

Agreement on Concluding Fixed-Term Employment Relationships

concluded under Section 39 (4) of Act No. 262/2006 Sb., the Labour Code, by and between the Parties:

Employer:

Institute of Atmospheric Physics (IAP) of the Czech Academy of Sciences
represented by the Director, doc. RNDr. Zbyněk Sokol, CSc.
and

Trade Union Organisation:

The Basic Organisation (BO) of the Trade Union of Workers in Science and Research (TUWSR)
represented by the Chairwoman, RNDr. Dagmar Novotná, CSc.

With respect to Act No. 155/2013 Sb. amending Act No. 262/2006 Sb., the Labour Code, as amended (LC), the Parties have agreed to conclude this Agreement, which provides for the rules establishing the procedure of concluding fixed-term employment relationships and determines the group of IAP employees to whom the procedure established by this agreement shall apply. The Agreement becomes effective on the date of its execution and is limited by the term of the Collective Agreement.

1. Due to special nature of work in the Czech Academy of Sciences, the Parties have agreed that it is not necessary to proceed according to Section 39 (2) of the LC in respect of concluding and extending fixed-term employment relationships for the group of workers named in paragraph 3 hereof.
2. The special nature of the work consists in:
 - a) performing work tasks within research, development and other projects financed by specific purpose funds the provision of which is defined both by time and by type of work activities;
 - b) professional activities of students of regular bachelor's, master's and doctoral study programmes;
 - c) professional activities of postdoctoral fellows improving their qualification to become a scientific worker.
3. Limitation on concluding fixed-term employment relationships (Section 39 (2) of the LC) shall apply to those of the following group of employees:
 - a) all employees (research workers and other employees) with whom an employment relationship has been concluded in order to perform work activities on a specific project for which specific purpose funds are provided the provision of which is defined both by time and by type of work activities;
 - b) students of regular bachelor's, master's and doctoral study programmes and postdoctoral fellows.

In Prague, on 1 July 2014

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doc. RNDr. Zbyněk Sokol, CSc.

Director of Institute of Atmospheric Physics

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RNDr. Dagmar Novotná, CSc.

Chairwoman of the BOC TUWSR