

**AMENDMENT No. 1**

**TO THE COLLECTIVE AGREEMENT**

**OF THE UNIVERSITY OF SOUTH BOHEMIA  
IN ČESKÉ BUDĚJOVICE**

**2025 – 2027**

## AMENDMENT No. 1

### TO THE COLLECTIVE AGREEMENT

concluded on 13 December 2024 between the contracting parties:

**University of South Bohemia in České Budějovice** (hereinafter also referred to as the 'Employer' or 'USB')

Registered office: Branišovská 1645/31a, České Budějovice, 370 05

ID No.: 60076658

Represented by the Rector, Prof. Ing. Pavel Kozák, Ph.D.

and

**Coordinating Trade Union Board of the University of South Bohemia** (hereinafter referred to as 'CTUB USB') representing the local organisations (hereinafter referred to as 'ZO'):

- ZO VOS Faculty of Education, USB, with its registered office at Jeronýmova 10, České Budějovice, reg. No. 1841, ID No. 72542896, represented by Jitka Pečlová;
- First Basic Trade Union Organisation at USB, with its registered office at Branišovská 1645/31a, České Budějovice, 370 05, reg. No. 4122, ID No. 60076895, represented by doc. Ing. Jan Beran, PhD.;
- ZO VOS at the Faculty of Economics, USB, with its registered office at Studentská 787/13, České Budějovice, reg. No. 1840, ID No. 00677094, represented by Ing. Jiří Alina, Ph.D.

#### 1. Basic provisions

- 1.1. On 13 December 2024, the contracting parties concluded a Collective Agreement (hereinafter referred to as 'CA') in accordance with Act No. 262/2006, the Labour Code, as amended (hereinafter referred to as 'LC'), Act No. 2/1991, on Collective Bargaining, as amended, and in accordance with other legal regulations, in particular Act No. 111/1998, on Higher Education Institutions, as amended.
- 1.2. The agreement was concluded for the period from 1 January 2025 to 31 December 2027.
- 1.3. In accordance with the provisions of Article 8(8.4) of the Agreement, the contracting parties have agreed on the following amendment to the CA.

#### 2. Subject matter of the amendment

##### 2.1. The current wording of Article 7(7.3) of the CA is replaced by the following new wording:

'The Employer shall provide its employees in an employment relationship with a financial contribution to cover one main meal per day (hereinafter referred to as the 'meal allowance'). The meal allowance is agreed at CZK 50. Based on a justified decision by the Rector, Deans or Director of the Dormitories and Refectories, the relevant constituent parts of USB may provide employees working at that unit with a supplement to the meal allowance of up to CZK 50; what is stipulated in this CA for the meal allowance also applies analogously to the supplement to the meal allowance. The meal allowance is provided in the form of a meal voucher allowance and is paid to employees retrospectively for shifts worked, together with their salary for the previous calendar month. The meal voucher allowance will be listed on the employee's payslip as a separate item and is not subject to personal income tax or social security or health insurance contributions.'

##### 2.2. The current wording of Article 7(7.4) of the CA is replaced by the following new wording:

'The meal allowance is provided to employees in employment for each day on which the employee performs at least 3 hours of continuous work. For shifts exceeding 11.5 hours, the employee is entitled to an additional 15-minute meal break and an additional meal allowance. Meal and rest breaks are not included in the period of continuous work. The allowance is not provided to employees who do not work due to an obstacle to work, holiday or compensatory leave, and to employees on a business trip if they receive compensation under the LC.'

- 2.3. The provisions of the CA that are not affected by this amendment remain unchanged.

### **3. Final provisions**

- 3.1. This amendment shall come into force and effect on the date of its signature by all contracting parties. The amendment shall become an integral part of the CA.
- 3.2. This amendment is executed and signed in four copies, all of which are valid as originals, and each party shall receive one copy.
- 3.3. The contracting parties shall inform all employees of the content of this amendment to the KS within 15 days of its conclusion in the following ways:
  - a) The employer shall publish it on its website or on the employer's official notice board;
  - b) The employer shall send it to all employees by e-mail;
  - c) CTUB USB/ZO shall publish it on its website.
- 3.4. The contracting parties shall affix their signatures to this amendment, thereby declaring their willingness to conclude this amendment and expressing their agreement with its content.

In České Budějovice on 12 June 2025

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prof. Ing. Pavel Kozák, Ph.D.  
USB Rector

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Jitka Pečlová, Chair of CTUB USB  
ZO VOS Faculty of Education, USB, reg. No. 1841

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doc. Ing. Jan Beran, PhD.  
First Local Trade Union Organisation at USB, reg. No. 4122

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Ing. Jiří Alina, Ph.D.  
ZO VOS Faculty of Economics, USB, reg. No. 1840