

Regulation on the Payment of Welfare Allowances to School Staff Member

Department in charge: Policy, Planning, and Public Information Department 1041,3

Established on Mar. 1, 1995 regulation no. 2

Amended on May 1, 1998 regulation no.16

Amended on Dec. 30, 2000 regulation no. 35

Amended on Apr. 16, 2001 regulation no.36

Amended on Feb. 28, 2003 regulation no.50

Amended on Jun. 23, 2004 regulation no.59

Amended on Aug. 20, 2010 regulation no.133

Amended on Dec. 31, 2014 regulation no.203

Amended on Apr. 1, 2015 regulation no.208

| ADDENDUM |

Article 1 (Purpose)

This regulation seeks to stipulate the necessary matters in relation to the payment of welfare allowances to the faculty members and staff members (hereinafter referred to as "School Staff Members") of Handong Global University (hereinafter referred to as "University").

Article 2 (Application Scope)

1. Welfare allowances shall be paid to the school staff members as stipulated in this regulation except those specified by other regulations.
2. This regulation shall apply to the school staff members; however, this regulation shall not apply to those receiving monthly fixed remunerations based individual agreements on school staff member appointment.
3. Notwithstanding the provisions of Clause 2, meal expenses shall apply to school staff members who are receiving monthly fixed remunerations based on individual agreements on school staff member appointment.(Newly established on Aug. 20. 2010)

Article 3 (Classification of Welfare Allowances)

Welfare allowances are classified into meal expenses. (Amended on Dec. 31, 2014)

Article 4 (Payment Period)

Welfare allowances shall be paid as follows:

1. Meal expenses: Date of payment of monthly remuneration (Amended on Dec. 31, 2014)

2. <Deleted> (Amended on Dec. 31, 2014)
3. <Deleted> (Amended on Dec. 31, 2014)

Article 5 (Calculation Period)

1. The periods for calculating the meal expenses shall be from the first day to the last day of each month. (Amended on Dec. 31, 2014)
2. <Deleted> (Amended on Dec. 31, 2014)
 - (1) <Deleted> (Amended on Dec. 31, 2014)
 - (2) <Deleted> (Amended on Dec. 31, 2014)
 - (3) <Deleted> (Amended on Dec. 31, 2014)
 - (4) <Deleted> (Amended on Dec. 31, 2014)
 - (5) <Deleted> (Amended on Dec. 31, 2014)
 - (6) <Deleted> (Amended on Dec. 31, 2014)

Article 6 (Calculation Criteria)

1. The calculations of meal expenses shall commence on the dates specified in the appointment or reinstatement order and end on the dates immediately preceding those specified in the temporary rest order, suspension order, or dismissal order. (Amended on Dec. 31, 2014)
2. <Deleted> (Amended on Dec. 31, 2014)
3. <Deleted> (Amended on Dec. 31, 2014)
4. The meal expenses shall be calculated based on the number of days as described below if an appointment order, a temporary rest order (except official temporary rest order), a suspension order, or a dismissal order has been issued or in case of absence from office during the relevant period. (Amended on Dec. 31, 2014)
 - (1) Meal expenses: Amount of monthly payment *(Number of days of service/Number of days for payment)=Amount to be paid (Amended on Dec. 31, 2014)
 - (2) <Deleted> (Amended on Dec. 31, 2014)
5. <Deleted> (Amended on Dec. 31, 2014)
6. For the welfare allowances for dispatched or transferred school staff members, Articles 14 and 16 of the School Staff Member Remuneration Regulation shall apply. On the other hand, the welfare allowances for school staff member on vacation shall be decided in accordance with Article 18 of the School Staff Member Remuneration Regulation.

Article 7 (Amount to be Paid)

The amounts of welfare allowances to be paid shall be prescribed separately.

Article 8 (Welfare Allowances for School Staff Members Entering into a Contract for Monthly Fixed Remuneration)

The welfare allowances for school staff members who entered into a contract for monthly fixed remuneration shall be deemed included in the monthly fixed remuneration.

ADDENDUM

This regulation shall enter into force as of March 1, 1995.

ADDENDUM

This amended regulation shall enter into force as of May 1, 1998.

ADDENDUM

1. (Effective Date) This amended regulation shall enter into force as of December 30, 2000.
2. (Interim Measures) Any and all transportation allowances or holiday allowances shall be deemed to have been paid pursuant to this regulation.

ADDENDUM

This regulation shall enter into force as of March 1, 2001.

ADDENDUM

This regulation shall enter into force as of February 28, 2003.

ADDENDUM

This regulation shall enter into force as of June 23, 2004.

ADDENDUM

This amended regulation shall enter into force as of September 1, 2010.(Aug. 20. 2010, Regulation No.133)

ADDENDUM

1. This regulation shall enter into force as of January 1, 2015. (Amended on Dec. 31, 2014. Regulation No. 203)
2. (Interim measures regarding the abolishment of the holiday allowance)
The difference of the holiday allowance for February of 2015 which occurred as it was abolished

shall be calculated and paid to school staff members who received remuneration for January of 2015. (Amended on Apr. 1, 2015. Regulation No. 208)