



Minutes of the meeting of the ZO VOS FF UP on 14 March 2024

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

Number of members of ZO VOS FF UP present at the meeting: 27

Guests

Vice-Dean of the Faculty of Arts UP: Mgr. Ondřej Kučera, Ph.D.
secretary of the UP Faculty of Arts: Ing. Andrea Wágnerová

Program

1. Opening and welcoming of guests, election of the minutes takers
2. Overview of the member of the VOS FF UP in 2024 (Mgr. Bronislava Macháčková)
3. Budget and Audit Reports for the year 2023 (Mgr. Anna Gáborová)
4. Election of the Committee and the Audit Committee of the ZO VOS FF UP
5. Debate on the wage situation and protests in 2024
6. Membership activation strategy
7. Miscellaneous, discussion
8. Resolution and conclusion of the meeting

Vote approving the agenda and the recorders and verifiers of the minutes:

Pro: 27; Against: 0; Abstentions: 0.

1. Opening and welcoming guests

The invitation to the annual meeting was accepted by the Vice Dean of the Faculty of Arts and the Secretary of the Faculty of Arts.

2. Overview of the membership base of ZO VOS FF UP in 2023

Mgr. Macháčková informed about the number of members in 2023. The total number of members is 69, of which 2 are on parental leave. The number of members has not changed since last year, although 7 new members have registered. However, this number has been offset by an equal number leaving either retiring or leaving the University. The composition is as follows: 56% academic staff and 44% administrative and research staff. In the total number of all FF staff, the trade union membership is at 14%.

3. Budget and Audit Reports for the year 2023

The budget report for 2023 was presented, the full text of which is attached, by the Chairwoman of Budget Committee Mgr. Gáborová. For the year 2023, the income was CZK 80,200 and the expenditure CZK 32,019. The expenditure was mainly on FlexiPasses for union members and a levy paid to the National Tertiary Education Union (VOS). The final balance in the account as of 31.12.2023 was **CZK 151,856.52** and CZK 310 with the treasurer.

4. Election of the Standing Committee and the Audit Committee of the ZO VOS FF

The assembled VOS ZO membership then proceeded to elect a new Standing Committee and Audit Committee. Regarding her retirement, Mgr. Bronislava Macháčková is leaving her position as vice-president. The other composition of the Committee and the Audit Committee remains unchanged, i.e. as follows:

The Chair:	František Kratochvíl, MA, Ph.D.
Vice-President:	(to be elected at the committee meeting)
economist:	Hana Růžičková

Committee members (alphabetically):

Mgr. Mgr. Anna Bílá
PhDr. Oldřich Břenek, Ph.D.
Mgr. Ondřej Kučera, Ph.D.
Mgr. Kristýna Solomon, Ph.D.
doc. Mgr. Pavel Šaradín, Ph.D.

Chairwoman Audit Committee: Mgr. Mgr. Anna Gáborová

Audit Committee members (alphabetically):

Prof. Dr. Drs. Wilken Engelbrecht, cand. litt.
Valérie Vejmolová

The vote on the composition of the new Standing Committee and the Audit Committee was as follows:

Pro: 27; Against: 0; Abstentions: 0.

5. Debate on the wage situation and protests in 2024

The Chairman informed about the negotiations on Amendment No. 4 to the Internal Wage Regulation, which is a condition for the drawing of the so-called Cohesion Fund, i.e. about 50 million CZK. The Ministry of Education and Science had allocated CZK 50 million to the universities in order to move towards equal and transparent remuneration. However, this amount does not even compensate for the financial loss caused by the Consolidation package, which changed the amount of social fund formation from 2% to 1% and stipulated that half of the amount must be used for pension contributions. For each employee, there is therefore a reduction of around CZK 11-12 thousand, from the original figure of around CZK 18 thousand.

The FF management tried to work out a more favorable situation and negotiated with the Ministries of Finance and Education whether the Working Capital Fund (accumulated savings) could be used for the creation of the Social Fund. This was not allowed.

The Secretary informed those present of changes in the creation and use of the Social Fund.

From March, the Social Fund contribution will be reduced as follows:

- CZK 750 if the entire amount is used for supplementary pension insurance;
- 350 CZK (pension insurance) + 250 CZK per card;
- 550 CZK per card.

Work and life anniversaries will no longer be paid from the Social Fund, but from the Bonus Fund.

The FF management promised to add an extraordinary bonus of CZK 8 thousand to the March salary. The amount will be proportional to the FTE and will apply to employees who have joined FF UP until 31 December 2023. Furthermore, the UP FF management and the UP FF VOS agreed to pay funds from the so-called Cohesion Fund to the June payout, if possible.

Negotiations with the Ministry of Education have not actually brought any progress so far, because the subsidies in the Cohesion Fund do not even compensate for the decrease in benefits caused by the so-called Consolidation Package. The VOS conference supported serving with school unions and joining European union structures. The fee per member is increased from 400 CZK to 600 CZK per year. The VOS FF UP does not need to change the fee, which is now 100 CZK per month.

Another important matter in the area of work and pay is the European Equal Pay Directive [2023/970](#), which fundamentally changes the rules for compliance with equal pay laws and resolves the ambiguity between the Labour Code and the Higher Education Act, as it overrides both.

This guideline does not allow differences of more than 5% in the same position. The reality in UP is that the differences are in the tens and sometimes hundreds of percentages. The burden of proof is shifted from the employee to the employer, who will publish the average wages for all positions twice a year. The implementation of this directive at UP requires changes to the Internal Wage Regulation, the Job Catalogue and the Career Plan in order to achieve the situation that is common abroad, i.e. that jobs are clearly defined both in terms of pay and job description and expected results. [Here](#) is a reference to such a situation in Dutch higher education.

The Hour of Truth is catching a protest on „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.) outside the Ministry of Finance to point out that the government really doesn't care about the situation in education and has done nothing for a year, despite its programme statement.

6. Other membership activation strategies

The ZO VOS FFUP Standing Committee will discuss an activation strategy, which would consist in the regular recruitment of new employees who will be provided with information about the functioning of the FF UP and a union "buddy".

The second line will be a regular job satisfaction survey at FF UP, which the Psychology Department will help conduct. Its results will also be provided to the Hour of Truth and shared with the media.

7. Miscellaneous, discussion

The President thanked the Vice-President, Mgr. Bronislava Macháčková for her many years of work for our organization and expressed his wish that she will attend the annual meetings even in her retirement.

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
3. Composition of the new committee and the audit committee of the ZO VOS FF UP

Vote:

Pro: 27;

Against: 0;

Abstentions: 0.

Written on 18. 3. 2024

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

Approved by

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

Attachments

1. Budget and Audit Report for the year 2023