ten years or more shall be computed by totalizing the amount figured out as in the preceding paragraph and adding the additional sum of 5 days' daily rate of base pay per one year for each year of membership over ten but less than twenty years, and 4 days' daily rate of base pay per one year for each year of membership exceeding twenty years.

Article 43. When one who is receiving Disability Annuity ceases to be so disabled as to make him ineligible for such annuity it shall be discontinued.

Article 44. In case one who has held membership for less than 20 years loses the right to receive Disability Annuity pursuant to the provisions of the preceding Article and the total of Disability Annuity paid is less than the total of his Separation Lump Sum plus 10 months' monthly base pay or 22 months' monthly base pay the difference shall be granted to him.

(Disability Lump Sum)

Article 45. In case a member who has held membership in an Association for 6 months or more retires because of illness or injury or illness caused thereby not caused by his employment, if at the time of his recovery or if unrecovered within 3 years from the very date when the medical benefit is started and still remains so disabled as shown in Annexed Table No. IV, a Disability Lump Sum shall be granted to him.

2. The amount of Disability Lump Sum shall be 10 months' monthly base pay; provided, however, that the Disability Lump Sum to be granted to one who receives Separation Lump Sum shall not exceed 22 months' monthly base pay added together with Separation Lump Sum.

Section 5. Benefit for Bereaved Family

(Annuity for Bereaved Family)

Article 46. In case a worker died who has held membership for twenty years or more, an Annuity for Bereaved Family shall be granted to his bereaved family.

Article 47. The Annuity for Bereaved Family shall be the amount granted as in the following items:

(1) One half of the workers' Separation Annuity, if he dies while receiving the said Annuity;

(2) one half of the Separation Annuity to which the worker would be entitled, if he dies after holding membership for 20 years or more and before receiving Separation Annuity;

(3) One half of the Separation Annuity, to which the worker would be entitled, if he dies after holding membership for 20 years or more while receiving Disability Annuity.

Article 48. One receiving Annuity for Bereaved Family shall lose such right to receive the said Annuity, when he comes under any of the following categories;

(1) Recipient dies;

(2) Recipient marries or is adopted as a member of another family (including such cases as may be virtually taken for granted as an adopted member of another family even though not formally reported);

(3) A child or a grandchild reaches 18 years of age exclusive of one who is unable to obtain his livelihood because he is physically deficient;

(4) One who is physically deficient and unable to obtain his livelihood becomes freed from such a condition.

2. In the case provided in the preceding paragraph, if there is, in this case, any other of the bereaved family in the same or next order of sequence eligible to receive Annuity for Bereaved Family, the said Annuity shall be granted to the said person.

Article 49. In case the recipient of Annuity for Bereaved Family is missing one year or more, the issuance of the said annuity shall be suspended during such period upon the request of the member of the family of the same precedence or if there is no other member of the same precedence, one next in order eligible to receive such Annuity during this period if requested by him.

(Lump Sum for Bereaved Family)

Article 50. When a member dies, a Lump Sum for Bereaved Family shall be granted to his family.

2. The amount of the Lump Sum for Bereaved Family shall be computed by multiplying his daily rate of base pay by the number of days prescribed in Annexed Table No. V according to the length of his membership.

(Lump Sum for Annuitant Bereaved Family)

Article 51. Lump Sum for Annuitant's Bereaved Family shall be granted to the bereaved family of a member, when the following circumstances occur:

(1) There is no bereaved family left eligible to receive Annuity for Bereaved Family, when one who is receiving Separation Annuity dies;

(2) There is no bereaved family eligible to receive Annuity for Bereaved Family, when one who has held membership for 20 years or more and is receiving Disability Annuity dies;

(3) When the member who has held membership for less than 20 years and is receiving Disability Annuity dies;

(4) There is no bereaved family left eligible to receive Annuity for Bereaved Family, after one who has been receiving it loses the right to receive it;

(5) If there is no bereaved family eligible for the Annuity for Bereaved Family when a member of the Association, who had held membership in the Association for 20 years or more but had never received Separation Annuity dies.

Article 52. The amount of the Lump Sum established in the preceding Article shall be as follows:

(1) The differential, if the total amount of annuity already paid under conditions as stated in item 1 of the preceding Article, is less than six times the yearly amount of the Separation Annuity;

(2) The differential, if the total of annuity already paid under conditions as stated in item 2 of the preceding Article, is less than six times the yearly amount of Separation Annuity to which the worker would have been entitled;

(3) The differential, if the total of annuity already paid under conditions as stated in item (3) of the preceding Article, is less than the total of the amount computed by multiplying the daily rate of base pay by the number of days as prescribed in Annexed Table No. 1 graded in accordance with the period by the length of membership and ten months' monthly base pay or 22 months' (22 months, if the total amount exceeds 22 months' monthly bas pay) monthly base pay whichever is the lesser;

(4) The differential, if the total Separation Annuity, Disability Annuity and Annuity for Bereaved Family already paid under the conditions as stated in item (4) of the preceding Article, is less than six times the yearly amount of Separation Annuity to which the worker would have been eligible to receive.

(5) In the case prescribed in item(5) of the preceding Article, six times the amount of the Separation Annuity that such person would have been entitled to had retired at the time of his death.

## Section 6. Calamity Benefit

(Calamity Benefit for Members or Calamity Benefit for Family Members)

Article 53. Calamity Benefit for Members or Calamity Benefit for Family Member shall be granted when a member or his dependent dies suffering from flood, fire, earthquake, or other emergent disasters. In case a member dies, the amount of the Calamity Benefit granted to his dependent shall be one month's monthly base pay of the member. In case a member's dependent dies, one half of the monthly base pay of the member shall be granted to the member as Calamity Benefit for Family Member.

(Benefits for Calamity)

Article 54. When a member suffers damages to his residence or furnishing from emergent disaster as referred to in the preceding Article, he shall be granted benefits for Calamity the amount of which shall be the amount computed by multiplying his monthly base pay by the number of months as established in the Annexed Table No. VI in accordance with the degree shown in the said table.

## Section 7. Absence Benefit

(Injury and Illness Allowance)

Article 55. When a member is unable to continue his service because of illness or injury or illness caused from injury not caused by his employment, he shall be granted injury and Illness Allowance beginning with the fourth day he is unable to serve, the amount of which per day shall be 80 percent of his daily amount of base pay for the period he is unable to serve.

(2) The differential, if the total of annuity already paid under conditions as stated in item 2 of the preceding Article, is less than six times the yearly amount of Separation Annuity to which the worker would have been entitled;

(3) The differential, if the total of annuity already paid under conditions as stated in item (3) of the preceding Article, is less than the total of the amount computed by multiplying the daily rate of base pay by the number of days as prescribed in Annexed Table No. 1 graded in accordance with the period by the length of membership and ten months' monthly base pay or 22 months' (22 months, if the total amount exceeds 22 months' monthly bas pay) monthly base pay whichever is the lesser;

(4) The differential, if the total Separation Annuity, Disability Annuity and Annuity for Bereaved Family already paid under the conditions as stated in item (4) of the preceding Article, is less than six times the yearly amount of Separation Annuity to which the worker would have been eligible to receive.

(5) In the case prescribed in item(5) of the preceding Article, six times the amount of the Separation Annuity that such person would have been entitled to had retired at the time of his death.

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(Benefits for Calamity)

Article 54. When a member suffers damages to his residence or furnishing from emergent disaster as referred to in the preceding Article, he shall be granted benefits for Calamity the amount of which shall be the amount computed by multiplying his monthly base pay by the number of months as established in the Annexed Table No. VI in accordance with the degree shown in the said table.

## Section 7. Absence Benefit

(Injury and Illness Allowance)

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2. When a member who has no dependents is hospitalized, he shall be granted Injury and Illness Allowance the amount of which per day shall be 60 percent of his daily amount of base pay irrespective of the provision of the preceding paragraph.

3. The period for which Injury and Illness Allowance shall be granted shall not exceed six months from the starting day for the same illness or injury, or illness caused thereby.

4. If a member suffers from tubercular diseases, he shall be granted Injury and Illness Allowance successively, during the period he is unable to serve on account of medical treatment up to 3 years irrespective of the provision of the preceding paragraph.

5. In case of the preceding two paragraphs, the provision of Article 34, paragraph 2 shall apply correspondingly hereto.

(Delivery Allowance)

Article 56. When a member has a childbirth, she shall be granted Delivery Allowance the amount of which per day shall be 80 percent of the daily amount of base pay for the period not exceeding 42 days before the childbirth or 42 days thereafter. When a member has a childbirth within 6 months after forfeiting membership, Delivery Allowance shall be granted to her as referred to above.

2. The provisions of paragraph 2 of the preceding Article shall apply correspondingly to the issuance of Delivery Allowance.

3. In case a member receives Delivery Allowance at the time she loses membership, it will be continued in the period prescribed in paragraph 1; provided, however, that if she is transferred to another Association within the said period, she shall not be entitled to receive the said Allowance from the former Association from the very date she was transferred.

(Absence Allowance)

Article 57. When a member is absent due to any of the reasons established in the following items, he shall be granted Absence Allowance, the amount of which per day shall be 60 percent of his daily amount of base pay for the period (except for items (3) to (5) inclusive in which cases the period shall not be more than that prescribed in the respective items):

(1) Members are injured or taken ill not caused by employment;

(2) Dependents of member are injured or taken ill;

(3) When a member or the spouse of a member has childbirth; 14 days;

(4) When a member or his dependent suffers from emergent disaster, not caused by employment, 5 days;

(5) When a member is married; his spouse dies; a first or second degree blood relative, a first degree married relative, or other who is chiefly dependent upon and supported by the income of a member is married or dies, 7 days;

(6) Other reasons properly recognized by the head of the respective Ministries or government agencies, in addition to the reasons other than those referred to in the preceding items.

Article 58. If a member received the whole or a part of his monthly base pay for the period during which Injury and Illness Allowance; Delivery Allowance or Absence Allowance is granted to him, the whole or a part of Injury and Illness Allowance. Delivery Allowance or Absence Allowance which corresponds to the amount of the whole or a part of his monthly base pay already paid shall not be granted to him.

Section 8. Limitations on the Issuance of Benefits

Article 59. If a worker causes a condition for which he is to receive benefits under this Law by intentional act, a whole or a part of the benefits shall not be issued to him. This provision shall also apply to workers who receive disciplinary punishment and those who are given punishment of confinement or heavier under the Criminal Code.

Article 60. In case a member of an Association or one who formerly has such status or his dependent causes the condition for which he is to receive benefits by disregarding a given medical instruction without any justifiable reason, or by serious error of his own, the whole or a part of Health Benefit, Disability Benefit or Absence Benefit shall not be granted.

Article 61. If regarded necessary for the issuance of Health Benefit, Disability Benefit or Absence Benefit, the doctor employed by the Association shall examine the worker to whom benefits are to be granted.

2. Any of Health Benefit, Disability Benefit, or Absence Benefit shall not be granted wholly or partly to the worker if he refuses to undergo the medical examination as required in the preceding paragraph without good reason.

Article 62. In case one who is to receive Benefits for Bereaved Family causes by his own intention the death of a member, or one who formerly had such status, and is receiving an Annuity or one who is receiving an Annuity for Bereaved Family, he shall never be granted benefits, but benefits may be granted to another eligible recipient.

## Chapter IV. Welfare Facilities and the Federation of Mutual Aid Association

(Welfare Establishment)

Article 63. In addition to the benefits prescribed in the preceding Chapter, the Association may carry out beneficiary welfare activities prescribed in the following item to promote welfare of members:

(1) Management of establishment for the health, recreation or culture of members;

(2) Acquisition, management or lease of property for the use of members;

(3) Receiving or employment of the deposit of members;

(4) Loan for the extraordinary expense of members;

(5) Buying and selling of commodities necessary for the subsistence of members.

(The Federation of Mutual Aid Association)

Article. 63-2. The Associations may establish a Federation of Mutual Aid Associations (hereinafter referred to as "Federation") if the mutual co-operation among the Associations is required in order to carry out the activities as prescribed in the preceding Article.

2. Such Federation shall be incorporated.

Article 64. The Federation shall have its main office in Tokyo-to.

2. The Federation may be authorized by the Minister of Finance to have subordinate offices in other places deemed necessary, in order to perform the functions prescribed in paragraph 2 of the preceding Article.

3. In order to meet the expenses of the Federation in carrying out its activities, the Asscciations participating in the Federation shall deliver the amount corresponding to 5 percent of the Subsidy stipulated in Article 69, paragraph 1, item (1).

Article 64-2. The affiliated Associations may delegate the function of issuing Separation Benefits, Disability Benefits and Benefits for Bereaved Family to the Federation.

2. The Association, whose functions have been delegated to the Federation pursuant to the provisions of the preceding paragraph, shall credit the contributions and subsidy designated for the payment of Separation Benefits, Disability Benefits, and the Benefits for Bereaved Family and the subsidy designated for the administration of such benefits to the account of the Federation as soon as such funds are paid into its account under the provisions of Article 68-2 or Article 69, paragraph 1.

Article 65. The Federation shall fix the matters prescribed in the following items by Articles of Incorporation and obtain the authorization of the Minister of Finance:

(1) Purpose;

(2) Title;

(3) The location of office;

(4) Matters as to affiliation and withdrawal;

(5) Matters as to officials of the Federation;

(6) Matters as to management of assets and accounting of the Federation;

(7) Matters concerning benefits.

2. The Article of Incorporation shall not be revised without the authorization of the Minister of Finance.

Article 66. The Federation shall become active on the very date that the authorization prescribed in the preceding Article is obtained.

Article 67. The provisions of Articles 7 through 10, Articles 10-(2), item (2), and Article 11 shall apply, mutatis mutandis to the Federation. In this case, in Article 7, the term "Chief of the Agency" shall read as "Minister of Finance" and "and upon the approval of the Minister of Finance, have workers under him" shall read "have workers of Ministry of Finance."; and in item (2) of Article 10-(2), "the activities as prescribed in Chapter III and Article 63" shall read as "the activities to be made jointly in accordance with the provisions of Article 62-(2) and the business delegated under the provisions of Article 64-2".

## Chapter V. Contribution and National Subsidy

(Contribution)

Article 68. Members shall be charged contributions in order to provide the funds needed by the association to provide the genefits prescribed by this Law.

2. Contributions prescribed in the preceding paragraph shall be computed on the basis of the monthly base pay of members, the rate of which shall be provided in the Managerial Regulations of the Association.

Article 68-2. Each agency when issuing the wages and salaries to its employees who are members of an Association shall deduct from their pay a sum corresponding to the amount of contribution allotted to each of the members of the Association on the pay day or pay days of each month and shall credit such contribution to the account of the Association to which the contributor belongs.

(National Subsidy)

Article 69. The National Treasury shall subsidize expenses prescribed in each of the following items, and the Chief of the Agency shall deliver the said subsidy to the Association each month:

(1) One half of the expenses needed for Health Benefits, Calamity Benefits, Absence Benefit;

(2) 55 percent of the percent expenses needed for Separation Benefit, Disability Benefit and Benefit for Bereaved Family;

(3) Total expenses needed for the business of the Association.

2. Necessaryamount needed for the business of Association as provided in item (3) of the preceding paragraph, shall be appropriate each fiscal year.

3. The Chief of the Agency in paying the national subsidy to the Association in accordance with the provision of paragraph 1, may make such payments on the basis of the estimated membership of the Association with relation to the subsidy rate. An adjustment shall be made at the end of the fiscal year on the basis of actual figures.

Article 70. Deleted.

## Chapter VI. Appeal Board of Mutual Aid Association

(Request of Reconsideration)

Article 71. Any interested person who is dissatisfied any decision regarding the payment of benefits or charging of contributions, may make a request for reconsideration by the Appeal Board of Mutual Aid Association (hereinafter referred to as "Appeal Board") either by letter or by word of mouth to the Board direct or through the local administrative office of the Association.

2. An appeal for reconsideration of a decision regarding benefits as provided in the preceding paragraph shall be regarded as request to a judicial court, so far as the interruption of the time limitation prescription is concerned.

3. A request for reconsideration as prescribed in paragraph 1 shall be made within 60 days from the day notification of the decision regarding benefits or a charge is made.

(Appeal Board)

Article 72. The Appeal Board shall be attached to the Federation and shall carry out the matters authorized and empowered under the provisions of the preceding Article, paragraph 1; provided, that in the case of an Association designated by ordinance, an independent Appeal Board shall be attached to the said Association.

Article 73. The Appeal Board shall be composed of 9 members.

2. The members of the Appeal Board attached to the Federation shall be appointed by the Minister of Finance, and the members of an Appeal Board attached to an Association in accordance with the proviso in the preceding Article shall be appointed by the Chief of the Agency who represents the said Association, to represent the members of the Association, the government and the the public interest in groups of three each, respectively.

3. The members of the Appeal Board shall serve for 3 years.

4. One who fills a vacant position shall serve the remaining term of his precedessor.

Article 74. The members of the Appeal Board shall elect a chairman from among the members representing the general public.

2. The chairman shall preside over the Appeal Board.

3. In case the chairman is unable to preside, another member representing the general public shall be elected to carry out the duties for him.

Article 75. The Appeal Board meetings shall be called by the chairman after he has notified the members by suitable means and the board decision shall be made by a majority vote excluding the chairman. In case of a tie vote, the chairman shall decide the issue.

2. The Appeal Board shall not hold a hearing not make a decision without the participation of at least one member representing the members of the Association, the Government, and general public respectively.

3. The Appeal Board shall hold its hearing without delay upon receipt of a request for reconsideration as provided in Article 71, paragraph 1.

Article 76. Any person concerned or his witness may attend the hearings and state his opinion.

Article 77. The Appeal Board may, if it deems necessary, request any person concerned to provide his opinion, and also may request the person who requested the reconsideration to submit a report or to appear in person, and if he has appealed a benefits determination, he may be requested to submit to a medical examination by a doctor.

Article 78. The decision of the Appeal Board shall be made within 60 days from the very date when the appeal is requested.

2. The decision of the Appeal Board shall be sent to the Federation or the Association and to the one who appealed within 7 days from the very date when the decision is made.

Article 79. Remuneration and traveling expenses to be paid to the members of the Appeal Board and persons concerned who are requested to appear in person as prescribed in Article 77 and necessary matters concerning the Appeal Board shall be established by Cabinet Order.

## Chapter VII. Miscellaneous Provisions

(Matters Concerning Medical Care)

Article 80. The Association shall, as the occasion requires, communicate with Welfare Minister as to the matters pertaining to the medical care prescribed in this Law.

(Special Provisions for Seamen)

Article 81. Acquisition and forfeiture of membership and computation of membership period of seamen members of the Association shall be under the provisions of the said Law.

Article 82. Members of seamen or those who formerly had such status shall, when they come under Article 13, paragraphs 1 to 3 inclusive, be granted either Separation Benefit or Benefit for Bereaved Family whichever is the more lucrative as provided in the following items:

(1) The Amount of Separation Benefit or Benefit for Bereaved Family provided in this Law plus the amount of Old Age Annuity, Withdrawal Allowance or Annuity for Bereaved Family prescribed in the Seamen's Insurance and not the members of any ~~Associations~~;

(2) The amount of Old Age Annuity, Withdrawal Allowance or Annuity for Bereaved Family prescribed in the Seamen's Insurance Law plus the amount of Separation benefit, or Benefit for Bereaved Family prescribed by this Law for the period during which they had been members and not members of seamen.

Article 83. In cases other than prescribed in the preceding Article, members of seamen or those who formerly had such status, shall be granted benefits prescribed in this Law or benefits prescribed in Seamen's Insurance Law as members of Seamen (excluding Unemployment Benefits) whichever is the more lucrative.

Article 83-2. In order to cover the expenses required for the payment of benefits for the seamen members of the Association pursuant to the Seamen's Insurance Law, the National Treasury shall grant a subsidy computed at the same rate as used in computing the amount of national subsidy under the said Law and the amount of contribution to be borne by the ship owners concerned. The Chief of the agency shall pay such subsidy into the account of the Association every month.

(Subjection to the National Public Service Law)

Article 84. This Law shall, in all respects, be subject to the provisions of the National Public Service Law (Law No. 120, 1947) and shall not be deemed to supersede it in any particular. Any of the conflicting provisions of this Law, therefore, shall cease to operate, whenever any of the provisions of National Public Service Law or Laws to be issued under there come into effect.

Supplementary Provisions

(Enforcement Date)

Article 85. The present Law shall come into force as from 1 July 1948.

(Dealing with Local Worker)

Article 86. Those who are employed in Local Government Agencies and in the Public Schools (hereinafter referred to as "local employees") shall become members of Association established under this Law for the time being (hereinafter referred to as "New Association").

2. In applying this Law to Local employees, the term "employee" shall be construed to mean "the local employee"; "Chief of the Agency" as used in Article 7 to mean "Chief of the Local Government and the Educational Committee of To, Do, Fu and Ken; "upon the approval of the Minister of Finance have workers under him" to mean "have workers under local government"; "wages and salaries" as prescribed in Article 19, paragraph 2 of Article 68 and Article 68-2 to mean "remuneration corresponding to wages and salaries"; "National Treasury" as used in paragraph 1 of Article 69 and Article 83-2 to mean "local government" and "Chief of the Agency" as used in paragraph 1 of Article 69 and Article 83-2 to mean "Chief of the local government.

Article 86-2. The National Treasury may grant local government, which bears the expenses required for the administration of the Association, an annual subsidy not exceeding the amount for such expenses as may be borne by the local government concerned in regard to those members of the New Association who are the personnel of the public schools under paragraph 1 of the preceding article and who engage in compulsory education.

2. The National Treasury may grant a local government an annual subsidy not exceeding one-half the amount of benefits as may be paid by such local government concerned for the payment in regard to those members specified in the preceding paragraph, within the limit of the budget.

(Dealing with the Mutual Aid Association under the Old Law)

Article 87. Mutual Aid Associations which were established under the old Law or Ordinance and are existent on the effective date of this law (hereinafter referred to as "Old Associations") shall, as prescribed by Ordinance, be regarded as Associations established under this law; provided, however, that it shall not apply to the old Associations designated by Ordinance (hereinafter referred to as "Abolished Associations").

(Inheritance of Right and Duty of Old Associations)

Article 88. Matters concerning the inheritance of right and duty of the Abolished Associations shall be specified by Ordinance.

(Dealing with the Members of the Old Associations)

Article 89. Among the members of Abolished Associations who are eligible to become members of New Associations shall be regarded as the members of the Associations which are formed in their respective Government Agencies to the very date of the enforcement of this Law.

2. Among the members of Abolished Associations, those who are not eligible to become members of New Associations shall be regarded as members of New Associations as designated by the Ordinance at the very date of the enforcement of this Law.

3. Among the members of Old Associations other than Abolished Associations who are not eligible to become the members of New Associations shall be regarded as members of New Associations designated by the Ordinance at the very date of the enforcement of this Law.

4. Those who have been in the polices of Local Government or in the fire-prevention offices of the said Government, during the period of the enforcement of the police Law (Law No196, 1947), and Fire-Prevention Law (Law No 236, 1947) until the enforcement of this Law, shall be regarded as members of Associations established under the Old Ordinance for Policemen's Mutual Aid Association (Imperial Ordinance No 44, 1920).

(Dealing with Benefits which are to be or are already being paid)

Article 90. Benefits the conditions for which arose before the effective date of this Law, or benefits the causes for which arose before the effective date of this Law and the condition for which arose after the effective date of the Law shall continue to be administered according to the provisions of the Old Law.

(Special Instance for Computation of Membership Period)

Article 91. For those who become members of New Associations at the time this Law becomes effective, the period during which they were continuously workers under the Old Association before the enforcement of this Law (excluding the period during which they were workers coming under each of Items of Article 1, or the period during which they were public officials or as prescribed in the Pensions Law (Law No. 48, 1925) those correspond to them shall be regarded as the period during which they were members of the New Associations.

(Sharing of Additional Expenditures due to the Special Instances of Computing Period)

Article 92. The Additional Expenditure needed under the provisions of the preceding article shall be borne by the National Treasury (or Local Government Agencies for those coming under the provisions of Article 86, paragraph 1, who receive their remuneration from Local Governments).

(Balance Sheet as of the Enforcement date)

Article 93. The New Associations shall prepare their balance sheets in accordance with the procedures prescribed by the Minister of Finance as of the effective date of this Law and shall submit them to the Minister of Finance.

(Transitional Measures Concerning Separation Benefits)

Article 94. The provisions of this Law pertaining to Separation Benefits, Disability Benefits, or Benefits for Bereaved Family shall not apply, for the time being, to employees as prescribed below:

(1) Employees covered by the Pension Law (inclusive of those covered by the provisions of the rules and regulations of the local governments pertaining to benefits corresponding to pensions);

(2) Workers who are employed under a contract for a period of less than 6 months.

2. In case a member of the Association covered by the provisions relating to Separation Benefits, Disability Benefits or Benefits for Bereaved Family comes under item (1) of the preceding paragraph, he may retain his coverage for such benefits until his 20-year term of membership is completed, subject to the rules and regulations relating to the operation of the Association.

3. The National Treasury shall not bear the expenses required for the payment of benefits for the employees as prescribed in the preceding paragraph pursuant to the provisions of Article 69, paragraph 1, item (2).

Article 94-2. In the case of an employee entitled to receive Separation Annuity, Disability Annuity or the Annuity for Bereaved Family in accordance with the provisions of Law and Ordinances promulgated before the enforcement of this Law, such annuities shall be regarded as Separation Annuity, Disability Annuity and the Annuity for Bereaved Family granted under the provisions of this Law, regardless of the provision of Article 90.

Article 95. In the case of an employee who had been a member of the Association but made the necessary contributions required for the payment of such benefits as comparable to Separation Allowances, Disability Allowances or Allowances for Dereaved Family for a certain period of time before the enforcement of this Law (hereinafter referred to as "subtraction period"), the amount of Separation Annuity, Separation Lump Sum or Lump Sum for Bereaved Family payable to such employees under the provisions of this Law shall represent the amount computed pursuant to the provisions of Articles 39, 41, or 50 subtracting the amount as mentioned below: Provided that no such subtraction shall be made in the case of Lump Sum payable to the Bereaved Family of members of the Association who have held membership in the Association for over 20 years or who have received Disability Annuity:

(1) In the case of Separation Annuity, multiplication of 2.7 days' daily amount of pay of the employee concerned (1.8 days in case the subtraction period exceeds 20 years), which will be computed according to the number of years representing the length of subtraction period.

(2) In the case of Separation Lump Sum or Lump Sum for Bereaved Family, 45 percent of the amount corresponding to the multiplication of the daily amount of pay of the employee concerned, which will be computed pursuant to the number of days prescribed in the Annexxed Table No. 1 for different length of subtraction period.

Article 96. If a member other than the member as provided for in paragraph 1 of Article 94 becomes a member as provided for in the same paragraph respectively, he shall be regarded as separated as far as the issuance of the Separation Benefits are concerned; provided, however, that the issuance of the Retirement Annuity shall be suspended to him during the period in which he remains a membership in any Association.

(Dissolution of Foundation of Government Employees' Mutual Aid Association)

Article 97. The Foundation of Government Employees' Mutual Aid Association shall be dissolved on the very date the Federation is established in accordance with the provisions of Article 66.

2. All of the rights owned, duties and obligations of the Foundation of Mutual Aid Associations, owned as of the very date of its dissolution shall be transferred to the Federation at the said date.

(Special Instances of the Term of Appeal Board Members)

Article 98. One-third of the members of each group of the initial Appeal Board representing the members of the Association, the Government, and public interest, shall be appointed for two years. These members shall be appointed, pursuant to the provisions of paragraph 2, Article 3, by the Minister of Finance or by the Chief of the Government Agency which represents the Association concerned.

(Abolition of Ordinances)

Article 99. The following Imperial Ordinances shall be abolished in the enforcement date of this Law:

Ordinance for Imperial Railway Workers' Mutual Aid Association (Imperial Ordinance No 127, 1907)

Ordinance for Forestry Bureau Workers' Mutual Aid Association (Imperial Ordinance No 306, 1919)

Ordinance for Policemen's Mutual Aid Association (Imperial Ordinance No 44, 1920)

Ordinance for Silk Conditioning House Workers' Mutual Aid Association (Imperial Ordinance No 201, 1937)

Ordinance for Jailors' Mutual Aid Association ( Imperial Ordinance No 489, 1940)

Ordinance for Government Employees' Mutual Aid Association (Imperial Ordinance No 827, 1940)

Ordinance for Printing Bureau Workers' Mutual Aid Association (Imperial Ordinance No 944, 1940

Ordinance for Monopoly Bureau Workers' Mutual Aid Association (Imperial Ordinance No 945, 1940)

Ordinance for Mint Workers' Mutual Aid Association (Imperial Ordinance No 946, 1940)

Ordinance for Communication Workers' Mutual Aid Association (Imperial Ordinance No 950, 1940)

Ordinance for Teachers' Mutual Aid Association ( Imperial Ordinance No 17, 1941)

Ordinance for Public Workers' Mutual Aid Association (Imperial Ordinance No 694, 1941)

Ordinance for Hokkaido Forestry Workers' Mutual Aid Association (Imperial Ordinance No 686, 1942)

Supplementary Provisions (Law No 118 of 1949)

1. The amended provisions of Article 30 to Article 33 inclusive. Article 36 and Article 37 shall be enforced as from 1 May 1949; the provisions of paragraph 2 of Article 2, and paragraph 7 and 8 of Supplementary Provisions as from June 1, 1949; Article 16, Article 81, Article 82, paragraph 1 of Article 94 as well as Article 96, as amended, as from 1 October 1949; and the other provisions as from the date of promulgation of this Law: Provided, that the provisions of Article 51, Article 52, Article 83-2, paragraphs 2 and 4 of Article 94, Article 94-2, and Article 95, as amended, shall be effective as from 1 July 1948.

2. All rights and obligations of the Association established under the provisions of item (6) of paragraph 2 of Article 2 of the Law shall be handed over, as they stand on 1 June 1949, to the Association established in the Ministry of Education in accordance with the provision of paragraph 1 of Article 2 of the Law.

3. In computing Separation Benefits, Disability Benefits, or Benefits for Bereaved Family for a member who becomes covered therefor on 1 October 1949, pursuant to the amended provision of paragraph 1 of Article 94, of National Public Service Mutual Aid Association Law his period of membership prior to 30 September 1949 shall be considered as his subtraction period and Article 95 shall be applied mutatis mutandis.

4. The separation annuity, Disability Annuity or Annuity for Bereaved Family under the provisions of Article 94-2 of National Public Service Mutual Aid Association Law which is due in October 1948 or thereafter shall be based on the amount of salary 24 times as much as the original base pay, subject to the provisions of this Law. Provided, however, that the Separation Annuity payable to an employee of under 50 years of age shall not be in effect until he becomes 50 years of age.

5. In the case of an employee who had been entitled before the enforcement of this Law to receive an annuity in accordance with the provisions of Article 90 of the National Public Service Mutual Aid Association Law by virtue of an illness suffered or an injury incurred in the service in line of duty or death caused thereby, the amount of such annuity, which is due in October 1948 or thereafter, shall be twice as much as the original amounts irrespective of the provisions of the said Article.

6. National Treasury shall bear the additional expenses of the previous two paragraphs.

7. A part of the Japanese Monopoly Corporation Law (Law No 255 of 1948) shall be amended as follows:

Article 51, paragraph 1 is hereby amended by adding after the words "paragraph Article 72" the words "and Article 98" and paragraph 2 of said Article is hereby amended by adding after the words "the National Public Service Mutual Aid Association Law" the words "which was repealed by the Law amending a part of the National Public Service Mutual Aid Association Law (Law No 118, 1949)"..

8. A part of the Japanese Government Railway Law (Law No 256 of 1948) shall be amended as follows:

Article 57, paragraph 1 is hereby amended by adding after the words "paragraph 2 of Article 75" the words "and Article 98" and paragraph 2 of said Article is hereby amended by adding after the words "the National Public Service Mutual Aid Association Law" the words "which was repealed by the Law amending a part of the National Public Service Mutual Aid Association Law (Law No 118, 1949).

Supplementary Provisions (Law No 135 of 1950)

1. This Law shall come into force as from the day of its promulgation; provided that the amended provisions of Article 2, paragraph 2, shall apply on and after 1 April 1950 and those of Article 2, paragraph 4 and Article 10-(2) item (1) shall apply on and after 1 July 1948.

2. As for the Separation Annuity, Disability Annuity and Annuity for Bereaved Family as computed on the basis of salaries on and before November 30, 1948, the amounts of annuities for and after January 1950 shall be revised to those which are calculated under the following items; provided, however, that the amount of Separation Annuity shall be as it stands until the beneficiary becomes 50 years old.

(1) As to the Separation Annuity, Disability Annuity, and the Annuity for Bereaved Family as covered by the provisions of Article 94-(2) of the National Public Service Mutual Aid Association Law, the amount thereof shall be computed in accordance with the provisions of the National Public Service Mutual Aid Association Law, by regarding as salaries the hypothetical ones shown in the Annexed Table No 1 corresponding respectively to the salaries increased by 24 times under the provisions of item (4) of the supplementary provisions of the Law for the Partial Amendment to the National Public Service Mutual Aid Association Law (Law No 118, 1949; hereinafter referred to as "Law No 118 of 1949").

(2) As to the Separation Annuity, Disability Annuity and Annuity for Bereaved Family as computed based on the salaries on and after 1 July 1948, the amounts of such annuities shall be computed in accordance with the provision of the National Public Service Mutual Aid Association Law, by regarding as salaries the hypothetical salaries in the Annexed Table No 2 as corresponding respectively to the salaries which were the basis of aforesaid computation.

3. As for the annuities to be receivable under the provisions of Article 90 of the National Public Service Mutual Aid Association Law by reason of illness, injury or death due to public duties, the amounts thereof for and after January 1950 shall be revised to ones which are computed in accordance with the former provisions of the Laws and Orders by regarding as salaries the hypothetical salaries in the Annexed Table No 1 corresponding respectively to those as figured out by reckoning backward the annuity amount revised under the provisions of item (5) of supplementary provisions of the Law No 118 of 1949 under the former provisions of the Laws and Orders.

4. The Treasury shall bear the additional expenses of the Associations to be required under the provisions of the preceding two items.

Annexed Table No 1 of Supplementary Provisions (Law No 135 of 1950)

| Salaries as multiplied by 24 under paragraph 4 of the supplementary provisions of Law No 118 of 1949 | Amount corresponding to salaries obtained by reckoning backward the annuity amount revised under paragraph 5 of the supplementary provisions of Law No 118 of 1949, according to the former provisions of the Laws and Ordinances | Hypothetical Salary |
|---|---|---|
| 1,200 | 1,500 | 3,184 |
| 1,320 | 1,650 | 3,369 |
| 1,440 | 1,800 | 3,565 |
| 1,560 | 1,950 | 3,772 |
| 1,680 | 2,100 | 3,991 |
| 1,840 | 2,300 | 4,223 |
| 2,000 | 2,500 | 4,468 |
| 2,160 | 2,700 | 4,727 |
| 2,320 | 2,900 | 5,002 |
| 2,480 | 3,100 | 5,292 |
| 2,640 | 3,300 | 5,600 |
| 2,800 | 3,500 | 5,760 |
| 3,000 | 3,750 | 6,094 |
| 3,200 | 4,000 | 6,448 |
| 3,400 | 4,250 | 6,823 |
| 3,600 | 4,500 | 7,219 |
| 3,800 | 4,750 | 7,638 |
| 4,000 | 5,000 | 8,082 |
| 4,200 | 5,250 | 8,551 |
| 4,400 | 5,500 | 9,047 |
| 4,600 | 5,750 | 9,573 |
| 4,800 | 6,000 | 10,129 |
| 5,200 | 6,500 | 10,717 |
| 5,600 | 7,000 | 11,339 |
| 6,000 | 7,500 | 11,998 |
| 6,400 | 8,000 | 12,695 |
| 6,800 | 8,500 | 13,816 |
| 7,200 | 9,000 | 14,619 |
| 7,600 | 9,500 | 15,467 |
| 8,000 | 10,000 | 16,834 |

In case the salary as increased by 24 times under paragraph 4 of the supplementary provisions of the Law No 118 of 1949 is less than 1,200 yen, the amount (cut down fractions less than one yen) equivalent to 2.65 times as much as this salary, and in case such salary is more than 8,000 yen, the amount (cut down fractions less than one yen) equivalent to 2.1 times as much as the salary, shall be respectively the hypothetical salary.

In case the amount as obtained by reckoning backward the annuity amount revised under Paragraph 5 of the Supplementary Provisions of the Law No. 118 of 1949, according to the provisions of the former Laws and ordinances in less than 1,500 yen, the amount (cut down fractions less than one yen) equivalent to 2.12 times as much as this amount, and in case the amount is more than 10,000 yen, the amount (cut down fractions less than one yen) equivalent to 1.68 times as much as such amount, shall be respectively the hypothetical salary.

In case where the salary as increased by 24 times under paragraph 4 of the Supplementary Provisions of the Law No. 118 of 1949 is more than 1,200 yen and less than 8,000 yen and in case where the amount obtained by reckoning back the annuity amount revised under Paragraph 5 of the Supplementary Provisions of the Law No. 118 of 1949 in accordance with the provisions of the former Laws and Orders is more than 1,500 yen and less than 10,000 yen, if such salary and amount do not just meet to those shown in the above Table, the hypothetical salaries therefor shall be ones corresponding to the salaries of more amount in the nearest rank.

Annexed Table No 2 of Supplementary Provisions (Law No. 135 of 1950)

| Salary on and after July 1, 1948, as standard on which the separation annuity, disability annuity or bereaved family annuity were computed | Hypothetical salaries |
|---|---|
| 1,950 | 3,184 |
| 2,020 | 3,275 |
| 2,080 | 3,369 |
| 2,150 | 3,466 |
| 2,210 | 3,565 |
| 2,280 | 3,667 |
| 2,340 | 3,772 |
| 2,410 | 3,880 |
| 2,470 | 3,991 |
| 2,540 | 4,105 |
| 2,600 | 4,223 |
| 2,670 | 4,344 |
| 2,730 | 4,468 |
| 2,800 | 4,596 |
| 2,860 | 4,727 |
| 2,990 | 4,863 |
| 3,120 | 5,002 |
| 3,250 | 5,145 |
| 3,380 | 5,292 |
| 3,510 | 5,444 |
| 3,640 | 5,600 |
| 3,770 | 5,760 |
| 3,900 | 5,925 |
| 4,030 | 6,094 |
| 4,160 | 6,269 |
| 4,290 | 6,448 |
| 4,420 | 6,633 |
| 4,550 | 6,823 |

| | |
|---|---|
| 4,680 | 7,018 |
| 4,810 | 7,219 |
| 4,940 | 7,426 |
| 5,070 | 7,638 |
| 5,200 | 7,857 |
| 5,330 | 8,082 |
| 5,460 | 8,313 |
| 5,590 | 8,551 |
| 5,720 | 8,796 |
| 5,980 | 9,047 |
| 6,240 | 9,306 |
| 6,500 | 9,573 |
| 6,760 | 9,847 |
| 7,020 | 10,129 |
| 7,280 | 10,419 |
| 7,540 | 10,717 |
| 7,800 | 11,024 |
| 8,060 | 11,339 |
| 8,320 | 11,664 |
| 8,580 | 11,998 |
| 8,840 | 12,341 |
| 9,100 | 12,695 |
| 9,360 | 13,058 |
| 9,620 | 13,432 |
| 9,880 | 13,816 |
| 10,140 | 14,212 |
| 10,400 | 14,619 |
| 10,920 | 15,037 |
| 11,440 | 15,467 |
| 11,960 | 15,910 |
| 12,480 | 16,365 |
| 13,000 | 16,834 |

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In case the salary on and after July 1, 1948, as standard on which the Separation Annuity, Disability Annuity or Annuity for Bereaved Family were computed, is less than 1,950 yen, the amount equivalent to 1.63 times as much as this salary, (cut down fractions less than one yen), and in case the salary is more than 13,000 yen, the amount equal to 1.29 times as much as this salary (cut down fractions less than one yen) shall be respectively the hypothetical salary.

In case the salary on and after July 1, 1948, as standard on which the separation Annuity, Disability Annuity or Annuity for Bereaved Family were computed, is more than 1,950 yen and less than 13,000 yen, if the said salary does not just meet to those shown in the above Table, the hypothetical salary shall be the one corresponding to the salary of the more amount in the nearest rank.

Annexed Table No. 1

| Membership term | Day compensation are computed upon |
|---|---|
| Not less than 0.5 years | 10 days |
| " 1 | 20 |
| " 1.5 | 30 |
| " 2 | 40 |
| " 2.5 | 50 |
| " 3 | 60 |
| " 3.5 | 70 |
| " 4 | 80 |
| " 4.5 | 90 |
| " 5 | 100 |
| " 5.5 | 110 |
| " 6 | 120 |
| " 6.5 | 130 |
| " 7 | 140 |
| " 7.5 | 150 |
| " 8 | 160 |
| " 8.5 | 170 |
| " 9 | 180 |
| " 9.5 | 190 |
| " 10 | 200 |
| " 10.5 | 21.5 |
| " 11 | 230 |
| " 11.5 | 245 |
| " 12 | 260 |
| " 12.5 | 275 |
| " 13 | 290 |
| " 13.5 | 305 |
| " 14 | 320 |
| " 14.5 | 335 |
| " 15 | 350 |
| " 15.5 | 365 |
| " 16 | 380 |
| " 16.5 | 395 |
| " 17 | 410 |
| " 17.5 | 425 |
| " 18 | 440 |
| " 18.5 | 455 |
| " 19 | 470 |
| " 19.5 | 485 |

Annexed Table No. 11.

State of the Degree of Dissability
to be granted Dissability Annuity

| Degree of Disability No. | | State of Disability |
|---|---|---|
| 1st Class | 1. | Diminishing both eye-sights below 0.02 or less of one eye-sight plus diminishing the other below 0.06 |
| | 2. | Loss of the function of mastication or speech |
| | 3. | Loss of both upper limbs from wrists |
| | 4. | Loss of both lower limbs from ankles |
| | 5. | Total loss of the function of both upper limbs |
| | 6. | Total loss of the function of both lower limbs |
| | 7. | Loss of ten fingers |
| | 8. | Besides the preceding items, loss of working capacity due to the retention of serious mental or physical disorder arisen out of sickness or injury |
| 2nd Class | 1. | Diminishing both eye-sights below 0.1 |
| | 2. | Owing to loss of the major portion of both tympanic membranes or other causes, being unable to hear loud voice, unless spoken to with speaker's lips in touch with the auricle |
| | 3. | Retention of serious functional disorder in spinal column |
| | 4. | Retention of serious disorder in mastication or speech |
| | 5. | Loss of 4 fingers or more of one hand, including thumb and forefinger |
| | 6. | Loss of the function of ten fingers. |
| | 7. | Loss of the function of two out of three major joints of one upper limb |
| | 8. | Loss of the function of two out of three major joints of one lower limb |
| | 9. | Loss of one lower limb from ankle |
| | 10. | Loss of ten toes |
| | 11. | Besides the preceding items, serious diminution of working capacity due to the retention of medical or physical disorder arisen out of sickness or injury |

Remarks:

1. The eye-sight is measured by the international visual map, with regard to the eye of its irregular refraction, the eye-sight is measured after its correction.

2. Loss of finger means its loss from the finger-knuckle, in case of the thumb; its loss from the first-finger-knuckle, in case of other fingers.

3. Loss of the function of finger means its loss of the half or more of the last segment; or the retention of serious motional disorder in the hand-knuckle or in the first finger-knuckle (the finger-knuckle in case of the thumb.)

4. Loss of the toe means its total loss.

**Annexed Table No. III**

| Kind of Compensation | Disability Grade | Number of months Compensatios are computed upon |
|---|---|---|
| Disability Annuity | Grade 1 | 5 |
| | Grade 2 | 4 |

Annexed Table No. IV

| Number | State of Disability |
|---|---|
| 1 | Diminishing both eye-sights below 0.6, or one eye-sight below 0.1 |
| 2 | Striking breakage of both eye-lids, prublind of both eyes, or structure or irregularity of visual fields of both eyes |
| 3. | Retention of functional disorder in mastication or speech |
| 4 | Owing to loss of the major portion of one tympanic membrane or other causes being unable to hear loud voice, unless spoken to with speaker's lips in touch with the auricle |
| 5 | Retention of serious functional disorder owing to breakage of nose |
| 6 | Retention of serious motional disorder in spinal column |
| 7 | Loss of thumb or forefinger, or loss of other two fingers or more of one hand |
| 8 | Loss of the function of thumb, two fingers including forefingers, or 3 fingers except thumb and forefinger of one hand |
| 9 | Retention of serious functional disorder in one out of three major joints of one upper limb |
| 10 | Retention of serious functional disorder in one out of three major joints of one lower limb |
| 11 | Retention of an artificial joint is long-tube bone of one upper limb |
| 12 | Retention of an artificial joint is long-tube bone of one lower limb |
| 13 | Reduction of the length of one lower limb by 3 centimeters or more |
| 14 | Loss of one first toe or other 4 toes of one foot |
| 15 | Loss of the function of all toes of one foot |
| 16 | Besides the preceding items, diminution of working capacity due to the retention of mental, physical or nervous disorder arisen out of sickness or injury |

Annexed Table No. V

| Membership term | | Days compensation are computed upon |
|---|---|---|
| less than | 0.5 years | 120 days |
| not less than | 0.5 | 130 |
| " | 1 | 140 |
| " | 1.5 | 150 |
| " | 2 | 160 |
| " | 2.5 | 170 |
| " | 3 | 180 |
| " | 3.5 | 190 |
| " | 4 | 200 |
| " | 4.5 | 210 |
| " | 5 | 220 |
| " | 5.5 | 230 |
| " | 6 | 240 |
| " | 6.5 | 250 |
| " | 7 | 260 |
| " | 7.5 | 270 |
| " | 8 | 280 |
| " | 8.5 | 290 |
| " | 9 | 300 |
| " | 9.5 | 310 |
| " | 10 | 320 |
| " | 10.5 | 335 |
| " | 11 | 350 |
| " | 11.5 | 365 |
| " | 12 | 380 |
| " | 12.5 | 395 |
| " | 13 | 410 |
| " | 13.5 | 425 |
| " | 14 | 440 |
| " | 14.5 | 455 |
| " | 15 | 470 |
| " | 15.5 | 485 |
| " | 16 | 500 |
| " | 16.5 | 515 |
| " | 17 | 530 |
| " | 17.5 | 545 |
| " | 18 | 560 |
| " | 18.5 | 575 |
| " | 19 | 590 |
| " | 19.5 | 605 |
| " | 20 | 120 |

Annexed Table No. VI.

| Degree of Damage | No. of month |
|---|---|
| 1. When burnt or lost whole of residence and household goods | 3 months |
| 2. When damaged whole of residence and household goods | 3 months |
| 3. When burnt or lost more than half of residence and household goods | 2 months |
| 4. When damaged more than half of residence and household goods | 2 months |
| 5. When burnt or lost whole of residence or household goods | 2 months |
| 6. When damaged whole of residence or household goods | 2 months |
| 7. When burnt or lost more than one-third of residence and household goods | 1 month |
| 8. When damaged more than one-third of residence and household goods | 1 month |
| 9. When burnt or lost more than half of residence or household goods | 1 month |
| 10. When damaged more than half of residence or household goods | 1 month |
| 11. When burnt or lost more than one-third of residence or household goods | 0.5 months |
| 12. When damaged more than one-third of residence or household goods | 0.5 months |

Prime Minister
ASHIDA Hitoshi

Minister for Foreign Affairs
ASHIDA Hitoshi

Minister of Finance
KITAMURA Tokutaro

Attorney-General
SUZUKI Yoshio

Minister of Education
MORITO Tatsuo

Minister of Welfare
TAKEDA Giichi

Minister of Agriculture and Forestry
NAGAE Kasuo

Minister of Commerce and Industry
MIZUTANI Chozaburo

Minister of Transportation
OKADA Seiichi

Minister of Communications
KATO Kanju

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# The Regulation relative to the enforcement of the National Public Service Mutual Aid Association Law

(Ministry of Finance Ordinance No. 77 of 1948)

as amended

# The Regulation relative to the enforcement of the National Public Service Mutual Aid Association Law (Ministry of Finance Ordinance No. 77 of 1948)

Amended by Ministry of Finance Ordinance No. 38 of 1949
Amended by Ministry of Finance Ordinance No. 68 of 1949

**Article 1.** The Mutual Aid Associations (hereinafter referred to as the Association) which are established in accordance with the provisions of the Mutual Aid Association Law (Law No. 69 of 1948) (hereinafter referred to as the Law) shall file lists of assets and liabilities, balance sheet and report of revenues and expenditures of their Associations under the provisions of Article 8, Paragraph 2 of the Law to the Minister of Finance within two months after the end of each business year.

Article 2. Deleted.

Article 3. One Appeal Board shall be established for the following Mutual Aid Associations in Accordance with the provision of the proviso to Article 72 of the Law:

1. Associations established in Ministry of Postal Services and Ministry of Telecommunications in accordance with the provision of Article 2, paragraph 1 of the law:

2. Association established in accordance with the provisions of Article 2, paragraph 2, item 4 to 5 inclusive of the Law;

3. Public School Mutual Aid Association prescribed by Article 6.

Article 4. Deleted.

Supplementary Provisions:

Article 5. This Ministerial Ordinance shall come into force as from the day of its promulgation and shall apply as from 1 July 1948.

Article 6. The former Associations shown in the left column shall become New Associations as shown in the right column below, in accordance with the provisions of the text of Article 87 of the Law and regarded as New Association specified in Article 86, paragraph 1 of the law:

| Former Associations | New Associations |
|---|---|
| Prime Minister's Office and Cabinet Workers Mutual Aid Association | Prime Minister's Office M.A.A. |
| Judicature Office Workers M.A.A. | Attorney General M.A.A. |
| Foreign Ministry Workers M.A.A. | Foreign Ministry M.A.A. |
| Finance Ministry Workers M.A.A. | Finance Ministry M.A.A. |
| Education Ministry Workers M.A.A. | Education Ministry M.A.A. |

| | |
|---|---|
| Agriculture & Forestry Ministry Workers M.A.A. | Agriculture & Forestry Ministry M.A.A. |
| Commerce & Industry Ministry M.A.A. | Commerce & Industry Ministry M.A.A. |
| Transportation Ministry Workers M.A.A. | Transportation Ministry M.A.A. |
| Welfare Ministry Workers M.A.A. | Welfare Ministry M.A.A. |
| Communication Ministry M.A.A. | Communication Ministry M.A.A. |
| Labor Ministry M.A.A. | Labor Ministry M.A.A. |
| Police M.A.A. | Police M.A.A. |
| Prison M.A.A. | Jailors M.A.A. |
| Monopoly Bureau M.A.A. | Monopoly Bureau M.A.A. |
| Printing Bureau M.A.A. | Printing Bureau M.A.A. |
| Mint M.A.A. | Mint M.A.A. |
| Teachers M.A.A. | Public School M.A.A. |
| Forestry M.A.A. | Forestry M.A.A. |
| Government Railway M.A.A. | Government Railway M.A.A. |
| Public Workers M.A.A. | Public Workers M.A.A. |
| Home Affairs Ministry Workers M.A.A. | Rural Workers M.A.A. |

The Public School Mutual Aid Association shall be set up in the Education Ministry and the Rural Workers Mutual Aid Association shell be set up in the Prime Minister's Office.

Article 7. In accordance with the provisions of Article 86, paragraph 1 of the Law, workers belonging to the Police and Fire-Preventing Offices of the Local Governments (limited to the cities where the Fire Preventing Stations were established in accordance with the provisions of the previous Organization Regulation of Metropolitan Police Board and Regulation of Special Fire Preventing Station) shall become members of the Police Mutual Aid Association, workers belonging to the Public Schools shall become members of the Public School Mutual Aid Association and workers belonging to the offices of the To, Do. Fu, and Ken and workers of the To, Do, Fu, and Ken who are employed by the City, Town and Village libraries (excluding insures persons of the Health Insurance managed by the Government or insured persons of Health Insurance Association) shall become members of the rural Workers Mutual Aid Association.

Article 8. The following former Associations shall be designated in accordance with the provisions of the for in Proviso of Article 87 of the Law:

1. Silk Inspection Mutual Aid Association

2. Hokkaido Forestry Workers Mutual Aid Association

Article 9. All rights and duties of the Silk Inspection Mutual Aid Association shall be transferred to the Agriculture & Forestry Mutual Aid Association, in accordance with the provisions of Article 88 of the Law, as of the very date of the promulgation of the Law.

The administration of Separation Allowance among the right and duties of the Silk Inspection Mutual Aid Association transferred to the Agriculture & Forestry Mutual Aid Association in accordance with the preceding paragraph shall be determined by the Managerial Regulations of the latter Association.

Article 10. Deleted.

Supplementary Provisions:

(Ministry of Finance Ordinance No 68 of 1949)

The amended provisions of Article 2, Article 4 and Article 10 of this Ordinance shall be enforced as from 1 October 1949; the amended provision of Article 7 shall be effective as from 1 August 1948; and the amended provision of Article 3 shall be effective as from 1 June 1949.

## The First Period

| Title | When established | Competent law or ordinance |
|---|---|---|
| Imperial Railway Board Employees' M.A.A. | 1907 | Imperial Ordinance governing Imperial Railway Board Employees' M.A.A. |
| Monopoly Bureau Employees' M.A.A. | 1908 | Imperial Ordinance governing Monopoly Bureau Employees' M.A.A. (Imperial Ordinance No.150 of 1908) |
| Printing Bureau Employees' M.A.A. | 1909 | Imperial Ordinance governing Printing Bureau Employees' M.A.A. (Imperial Ordinance No. 220 of 1909) |
| M.A.A. for Employees of Communications Ministry | 1909 | Imperial Ordinance governing M.A.A. for employees of Communications Ministry (Imperial Ordinance No. 151 of 1909) |
| M.A.A. for Naval Employees | 1912 | Imperial Ordinance governing M.A.A. for Naval Construction and Arsenal Employees (Imperial Ordinance No. 180 of 1912) |
| M.A.A. for Army Employees | 1919 | Imperial Ordinance governing M.A.A. for Workers of Army Factories (Imperial Ordinance No. 80 of 1919 |
| M.A.A. for Forestry Employees | 1919 | Imperial Ordinance governing M.A.A. for Forestry Employees (Imperial Ordinance No. 306 of 1919) |
| Police M.A.A. | 1920 | Imperial Ordinance for Police M.A.A. (Imperial Ordinance No. 686 of 1920) |
| Mint Bureau M.A.A. | 1923 | Ministerial Ordinance for Mint Bureau M.A.A. (Ordinance No. 3 of Finance Ministry, 1923) |
| M.A.A. for Public Works Employees | 1923 | Imperial Ordinance for Application of the Imperial Ordinance No. 127 of 1907) |
| M.A.A. for Raw Silk Examination Employees | 1937 | Imperial Ordinance for M.A.A. for Raw Silk Examination Employees (Imperial Ordinance No. 201 of 1937) |

| Title | When established | Competent law or ordinance |
|---|---|---|
| Government Railway M.A.A. | 1940 | Impe way nanc |
| Monopoly Bureau M.A.A. | 1940 | Impe Bure No. |
| M.A.A. of Printing Bureau of the Cabinet | 1940 | Impe Prin peri |
| M.A.A. of Communications Ministry | 1940 | Impe Comm Ordi |
| M.A.A. for Employees of Division, Offices, etc. under Forestry Bureau | 1940 | Imper Emplo under Ordin |
| Mint Bureau M.A.A. | 1941 | Imper M.A.A of 19 |
| Public Works Employees' M.A.A. | 1941 | Imper Emplo nance |
| Prison Employees' M.A.A. | 1940 | Imperi ployee nance |
| M.A.A. for the Cabinet Employees | 1940 | Imperi Govern nance |
| M.A.A. for Employees of Government Agencies under Ministry of Finance | 1940 | |

Appen C
Table of the Historial Deve[illegible] M

The Second Period

| a | Competent law or ordinance | Title | When established | Competent law or ordinance |
|---|---|---|---|---|
| ished | | | | |
| 0 | Imperial Ordinance for National Railway M.A.A. (Amended by Imperial Ordinance No. 952 of 1940) | | | |
| 0 | Imperial Ordinance for Monopoly Bureau M.A.A. (Imperial Ordinance No. 945 of 1940) | | | |
| 0 | Imperial Ordinance for M.A.A. of Printing Bureau of the Cabinet (Imperial Ordinance No. 944 of 1940) | | | |
| 0 | Imperial Ordinance for M.A.A. of Communications Ministry (Imperial Ordinance No. 950 of 1940) | | | |
| 0 | Imperial Ordinance for M.A.A. for Employees of Division, Offices, etc. under Forestry Bureau (Imperial Ordinance No. 948 of 1940) | | | |
| 1 | Imperial Ordinance for Mint Bureau M.A.A. (Imperial Ordinance No. 940 of 1940) | | | |
| 1 | Imperial Ordinance for Public Works Employees' M.A.A. (Imperial Ordinance No. 649 of 1941) | | | |
| 0 | Imperial Ordinance for Prison Employees' M.A.A. (Imperial Ordinance No. 489 of 1940) | | | |
| 0 | Imperial Ordinance for M.A.A. for Government Employees (Imperial Ordinance No. 827 of 1940) | M.A.A. for Employees of the Cabinet and the Prime Minister's Office | 1947 | Cabinet Order governing Organization and Function of the Prime Minister's Office (No 3 of 1947) |
| 0 | Ditto | | | |

Appendix C

ial Development of M.A.A. for Government Employees

| aw or ordinance | | The Third Period | | |
|---|---|---|---|---|
| | Title | When established | Competent law or Ordinance | Title es |
| | Government Railways M.A.A. | 1948 | National Public Service Mutual Aid Association Law (Law No. 69 of 1948) | National Railway M.A.A. |
| | Monopoly Bureau M.A.A. | 1948 | Ditto | Monopoly Corporation M.A.A. |
| | Printing Bureau M.A.A. | 1948 | Ditto | Printing Agency M.A.A. |
| | Communications Ministry M.A.A. | 1948 | Ditto | Postal Services Ministry M.A.A. Telecommunications Ministry M.A.A. |
| | | | | |
| | | | | |
| | Forestry Ministry M.A.A. | 1948 | National Public Service Mutual Aid Association Law (Law No. 69 of 1948) | |
| | Police M.A.A. | 1948 | Ditto | |
| | Mint Bureau M.A.A. | 1948 | Ditto | Mint Agency M.A.A. |
| | Public Works Employees' M.A.A. | 1948 | Ditto | |
| | | | | |
| | Prison Employess' M.A.A. | | | |
| overning Orga-nction of the s Office (No 3 | M.A.A. of the Prime Minister's Office | 1948 | Ditto | The Prime Minister's Office M.A.A. |
| | Finance Ministry M.A.A. | | | |

November 1950

| When established | Competent law or ordinance | Title of M.A.A. Abolished | When abolished | Competent law or ordinance |
|---|---|---|---|---|
| 1949 | Japan National Railway Law (Law No. 256 of 1948) | | | |
| 1949 | Japan Monopoly Corporation Law (Law No. 255 of 1948) | | | |
| 1949 | Finance Ministry Establishment Law (Law No. 114 of 1949) | | | |
| 1949 | Postal Services Ministry Establishment Law (Law No. 244 of 1948) Telecommunications Ministry Establishment Law (Law No. 245 of 1948 | | | |
| | | M.A.A for Naval Employees | 1945 | Imperial Ordinance governing Abolition of Imperial Ordinance for M.A.A. for Naval Construction and Arsenal Employees and Imperial Ordinance governing M.A.A. for Workers of Army Factories (Imperial Ordinance No. 688 of 1945) |
| | | M.A.A. for Army Employees | | |
| 1949 | Finance Ministry Establishment Law (Law No. 114 of 1949) | | | |
| | | Public Works Employees' M.A.A. (Incorporated into Construction Ministry M.A.A. | 1950 | Law for Partial Amendment of National Public Service Mutual Aid Association Law (Law No. 135 of 1950) |
| | | M.A.A. for Raw Silk Examination Employees (Incorporated into Agriculture and Forestry M.A.A.) | 1948 | Ministerial Ordinance regulating Enforcement of the National Public Service Mutual Aid Association Law (Ordinance of Finance Ministry No. 77 of 1948) |
| s 1949 | The Prime Minister's Office Establishment Law (Law No. 127 of 1949) | | | |

| | | | | |
|---|---|---|---|---|
| M.A.A. for Government Employees in the Judicial Service | 1940 | Ditto | | |
| M.A.A. for Employees of Foreign Ministry | 1940 | Ditto | | |
| M.A.A. for Employees of Ministry of Education | 1940 | Ditto | | |
| M.A.A. for Agriculture and Forestry Employees | 1940 | Ditto | | |
| M.A.A. of Ministry of Commerce and Industry | 1940 | Ditto | M.A.A. for Employees of Munitions Ministry | 1943 |
| M.A.A. for Employees of Welfare Ministry | 1940 | Ditto | | |
| M.A.A. for Employees of Home Affairs Ministry | 1940 | Ditto | | |
| M.A.A. for Employees of Ministry of Overseas Affairs Ministry | 1940 | Ditto | M.A.A. of Ministry of Greater East Asiatic Affairs | 1943 |
| M.A.A. for Educational Employees | 1941 | Imperial Ordinance for M.A.A. for Educational Employees (Imperial Ordinance No. 17 of 1941) | | |
| | | | M.A.A. for Forestry Workers of Hokkaido Government Office | 1942 |
| | | | M.A.A. of Central Aircraft Research Institute | 1943 |
| | | | M.A.A. for Employees of Transportation Ministry | 1944 |
| | | | M.A.A. for Employees of Labor Ministry | 1947 |

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| Ditto | | | | M.A.A. of the Attorney-General's Office |
| Ditto | | | | Foreign Ministry M.A.A. |
| Ditto | | | | Education Minist M.A.A. |
| Ditto | | | | Agriculture and estry Ministry M |
| Ditto | M.A.A. for Employees of Munitions Ministry | 1943 | Imperial Ordinance governing Organization & Function of Munitions Ministry (Imperial Ord. 824 of 1943) | M.A.A. of Commer and Industry Ministry |
| Ditto | | | | Welfare Ministry M.A.A. |
| Ditto | | | | Local Government Employee's M.A.A |
| Ditto | M.A.A. of Ministry of Greater East Asiatic Affairs | 1943 | Imperial Ord. for Mutual Aid Assn. for Govern. Employees (Imperial Ord. No. 827 of 1940) | |
| nance for M.A.A. for mployees (Imperial 17 of 1941) | | | | M.A.A. for Educational Employee Public Schools |
| | M.A.A. for Forestry Workers of Hokkaido Government Office | 1942 | Imperial Ordinance for M.A.A. for Forestry Workers of Hokkaido Government Office (Imperial Ord. 686 of 1942) | |
| | M.A.A. of Central Aircraft Research Institute | 1943 | Imperial Ordinance for M.A.A. of Central Aircraft Research Institute (Imperial Ordinance No. 408 of 1943) | |
| | M.A.A. for Employees of Transportation Ministry | 1944 | Imperial Ordinance for M.A.A. for Government Employees (Imperial Ord. No. 827 of 1940) | Transportation Ministry M.A.A. |
| | M.A.A. for Employees of Labor Ministry | 1947 | Ditto | Labor Ministry M.A.A. |
| | | | | Construction Ministry M.A.A. |
| | | | | Court M.A.A. |
| | | | | Board of Audit M.A |
| | | | | National Schools M.A.A. |
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| | | | | House of Representatives M.A.A. |
| | | | | House of Councillors M.A.A. |

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| reign Ministry .A.A. | 1948 | Ditto | | | |
| ucation Ministry .A.A. | 1948 | Ditto | | | |
| riculture and For- try Ministry M.A.A. | 1948 | Ditto | | | |
| .A.A. of Commerce d Industry nistry | 1948 | Ditto | International Trade and Industry Ministry M.A.A. | 1949 | Internationa dustry Estab (Law No. 102 |
| lfare Ministry .A.A. | 1948 | Ditto | | | |
| cal Government ployee's M.A.A. | 1948 | Ditto | | | |
| .A.A. for Educa- tional Employee of Public Schools | 1948 | Ditto | | | |
| Transportation Ministry M.A.A. | 1948 | Ditto | | | |
| Labor Ministry M.A.A. | 1948 | Ditto | | | |
| Construction Ministry M.A.A. | 1948 | Ditto | | | |
| Court M.A.A. | 1948 | Ditto | | | |
| Board of Audit M.A.A. | 1948 | Ditto | | | |
| National Schools M.A.A. | 1948 | Ditto | | | |
| | | | Special Procurement Agency M.A.A. | 1949 | Law for Adj and Orders quence of E Prime Minis ment Law (L |
| | | | People's Finance Corporation M.A.A. | 1949 | People's Fi (Law No. 49 |
| | | | M.A.A. of Economic Stablization Board | 1949 | Economic St Establishme of 1949) |
| House of Representatives M.A.A. | 1948 | National Public Service Mutual Aid Association Law (Law No. 69 of 1948) | Second M.A.A. of Welfare Ministry | 1950 | Law for Par National Pu Aid Associa of 1950) |
| House of Councillors M.A.A. | 1948 | Ditto | | | |

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| 1949 | The Attorney-General's Office Establishment Law (Law No. 136 of 1949) | | |
| 1949 | International Trade and Industry Establishment Law (Law No. 102 of 1949) | | |
| | M.A.A. or Greater East Asiatic Affairs Ministry | 1940 | Imperial Ordinance No. 490 of 1940 |
| | M.A.A. for Forestry Workers of Hokkaido Government Office | 1948 | Ministerial Ordinance regulating Enforcement of the National Public Service Mutual Aid Association Law (Ordinance of Finance Ministry No. 77 of 1948) |
| | M.A.A. of Central Aircraft Research Institute (Incorporated into Transportation Ministry M.A.A. and Communications Ministry M.A.A. | 1945 | Imperial Ordinance for Amendment, etc. of the Ordinance relating to Organization and Function of Board of Communication (Imperial Ordinance No. 734 of 1945) |
| | M.A.A. of National Schools (Incorporated into Education Ministry M.A.A.) | 1949 | Law for Partial Amendment of the National Public Service Mutual Aid Association Law (Law No. 118 of 1949) |
| 1949 | Law for Adjustment, etc. of Laws and Orders concerned in Consequence of Establishment, etc. of Prime Minister's Office Establishment Law (Law No. 134 of 1949) | | |
| 1949 | People's Finance Corporation Law (Law No. 49 of 1949) | | |
| 1949 | Economic Stabilization Board Establishment Law (Law No. 164 of 1949) | | |
| 1950 | Law for Partial Amendment of the National Public Service Mutual Aid Association Law (Law No. 135 of 1950) | | |

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# APPENDIX D

## NPA PROPOSED
## ACCIDENT COMPENSATION LAW

APPENDIX E

February 1950

TENTATIVE OUTLINE OF ADJUSTMENT IN OVERALL BENEFIT PROGRAMS FOR THE GOVERNMENT SERVICE

a. Accident compensation related to occupation illness and/or injury.
   (1) Medical care
   (2) Disability compensation
   (3) Wage losses supplemented, if possible, by sick and/or annual leave
   (4) Burial benefits
   (5) Survivor benefits

b. Sick leave (established by rules of the National Personnel Authority based on enabling law and considered a right).
   (1) Amount of sick leave to be related to base work week.
      (a) 10 hours per month for 40 hour work week
      (b) 11 hours per month for 44 hour work week
      (c) 12 hours per month for 48 hour work week
   (2) In using sick leave, each day of absence to be equivalent to the number of hours in the normal work day (eight hours in most cases)
   (3) To be used for non-occupational illnesses or injuries
   (4) To be used by female employees for absences during pregnancy
   (5) To be used to supplement wage losses in cases of occupational illness and/or injury so as to bring on a normal level until exhaustion of accumulated sick leave or until employee is able to return to work prior to exhaustion of sick leave.
   (6) To be used as a separation allowance in the following fashion:
      (a) Fifty percent payment of all unused accumulated sick leave upon separation if no limit upon the amount of accumulated sick leave
      (b) One hundred percent payment of all unused accumulated sick leave upon separation if a limit of five or ten years is the total extent to which such leave can be accumulated.
         (1) Any employee who has contributed enough to the pension fund so as to be eligible for a minimum pension as subsequently described, if he is separated permanently for other than disciplinary reasons, shall not be enabled to withdraw from the pension system (this point may be made optional).
      (c) If an employee separates from the service and receives a separation allowances for unused sick leave, no new employee shall replace the separated employee until an amount of time equal to the separation grant shall have lapsed.
      (d) For purpose of unemployment insurance, as subsequently described, the pension system, and the health -welfare

program, a separating employee shall not be deemed to be completely severed from government service until the expiration of a period of time equivalent to the separation shall have lapsed.

(e) An employee about to retire from the government with an annuity under the pension system, as subsequently described, if he claims a separation allowance for unused sick leave, shall not commence receiving his annuity until the expiration of a period of time equal to his separation grant.

c. Leave with Pay (established by rules of the National Personnel Authority Based on an enabling law and considered a privilege).

(1) Amount of payable leave to be related to base work week
  (a) 16 hours per month for 40 hour work week
  (b) 18 hours per month for 44 hour work week
  (c) 20 hours per month for 48 hour work week

(2) In using payable leave, each day of absence to be equivalent to the number of hours in the normal work day (eight hours in most cases)

(3) To be used for all purposes other than sick leave
  (a) For vacation
  (b) For personal time off
  (c) To attend family gatherings
  (d) For all other absences for miscellaneous reasons not falling under the category of sick leave

(4) In addition to be used to supplement, or in lieu of, exhausted sick leave

(5) In no case is any employee to be paid a bonus in lieu of unused leave with pay

(6) Leave with pay to be paid for only as legally used in conformity with NPA rules or in the event of separation

(7) Accumulation of payable leave to be limited to the amount that can be accumulated in two years and under no circumstances to exceed it

(8) Supervisors of employees, if an employee reaches a maximum accumulation, to compel an employee to use leave with pay or may be compelled to allow an employee to use such leave

(9) For payment in separations or to survivors if any accrued or unused leave with pay is remaining

(10) In cases of separation, 100 percent payment for all unused accumulated leave with pay

(11) In cases of separations the statements concerning sick leave, as described under b6 (c), b6 (d), and b6 (e), shall apply, with the understanding, however, that unused leave with pay shall be used in addition to unused sick leave.

(12) In the event of separation, if an employee receives a grant for both unused sick leave and leave with pay, the periods of time for each shall not be concurrent, and the time for sick leave shall be computed after the time for leave with pay has been exhausted.

d. Pension Plan (established on an actuarial basis)

(1) Three types of full retirement benefits after 25 years of service at the age of sixty

(a) Maximum benefits to those not requesting survivor benefits

(b) Lower full benefits to those electing one person to receive survivor benefits

(c) Lowest full benefits to those electing a sequence of persons to receive survivor benefits

(2) No person to receive a retirement annuity upon completion of 25 years' service who is under the age of fifty

(3) Any person under fifty, who has completed 25 years of service may elect any of the following:

(a) He may withdraw from government service and request payment of his contributions to the pension plan at the established rate of interest

(b) He may continue to work without contributing further to the pension until eligible for full annuity

(c) He may continue to work and contribute to the pension plan in which case he would increase the amount of his annuity, when eligible to claim it, according to formula based on actuarial data

(4) Any person under sixty years of age, but over fifty, may elect any of the following:

(a) He may withdraw from service and request payment of his contributions to the pension plan at the established rate of interest

(b) He may continue to work without contributing further to the pension plan until the age of compulsory retirement

(c) He may continue to work and contribute to the pension plan, thereby increasing the amount of his annuity at the age of compulsory retirement above the full retirement amount

(d) Upon approval of his agency and the National Personnel Authority, he may receive his pension annuity if it is established that continuation in service would impair his health and his efficiency

(e) Upon approval of his agency and the National Personnel Authority, he may receive his pension annuity if a replacement in his position can be made and if he plans to retire from permanent work

(5) Minimum retirement benefits at the age of 60, if 10 years of service has been completed

(a) Maximum amount of such benefit to those not requesting survivor benefits

(b) Lower amount of such benefit to those electing one person to receive survivor benefits

(c) Lowest amount of such benefit to those electing a sequence of persons to receive survivor benefits

(6) In special instances permission may be granted to work beyond the compulsory retirement age of 60 for not more than 2 two-year periods

(a) Such extensions shall not be made if the health of the employee does not warrant it

(7) The age maxima specified in the previous six paragraphs may be reduced by five years for certain occupational groups, such as police, fire-fighters, prison workers, and others, as determined by the pension rules of the National Personnel Authority

(8) No retirement benefits for any employees with less than 10 years of service

(9) Employees reaching the retirement age with less than 10 years of service may be granted a pension contribution refund lump sum
   (a) Such lump sum shall not exceed amount contributed plus 3 percent interest per annum
   (b) Such lump sum shall have subtracted from it all unpaid loans derived from pension fund at 6 percent interest per annum

(10) Provision to be made for retirement of permanently or semi-permanently disabled employees incapacitated for further employment in the government who have acquired their disability in the line or performance of duty
   (a) Ordinary permanent disability cases to be granted credit for ten years' service
   (b) In the case of permanent disability acquired for performing service beyond the normal or typical call of duty, credit to be given for 15 years' service
   (c) In addition to service credit for permanent disability, employee to be credited with actual length of service prior to acquisition of disability
   (d) In addition to credit under (a) or (b) plus c, if a permanently disabled employee, while receiving compensation for inability to work under the injury compensation program, contributes to the pension system, either by virtue of receiving his full salary or by means of mutual aid association benefit, then the time under the injury compensation program during which pension contributions are made shall also be credited as service.
   (e) In no event shall these credits extend beyond the sixty year (or fifty-five year) limitation plus two extensions, unless such limitations serve to keep the total amount of service credit below twenty-five years, in which case sufficient service credits, up to the maximum, shall be computed in the manner described in (a) or (b), (c), and (d) so as to bring the credits up to a full twenty-five years of service. (Thus, an employee injured at fifty-four would be given an additional credit of 10 years, unless his previous service had been less than 15 years in length)

(11) Survivor benefits shall be optional and fixed as follows:
   (a) An employee to receive highest benefits if the only annuitant elected is the employee himself

(b) If the employee elects himself as an annuitant and becomes deceased, then his nearest heir shall receive the total amount of the employee's contribution to the pension plan compounded at three percent interest minus the amount of annuity received by the employee prior to his decease

(c) An employee to receive a lower annuity if he elects one person, in addition to himself as annuitant, to receive a survivor's annuity

(d) In the event of (c), if both claimants for an annuity become deceased, then the legal heir may claim the amount contributed to the pension plan compounded annually at 3 percent interest minus the total amount paid in annuity

(e) An employee to receive lowest annuity if, in the event of the decease of his primarily elected survivor, other persons are elected successively to receive the survivor's annuity (other survivors to include completely dependent kin and children up to the age of eighteen)

(f) In the event of (e), if all claimants to an annuity have become deceased, then any further heir may receive a grant in accordance to the method described in (b) and (d)

(12) Lump sum refunds may be permitted to employees terminating service prior to eligibility for annuity upon formal request

(a) Refund not to exceed amount contributed by employee to pension fund plus 3 percent compounded interest per annum

(b) In the event employee delays his request for refund, interest to be computed for not more than 4 years after date of separation

(c) From such refund shall be deducted all unpaid loans derived from the pension at 6 percent interest per annum compounded semi-annually

(d) No prescription or limitation of time on the withdrawal of contribution refunds in cases of separation

(e) In the event an employee who has separated from the service in good standing and withdrawn his contributions from the pension fund reenters the service, he may receive credit in the pension system for his previous service if he repays to the fund the total amount he withdrew

(f) If an employee reenters the service and repays the amount withdrawn from the fund, interest upon repaid amount shall begin with the date of repayment of each portion withdrawn

(g) An employee in good standing who has reentered the service and repaid his former withdrawal may receive 50 percent credit for the interval away from service by paying into the pension fund the amount which he would have contributed had he not been separated

(h) In the event an employee has been separated from the service because of lack of work, abolishment of his

position, or other reasons beyond his control of a similar nature, he shall receive full credit for his period of separation upon payment to the pension fund of an amount equal to the amount he would have contributed had he not been separated

(13) All lump sum separation allowances, other than those specified in the previous paragraphs of this section, shall be totally eliminated

(14) All temporary disability and temporary retirement payments shall be eliminated from the pension plan

(15) All temporary wage loss payments shall be eliminated

(16) All and any other payments other than those specified in paragraphs (1) to (12) shall be eliminated

(17) Loans to be permitted to employees
- (a) No loan to exceed total amount of principle contributed by and accredited to employee
- (b) Loans to be granted only at employee's written request
- (c) Loans to be repaid by a salary deduction at 6 percent interest per annum compounded semi-annually

(18) Pension Plan to cover all employees in the regular service

(19) Pension Plan to provide for groups of employees in the special services to participate upon a voluntary basis
- (a) Any request for participation granted by the National Personnel Authority shall thereupon become compulsory participation in the same sense as employees in the regular service
- (b) Groups permitted to participate shall be Diet members and employees, judges, and court employees, railway enterprise workers, monopoly corporation employees, and others as specified by the rules and regulations of the National Personnel Authority

(20) Entire cost of plan to be supported by employees and government contributions
- (a) Contributions by the government not to exceed those by the employees
- (b) Administrative costs to be included in the governmental contribution as specified in (a) and not to be deemed a separate appropriation from another source or fund
- (c) If circumstances and the financial situation warrant, governmental contributions can be decreased to not less than 50 percent of employee contributions

(21) Provisio n to be made to cope with the problem of inflation
- (a) Maximum and minimum full normal benefits to be tied in permanently with some specific point in the salary schedule
- (b) Maximum and minimum sub-normal benefits, based on only ten years service to be likewise tied into salary schedule

(c) If salary structure changes, then entire rate of benefits for existing pensioners automatically changes
(d) Any additional expenditures due directly to inflationary spiral to be borne by government
(e) Corresponding to point (a) in this paragraph, there should be maximum salary deductions to correspond to full normal benefits
(f) Maximum and minimum super-normal benefits only where the number of years of service credited to an employee exceeds the normal span of twenty-five years, and shall be related percentage-wise to (a) and/or (b)

e. Employee Health and Benefit Associations (to replace the Mutual Aid Associations and to be established with consideration of maximum utilization of actuarial techniques)
(1) Benefits in cases of non-occupational illnes and/or injury
(a) Medical care
(b) Disability compensation
(c) Wage loss compensation after exhaustion of all earned sick and/or annual leave
(d) Survivor benefits (corresponding to life insurance on insured employee)
(e) Burial benefits
(2) Maternity benefits to female employees
(a) Medical care where sick and/or annual leave are being used
(b ) Wage loss compensation after exhaustion of sick and/or annual leave
(3) Supplementation of accident compensation in occupationsl cases after exhaustion of all sick and/or annual leave
(a) Payments to pension fund equal to employee's normal pension deduction
(b) Possible wage loss compensation for limited period of time related to length of membership to bring such compensation to amount of normal salary
(c) Continuation of dependents' benefits
(4) Medical care for dependents of employees
(a) Not less than 50 percent of costs
(b) To be increased to 75 percent, but under no circumstances over 90 percent of medical costs as stability and finsnces of mutual health and benefit association program warrant
(5) Maternity benefits to spouses of married men
(a) Not less than 50 percent of medical costs
(b) To be increased in same fashion as (4) (b) as stability and finances of program warrant
(6) Loans to employees not to exceed one month's full salary for each year worked up to a limit of six months' full salary
(a) To be repaid by salary deduction
(b) Time limit of two years for repayment
(c) Six percent annual interest to be charged compounded semi-annually

(7) Special benefits to be evaluated and decisions made on retention
   (a) Calamity benefits could be retained
   (b) Marriage allowances discontinued, but loans permitted for such purpose
   (c) Education grants discontinued, but possibly a system of limited scholarships awards based on merit and educational loans in accordance with (6) permitted

(8) Separation lump sum refunds to employees completely terminating service
   (a) Refunds not to exceed 50 percent of employee's contributions plus 3 percent annual interest
   (b) From such lump sum refund shall be subtracted the cost of any benefits received
   (c) If (b) exceeds (a), employee shall not be entitled to any refund
   (d) From (a) minus (b) shall be further subtracted the amount of any loans owing to the association
   (e) If any portion of a loan still owing to association, such portion shall be repaid from annual leave lump sum separation, from sick leave lump sum separation allowance, and/or from pension system refund
   (f) In the event an employee delay withdrawal of his refund, interest shall be computed for not more than 4 years from the date of separation
   (g) No prescription or limitation of time shall be applied to the right for refund in separation cases

(9) Associations to cover compulsorily all employees in the regular service
   (a) Provision on a voluntary basis to be made for possible admission of employee groups outside the regular service upon their request
   (b) Such admission definitely to be on same basis as regular employees and none other
   (c) Provision on an individual basis to be made for voluntary continuation of membership of retired employees who had been regularly contributing members prior to retirement
   (d) Pensioners who have voluntarily continued their membership in an association for one year or more from the effective date of their retirement, if they subsequently withdraw, shall be entitled to not more than one-half of refund stipulated in (8)
   (e) Pensioners shall not be entitled to request loans exceeding an amount equal to three months of pension compensation

(10) Cost of plan to be supported by contributions from employees' salaries
   (a) Employee contributions to be matched by government, but not to exceed employee contributions
   (b) Administrative costs to be included in the governmental matching contributions as specified in (a)

(c) If circumstances and the financial situation warrant, government contributions can be decreased to not less than 50 percent of employee contributions

(11) Provisions to be made to cope with problems of inflation
(a) Possibility of tying benefits in with specific points in the salary schedule to be explored
(b) Any increased costs due directly to inflationary spiral to be borne by the government

(12) Elimination of all activities now carried on by individual Mutual Aid Association which have not been specifically indicated for inclusion in the program in paragraphs (1) to (11) inclusive
(a) Separation allowances and lump sum grants as now practiced shall be eliminated, except as specified in paragraph (8)
(b) All retirement practices and activities other than the extension of health benefits to pensioners to be eliminated from this program and transferred to pension plan
(c) All real estate investment activities to be eliminated
(d) All inn-keeping, hotel, rest-hotel, eating establishment, lodging-place and like activities to be eliminated from this program
(e) All enterprise activities, such as purchase and re-sale of commodities shall be eliminated from this program
(f) All cooperative stores and similar activities shall be eliminated from this program
(g) Any other activity now conducted by Mutual Aid Association not mentioned herein or elsewhere shall be eliminated from that program by the intent and implication of this paragraph
(h) Some activities eliminated from this program may be conducted in separate programs as specified in sections f and g

(13) Centralized and uniform administration for all associations
(a) Uniform procedures for claims and benefits to be instituted by individual associations
(b) All procedures subject to review of central administration through periodic reports and intermittent checks
(c) Finances to be controlled by central administration
(d) All association clinics, hospitals, and other establishments of like nature to be controlled by central administration and open for use of all governmental employee association members and their families.

f. <u>Separation of Mutual Aid Association hotels into a separate program</u>
(1) All hotels, rest hotels, inns, lodging-places, eating-places, recreation centers, and the like, now belonging to the Mutual Aid Associations, shall be formed into a separate program administered by the government through the most logical agency
(a) Such establishments to be operated solely for the benefit of governmental employees and their families
(b) Establishments to charge employees using these facilities only the actual plus not more than ten percent and not less than five percent profit
(c) Any guests brought by employees who are not members of

of employees' immediate family group shall be charged double the charge made to employees

(d) In the event an employee who is a member of the Health and Benefit Association or a family member is sent by doctor's prescription for a rest to any of these facilities, the charges shall be levied upon the association to the extent it is responsible for them, the remainder to be charged to the employee

(e) In the event an occupationally injured employee is sent by medical prescription to these facilities, the entire expenditure shall be borne by the government employees accident compensation fund and no charge shall be levied against the employee

(f) Guests in the event of (d) or (e) shall be charged as would normally be the case

(g) Family members in the event of (e) shall be charged as would normally be the case

(2) In the event the government finds itself losing money through any one establishment, it shall be sold if possible or abandoned

(3) Profits from these establishment shall be used as follows:
(a) Maintenance of existing establishments
(b) Development of new establishments

(4) Under no circumstances shall any person not eligible to be admitted to such establishments on his own right be permitted to utilize these facilities unless he is a guest of a person eligible to do so.

(5) Under no circumstances shall there be any discrimination in the matter of admission or kind of facilities provided where any eligible persons are concerned.

(6) Priority for use shall be fixed as follows:
(a) Occupationally injured or ill employees if medically prescribed to use such facilities shall have first preference in advance of any other reservations.
(b) Members of Government Employees Health and Benefit Associations who have medical prescriptions for the use of such facilities and their immediate family and guests shall have next priority
(c) Members of Government Health and Benefit Associations who have a dependent that has been medically prescribed to use such facilities together with other family dependents and guest, shall have third priority.
(d) Government employees who are on actual annual leave, and their immediate family and their guests, shall have fourth priority according to chronological order of application.
(e) Government employees on week-ends or other holidays and their family and guests according to date of application shall have fifth preference.
(f) Family members of government employees unaccompanied by the employee, and their guests, shall have lowest priority according to date of application signed by eligible employee as sponsor.

g. Other enterprise activities formerly conducted by Mutual Aid Association

(1) Employees shall be empowered to form enterprise cooperatives
(2) Employee cooperatives shall be enabled to deal with all purely enterprise activities noe conducted by the Mutal Aid Association
(3) These activities may include:
  (a) Cooperative real estate investment and ventures
  (b) Cooperative housing and apartments for employees
  (c) Cooperative food stores for employees
  (d) Cooperative retail stores for items of personal wear, such as shoes, clothing, and the like
  (e) Cooperative retail stores for other commodities
  (f) Cooperatives for any other purely enterprise purpose now conducted by the Mutual Aid Associations or as stipulated by law
(4) Use of cooperatives shall be limited only to members and their families
(5) Government employees shall become members only on a purely voluntary basis
  (a) No government employee shall be required to become a member
  (b) The use of any coercion by a cooperative to compel any government employee to become a member shall, upon proof of such coercion, be cause for revoking charter of cooperative
(6) Cooperatives shall be financed solely by the members
  (a) The use of government funds, government quarters or government facilities by such cooperatives shall be strictly illegal
  (b) Government subsidization, contributions, loans, or any other monetary provision to cooperatives shall be strictly prohibited by law
  (c) Deductions from employee salaries for cooperative purposes shall be strictly prohibited
  (d) Employees shall make voluntary and personal contributions to cooperatives in the event they choose to become members
(7) Employees to be prohibited to devote time during government working hours in the employment of cooperative business and administration
  (a) Employees actively participating in affairs of cooperatives may do so during lunch periods
  (b) Employees may engage in the affairs of cooperatives after official hours unless required to work overtime
  (c) Full-time work needed by cooperatives may be done by members of employees' families on a paid basis
  (d) Participation in cooperative affairs must not conflict or interfere with the normal duties of a government employee.

h. Unemployment benefits and separation allowances

(1) Separation allowances as now practiced within the pension system to be eliminated.

(2) Separation allowances as now practiced within the mutual aid associations to be eliminated.

(3) Separation allowance practice as now provided for by Cabinet Order or otherwise to be eliminated.

(4) Eliminated separation allowances shall be replaced by plans outlined in Sections b and c.

(5) Upon termination of service prior to minimum eligibility under the pension system, an employee shall be entitled to the following amounts:

(a) An amount equal to the number of accumulated annual leave days not used up.

(b) An amount equal to 100 percent of unused accumulated sick leave if limits placed by rule on maximum accumulation, or equal to 50 percent of such remaining sick leave if accumulation unlimited by rule.

(c) A refund equal in amount to the contributions made to the pension system plus three percent interest minus any indebtedness to the pension plan or health and benefit association.

(d) A refund equal in amount to 50 percent of the contributions made to the mutual health and benefit association plus three percent minus the cost of benefits received and any indebtedness to the association.

(6) An employee terminating service after ten years, but not eligible by virtue of his age to receive pension, if he elects to wait for a pension, shall be eligible to receive the amounts stipulated in 5 (a), (b) and (d).

(7) An employee ending his period of active service with government because of retirement with pension and who continues membership in the mutual health and benefit association shall be eligible to receive only amounts stipulated in 6 (a) and (b).

(8) No employee terminating service either by discharge, resignation, retirement or death shall be deemed to be completely severed from active government service until the expiration of a period of time equal to that paid for under the provisions of 6 (a) and (b).

(a) Until the expiration of a period of time equal to that paid for under the provisions of 6 (a) and (b), no new employee may be hired to replace an employee leaving the government service.

(9) All government employees shall be compulsorily covered by unemployment insurance on the same basis as employees in private enterprise.

(a) No employee leaving because of discharge or resignation shall be eligible to receive unemployment insurance the expiration of a period of time equal to that paid for under the provision of 6 (a) and (b).

(b) No employee who retires on pension shall be eligible for unemployment insurance by virtue of his no longer being employed.

(c) No retired and pensioned employee who obtains employment in private enterprise shall be eligible for unemployment insurance if his pension amount is equal to or greater than the amount he normally would be eligible for under unemployment insurance.

(d) Pensioned employees qualifying under 9 (c) shall not have deductions made for unemployment insurance, nor shall their employers be required to make matching contributions.

(e) Pensioned employees obtaining work in private enterprise whose pensions are less than the amount eligible for under unemployment insurance shall receive only the difference between the normal unemployement insurance amount and the amount of regular pension.

(f) Pensioned employees qualifying under 9 (e) shall have unemployment insurance deductions proportionate to the amount of difference described in 9 (e), and the amount of matching contributions by the employer and the government shall respectively be the same.

(g) Pensioned employees, if obtaining employment in private enterprise, may apply to come under any retirement insurance plan in existence for employees in private enterprise.

(h) Pensioned employees, if their application in another retirement insurance plan is accepted and if they become eligible for pension under such other plan, may receive such secondary pension without prejudice to the amount of pension received under the government pension system.

i. Problem of government seamen

(1) Seamen covered by Seamen's Insurance Law

(2) Main problem whether greater emphasis should be placed on their being seamen or government employees.

(3) If treated as both, are in a preferential position compared to other governmental employees.

(4) Preferable solution may be to treat primarily as government employees

(a) Seamen to have option of voluntarily joining the seamen's insurance plan.

(b) Those joining the latter plan would contribute 10.2 percent of salary through deductions.

(c) Government would not match such contributions.

(d) Government seamen, upon eligibility to receive benefits from seanmen's insurance, would then receive only 50 percent of benefit from that form of insurance.

(5) Alternative plan would be to give option of voluntarily joining government plan.

(a) Those joining would make normal contribution

(b) Contributions would not be matched by government

(c) Upon eligibility for government benefits, would receive only 50 percent of normal benefits

j. Special problems

(1) If an employee after working one or two years is indefinitely ill or injured for non-occupational reasons, to what extent should he receive benefits from the Employees' health benefit association?

(a) There should be a time limitation of one month for each year of membership on certain benefits of a prolonged nature

(b) Sporadic benefits, such as for burials, deaths, and calamities, need not have any time limitations

(c) Loans should be limited to only one outstanding indebtedness at any one time

(2) To what extent should special groups of government employees outside the regular service be allowed to participate in the over-all program

(a) Enterprise employees exempt from regular service

(1) Officials now included in present Government Pension System

(2) Employees now included in present Mutual Aid Association Program

(b) Other exempt employees

(1) Diet members

(2) Judges

(3) Employees of (1) and (2)

(4) Committeemen, Commissioners and Board members

(5) Most now included in present Government Pension System

(c) Employees working for the Occupation

(1) Now covered by Workmen's Accident Compensation

(2) Now covered by Welfare Pension Law

(3) Now covered by Health Insurance

(4) Now included in Unemployment Insurance

(d) Casual temporary employees in positions which would be in the regular classified service if permanent

(1) Now have irregular and incomplete coverage

(2) Now excluded from Mutual Aid Associations

(3) Some in agricultural areas covered by National Health Insurance

(4) During periods of non-governmental work, some covered by benefit programs for industrial employees

(e) Prefectural employees

(1) National employees in prefectural branch offices covered in same manner as other national employees

(2) Officials of prefectural governments who formerly were national employees still retain former coverage

(3) General coverage blurred, confused, and irregular

(4) No uniformity in whatever coverage exists

(f) Employees of localities

(1) Exactly same statements may be made of (f) as were made concerning (e)

(2) Same town and village officials and employees, other than teachers, police and firefighters, covered by Health Insurance

(3) Complete lack of uniformity

(g) Public Works Program employees paid by government
  (1) Covered to some extent by Mutual Aid Associations if employed longer than two months
  (2) Some covered by Workmen's Accident Compensation
  (3) Irregular and incomplete coverage
(h) Some of these groups may be permitted voluntarily to participate in some or all of programs on same basis as those in regular government service
  (1) Basic laws should enable those outside regular service to request admission into programs through legislation initiated by Diet
  (2) Careful study should be made before any group completely excluded
  (3) Recommendatory advice could be given concerning extension of coverage or uniformity of coverage to agencies having such responsibility
  (4) Standards could be established for the purpose of guiding groups of employees outside the scope of the national government into a more uniform and adequate coverage.

/s/ WALTER P. DOMANOWSKI
/t/ WALTER P. DOMANOWSKI
Classification Specialist

"Dajokan Fukoku" (Administrative Council Ordinance), January 29, 1870

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"Dajokan" Ordinance No. 52, Feb. 14, 1873

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"Dajokan" Ordinance No. 347, Oct. 15, 1873.

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"Dajokan" Ordinance No. 108, Oct. 17, 1874

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For a person in mourning, an Imperial message used to be specially issued in the past at the expiration of his or her period of mourning ordering the going out of mourning and attending at office, but report shall be filed hereafter specifying the length of such period in the beginning and attendance shall be made freely on the expiration of the period.

It is provided, however, that, if any Shinto service is being held on the day when the period of mourning expires, attendance shall be refrained from, and that, in the case of the mourning having been of a heavy nature, for the death of parents, the same prudence shall be observed as well when the date of expiration falls on any Shinto festival or any suspicious day.

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For the going out of mourning and attending at office, on account of official reasons, by "Sonin" rank officials, Imperial messages used to be specially issued in the past, but hereafter the necessary notification shall be issued by superintending officers with jurisdiction over such officials and the report submitted each time.

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It is hereby notified that "Chokunin" and "Sonin" rank officials despatched to and serving at distant places and who are in mourning will be permitted, when inevitably necessary for official reasons, to attend at office without going out of mourning pending the receipt of Imperial messages or superintending officers' instructions ordering the going out of mourning.

It is provided that the same shall, of course, apply mutatis mutandis for "Hannin" rank officials in corresponding cases

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With regard to mourning, as the side-by-side existence of two different institutions, one observed among the Court nobles and the other in the military class, causes legal inconveniences, proclamation is hereby made, although an Imperial message will be issued on the matter later, that the Court nobles' institution shall be abolished for the immediate future.

Notice No. 10 of Jan. 18,
1875, to Special Prefectures and Prefectures

Cabinet Ordinance No. 4
August 12, 1898

Although a notice for attendance at office of local official before the expiration of the period of mourning was issued in December 1874, the following rule shall hereby be provided for and I hereby notify to that effect.

1. When an official above Sonin Rank is in the mourning and any inconvenience occurs to the management of business for it, the head of the Agency shall notify him to attend at office before the expiration of the period of mourning after half of mourning days have passed; and when the head of the Agency comes under the same case, his proxy shall notify him to that effect.

However, if there is business requiring speedy attendance, the measure prescribed in this provision may be taken, even before the half of mourning days have elapsed.

2. When the same case occurs in Tokyo, the Branch Office shall notify to the Main Office.

3. When the same case occurs during official tour, it shall be in accordance with the provisions of Notice No. 347 of 1873.

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When an order for attendance at office before the expiration of the period of mourning is issued in accordance with Prime Minister's Notice No. 10 of 1875, the notification thereon may be omitted thereafter.

CURRENTLY ON THE BOOKS

| SOURCE | TYPE OR CAUSE OF LEAVE | PERIOD OF LEAVE |
|---|---|---|
| Cabinet Order No. 6, 1922. Par. 5 | Annual Leave | 20 days per year<br>The head of an employing agency of governm may, considering the pressure or slackness work, grant an employee under his jurisdic a leave of absence not to exceed 20 days d ing the period between July 21 and August However, in case such leave of absence can be granted during the said period owing to the work situation, it shall not preclude from granting it at any other period. |
| Imperial Ordinance No. 192, 1946, Art. 7. | Personal Leave | 30 days<br>Payments are reduced 50 percent when the e are kept from their active service on acco of illness in excess of 90 days or those w leave from their active service due to per- sonal reasons in excess of 30 days. Excep are made for those who are subjected to in or illness in line of work, those who are mourning, and those who take their special granted vacation. |
| Circular 30-2, 1948 Office of New Pay Administration | Sick Leave<br>Employees are injured or taken ill inclusive of being in high fever caused by injection. | 90 days plus<br>During minimum time or day as necessary on the basis of medical certificate etc. pro- vided that in case of consecutive absence to illness or injury by other cause then o duty in excess of 90 days, base pay shall reduced by half of monthly amount. |
| | Employees themselves give birth to child. | During period deemed as necessary. Term be tween six weeks before presumed date of ch birth and six weeks after childbirth. |
| | Female employees who serve in harmful work for their monthly physiological condition or have great difficulty in serving under their monthly physiological con- dition may be given vacation. | During period deemed as necessary at every time but not longer than two days. |
| | Employees are quarantined or isolated by Infectious Disease Prevention Law. | During the time or day deemed necessary at each time. |
| Circular 30-2, 1948 Office of New Pay Administration | Mourning Leave<br>Mourning Leave. Employee's spouse, blood relative, or marriage relative die. | |

| | Blood Relative | Relative by Marriage |
|---|---|---|
| Spouse | 10 days | |
| Parents | 7 | 3 |
| Children | 5 | 1 |
| Grandparents | 3 | 1 |
| Grandchild | 1 | |
| Brother or sister | 3 | 1 |
| Uncle or aunt | 1 | 1 |

Note: 1. If relatives by marriage are livin under the same roof, they will be treated blood relatives.

2. In case of a succession, immediate relatives of second degree (older than emp (grandfather, grandmother, and grandchild) correspond to immediate blood relatives fi degree (father, mother, and offspring)

3. If in the event it is necessary to visit a distant area for the funeral, the number of days required will be added

| | OTHER PROVISIONS | U. S. LEAVE PROGRAM | PROPOSED LEAVE PROGRAM |
|---|---|---|---|
| ency of government re or slackness of er his jurisdiction xceed 20 days dur- 21 and August 31. of absence cannot period owing to l not preclude him er period. | | 26 days per year | 24 days |
| ent when the earners ervice on account ays or those who ice due to per- 0 days. Exceptions ubjected to injury those who are in their specially | | 0 | 0 |
| necessary on ate etc. pro- tive absence due cause than on se pay shall be ount. | See Par. 7, Imperial Ordinance 192 of 1946 | 15 days per year<br><br>Employee uses earned sick and annual leave advance sick leave may be granted - up to 30 days. | 18 days total leave on accrual basis. Employees injured or be- coming sick in line of duty to be paid at 100% pay during period of injury or sickness |
| ary. Term be- d date of child- dbirth. | | | |
| ary at every ays. | | 0 | |
| necessary at | | 0 | |

| elative by arriage | | Blood Rel. | Rel. by Marriage |
|---|---|---|---|
| 3 | | 0 | 0 |
| 1 | | | |
| 1 | | | |
| 1 | | | |
| 1 | | | |
| e are living be treated as | | | |
| immediate r than employee) randchild) will latives first oring) cessary to ral, the actual dded | | | |

| | | |
|---|---|---|
| Circular 30-2,1948<br>Office of New Pay Administration | Memorial Leave<br>Memorial Days connected with the parents death. | Minimum period deemed necessary each time |
| Circular 30-2,1948<br>Office of New Pay Administration. | Other Leave<br>Traffic is suspended owing to storm, flood, earthquake, fire and other disasterous happenings. | During the time or day deemed necessary at each time. |
| | Employees are troubled by such unavoidable cause as traffic suspension and others. | During the time or day deemed necessary at each time. |
| | Employees are ordered to appear themselves before the National Diet, Court or other administrative agencies, etc., as witness, referred, etc.on official affairs. | During the time or day deemed necessary at each time. |
| | Employee vote or carry out their duty as citizens. | During the time or day deemed necessary at each time. |
| | Business or work of agency concerned is wholly or partially suspended by reason of its necessity, including preventive measures against accidents which might be caused by typhoons,etc. | During the time or day deemed necessary at each time. |
| | Programs for improving efficiency of employees referred in Article 73 of National Public Service Law as revised are brought into effect. | During the time deemed as necessary for its effectuation |
| Law No. 178,July 20 1948 | Legal Holidays | 9 days |
| Custom | Year End Holidays | 5 days<br>December 29,30,31 January 2 and 3 |
| Law No. 1,Jan 12, 1949 | Temporary Retirement<br>The period of temporary retirement of principals and teachers shall be full two years in case of necessity of a long rest owing to tubercular diseases.<br>2. Those who have temporarily retired as prescribed in the preceding paragraph shall receive their full pay including all allowances during the temporary retirement. | 2 years |

| | | | |
|---|---|---|---|
| y each time | Cabinet Order No. 318 of 1873 is still on the books. It reads: It is hereby notified that government officials will be granted hereafter a leave of absence on the anniversary day of the death of their parents. | 0 | 0 |
| necessary at | | During the time employees take part in emergency rescue or protective work | During the emergency as determined by responsible official |
| necessary | | Administrative leave may be granted. | During the emergency as determined by responsible official |
| necessary | | During the time necessary to accomplish the government business. | During the time necessary to accomplish the government business. |
| necessary | | Not over 1 day | Not over 1 day. |
| necessary | | During the time employees take part in emergency rescue or protective work. | During the emergency as determined by responsible official |
| ssary for | | 0 | 0 |
| | | 8 days | 9 days |
| d 3 | Still on the books is "Dajokan" Ordinance No. 2, Jan. 7, 1873 revised by "Dajokan" notification No. 221. Holidays in the future shall be fixed as follows:<br>From Jan. 1 to 3 inclusive<br>From Dec. 29 to 31 inclusive | 0 | 0 |
| | | 0 | 2 |