



Minutes of the meeting of the ZO VOS FF UP of 28 April 2023

Present on behalf of ZO VOS FF UP:

František Kratochvíl, MA, Ph.D., Chairman
Mgr. Bronislava Macháčková, Vice-Chairwoman
Hana Růžičková, economist
Mgr. Anna Gáborová, Chairwoman of KK - excused
Mgr. et Mgr. Jana Jedličková, Ph.D., member of the committee
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

Guests:

Ing. Andrea Wagnerová - Secretary of FF UP

Program

1. Approval of the previous minutes of 10.3.2023
2. Information on the change of the wage regulation at the UP and the meal allowance (Andrea Wagnerová)
3. Preparation of the agenda for the annual meeting 11 May 2023, 14.30 KC 1.07
4. Report on union negotiations on equal pay, negotiations at the Ministry of Education and the Petition
5. Other

Approval of the agenda and the minute taker

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

1. Approval of previous minutes

The minutes of the March 10, 2023 meeting were approved by all present.

2. Information on the change of the wage regulation at UP and the meal allowance (Andrea Wagnerová)

Ing. Wagnerová informed the committee about the approved amendment to the VMP (Internal Wage Structure Guideline)¹, which came into force on 13 April 2023. Since the amendment modifies the tariffs of non-academics, it is necessary to modify Appendix No. 8, where the UP Faculty of Arts set fixed personal allowances in July 2022.

The modification will be formulated in Appendix No. 10 effective from 1 July 2023 in such a way that the salary will remain unchanged and the fixed personal allowances will be reduced by any difference in the new (higher tariff).

Ing. Wagnerová also informed the committee about the change in the contribution for meals in the Canteen. Previously it was 80 CZK, but after agreement with SKM (Canteens and Dormitories Management) it is reduced to 65 CZK. However, this change has no financial impact for UP employees. For meals outside the Canteen, the employer's contribution remains 80Kč.

3. Preparation of the agenda for the annual meeting on 11 May 2023, 2.30 p.m. KC 1.07

The date of the Annual Member Meeting of the VOS FF UP was set for May 11th in the afternoon at 2.30 pm in room KC 1.07 (Křížkovského 14, Dutch department, large classroom).

The agenda, which is attached to these minutes, includes, in addition to the usual items, (i) the participation of the Dean of the UP Faculty of Arts (the UP Rector is also invited), (ii) an update on wage negotiations and strategy for autumn 2023.

4. Report on union negotiations on equal pay, negotiations at the Ministry of Education and the Petition

Apart from the events that took place at UP, the VOS is negotiating with the Ministry of Education and is involved in key committees that deal with wages, where it is represented by its chair Peter Baierl. VOS was invited to these meetings thanks to the outgoing Minister Baláš. The MOE is preparing a very detailed data base to address the situation and possible increases.

The VOS (University Union) is regularly supported by the Teachers' Union and it would be appropriate for us to reciprocate their support and consider closer forms of collaboration in the future. It would also be useful to gain membership of and support from the European Union. This is dependent on the level of dues of VOS members, which are currently low. Membership of the European Union is conditional on the VOS membership fee in the European Union and currently the VOS cannot afford this fee.

The chairman of the VOS ZO FF UP will find out from the management of the union by how much it would be necessary to increase the VOS dues.

5. Other agenda

¹ <https://files.upol.cz/sites%2Fpub%2FpubNormy%2FR-A-18-02-N03.pdf>

The Committee adopted the following resolution requesting the Chairman of the ZO VOS FF UP to:

1. Obtain data about the median wages at UP (either this data is already available to the working group at the Ministry of Education or must be obtained through the Freedom of Information Act 106 from the University).
2. Invite the Dean and the Rector to the Annual Member Meeting. Should they be inconvenienced another suitable date will be arranged to meet with the union members and the FF UP employees.

Vote:

Pro: 10; Against: 0; Abstentions: 0.

Recorded on 28 April 2023

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.

Attachment: Invitation to the Annual Member Meeting of the VOS FF UP