

**Director's Decree V2019-06**

July 31, 2019

**Organizational Change**

Because:

- a) the Institute of Organic Chemistry and Biochemistry of the Czech Academy of Sciences (IOCB Prague), located at Flemingovo nám. 542/2, Praha 6, 166 10, ID No: 613 88 963, listed in the register of public research institutions of the Ministry of Education, Youth and Sports ("**employer**"), has undertaken projects titled "Reconstruction and Repair of the Biochemistry Building" and "IOCB – A+B – Renovation and Completion of the Central Part of the Campus and Construction of a Parking Garage" ("**projects**");
- b) for purposes of providing supervision over the works in the execution of the projects, the employer created the position of Vice-director for the IOCB Campus Development to carry out duties for the employer for a limited time only, i.e. for the duration of the projects (according to initial expectations, the last project was to be completed by 26 February 2017 or, as the case may be, 30 April 2017);
- c) on 27 February 2017, the employer proceeded to terminate employment of the Vice-director for the IOCB Campus Development by means of immediate dismissal for gross misconduct as per regulations relating to the work carried out by the employee ("**immediate dismissal**"), whereas at the time this decision on organizational change was reached, immediate dismissal was deemed invalid by the courts of the first and second instances;
- d) the employer does not agree with the conclusions contained in the decisions of the courts of the first and second instances in the matter of determining the invalidity of immediate dismissal and shall continue to pursue legal action;
- e) in light of the decisions of the courts of the first and second instances, the employer must proceed based on the conclusions described in those decisions and, accordingly, the employer must approach the employment of the Vice-director for the IOCB Campus Development as if a natural sequence of events had taken place leading to the termination of employment of the Vice-director for the IOCB Campus Development without a breach of duty on his part through gross misconduct;
- f) the projects had already been undertaken and all matters relating to their execution (negotiating with the contractor to address defects and backlogs) were, from the beginning, the responsibility of other specially qualified employees of the employer,

**the director of the employer has taken the following decision on organizational change:**

As of 31 July 2019, the position of Vice-director for the IOCB Campus Development is terminated. The employer is no longer able to assign work to the employee holding the position of Vice-director for the IOCB Campus Development, the result of which is that the employee in this position is now redundant. Therefore, employment will be terminated pursuant to Act No. 262/2006 Coll. of the Labour Code as amended.



Zdeněk Hostomský  
Institute Director