



## Amendment No. 2 to Collective Agreement

The Institute of Organic Chemistry and Biochemistry of the Czech Academy of Sciences, with place of business at Flemingovo nám. 2, Praha 6, represented by the director (hereafter “IOCB” or “the employer”)

and

the Trade Union of Workers in Science and Research, represented by the president (hereafter “the trade union”),

concluded a collective agreement on 31 December 2021 pursuant to Act No. 262/2006 Coll. of the Labour Code, as amended (hereafter “the Labour Code”), to regulate some of their rights and obligations. The parties have agreed to amend the collective agreement as follows:

### I. Subject

- 1.1. This amendment removes the possibility of taking Sick days and introduces the possibility for employees to take personal leave. As a result of this change, Article 6, paragraph 5 of the Collective Agreement is amended as follows:

*Employees are allowed to take personal leave for the duration of a maximum of four working days per calendar year to overcome short-term ailments or to take care of pressing personal matters. During the period of personal leave, the employee is entitled to compensation corresponding to the salary that the employee would otherwise have received were it not for the respective obstacle to work on his / her part. Other conditions are stipulated in the Directive on the Granting of Personal Leave.*

- 1.2. Expired unused Sick days shall be converted to unused personal leave days increased by one personal leave day.

### II. Final provisions

- 2.1. This amendment to the Collective Agreement was concluded on 1 August 2023 and shall remain in force through 31 December 2024.
- 2.2. The parties to the amendment must inform all employees about its contents within 15 days of its conclusion.



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2.3. Other provisions of the collective agreement that are not affected by this amendment remain in force.

In Prague on 1 August 2023

On behalf of IOCB

  
.....  
Jan Konvalinka  
director

On behalf of the trade union

  
.....  
Jiří Vondrášek  
president