

Meeting of the steering committee of the FLÚ trade union (ZOO)

7.6.2021, 10:00-12:00

Attending

Members of the steering committee: Teresa R. Baron, Jan Frei, Juraj Hvorecký, Robert Novotný, Pavel Nývlt, Martin Profant, Darja Zoubková.

ZOO members: Brice Bantegnie, Julie Černá, Dagmar Matušková.

Pavel Nývlt was appointed to take minutes.

The steering committee approved the agenda for the meeting. The committee acknowledged that there were no comments on the minutes of the last meeting.

Juraj Hvorecký reported that he had taken over the ZOO safe and email address from the previous chairman of the steering committee, and made known steps to be taken in transferring control of the ZOO bank account. He also informed the committee of the admission of a new member of the trade union, Ľubomír Dunaj. He further invited the committee members to take on various responsibilities for the running of ZOO. In response to this:

- Darja Zoubková will take responsibility for the management of payment contributions by new members of the trade union.
- Robert Novotný will take over the agenda associated with recruitment of new members.
- Teresa Baron will review the website and will take over communication with Vladimír Havlík for purposes of web updates [here Juraj Hvorecký informed the committee of the plan to make at least symbolic payment to Vladimír Havlík in exchange for the work that he does in maintaining the ZOO website].
- Martin Profant will be responsibility for managing the bulletin board.

The committee discussed the pros and cons of changes to the current regime of meal vouchers, based on material compiled by Darja Zoubková and the responses of ZOO members. The committee voted to revoke the earlier resolution (25.3.2017) on this matter, with 7 votes in favour, 0 against, 0 abstentions. The next steps the committee will take will be to disseminate information on possible changes to the meal voucher regime to all trade union members, and to negotiate with management and accounting regarding such changes. These steps will be taken by Darja Zoubková and Juraj Hvorecký. The change in question, as preferred by the committee members, would be to give all relevant employees the choice between meal vouchers or a flat payment in the equivalent amount, to be added to employee paychecks.

The committee voted to approve the draft Order of the Director on the use of annual leave, as submitted by the management of FLÚ, with 7 votes in favour, 0 against, 0 abstentions.

During this discussion, Darja Zoubková pointed out that the information given to new employees does not currently include information on the obligation to take annual leave in the relevant calendar year, without rollover. Juraj Hvorecký will ensure that the manual for new employees is updated accordingly.

The committee discussed the planning of the autumn trip, and possible ideas pertaining to the arrangements, destination, and financing of the trip. It was decided that union members should be contacted in the upcoming period to ascertain their interest (or lack thereof) in participation. A draft of this questionnaire will be prepared by Juraj Hvorecký.

The committee discussed the issue of bonus cheques for the year 2020, which the union has not yet been able to distribute to members.

During discussion of the materials handed over from the previous steering committee, Pavel Nývlt raised the question of chaining of fixed-term contracts, and suggested that the document prepared in November 2020 form the basis of future discussion of this issue. Robert Novotný and Martin Profant indicated problems with the ability to precisely define categories of employees to whom this issue pertains, and suggested that the union should instead moderate discussion between managers and employees, in cases where the latter believe the former to be misusing or overusing the chaining of fixed-term contracts. Juraj Hvorecký invited the committee members to prepare for a discussion of this issue at the next committee meeting.

The committee then discussed weaknesses in the work-from-home contract provided to, and signed by, employees of FLÚ in recent weeks. In particular, committee members objected to points concerning the non-reimbursement of increased costs, inspections of the working environment, and the use of work equipment (such as laptops) by other members of the employee's household. The committee will discuss this matter with the management of the institute.

The committee will next meet in the last week of August or the first week of September – the exact date is still to be decided.

Addendum:

Per rollam vote taken between 8-11th June 2021. The committee voted in favour of Juraj Hvorecký signing the amended text of the Collective Agreement, in the form proposed by the management of the institute, with 7 votes in favour, 0 against, 0 abstentions.