

## Meeting of the steering committee of the FLÚ labour union

13. 9. 2021 13:00–14:00

Committee members in attendance: Jan Frei, Juraj Hvorecký, Robert Novotný, Pavel Nývt, Darja Zoubková.

Taking minutes: Pavel Nývt.

The committee approved the agenda for the meeting and noted that there are no comments on the minutes from the last meeting.

Juraj Hvorecký reported that he took over the disposition rights to the **union bank account** from the former chairman. He noted that account management is currently subject to a fee, and suggested exploring the possibility of transferring the account to FIO bank, which does not collect these fees.

The committee discussed the question of whether all **committee meetings should be open to members** of the labour union. Darja Zoubková pointed out that discussion may be freer in a smaller circle, especially when it relates to critical comments on the management of the institute.

Juraj Hvorecký presented the results of negotiations with the management of the institute on **agreements on work from home**. The members of the committee note that most of the objections were rejected with reference to the Labor Code, but consider it unfortunate that the settlement of the objections was entrusted to the law firm that prepared the original text. They also call on the institute's management to subject such documents to a wider discussion in the future before handing them over to all staff for signatures.

The committee discussed the **future of meal vouchers**. Juraj Hvorecký and Darja Zoubková reported on the current situation: the transition to a flat-rate addition to salaries is possible at the start of the next year at the earliest, and rumours are circulating that paper meal vouchers will be canceled within this year. Members of the committee were not informed officially about changes regarding the provision of meal vouchers, which they consider unfortunate. The committee reiterated its preference that any employee affected by the changes should be able to decide whether to receive electronic meal vouchers on a card, or the flat-rate addition. Despite repeated requests, the management of the institute and economic administration have failed to provide an answer as to this possibility.

Juraj Hvorecký reported that from next year, employees may be able to apply for a **financial contribution from the FKSP** not only for summer recreation or insurance contributions, but also for a MultiSport card allowing access to various sports facilities, fitness centres, and relaxation centres. He pointed out that all applications for this bursary are co-signed by the committee chair, and that steps are being taken to encourage more eligible staff members to apply for FKSP contributions.

Juraj Hvorecký reported that it will no longer be possible to organise the **union trip** this autumn, but that it should be possible to arrange a guided tour of Zlín and the surrounding area

during the first half of next year. The committee also discussed the possibility of a one-day skiing trip in Ještěd or the Krkonoš mountains, and the possibility of including family members and employees of FLÚ who are not union members. The final decision on all these issues was postponed to the next meeting.

The committee discussed the question of **bonus checks for 2020 and 2021**, and approved (with 5 votes in favour, 0 votes against, and 0 abstaining) the following resolution: checks will be paid out simulatenously for 2020 and 2021, with the amount for one year being equivalent to that given in 2019; every member who was a member on 30 June of the year in question will be entitled to the check in full. At the next meeting, the committee will consider whether to prefer restaurant vouchers instead of (currently given) vouchers for Tesco.

Juraj Hvorecký informed the committee about planned changes in communications between the personnel department and employees celebrating significant life anniversaries.

The committee discussed **bonuses for trade union members** on the basis of Annex 2 to the collective agreement, point 2/3 B. The committee asked Darju Zoubkovou to find out whether these have been applied in the past. They **approved** (with 4 votes in favour, 0 against, and 1 abstaining) the following resolution: any union member who retired or retires for the first time from January to November 2021, is entitled to 1,500 CZK in accordance with the above point of the annex, paragraph 1; any member of the union to whom a child is or has been born within the same period is entitled to 2,000 CZK in accordance with the above point of the annex, paragraph 4; the remuneration referred to in paras. 2 and 3 of the relevant annex shall not be distributed.

Juraj Hvorecký informed the committee of his meetings with a union member complaining about tense relations with his manager, and about the fact that his attestation was carried out in his absence in a clear violation of attestation rules (after which it was suggested that his contract should be extended only by two years, against which he has successfully appealed). The committee will take no action at this time but will continue to monitor the situation. The committee also discussed the appointment of the chairman of the attestation committee, and the currently inconsistent approach of that committee in its operations at the institute.

The next meeting of the committee was scheduled for the second half of October, with the exact date to be determined.