

Yuan Ze University Regulations for the Organization and Arbitration of the Faculty Plea and Arbitration Committee

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Chapter 1 General Provisions

Article 1 The Faculty Plea and Arbitration Committee (hereafter, “the committee”) is established pursuant to Article 22 of University Acts, and Article 11 of the Organization Regulations of Yuan Ze University to attend to arbitrations of faculty plea cases in the school.

Chapter 2 Organization

Article 2 The committee is consisted of fifteen to twenty-one members who are non-salary posts (committee members who are from outside University may be provided with transportation fees). President shall appoint faculties, administrative delegates of University, scholars or experts, delegates from a Taoyuan area faculty organization or sub-union and notable public figures to be the committee members. Faculty members not holding administrative posts may not be less than two-thirds of the total. Committee members of each gender shall be over than one-third of the total and shall be elected from faculties among all the colleges. The committee may appoint one to two temporary experts to be the members regarding the nature of the plea case.

Article 3 The term of office of the committee member is two years and terms are renewed upon re-election. If a member vacates his or her position, the successor will hold the term of office until its conclusion. The term of office for temporary members is limited to the period of the plea’s duration.

Article 4 The chairman of the committee will be elected from among the members and has a term of office of one year, and may renew the term of office if re-elected. President may not serve as chairman. If the chairman fails to chair meetings due to specific reasons, the chairman shall appoint one member as the deputy.

Article 5 Meetings of the committee will be summoned by President or the staff appointed. If the convener can’t summon a meeting due to specific reasons, with a written request of over

half of the committee members summoned by President, the convener shall summon the meeting within twenty days.

Chapter 3 Jurisdiction

Article 6 Faculty members appointed under Yuan Ze University's various full-time faculty employment regulations—including both establishment faculty and non-establishment or project-based faculty—who consider that any action taken by the University or its relevant units is unlawful or inappropriate and has infringed upon their rights or interests, and who remain dissatisfied after the matter has been addressed through internal procedures, may file a plea with the Committee.

Faculty members may also file a plea if the University fails to take action within a legally prescribed period on a lawfully submitted application and such inaction is deemed detrimental to their rights or interests. Where no statutory period is specified, the University shall take action within two months from the date the application is received.

Part-time faculty members appointed under Yuan Ze University's part-time faculty employment regulations may, with reference to the Faculty Act and these Regulations, file a plea regarding matters such as termination or suspension of employment, remuneration, leave, retirement benefits, or faculty qualification review, if such actions are believed to be unlawful or inappropriate and infringe upon their rights or interests.

Faculty members who disagree with the Committee's decision may file a further appeal with the Central Faculty Appeal Review Committee of the Ministry of Education, or, depending on the nature of the case, pursue remedies through labor dispute resolution mechanisms or other legal proceedings in accordance with applicable laws.

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Chapter 4 Proposing the Plea

Article 7 The written proposal of the plea shall be completed within thirty days, beginning from the second day after the illegal or inappropriate measure has been done and ascertained.

Repeated pleas shall be completed in written form within thirty days of the arrival of the arbitration letter. The period mentioned in the preceding paragraph shall be based on the date of receipt of the pleas letter by the Committee. If the unit or organization concerned has delivered its measure to the pleader in a verifiable legal-attest manner, the date of such delivery shall be deemed the date of knowledge.

Article 8 The plea letter must enclose a plea signed by the pleader, and include the original documentation of the measure, applicable documents and proof as follows:

1. The pleader's name, date of birth, identity card number, unit in which office is held (in the school), name of office, address and phone number.
2. Name, date of birth, identity card number, address and phone number of the deputy or representative, if there is one.
3. Unit (of the school) or organization of the original measure.
4. Date of the measure that has been done and ascertained, fact and reason for pleading.
5. Expected remedies.
6. Year, month and date of plea proposal.
7. University or organization receiving and attending to the plea.
8. A clear statement of whether or not a petition, lawsuit or labor dispute settlement has been separately filed in relation to the matter under the plea and, if so, the authority or court before which it was filed and the date and time of filing.

When proposing a repeated plea, the original plea letter and the original arbitration decision letter shall be enclosed together with the date and way of receiving them.

Article 9 For plea proposals not conforming to the regulations in the previous article, the committee will notify the pleader to rectify the incomplete plea proposal within twenty days. For those who do not rectify it in time, the committee will arbitrate directly.

Chapter 5 Plea and Arbitration

Article 10 Pleas proposed to the committee: the committee shall photocopy the plea letter and applicable documents and forward these with the written request to applicable organizations of the original measure for explanations within ten days of receiving the plea letter, starting from the day after the plea proposal is received.

Organizations of the original measure shall draw up an explanation letter along with applicable documents to deliver to the committee and also copy the explanation letter to deliver to the pleader within twenty days of receiving the written request, starting from the day after the written request is received. However, should the organization of the original measure feel the plea to be reasonable, it may cancel or change the original measure at its own accord, and notify the committee by a letter.

If organizations of the original measure fail to provide explanations within the time limit, the committee may proceed with arbitration. For those who rectify according to the previous article, the period in the first item starts from the second day of the rectification. For those who do not make up, the period will start from the second day of the expiration of the rectification.

Article 11 If members of the committee have conflict of interests of the plea case, the members shall not take part in the arbitration.

If there is concrete reason to believe that members in the committee are suspected of being partial, the pleader may present the reasons and facts, and apply to the committee

to ask the members to be refused of involvement.

The committee will decide on the application of the previous point.

The committee members shall not make unnecessary contact with the persons concerned, interest parties or the stakeholders without getting the permission from the committee.

Article 12 After proposing pleas and before the decision letter is delivered to the pleader; the pleader may withdraw the plea. If a plea is withdrawn, the committee shall end the case without arbitration, and notify the pleader and the organization of the original measure. After the pleader withdraws a plea, another plea may not be proposed regarding the same reason and fact.

Article 13 Apart from the cases discontinued because of proposing a plea simultaneously or sequentially proposing a petition, lawsuit, or labor disputes settlement, arbitration decisions of the committee shall be implemented within three months upon receiving the plea letter. Extensions may be granted when necessary, and the pleader notified. An extension can only be provided once, and can be no longer than two months.

Article 14 Prior to performing arbitration on plea cases, the committee may send three to five committee members to examine the facts if necessary. After the members have carefully read the documents and proofs, studied and analyzed the facts and applicable regulations and law, they should propose investigation comments to this committee.

Article 15 The committee may decide to turn down a plea that fails to provide sufficient reasons. If a plea provides sufficient reasons, the committee shall state its decision of finding it with reasons, and the remedies, in the main body of the decision paper.

Article 16 When the committee holds meetings, the committee members shall attend the meetings in person. Arbitration may not start without at least half of the committee members attending. The decision of the arbitration letter shall be made with the consent of two-thirds of present members. Arbitration of other affairs may be performed with the consent of over half of present members.

During the arbitration decision, committee members who do not attend the meeting because of being refused of involvement will not be listed among the members attending the meeting.

Article 17 Arbitration decisions of the committee are made by secret ballot and the members attending the meeting shall keep the process of the arbitration and the opinions of individual member secret.

The voting results of the previous point shall be recorded in the minutes of that meeting. The ballot papers shall be sealed on the spur of the moment and signed by the committee chairman and the scrutineer who is elected by members. The committee shall keep these ballot papers in a safe place.

Article 18 Arbitration decisions meeting one of the following conditions are considered closed:

1. Pleader or the school of the original measure did not propose a repeat plea within thirty days of receiving the arbitration letter, starting from the day after the letter was received.
2. Arbitration letter of the repeated plea was delivered to and received by the repeating pleader.

Chapter 6 Bylaw

Article 19 Other relevant matters shall be processed in accordance with the regulations of the organization and arbitration of the faculty plea and arbitration committee issued by the Ministry of Education.

Article 20 Prior to promulgation and enforcement, these regulations have been passed by University Affairs Meeting, the same for amendment.

In case of any discrepancy between Chinese and English version, the Chinese version shall prevail.