

Rules and Regulations of the OIST Faculty and Staff Association

沖縄科学技術大学院大学教職員労働組合規約

Article 1 Name and Location 名称・所在地

This Association, known as the OIST Faculty and Staff Association (hereafter referred to as "the Association"), a member organization of Rengo Okinawa, will initially make its headquarters at Rengo Okinawa (3 Chome-8-14 Nishi, Naha-shi, Okinawa-ken 900-0036).

連合おきなわユニオン加盟団体であるこの組合は、沖縄科学技術大学院大学教職員労働組合（以下「組合」という）といい、事務所を当面の間、連合おきなわユニオン（〒900-0036 沖縄県那覇市西3丁目8-14）に置く。

Article 2 Objectives 目的

2.1. The Association will strive to improve working conditions, promote democratic principles within Okinawa Institute of Science and Technology Graduate University (OIST), and secure academic freedom, with the objective of creating a stable work environment for members of the Association and the greater OIST community.

2.2. In accordance with its international nature, the Association will use English as its common language, in order to enhance its solidarity. However, printed materials produced by the Association will be created in both English and Japanese. Meetings will be held in English, unless every member in attendance is Japanese.

2.1. 組合は、教育研究および労働条件の向上、学園の民主化の推進、学問の自由の擁護と沖縄への貢献をはかり、働く組合員と OIST コミュニティ成員の安定した生活状況を獲得することを目的とする。

2.2. 組合の国際性を鑑み、団結と連帯の強化をはかるため組合の公用語は英語とするが、組合の文書は英語、日本語両言語で作成するものとする。諸会議は基本的に英語で行うこととするが出席者が全員日本人の場合はその限りにあらずとする。

Article 3 Projects 事業

The Association will pursue the following, and any other actions necessary, in order to fulfill the objectives outlined above.

3.1. To engage in collective bargaining, based on the Association's principles and regulations, and Japanese law.

3.2. To undertake projects to maintain and improve working and economic terms and conditions for OIST employees.

3.3 To secure collective bargaining agreements.

3.4. To uphold academic freedom and to promote democratic principles in the management of OIST Graduate University.

3.5. To promote the welfare and culture of members of the Association and their

families.

- 3.6. To defend peace and democracy, and to improve the quality of life for all residents of Okinawa.
- 3.7. To cooperate with other organizations based on the Association's international views.
- 3.8. To fulfill the goals and objectives of the Association.

組合は、前条の目的達成のために次の事業および、その他必要な事業を行う。

- 3.1. 組合の統制のもとに団体交渉をすること。
- 3.2. 労働経済諸条件の維持改善に関する事業。
- 3.3. 労働協約の締結。
- 3.4. 教育自主権の確立、経営の民主化に関する事業。
- 3.5. 組合員とその家族の福利厚生および文化に関する事業。
- 3.6. 平和と民主主義の擁護と沖縄県民の生活の質の向上に関する事業。
- 3.7. 国際的視野に基づく他機関との協力に関する事業。
- 3.8. その他組合の目的を達成するために必要な事業。

Article 4 Membership Qualifications 組合員の資格

- 4.1. The Association will comprise current faculty and staff members of OIST who agree to its terms and conditions. Membership is also open to terminated members who are actively trying to recover their positions. With the exception of its Executive Committee Chairman and Vice Chairman, the names of members of the Association will not be displayed publicly without the consent of the members concerned. In particular, the Association will never inform OIST of members' names.
- 4.2. Rights and responsibilities of members of the Association will be terminated in the event that the member falls under Article 2 of the Trade Union Law.

- 4.1. 組合は、沖縄科学技術大学院大学（OIST）に現在勤務する教職員及び過去に勤務していた教職員で、この規約を承認する者をもって組織する。役員を除いて組合員の名前は本人の了解なしには公表されず特に OIST に知らせることはない。
- 4.2. 組合員が労働組合法第 2 条但書第 1 号に該当するときは組合員としての権利義務を停止する。

Article 5 Admission to the Association 加入

Those who wish to join the Association must first submit the designated application, and then receive approval from the Executive Committee. When an approved applicant has paid his dues, the applicant officially becomes a member of the Association. In the event that an applicant's qualifications for membership are questionable, an investigation will be carried out by the Executive Committee. Applicants who do not pay their dues for three months after submitting their applications will be deleted from the Association membership roster.

組合に加入しようとする者は、所定の加入申込書を提出した上で、執行委員会の承認を得なければならない。加入承認を得た者は、所定の組合費の支払いを

もって正式加入とする。加入資格について疑義がある場合、執行委員会の審査を経て決定する。

Article 6 Withdrawal from the Association 脱退

6.1. A member who wishes to withdraw from the Association must first settle all accounts and debts with the Association, and must then communicate with the Executive Committee in writing, indicating his desire to withdraw.

6.2. Once the member's withdrawal from the Association is recognized by the Executive Committee, that individual forfeits all rights as a member of the Association. Members who withdraw from the Association, forfeit all claim to dues paid or donations made to the Association prior to the withdrawal.

6.1. 組合を脱退しようとする者は、組合費その他の負担を完納の上、その旨を書面にて執行委員会に提出し、その承認を得なければならない。

6.2. 組合員資格は、執行委員会が脱退を承認したときから喪失する。組合を脱退した者は、既納の組合費および財産上の権利を放棄したものとす

る。

Article 7 Prohibition of Discriminatory Treatment 差別的取り扱いの禁止

Members of the Association will not receive preferential treatment of any kind based on nationality, ethnicity, religion, gender, etc., and their membership qualifications cannot be revoked on these grounds.

組合員は、いかなる場合においても、国籍、人種、宗教、性別等によって差別待遇をうけることなく、かつ組合員たる資格を奪われることはない。

Article 8 Rights Granted to Members of the Association 組合員の権利

Under these regulations, all members of the Association are equally afforded the following rights.

8.1. The right to participate in any and all activities of the Association, and to receive all privileges and benefits granted by the Association.

8.2. The right to express their opinions and views regarding any and all issues faced by the Association.

8.3. The right to request information regarding any decision or action undertaken by organizations within the Association, as well as the right to freely criticize or appraise them.

8.4. The right to be elected as an executive officer, as well as the right to vote for executive officers.

8.5. The right to due process, that is, the assurance that disciplinary actions will not be taken without strict adherence to proper procedures.

8.6. The right to read and review any documents pertaining to the accounts and budgets of the Association.

すべて組合員は、この規約の下において平等に次の権利を有する。

- 8.1. 組合のすべての活動に参加し、また、組合の利益を受けること。
- 8.2. 組合のすべての問題に意見を述べること。
- 8.3. 組合の各機関の決定および行動について報告を求め、また、自由に批判すること。
- 8.4. 役員に選挙されること及び役員を選挙すること。
- 8.5. 正当な手続きを経ずに懲戒を受けないこと。
- 8.6. 会計に関して書類の閲覧を求めること。

Article 9 Responsibilities of Members of the Association 組合員の義務

All members of the Association, under these regulations, bear the following responsibilities.

- 9.1. To abide by the Constitution of the Association.
- 9.2. To cooperate with committees of the Association in order to strengthen and develop the Association.
- 9.3. To refrain from obstructing the Association's operations.
- 9.4. To abide by decisions reached at General Assembly meetings.

すべての組合員は、この規約の下において平等に次の義務を負う。

- 9.1. 組合の規約を遵守すること。
- 9.2. 委員に協力して組合の発展強化につとめること。
- 9.3. 組合活動を阻止または妨害しないこと。
- 9.4. 総会決議に従うこと。

Article 10 Organizations 機関

The Association establishes the following organizations.

- 10.1. The Executive Committee
- 10.2. The General Assembly

組合は、次の機関を置く。

- 10.1. 執行委員会
- 10.2. 総会

Article 11 Executive Committee Members and Terms of Office 執行委員会

11.1. The Executive Committee is the executive organization of the Association, and it is responsible for responding to problems faced by the Association as a whole. The Executive Committee is second only to the General Assembly as a decision-making body.

11.2. The Association establishes the following Executive Officers, who will serve one calendar year (1 January - 31 December) following their election at the General Assembly meeting in the last quarter (October - December). In the event that a replacement officer is appointed, he or she will serve the remainder of his or her predecessor's term. However, there are no limits on the number of terms an officer may serve, if re-elected by the General Assembly.

- 11.2.1. The Executive Committee Chair.
- 11.2.2. A Vice Committee Chair.
- 11.2.3. An Executive Secretary.
- 11.2.4. A Treasurer.
- 11.2.5. Three additional Executive Committee members.

11.1. 執行委員会は、組合全般の問題を処理する最高執行機関であり、総会に次ぐ議決機関である。

11.2. 組合は次の役員をおく。役員の任期は年次総会より次期年次総会までとし、欠員補充者の任期は前任者の残任期間とする。ただし、再任は妨げない。

- 11.2.1. 委員長 1名
- 11.2.2. 副委員長 1名
- 11.2.3. 書記長 1名
- 11.2.4. 会計 1名
- 11.2.5. 執行委員 3名

Article 12 Duties of the Executive Committee 執行委員の任務

Duties of members of the Executive Committee are as follows.

- 12.1. To act so as to unify the operations of the Association, with the Executive Committee Chair serving as the public representative for the Association.
- 12.2. In the event of the Committee Chair's absence, the Vice Committee Chair will fulfill all duties and responsibilities of the Committee Chair.
- 12.3. The Executive Secretary will coordinate operations of the Association.
- 12.4. Members of the Executive Committee will share the operating duties of the Association.
- 12.5. The Executive Committee has the prerogative to invite and appoint unpaid members of an Advisory Committee to help guide the Association.

執行委員の任務は次のとおりとする。

- 12.1. 委員長は組合を代表し、組合の全般的活動を統括する。
- 12.2. 副委員長は委員長不在の場合委員長の職務を全て代行する。
- 12.3. 書記長は組合の日常業務を掌握する。
- 12.4. 執行委員は組合の業務を分掌する。
- 12.5. 執行委員は組合の諮問委員会の委員を任命し、委員の報酬は無償とする。

Article 13 Matters to be Decided by the Executive Committee 執行委員会の付議事項

The following matters are the responsibility of the Executive Committee

- 13.1. Decisions regarding membership applications
- 13.2. Decisions regarding labor-management or collective bargaining agreements
- 13.3. Interpretation of rules and regulations, and resolution of doubts or differences concerning management policies
- 13.4. Enforcement of regulations of the Association
- 13.5. Addressing complaints by members of the Association
- 13.6. Collection of special provisional fees, and settlement of debts

13.7 Other matters deemed necessary by the Executive Committee

次の事項は、執行委員会で決めなければならない。

13.1. 組合員の加入

13.2. 労働協約に関する事項

13.3 疑義や意見の相違が生じた運営方針・規約の解釈

13.4. 組合細則

13.5. 組合員の苦情処理

13.6. 臨時資金の徴収および借入金の決定

13.7. その他、執行委員会が必要と認めた事項

Article 14 Discharge from the Executive Committee 執行委員の退任・解任

In the event that a member of the Executive Committee desires to withdraw from the Committee, that member should inform the Chair in writing not less than one month prior to a meeting of the General Assembly. In the event that a member of the Executive Committee must be discharged involuntarily from the Committee, approval of the General Assembly is required.

執行委員の辞任の申し出は、総会の1か月以上前に書面にて執行委員長に通知するものとする。執行委員の解任は、総会の承認を必要とする。

Article 15 Special Appointments and Ad Hoc Committees 伝達連絡組織

15.1. The Executive Committee is empowered to appoint a full-time clerk and / or individuals to handle communications and correspondence.

15.2. Ad hoc committees may be established by the Executive Committee as necessary. Ad hoc committees will be comprised of members of the Executive Committee and/or the Association, and must file reports when requested by members of the Executive Committee. The Chair of an ad hoc committee will be selected by a vote of the committee members.

15.1. 執行委員会は、伝達連絡の組織を置くことができる。

15.2. 執行委員会は、必要と認められたときは専門部会をおく。専門部会は執行委員会の指名による執行委員または組合員をもって構成し、執行委員の要請があるときは報告義務を負う。専門部会の長は部員の互選による。

Article 16 Accounting 会計

Association dues, donations, and other earnings will be applied to the expenses of the Association.

組合の経費は、組合費、寄付金そのほかの収入をもってこれに充てる。

Article 17 The General Assembly 総会

The General Assembly is the ultimate decision-making body of the Association, and is comprised of all members of the Association.

総会は、組合の最高決議機関であって、全組合員をもって構成する。

Article 18 Hosting the General Assembly 総会の開催

The General Assembly will be convened at the request of the Chair of the Executive Committee at an appointed time, at least twice per year in the first and fourth quarters of the calendar year. In the event of Provision 18.1, the Chair of the Executive Committee must call for a special meeting of the General Assembly within thirty (30) days.

18.1. In the event that the Executive Committee deems it to be necessary.

18.2. In the event that more than one fifth (20%) of all members of the Association request a meeting.

定期総会は毎年 2 回、原則として第一四半期と第四四半期に開催し、執行委員長がこれを招集する。次の各号の一に該当する場合には、執行委員長は 30 日以内に臨時総会を招集しなければならない。

18.1. 執行委員会が必要と認めたとき。

18.2. 組合員 5 分の 1 以上の要求があったとき。

Article 19 Matters to be Decided by the General Assembly 総会の付議事項

The following matters must be decided by the General Assembly.

19.1. Election of executive officers. Elections will take place at the General Assembly held in the fourth quarter.

19.2. Matters regarding operational policies

19.3. Matters regarding the budget and settling of accounts

19.4. Matters regarding revision of the Constitution

19.5. Matters regarding labor strikes

19.6. Joining or withdrawing from umbrella organizations

19.7. Dissolution of the Association

19.8. Matters deemed necessary by the Executive Committee

次の事項は総会で決めなければならない。

19.1. 役員を選出に関する事項。役員選挙は第四四半期の定期総会で行う。

19.2. 活動方針に関する事項。

19.3. 予算及び決算に関する事項。

19.4. 規約の改正に関する事項。

19.5. 同盟罷業に関する事項。

19.6. 上部団体への加盟または脱退。

19.7. 組合の解散。

19.8. 執行委員会が必要と認める事項。

Article 20 The Chair of the General Assembly 総会議長

The General Assembly will be chaired by the Executive Committee Chair, or by the Vice-Chair in the event of the Chair's absence.

総会の議長は、執行委員会の委員長とする。

Article 21 Elections and Voting 選出 / 議決

21.1. Executive officers will be elected by anonymous ballots or e-vote collected directly at a General Assembly meeting to be held in the fourth quarter.

21.2. Decisions will be resolved by a majority vote of those in attendance at General Assembly meetings. In the event of a tie vote, the decision will be made by the Chair.

21.1. 役員は第四四半期に開催される総会において組合員の直接無記名投票または電磁的無記名投票により選出される。

21.2. 議事は出席者の過半数で決し、可否同数の場合は議長がこれを決定する。

Article 22 Fiscal Year 会計年度

The Association's fiscal year is 01 January through 31 December.

組合の会計年度は1月1日より翌年12月31日までとする。

Article 23 Auditing of Accounts 決算

The use of all property, all expenses, names of all donors, and current economic status must be verified by an accredited auditor, commissioned by the Association. The aforementioned matters must be reported, accompanied by the auditor's sworn statement, at the first quarter meeting of the General Assembly.

組合の全財産および経費の使途、寄付者の氏名ならびに現在の経理状況は、組合が委嘱した職業的に資格がある会計監査人による正確であることの証明書とともに、第一四半期に報告しなければならない。

Article 24 Membership Dues 組合費

Membership dues will be ¥1,500/month for full-time employees and ¥1,000/month for part-time employees and former employees.

組合費は、常勤は月額1,500円、非常勤、退職者は月額1,000円とする。

Article 25 Regulations Regarding Congratulations and Condolences 慶弔規程

Money to be given to members of the Association in the event of celebration or loss will be determined separately.

組合員の慶弔見舞金規程は別に定める。

Article 26 Litigation Expense Support 裁判闘争費用支援

The Association may spend up to 50,000 yen per year to support member's litigation expense, recognized by the Executive Committee. For expenditures over 50,000yen, a three-fourths of all members must agree in a secret vote or e-voting.

The litigation expense support shall be paid by the Association directly to the member's attorney of the trial.

組合は組合員の法廷闘争支援のために執行委員の承認を得て年度あたり上限5万円まで裁判闘争費用を目的として支出することができる。上限以上の支出

の場合は 組合員の無記名投票もしくは電磁的無記名投票により 組合員の 4 分の 3 以上の賛成を得なければならない。
法廷闘争支援金は組合員の依頼する当該裁判担当弁護士へ直接組合から支払うものとする。

Article 27 Labor Strikes 同盟罷業

Participation in a labor strike is subject to a direct anonymous vote of Association members, and requires a majority vote to pass.

同盟罷業は、組合員の直接無記名投票による過半数の賛成を経なければならない。

Article 28 Discipline 統制

In the event that a member of the Association is found in violation of the regulations under Article 9 and disciplinary action is required, the Executive Committee will investigate the particulars. The Executive Committee will be responsible for reprimands, while the General Assembly will be responsible for dismissal or expulsion, with such decisions based on a report made by the Executive Committee of its findings. In the event of the preceding clause, the member in question must be given the opportunity to present an explanation for his or her actions, in person, either during the investigation by the Executive Committee or at the General Assembly.

組合員が第 9 条の規定に違反し、懲戒の必要が生じたときは、執行委員会は細部にわたり調査し、譴責については執行委員会、解任または除名については総会が、執行委員会の報告を受けて決定する。前項の執行委員会の調査あるいは総会においては、本人に弁明の機会を与えなければならない。

Article 29 Handling of Other Matters 他の事項処理

Any matters falling outside the scope of this Constitution will be subject to discussion and decision by the Executive Committee.

この規約に定められた以外の事項については、執行委員会において審議決定する。

Article 30 Date of Establishment 施行期日

This Constitution is operative as of 28 November, 2018.

この規約は 2018 年 11 月 28 日より施行する。

Supplemental Provision

This Constitution is operative as of December 18th 2020.

附則 この規約の変更は 2020 年 12 月 18 日から施行する。