

## **More Lenient Rules Were Passed on TKU Female Employees' Rights**

In the 47th TKU Administrative Meeting held on June 7, a resolution called "Regulations Governing TKU Staff Employment and Discharge" was passed.

From now on, female employees will be entitled to 4 leaves that have been unforeseen yet in TKU employment history, and they are 1) "Family Care Leave" , 2) "Period (Menstruation) Leave" , 3) "Spouse Leave" and 4) "Nursing the Baby Leave" .

This action was taken to accommodate the goal of humanizing the office rules, particularly in regard to female benefits.

We may examine the much talked-about "Nursing the Baby Leave" . The prior requirement is that the female employee must have worked for TKU for one year and before her children have reached 3 years of age.

The maximum time allowed for "Nursing the Baby Leave" is 2 years; otherwise, when the time is up, someone else may step in to replace her.

In case a female employee is nursing more than 2 babies at the same time, the time allowed for the Leave should be combined together until the youngest child has reached the maximum nursing time: 2 years.

As for “Family Care Leave” , it must not exceed 7 days within a year. For “Period Leave” : once a month. The former will be counted as “Personal Business Leave” ; the latter, “Sick Leave” .

Now, for “Spouse Leave” , meaning the husband’ s free time during his wife’ s confinement. He’ s entitled to 2 days, but they must be taken separately, preferably on the day when she gives birth or within fives before and after her parturition.

Another good news about the new rule is the female employee’ s Confinement Leave. It has been extended to 8 weeks instead of the original 6 weeks. As for the grace period when an employee suffers a miscarriage, the rules are: for those who suffer miscarriage over 3 months pregnancy: 4 week “Miscarriage” Leave. Less than 3 months but over 2 months: 1 week “Miscarriage” Leave. Less than 2 months: 5 day “Miscarriage” Leave’ ’ .

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