



## Minutes of the meeting of the ZO VOS FF UP of 16 February 2024

Present on behalf of ZO VOS FF UP:

František Kratochvíl, MA, Ph.D., Chairman  
Mgr. Bronislava Macháčková, Vice-Chairwoman  
Mgr. Anna Bílá, Ph.D., member of the Committee - excused  
Hana Růžičková, economist  
Mgr. Anna Gáborová, Chairwoman of KK  
Mgr. Kristýna Solomon, Ph.D., member of the committee  
Valérie Vejmolová, member of KK  
doc. Mgr. Pavel Šaradín, Ph.D., member of the committee  
Prof. Dr. Wilken Engelbrecht, member of the KK  
PhDr. Oldřich Břenek, Ph.D., member of the Committee  
Mgr. Ondřej Kučera, Ph.D., member of the committee

### Program

1. Update on the Social Fund
2. News from the VOS Conference
3. Negotiation of the UP Internal Wage Regulations
4. Preparation of the Annual Membership Meeting of ZO VOS FF UP
5. Preparations for the Hour of Truth protests in March 2024

### Approval of the agenda and the rapporteur

The program and the minutes taker Mgr. Macháčková were approved by all present.

#### 1. Update on the Social Fund

Since the consolidation package changed the amount of tax-free benefits from 2 to 1 percent and mandates supplementary pension insurance, it will be necessary to modify the internal directive on the use of Social Fund. As we are awaiting a decision from the Ministry of Education, this is likely to occur during the spring of 2024 and the proposal will be discussed and referred to a per rollam vote in due course.

## 2. News from the VOS Conference

The main items on the agenda were:

1. Shooting at FF UK, contribution from funds to the survivors
2. VOS supports the revision of the gun law.
3. The Ministry of Labour and Social Affairs (MLSA) wants to propose termination without giving any reason. This is an outrage and the VOS is ready for radical protests.
4. The underfunding of education was one of the main topics of the conference.
5. Ministry of Education is expected to take action on university reserves
6. The MLSA does not want to valorize guaranteed wages. If this were to happen, it would affect all tariff groups except professors, because the wage situation in universities is absolutely scandalous.
7. Discussion of closer cooperation with school unions and possible merger.
8. Discussion on membership of European trade unions.
9. Increase in dues per member from 400 to 600 CZK per year.

### Resolution of the ZO VOS FF UP

ZO VOS FF UP supports the closest possible cooperation with Education Union, including possible merger into one organization. It also agrees to increase the dues to 600 CZK per year, possibly further, to allow membership in the European trade union for education, which the ZO VOS FF UP supports.

Pro: 10

Against: 0

Abstentions: 0

## 3. Negotiations on Internal Wage Regulation (VMP) at UP

The Union Coordination Council (KOR) did not approve the amendment to the Internal Wage Regulation (VMP) and demands that the comments be settled and a clear timetable and procedure be set for the implementation of the European Equal Pay Directive, which will come into force in 2026. For more information on this matter, see UP Reflex – Chairman's contribution.

### Communication from the Dean

The Dean of the Faculty of Arts informs the VOS FF UP about his intention to pay an extraordinary contribution to all employees of the Faculty of Arts in March salary, i.e. in April in equal amount. He also informs about his intention to proceed analogically in the distribution of the Cohesion Fund, where the FF UP expects about 16 million CZK. CZK. The entire amount will be distributed to the employees in the 20 months of 13 salaries.

### Resolution of the ZO VOS FF UP

ZO VOS FF UP takes note of the communication of the Dean and agrees with the proposed procedure. Furthermore, the UP FF VOS OC proposes that any 13th salary should be paid before the summer holidays to allow staff to recharge and to help

them with the costs they incur over and above their normal expenses during this period.

Pro: 10

Against: 0

Abstentions: 0

#### **4. Annual meeting of the ZO VOS FF UP**

The Committee charges the individual members with the preparation of the Annual Meeting of the VOS ZO FFUP. It also invites the Dean and Secretary of FFUP and other members of the faculty leadership and other staff, including non-members.

#### **5. Preparing for protests in 2024**

At this point, a tentative date has been set for protests for better funding of Czech higher education on Wednesday 27 March under the theme "Ugly Wednesday" (a reference to the Wednesday in the Holy Week, preceding the Maundy Thursday. According to the scriptures the day Judas sold Jesus for 30 silver coins. The committee is asking members to suggest new forms of protest and engagement. In addition, a survey of Czech higher education staff will be conducted for this event.

Written on 16. 2. 2024

Mgr. Bronislava Macháčková, Vice-Chairwoman of ZO VOS FF UP, v.r.

Approved by

František Kratochvíl, M.A., Ph.D., Chairman of the VOS FF, v.r.