

Meeting of the steering committee of the FLÚ labour union

19. 10. 2021 9:30–11:00

Committee members in attendance: Teresa R. Baron, Jan Frei, Juraj Hvorecký, Robert Novotný, Pavel Nývlt, Martin Profant, Darja Zoubková.

Taking minutes: Pavel Nývlt.

The committee approved the agenda for the meeting.

Pavel Nývlt noted a change made to the minutes from the previous meeting prior to their publication, carried out to avoid confusion for members regarding the updating of the website.

Juraj Hvorecký proposed to pay a fee of 1.500,- Kč to Vladimír Havlík for his care of the trade union website. The committee agreed (7 votes for, 0 against, 0 abstaining). Darja Zoubková will find out in what form this should best be paid. Juraj Hvorecký requested that the Contact page of the website be updated.

Juraj Hvorecký informed the committee that FIO banka, a. s., does not collect fees for account management, but does require that the information about the manager be entered in the Commercial Register; each change would cost 4.000,- CZK. He further promised to examine the possibility of transferring the account to another bank, and informed the committee that the account contains 216.234,33,- CZK as of October 18, 2021.

Juraj Hvorecký further informed the committee that a meeting of the superior union (OSPVV) will take place on 27 October.

Darja Zoubková pointed out that the payment of bonus checks for the years 2020 and 2021 will cost between 110 a 120 thousand CZK. The committee discussed the need to clarify the rule set out at the last meeting, and decided (7 voted in favour, 0 against, 0 abstaining) to supplement the relevant resolution with the following specifications: checks will be paid according to the same rules as 2019; remuneration is also paid for children under the age of 15 (including the year in which the child turns 15); membership in the trade union on 30 June of the relevant year will determine entitlement to the bonus for children.

The committee discussed the issue of switching from meal tickets to electronic meal vouchers. Robert Novotný summarized the presentation given by the meal voucher company and pointed out that a portion of the funds on the new (electronic) cards will be designated for meals and a portion designated for other benefits, even on the MultiSport card if there is interest. Robert Novotný also outlined various options for dealing with unused paper meal vouchers before the end of their validity. The Committee continues to prefer that any employee concerned be able to decide whether to receive electronic meal vouchers on a card or a flat rate payment. The Committee is also convinced that the flat payment will soon be more advantageous for employees than meal vouchers, possibly as soon as the decree on setting the basic meal allowance rates is amended. The Committee will continue to monitor the situation closely.

The committee discussed whether the current mailing list was an appropriate platform for discussion between ordinary members and the committee, as not only not all union members (and indeed not all committee members) are on this mailing list. The committee asks members to get in touch directly to raise issues, rather than posting to this mailing list.

The committee also discussed the issue of chaining of fixed-term contracts. Pavel Nývlt asked whether to take the proposal produced by the previous committee as a starting point and modify it; this suggestion was rejected by Robert Novotný and Martin Profant. Martin Profant pointed out that some managers use fixed-term contracts to bully employees, but considers the only functional solution to be negotiating with management on specific cases and then possibly initiating a conciliation procedure. Juraj Hvorecký informed the committee that the number of people with a contract for an indefinite period is constantly increasing, and that the director of the institute has lawyers who have prepared a draft agreement. The committee decided (7 votes in favor, 0 against, 0 abstaining) to take this proposal as a basis for further negotiations and to invite the director of the institute to another meeting.

Juraj Hvorecký raised the issue of average salaries at the institute as compared to the AV average, which we are not approaching; Martin Profant added context both with reference to the past and to other institutes of the third field of science. Jan Frei asked if OSPVV could take action in this direction. The committee has finally discussed the budgetary developments that can be expected in the coming years.

The date of the next meeting of the Committee was tentatively set for 29 November at 9.30.

In a *per rollam* vote over 21-22 October, the Committee approved the payment of a fee to Dagmara Matušková for assistance with the economic agenda, in the amount of CZK 6,000 in the form of a DPP.