

**AMENDMENT No. 2**

**TO THE COLLECTIVE AGREEMENT**

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

**2025 – 2027**

## AMENDMENT No. 2

### 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, Ph.D.;
- 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 CA 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 3(3.18) of the CA is replaced by the following new wording:**  
'The Employer shall grant employees in an employment relationship, at their request, time off work (sick leave) due to short-term illness without the need to provide proof of temporary incapacity for work and regardless of the amount of holiday leave taken, for a maximum of 4 working days per calendar year (always only full working days). Employees are entitled to wage compensation in the amount of their average earnings for this leave. This sick leave with wage compensation can be taken after 3 months of the probationary period from the start of the employment relationship. Unused days cannot be carried over to the following year.'
- 2.2. 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 on the date of its signature by all contracting parties and shall come into effect on 1 January 2026. 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 CA 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 8 Decembre 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