

## Meeting of the FLU labour union committee

28. 3. 2022 10:00–10:50

Present: Teresa R. Baron, Jan Frei, Juraj Hvorecký, Robert Novotný, Pavel Nývlt, Darja Zoubková.

Taking minutes: Pavel Nývlt.

Juraj Hvorecký informed the committee that Martin Profant was absent from the meeting due to health-related reasons.

He further stated that very **few confirmations of participation in the membership meeting had been received from the members on Thursday, April 7, 2022**. Even the OSPVV lawyer did not send a **comment on the draft collective agreement** within the promised deadline. Juraj Hvorecký will wait until Wednesday 30 March and, if necessary, will send members the current version of the proposal without the lawyer's remarks; in any case, the members will be acquainted with them and, at worst, will vote on the final text of the collective agreement after the membership meeting per rollam. The OSPVV lawyer has also not yet helped with the change of entry in the Commercial Register.

Juraj Hvorecký said that he could not participate in the OSPVV election assembly, and asked the members of the committee if any of them could represent him. Jan Frei agreed to do so.

Further, Juraj Hvorecký told the committee that he had discussed a possible transition from meal vouchers to a flat rate package with representatives of the HR department. The HR department verified by telephone to the MLSA that there is an intention to cancel the flat rate package. Juraj Hvorecký suggested monitoring the situation in the first half of the year; should the issue of abolition prove out of date by the autumn, the institute's management is ready to negotiate the flat rate. Darja Zoubková reminded the committee that many members use cards to draw contributions from the FKSP, the drawing of which for recreation is otherwise very bureaucratically demanding. Darja Zoubková pointed out that if only some employees were to switch to a flat rate, it would still be necessary to communicate with the food voucher company, and this agenda is now provided by an employee paid from grant funds, just as another paid employee handles absurdly complex issues of employing foreigners (including from EU countries). The committee finally decided that it would be appropriate to start discussing the issue of the meal voucher system with the management of the economic administration as early as the first half of the year.

Juraj Hvorecký further stated that he discussed the **results of the attestations** with the director of the institute. He noted with satisfaction that out of 33 certified researchers, 14 had been upgraded to a high spine point, and that three employees would be newly contracted on an indefinite basis, and that the number of employees with an indefinite contract was gradually growing even without the introduction of rigid rules.

Juraj Hvorecký informed about the case of an employee with serious health complications, who is in danger of a bad economic situation. He said that the OSPVV has a fund for similar cases from which little is currently drawn, and asked Darja Zoubková to find out the exact conditions for drawing from this fund. Darja Zoubková pointed out the possibility of paying the employee extraordinary support from the ZOO FLÚ money. Juraj Hvorecký expressed the belief that this support would not be enough in itself, but called on the members of the committee to be prepared to vote on it *per rollam*.

Finally, Juraj Hvorecký briefly informed about the **planned agenda of the membership meeting**: an overview of the committee's activities to date, and a discussion on meal vouchers and the collective agreement.

Darja Zoubková again drew attention to the **unsatisfactory premises of the personnel department**, stating that the personnel officers work closely with the payroll accountant, who has an office on another floor, which makes communication more difficult. Another problem is the sharing of this room with an employee of the economic administration, which leads to the fact that all personal affairs of employees, which should only be information for the payroll accountant, are actually aired in public. The committee discussed the generally difficult situation with the rooms in Jilská. Juraj Hvorecký promised that he would discuss the change of the personnel department room with the director of the institute.

The committee decided, if necessary, to provide refreshments in view of the number of members announcing their participation in the membership meeting.

The committee will meet next immediately after the membership meeting on Thursday, April 7, 2022.