



ODBOROVÝ SVAZ

PRACOVNÍKŮ
PENĚŽNICTVÍ A POJIŠŤOVNICTVÍ

Finally! New Higher-level Collective Agreement

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The main points are:



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Higher-level Collective Agreement



Employers have promised:

- ✓ The responsible approach to implementation and discussing organizational changes with trade unions
- ✓ To discuss the framework concept of dealing with harmful actions (mobbing, bossing, staffing, harrasment) at the workplace
- ✓ To increase the range of flexible forms of work for their employees

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Higher-level Collective Agreement

Employers have promised:

- ✓ To create the conditions for the improvement and cultivation of employees
- ✓ To be sensitive with the implementation of organizational changes, especially to those with the difficulties on the labour market
- ✓ To allow employees, who are taking care of children younger 15, to be more flexible with their working hours

Higher-level Collective Agreement

- ✓ The minimum wage in financial sector will be 15 000,- Kč (580,- EUR)
- ✓ The wage forms and components will focus on stimulating and stabilizing employees
- ✓ Obligations of the employer to be fair towards employees returning from the maternity leaves
- ✓ Employee fund allocation of at least 2.5% of the amount of paid wages in the previous calendar year



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Higher-level Collective Agreement



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Employers will:

- ✓ Constantly search for dangerous agents and processes at workplace in order to eliminate them
- ✓ Create favorable working conditions and ensure OSH
- ✓ Focus on creating more workplace free of psychosocial and musculoskeletal risks
- ✓ Respect the mental and physical abilities while fulfilling their work tasks



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Higher-level Collective Agreement

- ✓ Clearly specified conditions for the activity of Trade Unions representatives
- ✓ Employers will not prevent trade unions in any way from reporting and informing employees
- ✓ At least half of the weekly period for at least one trade union representative from an organization that took part in collective agreement
- ✓ Increase in the scope of paid activities for unfulfilled trade unions officials



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