



Minutes of the meeting of the ZO VOS FF UP on 11 May 2023

1. Opening and approval of the agenda of the membership meeting

Number of members of ZO VOS FF UP present at the meeting: **30**

Guests

Rector: prof. MUDr. Martin Procházka, Ph.D.
Bursar: Mgr. Mgr. Petra Jungová, LL.M.
Vice-Chancellor for Legislation: JUDr. Zdenka Papoušková, Ph.D.
Dean of the Faculty of Arts UP: doc. Mgr. Jan Stejskal, M.A., Ph.D.
Secretary of the UP Faculty of Arts: Ing. Andrea Wágnerová

Program

1. Opening and welcoming guests
2. Discussion with guests regarding the salary and financial situation of UP
3. FF Union Membership report for 2022 (Mgr. Bronislava Macháčková)
4. Financial Report for 2022 (Internal Audit Committee - Mgr. Anna Gáborová)
5. Additions to the agenda – Steering and Internal Audit Committee election
6. Debate on the wage situation and other activation strategies for the membership
7. Miscellaneous, discussion
8. Resolution and conclusion of the meeting

Vote approving the agenda:

Pro: 30; Against: 0; Abstentions: 3.

1. Opening and welcoming guests

The Rector of UP, the Vice-Rector for Legislation and Organization, the Bursar of UP, the Dean of FF UP and the Secretary of FF UP accepted the invitation to the annual meeting.

2. Discussion with guests regarding the salary and financial situation of UP

During about an hour of lively discussion with the guests, the issue of wages and financing was treated in detail. The minutes summarise the main topics as presented by our guests for clarity.

The Rector of UP informed the members of the ZO VOS FF UP about the Wage Regulation draft, which was modelled in two variants: the ideal variant was related to the wages in regional education, the currently feasible variant is at the current level of FF UP, so it does not bring the desired increase for FF UP employees.

The Rector is of the opinion that it is almost impossible to solve the situation without greater competences for his office and hopes that an amendment to the Higher Education Act may resolve the issue. The Rector's opinion was welcomed by Dr. Kraus, who pointed out the incorrect distribution of funds for science, where important projects at the UP Faculty of Arts do not bring the expected and deserved funds to the budget and are redistributed and "subsidize other faculties".

The rector also spoke about the management of UP as a whole, where the accumulated surpluses (CZK 1.1 billion) make it difficult for UP to argue its position vis-à-vis the Ministry of Education and Science, when it petitions for additional funds but is unable to use these surpluses rationally.

On the question of doc. Šaradín, the Rector of UP mentioned the distribution of funds in other sources (11, 30, etc.), where again it is not easy to achieve a change in methodology and a more rational and fair budget.

Regarding the self-evaluation processes, the effectiveness of which was questioned by Assoc. Šaradín, the Rector and the Bursar informed that UP is negotiating with the University of Pardubice regarding a new system for data warehouses.

The UP Bursar provided further details on the Wage Regulation (VMP), which she hopes will be in effect as of January 1, 2024. The VMP will be finalized shortly and submitted to the Union for discussion.

According to the bursar, good management of UP should be based on the actual costs of teaching and operation, according to current data. She cited Masaryk University as an example of a working model, where the rules of budget management are very clear, they do not allow surpluses or overdrafts. The Bursar stressed that UP is not able to cross its own shadow and behave as one institution. The budget modelling is based on the outdated KEN methodology which is no longer adequate. Instead of a rational solution, some units refuse to change under the slogan: "why subsidize other faculties".

The Dean of the Faculty of Arts informed about his activities within the Association of Deans of Faculties of Philosophy, which he chairs. First, he spoke about his meeting with MPs in the parliamentary commission for education, which is well acquainted with the state of affairs at the university.

He also shared his opinion on the dynamics at the MoE under the previous and incoming minister. He further informed about some of the options for addressing the situation of HEIs. For example, the NPOs, which the Czech Republic has not yet benefited from, in the form of favourable loans from the EU (up to 50 billion CZK for the Czech Republic). On Friday, 12 May, the dean of the UP Faculty of Arts will participate in a meeting in Brno regarding the financing of higher education institutions and at the end of the month in another meeting of the parliamentary committee on this matter. He promised to inform the FF UP VOS again in detail.

The UP Faculty of Arts secretary informed about the new way of drawing the Social Fund in the form of SODEXO cards, which are charged monthly. This system will be introduced for the whole university as soon as the new standard of SF disbursement is in force. The Secretary stated that the new method of drawing is more efficient and enjoys greater interest from the staff, as the balance has decreased by about one million CZK (from 3 459k to 2 422k CZK).

3. Overview of the membership base of ZO VOS FF UP in 2022

Mgr. Macháčková informed about the state of the membership base in 2022. The total membership base now consists of 69 members, of which 1 is on parental leave. Since last year, the number of members has increased by 13, 6 of which are this year. The composition is as follows: 57% academic staff and 43% other staff compared to last year's ratio of 60% AP to 40% OC. In the total number of all FF staff, our VOS is 17% represented - up from 11% last year.

4. Report on the management of the ZO VOS FF UP and the report of the Audit Committee for the year 2022

The inspection was carried out and the report, the full text of which is attached, was read out by the Chairwoman of KK Mgr. Gáborová. For the year 2022, the income in the account amounted to CZK 70,300.00 and the expenditure to CZK 129,436.00. The expenditure was spent on FlexiPasses for union members and a levy for VOS members to the central VOS organisation. The final balance in the account as at 31.12.2022 was **CZK 103,675.52** and CZK 526.00 in the treasury.

5. Election of the ZO VOS FF Committee and the Audit Committee

The assembled VOS ZO membership then proceeded to elect a new committee and audit committee. The chairman thanked Dr. Jana Jedličková, who is leaving FF UP, for her work and commitment in the ZO VOS FF UP and wished her to initiate the establishment of the ZO at her new workplace as an experienced union member.

There was further discussion regarding the nomination of a new committee member. Mgr. Anna Bílá, from the same department as the outgoing colleague, was nominated.

The vote on the composition of the new Committee and the Audit Committee (see annex) was as follows:

Pro: 29; Against: 0; Abstentions: 1.

6. Debate on the wage situation and other activation strategies for the membership

The membership discussed how to respond proactively to the current situation. The union's activities will be on three levels. The first is coordinated preparation for the fall VOS strikes with support from the school unions and others.

The second level is activation towards MPs, politicians and other decision-makers. Doc. Šaradín suggested inviting individual MPs to debates at the Faculty of Arts and publicizing these events. Another possible strategy is correspondence, towards the Education Committee in Parliament and personal visits to MPs in their regional offices.

The third level is the preparation of lawsuits for unequal pay, where there are already three people in the VOS FF UP who are willing to get involved. We will leave the decision on the most suitable person to Mgr. Palla, who will take over the legal protection and coordination of the whole matter. We expect that other VOS ZOs will join in the near future.

7. Miscellaneous, discussion

At the end of the meeting, the membership watched a short documentary about the Hour of Truth protest that took place on Teachers' Day, March 28, 2023.

8. Resolution and Conclusion:

The Membership Meeting approves:

1. a report on the state of the membership base,
2. the management report and the report of the audit committee

Vote:

Pro: 30; Against: 0; Abstentions: 0.

Written on 11 May 2023

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

Approved by

František Kratochvíl, MA, Ph.D., chairman of the VOS FF

Attachments

1. Report on the management of ZO VOS FF UP and report of the Audit Committee for the year 2022
2. Composition of the new committee and economic committee of the VOS FF UP