

Amendment No. 2

to the COLLECTIVE AGREEMENT

Entered into on June 12, 2018, Ref. No. MU-IS/73685/2018/714152/RMU-1

Contracting Parties:

Masaryk university

Higher education institution
Registered office in Brno, Žerotínovo nám. 617/9
Represented by Rector prof. MUDr. Martin Bareš, Ph.D.

and

University Trade Union - Coordination Trade Union Council of Masaryk University,

Represented by its Chairman RNDr. Luboš Bauer, CSc.,
acting on behalf of all trade union organizations acting at Masaryk University on the basis of the authorization of the University Trade Union Committee as of 24 November 2005 to represent basic organizations in the matter of collective negotiation at the university level

have agreed within the framework of collective negotiation by this Addendum No. 2 to amend the Collective Agreement concluded on 12 June 2018 (hereinafter referred to as the CA), as follows:

- I. The wording of Article 12 is hereby deleted and a new Article in the following wording is inserted:

"Article 12

Catering Employee Program

1. Pursuant to the provisions of Section 236 of the Labour Code, the employer shall allow employees who are in an employment relationship a corporate catering in all shifts, especially in their own canteens, or in catering establishments of other entities. The employer enables to all employees a corporate catering during the work shift.
2. Employees are entitled to a meal allowance if they meet the condition of working for at least in a 4 hours shift and if they have an employment relationship with the university concluded for at least half of the given weekly working hours (i.e. 20 hours per week). For employees in multi-shift operations, the condition of hours worked is reduced adequately. The condition of the agreed minimum working hours does not apply in the case of employees who are both employees and recipients of a retirement pension.
3. The employer provides a meal allowance in a form of a financial allowance in accordance with the Income Tax Act, namely in the amount of CZK 55.
4. If the condition laid down in paragraph 2 is met, an employee shall be entitled to a financial meal allowance for one meal for each worked shift.
5. If the given and worked length of a work shift is longer than 11 hours, an employee is entitled to another financial meal allowance, provided that the amount by which the maximum possible tax deductible contribution for a given calendar year is exceeded is subject to income tax and to employee insurance deductions."

- II. Other provisions of the Collective Agreement remain unchanged.
- III. This Amendment shall become valid on the date of its signature by the Contracting Parties and shall enter into force on 1 May 2021.

Brno, 29th March 2021

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prof. MUDr. Martin Bareš, Ph.D.
rector

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RNDr. Luboš Bauer, CSc.
chairman of University Trade Union Organisation