



UNIVERSITY
OF OSTRAVA

Annex no. 1 to the Collective Agreement

made and entered into by and between

University of Ostrava

with registered office at Dvořákova 7, 701 03 Ostrava; company registration no. (IČ) 61988987,
represented by Petr Kopecký, Rector,

and the faculties of the University of Ostrava, namely:
Faculty of Medicine, represented by Rastislav Maďar, Dean,
Faculty of Arts, represented by Robert Antonín, Dean,
Faculty of Social Studies, represented by Alice Gojová, Dean,
Faculty of Science, represented by Zuzana Václavíková, Dean,
Faculty of Education, represented by Daniel Jandačka, Dean,
Faculty of Fine Arts & Music, represented by Michal Kalhous, Dean,

hereinafter designated as the “Employer” or “UO”, **as one party**,

and

The Basic Trade Union Organisation of the University of Ostrava (organisation no. 1941 in the register of the Higher Education Trade Union)

with registered office at Dvořákova 7, 701 03 Ostrava, registration no. (IČO) 71186506,
represented by Ilona Plevová, chairperson of the committee of the Basic Trade Union
Organisation,

hereinafter designated as the “Trade Union Organisation”, **as the other party**;

Article 1
Introductory Provisions

1. The parties declare that they have entered into a Collective Agreement for the years 2024 - 2026 (hereinafter designated as the "Collective Agreement").
2. The object of this Annex is to amend selected provisions of the Collective Agreement

Article 2
Change of Agreement

1. Article 13(2) of the Collective Agreement is amended to read as follows: The Employer will proceed in compliance with SS 234 and 235 of the Labour Code and Rector's Order (no. 208/2023) Personnel Work when entering into an agreement on the extension or development of qualifications on the part of an employee.
2. Article 20 of the Collective Agreement is amended to read as follows: The Employer, in compliance with legislative rules, shall provide a meal allowance to employee, at the employee's request, in compliance with the relevant Rector's Order.
3. Article 22(2) of the Collective Agreement is amended to read as follows: An employee is entitled to this type of reward if their average workload as the sum of the employee's contracts with the Employer over the last 10 years is 0.5 and above times the full workload on the day of entitlement to the reward arises.
4. Article 23(3) of the Collective Agreement is amended to read as follows: The amount of the reward for employees who are employed with the Employer but their employment workload is lower than 1.0 times the full workload will be reduced in proportion to their workload. If the employee has a reduction in the employment workload in less than 6 months before the entitlement to reward, the reward will be paid at the rate to which the employee would have been entitled if the reduction in employment workload had not occurred, provided that the higher employment workload has been agreed with the employee for more than 6 months.
5. Article 25(1) of the Collective Agreement is amended to read as follows: Further benefits are provided by the Employer to employees as follows:
 - employee discounts on selected goods in the university bookshop;
 - the Employer will support employees' sports activities in a way determined by the Employer;
 - the Employer will support language instruction for employees on condition that a subsidy programme exists from which language courses will be funded by the Employer;
 - the Employer will offer employees the possibility to attend selected concerts organised by the Faculty of Fine Arts and Music of the University of Ostrava free of charge.

Article 3
Final Provisions

1. Other provisions of the Collective Agreement beyond those set out in Article 2 of this Annex remain unchanged.
2. This Annex comes into effect on 1 July 2024.

In Ostrava, dated 20 June 2024

Petr Kopecký, OU Rector

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Rastislav Maďar, Dean of Faculty of Medicine
Robert Antonín, Dean of Faculty of Arts
Alice Gojová, Dean of Faculty of Social Studies
Zuzana Václavíková, Dean of Faculty of Science
Daniel Jandačka, Dean of Faculty of Education
Michal Kalhous, Dean of Faculty of Fine Arts & Music
Ilona Plevová, Chairperson of the Basic Trade Union Organisation of OU associated in The Higher Education Trade Union