

Association of the Textile, Clothing and Leather Industry

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**Trade Union of Workers in the Textile, Clothing
and Leather Industry
of Bohemia and Moravia**

HIGHER-LEVEL COLLECTIVE AGREEMENT

for the textile, clothing, and leather industries

for 2025

The text and level of individual obligations of the contracting parties are based on the possibilities and needs of the textile, clothing, and leather industries and their position in the Czech economy.

This higher-level collective agreement (hereinafter referred to as the “HLCA”) fully respects the position of individual manufacturing sectors and the resulting differentiation.

Chapter I.

Basic Provisions

Section 1

Contracting Parties

The Association of the Textile, Clothing and Leather Industry (hereinafter referred to as the “ATOK”), with its registered office in Prague 1, Těšnov 5, represented by its executive director, Jiří Česal, M.A.

and

The Trade Union of Workers in the Textile, Clothing and Leather Industry of Bohemia and Moravia (hereinafter referred to as the “OS TOK”), with its registered office at Ke kapslovně 2855/1, 130 00 Prague 3, represented by its chairman, Bc. Ondřej Habart

have agreed, in accordance with Act No. 2/1991 Coll., on collective negotiation, to conclude a Higher-Level Collective Agreement for 2025.

Section 2

Subject matter and scope of the HLCA

This HLCA is binding for employers and their employees affiliated with the ATOK, as well as for all trade unions affiliated with the OS TOK operating at these employers.

The HLCA is also binding for employers who left the ATOK employers' organization during the term of this agreement.

It regulates the rights and obligations of the contracting parties, as well as employers and relevant trade unions to which the binding nature of the HLCA has been extended.

The extension of the applicability of the HLCA will also apply to those employers to whom the applicability of the HLCA is extended by the relevant legal regulation. If the binding nature of the HLCA is extended to the aforementioned economic entities by the relevant legal regulation in accordance with the applicable legal standards, the extension of the binding nature of the HLCA will apply to employers in the textile, clothing, and leather industry whose predominant activity is designated by the Czech Statistical Office with the Classification of Economic Activities (CZ-NACE) codes Nos. 13, 14, and 15.

In connection with the provisions of the Labor Code and other labor law regulations, it sets out the minimum working and wage conditions for the employment of employees in the textile, clothing, and leather industries. Provisions of the PKS that conflict with this HLCA shall be deemed invalid, while provisions of the PKS that are more favorable to employees than those set out in this HLCA shall not be deemed to conflict with this HLCA.

Chapter II.

Labor law claims

Section 3

Working hours

In accordance with legal regulations, working hours are set at a maximum of 37.5 hours per week for all employees. In accordance with the Labor Code, meal and rest breaks are not included in the working hours.

The beginning of each shift, including the determination of which shift (in the case of multi-shift operation) starts first in the working week, shall be specified by the employer in writing.

In the case of continuous operation, a shift schedule must be drawn up so that employees have at least one Saturday and Sunday off per month.

If working conditions allow, employers may apply a working time account if this is agreed in the collective agreement.

The employer is obliged to keep detailed records of working hours, including information on scheduled and actual working hours, and payroll records showing both the employee's fixed salary and the salary earned during the calendar month to which they are entitled under the Labor Code and the agreed terms and conditions.

Section 4

Work leave

Employees whose work involves mental and physical fatigue and other types of physical and mental stress related to their work, who are not entitled to leave beyond the statutory provisions and who meet the conditions agreed in individual collective agreements or internal regulations, shall be granted by the employer at least five working days of leave per year. In accordance with the provisions of Section 199 of the Labor Code, wage compensation for this time off shall be equal to the average earnings.

It is recommended that the amount of leave be at least 5 weeks per calendar year. If an employee's weekly working hours change during the calendar year, or if they work shorter weekly hours, they are entitled to leave for that year in proportion to the length of each period with different weekly working hours or shorter weekly working hours.

Section 5

Termination period

Employers will, to the maximum extent possible, meet the needs of employees over the

age of 55 when individually negotiating the extension of the termination period beyond the statutory limit in the event of termination of employment by the employer for the reasons specified in Section 52(a) to (c) of the Labor Code.

Section 6

Obstacles at work

If, in accordance with legal regulations, the employer is obliged to pay employees compensation for wages during the period specified in legal regulations when the employee is unable to work, then this compensation for wages may be provided by the employer up to the amount of the employee's average net earnings.

Employers will publish a list of persons authorized to conduct checks on employees temporarily incapable of work.

Obstacles to work on the part of the employer in applying Section 209 of the Labor Code will be resolved by a separate agreement concluded with the relevant trade union body. The agreement must contain the following requirements:

- a) written form,
 - a) definition of reasons,
 - b) term of validity of the agreement,
 - d) amount of wage compensation to which employees are entitled.
- a) For each individual case, the employer shall negotiate with the trade union organization
- a) the duration of the obstacle to work,
 - b) the group of employees to whom the obstacle to work applies.

Chapter III.

Wages and similar payments

Section 7

Salary claims

The basic rights and obligations relating to the payment of wages are regulated by the Labor Code, as amended, and other related labor law regulations. All wage payments and the conditions for their provision applied by the employer are specified in collective, employment, or other agreements, or determined by the employer in internal wage regulations. If the contract or internal regulations do not contain information on the method of remuneration, the date and place of salary payment, the employer is obliged to issue the employee with a wage statement containing this information no later than on the day of commencement of work.

The amount of wage entitlements and other benefits specified in this HLCA is minimum for employers, and PKS or internal wage regulations may contain obligations only at the same or higher level.

Staff salaries may consist of various components, the payment of which is dependent on the fulfillment of predetermined criteria that can be influenced by the employee and with which the employee has been familiarized.

Employers will try to set up employee accounts with better terms at their partner banks, if they can.

During maternity or parental leave, the employer shall, in accordance with the principle of fair remuneration (Section 110 of the Labor Code), adjust the employee's salary so that, upon returning to work, the employee's salary corresponds to the salary growth of other comparable employees. This adjustment shall take place upon the employee's return to work.

Section 8

Classification of work activities

Employers may develop their own catalogues of jobs performed at the employer, including descriptions of work activities and classification of occupations, standard positions, and sub-standard positions (professions) into pay grades. This will be based on the classification of jobs and work activities according to the list of occupations, typical positions, and sub-positions in the textile and clothing industry (TOP) according to the NSP (National Classification of Occupations). The classification of professions into pay grades will be discussed in advance with the trade union organization.

The type of work for which an employee is hired must be specified in the employment contract so that it is completely clear what type of work is involved, and which is also listed in the employer's job catalog. The employment contract may specify multiple types of work in two consecutive salary grades.

The type of work and work activities required of the employee by the employer are decisive for the classification of the employee into a salary grade. The classification of the work performed by the employee into a salary grade is specified in the employment contract, in the wage assessment, or in another contract.

The wage range between individual pay grades will be at least CZK 200 per month.

Section 9

Lowest monthly gross income

The lowest gross monthly earnings for 2025 will correspond to the minimum wage set by government regulation for the given period (year) when working full-time.

Section 10

Overtime pay

For overtime work, employees are entitled to a surcharge of at least 25% of their average earnings in addition to their salary, unless the employer has agreed with the employee to provide compensatory time off in lieu of the overtime worked. The total amount of ordered and agreed overtime work may not exceed an average of 8 hours per week for the specified compensation period at the employer. Wages, taking into account any overtime, will not be negotiated for the category of manual workers.

Section 11

Additional payments

Surcharges for afternoon shifts, night shifts, Saturdays and Sundays, and difficult working conditions will be applied at least in the following amounts:

Surcharges for work:

a) in the afternoon shift	7,00 CZK/hour
b) during night	15,00 CZK/hour
c) on Saturdays and Sundays	11,00 CZK/hour
d) in difficult working conditions	13,50 CZK/hour

The surcharge for working in a difficult working environment is at least 10% of the amount set by the government by regulation as the basic minimum wage rate.

In companies of the textile and clothing industry, where the economic situation allows, a supplement for work in the afternoon shift of at least CZK 10/hour, at night in the amount of 10% of the average earnings, but at least CZK 20/hour, for work on Saturdays and Sundays, 10% of average earnings, but at least CZK 16.00/hour, in a difficult working environment, 10% of the amount set by the government by regulation as the basic minimum wage rate, but at least CZK 16.00/hour.

The above surcharges are provided in addition to any overtime surcharge.

he surcharges listed under letters a) to d) may be paid in another form of remuneration while maintaining the level agreed in this HLCA, whereby employers are obliged to prove the amount of the surcharges provided.

Section 12

Wage compensation during downtime

If an employee is unable to perform work due to a temporary fault caused by a malfunction of machinery, a shortage of raw materials or fuel, incorrect work documents, or other similar operational causes (downtime pursuant to Section 207(a) of the Labor Code) and has not been transferred to other work due to the fault of the employer, he is entitled to wage compensation in the amount of 80% of his average earnings.

Section 13

Salary increase

Employers will make adjustments to wage regulations so that, when the criteria necessary for the payment of wages are met, the average wage of employees in the textile, clothing, and leather industries will increase by at least 3% compared to the previous year's wage level. More detailed conditions will be specified in the collective agreements of individual companies.

Section 14

Severance pay

Employees over the age of 55 whose employment is terminated by the employer for reasons specified in Section 52(a) to (c) or by agreement for the same reasons are entitled to higher severance pay than that specified in Section 67 of the Labor Code upon termination of employment.

The amount of severance pay will be agreed in the collective agreement or determined by internal regulations depending on the length of employment with the employer.

When employment is terminated by the employer for reasons specified in Section 52(e) (health reasons) and the employee requests termination of employment by mutual agreement for the same reasons, the employer shall provide the employee with severance pay equal to one month's average gross earnings if the employee has worked for the employer in their main employment for at least 5 years, and two months' severance pay if the employee has worked for the employer in their main employment for at least 10 years.

An employer shall, at the request of an employee, allow the employee to terminate their employment by agreement for reasons specified in Section 52(e) – health reasons.

Chapter IV.

Human resources development

Section 15

Development of employee qualifications

Employers will use external resources and tax-deductible costs to finance employee training and retraining programs for existing and new employees recruited from the labor market who are interested in personal development, retraining, and recognition of partial qualifications in accordance with Act No. 179/2006 Coll., meeting the needs of the employer and the abilities of the employee.

Employers may grant paid leave for individual study purposes of employees. The employer shall grant leave at the employee's request to the extent necessary, subject to agreement between both parties, and provided that the employee applies the acquired level of expertise or increased qualifications at their employer's.

Section 16

Additional verification of qualifications

For additional verification of qualifications under Act No. 179/2006 Coll., in order to maintain a high level of expertise among employees in the textile and clothing industry, employers will recommend that employees take the relevant exam before authorized bodies certified by the ATOK Administrative Committee.

Section 17

Employers shall reimburse the costs or part thereof for taking an examination for additional recognition of qualifications related to work activities with the employer in accordance with Act No. 179/2006 Coll., taken before authorized bodies, to those employees whom they themselves sent to take the examination.

Section 18

At PKS, employers shall specify additional conditions under which employees are entitled to reimbursement of the costs of taking an exam for additional recognition of qualifications pursuant to Act No. 179/2006 Coll., under which this reimbursement is reduced, not paid, or its return is required.

Section 19

Securing future graduates of secondary specialized schools

Employers will promote the prestige of key professions for the company among parents of primary school pupils. In cooperation with specialized secondary schools, they will organize professional internships at company workplaces in accordance with the legislative conditions governing this area. In doing so, they will create a relationship between the student's identity and the company, develop the student's social adaptability, and lay the groundwork for their future employment at the company after graduating from secondary specialized school.

Section 20

Utilizing the many years of experience of employees

Employers will create, in accordance with their capabilities and needs, the economic and personnel conditions for the use of experienced, highly qualified, and professionally and theoretically capable employees in professions that are key to the further development of the company in the positions of instructors and advisors, compensated independently of measurable work results.

Section 21

Personal development

The employment of employees aged 55+ will become part of the culture of senior management. Employees in this age group will be given the opportunity to change careers.

Section 22

Health prevention and rehabilitation

With regard to the gradually increasing retirement age and in order to maintain the full work performance of employees aged 55+, employers will, within the scope of their needs and possibilities, introduce or expand health prevention and rehabilitation programs aimed at supporting the health and physical condition of employees aged 55+ starting at a significantly lower age (55-20).

In the PKS, employers can agree on the conditions for granting time off work for health prevention and rehabilitation based on age criteria and classification into a job difficulty group according to the National Classification of Occupations, especially if they only provide employees with the statutory amount of vacation time for recuperation.

Section 23

Breaks at work

While respecting the principle of inter-generational solidarity, employers may grant employees aged 55+ in occupations that are particularly demanding in terms of physical or mental strain, and employees who have reached the age of eligibility for early retirement, a greater number of rest breaks without reducing their wages, if operational conditions allow.

Section 24

Adjustment of working conditions

While respecting the principle of inter-generational solidarity, employers may, in the case of occupations that are particularly demanding in terms of physical or mental strain, make adjustments to the working regime for employees aged 55+ and employees who have reached the age of entitlement to early retirement, leading to a reduction in work shifts, a reduction in the pace of production equipment, etc. without affecting the wages of these employees, if operational conditions allow.

Chapter V.

Occupational health and safety

Section 25

Health and safety inspections

As a rule, employers, in cooperation with trade unions, organize occupational health and safety inspections at all workplaces and facilities in the first half of the year. A report will be taken from the inspection, which will include a plan for the implementation of measures to remedy the identified shortcomings, always stating the deadline for implementation and the person responsible for its implementation. The report will be discussed within one month after the end of the inspection.

Section 26

Protective drinks

To protect health from the effects of exposure to heat or cold, the employer shall provide employees with a protective drink free of charge. The protective drink shall be provided at the workplace or in its immediate vicinity so that it is easily and safely accessible. The protective drink must be harmless to health.

The conditions for implementing the drinking regime, including the type and quantity of beverages provided, shall be discussed by employers with the relevant trade union body and implemented in a timely manner.

Section 27

Personal protective equipment

Based on an assessment of risks and specific conditions in the workplace, employers shall determine the scope and conditions for the provision, use, and maintenance of personal protective equipment, as well as the provision and use of washing, cleaning, and disinfecting agents, including a review of the condition of equipment and the replenishment of first aid kits at individual workplaces.

At the same time, the employer shall determine the group of employees who will be provided with PPE, washing, cleaning, and disinfecting agents. In the interest of genuine health and safety at work, the employer is obliged to provide actual performance and not to replace it with monetary compensation.

Section 28

Employee duties

Employees are obligated to comply with legal and other regulations and employer instructions regarding safety, occupational health, and fire protection, with which they have been duly familiarized, and to follow the principles of safe behavior in the workplace and employer information, comply with established work procedures, use established work equipment, means of transport, personal protective equipment, and protective devices, and not to arbitrarily change or take them out of service.

A violation of the treatment plan by an employee will be considered by the employer as conduct contrary to the legitimate interests of the employer, as conduct contrary to good morals and harmful to the health of the employee.

The OS TOK will not provide legal assistance to members who demonstrably violate the

treatment regimen during sick leave within the meaning of Section 192 of the Labor Code.

Employers will keep employees or employee representatives informed about any cases of employees not following their treatment plan.

Employees are obligated to participate in training provided by the employer focused on occupational health and safety and fire protection, including verification of their knowledge, and to undergo preventive examinations, tests, or vaccinations specified by special legal regulations and paid for by the employer.

Furthermore, they are obliged to immediately report to their superior manager any work-related accident they have witnessed, or any accident involving another employee, and to cooperate in clarifying its causes.

Knowledge of health and safety and fire safety regulations is an integral part of the qualification requirements for performing the job.

Upon instruction from an authorized manager designated in writing by the employer, employees are required to undergo testing to determine whether they are under the influence of alcohol or other addictive substances. The employer shall specify the group of managers authorized to instruct employees to undergo testing in the work rules, company collective agreement, or internal regulations, as applicable.

Section 29

Trade union participation in occupational health and safety

Employers and trade unions shall negotiate and resolve all issues related to occupational health and safety through mutual consultation. For the purpose of joint action, trade union health and safety inspectors may be elected within the trade union. The trade union shall inform the employer of the designated official who has the powers specified in Section 322 of the Labor Code.

Employers shall enable trade union safety inspectors to perform their duties to the necessary extent, including participation in occupational health and safety training, and shall consider this as the performance of trade union duties with compensation equal to their average earnings.

Employers shall ensure that compliance with health and safety standards is verified at their own expense if requested to do so by the relevant trade union organization on the recommendation of the union health and safety inspector, no later than 30 days after receipt of the request.

The results of the measurements will be discussed on a regular basis with the relevant trade union organization, and effective measures will be taken based on the results. This right belongs to the trade union organization at the same workplace of the employers at most once a year or whenever new circumstances arise concerning changes in the workplace organization or significant changes in production.

Chapter VI.

Social sphere

Section 30

Social programs

Employers shall ensure the implementation of social programs at least to the extent specified in Articles 31 and 32 of this HLCA in order to create suitable working conditions and stabilize the workforce. After considering the needs and possibilities of the organization and its employees, employers may also apply the recommended suggestions contained in Article 33 of this HLCA, or other measures. They shall use the provisions of Act No. 586/1992 Coll., as amended, for the method of financing. If a trade union organization operates at the employer, the social program shall be prepared in cooperation with the relevant trade union body.

Section 31

Staff catering

Employers are required to provide meals for employees during all shifts and to contribute to the cost of meals provided by the employer. The employer's contribution shall be such that the price of the meal voucher does not exceed 50% of the price of the meal excluding VAT or the limit of food used to prepare the meal (for employers with their own catering facilities). The price of the meal voucher will be specified in the PKS or in internal regulations and is subject to taxation in accordance with the VAT Act, as amended. The conditions under which meals will be provided will be specified in the PKS or in the employer's internal regulations.

Employers may allow pensioners and former employees to take advantage of company meal benefits. Specific conditions will be addressed in the PKS or internal regulations.

Section 32

Occupational health services

Employers have to make sure their employees get initial, preventive, and final medical checkups from doctors who provide occupational health services, in line with Sections 53–55 and 58–60 of Act No. 373/2011 Coll. on specific health services, and further in accordance with Sections 32 and 103(1)(a) and Section 224 of the Labor Code.

Periodic occupational health examinations are carried out to detect early changes in health arising in connection with the physical demands of the work performed or the ageing of the body, where continued work could lead to damage to the health of the employee being assessed or to the health of other persons.

Periodic medical examinations for employees performing work classified under the Public Health Protection Act

- a) in the first category, it is recommended to carry it out
 - 1. once every 6 years, or
 - 2. once every four years for employees who have reached the age of 50; the first examination shall be carried out in connection with the periodic examination referred to in point 1.
- b) in the second category, it is recommended to carry it out
 - 1. once every 4 years, or
 - 2. once every two years for employees who have reached the age of 50; the first examination shall be carried out following the periodic examination referred to in point 1.

In cooperation with the trade union, employers shall ensure an adequate level of medical rehabilitation for employees (based on the recommendation of a doctor providing occupational health services).

Section 33

Other recommended social program content

Employers may, in agreement with the relevant trade union body, provide company recreation for employees, including their family members, as well as for pensioners, i.e. former employees who left the organization for the first time upon reaching retirement age or early retirement age, or upon becoming disabled, including their family members.

In agreement with the trade union body, employers may ensure the operation of summer and winter children's camps.

Employers can provide assistance to individual builders from among their employees in the form of lending equipment or mechanisms.

Employers can provide employees with a bonus on significant birthdays (50 years of age, first termination of employment after becoming eligible for old-age, early retirement, or full disability pension). If claimed, the bonus will be at least CZK 1,000 and further according to the conditions agreed in the PKS.

Employers shall allow their employees to purchase products or items of short-term consumption that are the subject of their business.

Employers shall, within the limits of their capabilities, allow the use of company communication tools for the purposes of trade union activities.

Employers shall, at their own expense, ensure that the company collective agreement is translated into languages understood by foreign employees and shall ensure that the translation of the PKS is made available to employees.

The ATOK and OS TOK shall, at their own expense, ensure the translation of the higher-level collective agreement into English and Russian and shall ensure that the higher-level collective agreement is available in Czech, English, and Russian on their official websites.

Employers shall, within their means and in accordance with applicable legal regulations, enable the establishment and operation of childcare groups in order to facilitate the reconciliation of family and working life for their employees.

Employers will seek to mitigate the negative effects of staff reductions through outplacement methods, tools, and activities. The main focus of outplacement will be on employees who are being laid off, for whom the loss of employment represents a major disruption to their professional and personal lives.

Beyond the scope and extent of other important personal obstacles to work specified in Government Regulation No. 590/2006 Coll., which defines the scope and extent of other important personal obstacles to work, an employer might give an employee paid time off:

- a) 1 day off work for your own wedding or civil partnership,
- b) 1 day off work when attending the wedding of own child,
- c) 1 day off in the event of the death of a parent or grandparent,
- d) 1 day off in the event of the death of a registered partner or common-law partner,
- e) 1 day off when attending the birth of a spouse, partner, or registered partner.

The employer might give employees the option to take sick days for at least 3 (three) workdays a year. Sick days are short-term sick leave needed to recover from an illness, with full pay and excused absence from work. They can be taken individually or all at once. Sick days within the specified maximum limit cannot be transferred from the current calendar year to the next calendar year. More detailed conditions will be specified in the individual companies' PKS.

Chapter VII.

Relations between employers and trade unions

Section 34

Trade Union

Activities of trade unions not directly related to the activities of the employer shall be organized outside working hours. Trade unions shall respect the provisions of the Labor Code in their activities, and trade union officials shall maintain confidentiality regarding information they learn in the course of their duties.

Section 35

Employers and Trade Unions

In the interests of maintaining social harmony, a favorable social climate in the workplace, and fostering good relations between employers and employees, employers shall

support the establishment and activities of trade unions. They will cooperate with trade union bodies in the preparation, implementation, and monitoring of compliance with labor laws and, within the limits of their operational capabilities, create conditions for their work, discuss with them measures relating to working and wage conditions, and take their opinions into account.

Section 36

Employers shall ensure, free of charge, the collection of trade union membership fees from trade union members for the benefit of the trade union's account, if requested by the trade union, under the conditions specified in Section 146(c) of the Labor Code.

In the event that the currently valid and effective income tax legislation allows membership fees paid to be deducted from the personal income tax base up to the limit set by law, employers who deduct membership fees from the wages of trade union members are required to issue a confirmation of the amount of membership fees deducted for the relevant tax period to trade union members upon request, within 10 days of the request; the request may be made no later than February 15 of the year following the end of the tax period.

Section 37

Cooperation of the trade union in strengthening the image of the company

Employers and trade unions will cooperate in particular:

- in the positive presentation of the company and the relevant trade union and in creating a favorable image of them in the eyes of the public,
- strengthening the company's good reputation in the eyes of the public,
- strengthening the sense of belonging and loyalty of employees to the company,
- sharing corporate values and corporate culture with employees,
- supporting activities leading to social dialogue.

Section 38

Social partners will cooperate on creating strategic changes relating to the TOK sector (circular economy, automation and robotization, digitization, resilience to crisis phenomena, etc.).

Section 39

Social partners will work together to encourage employees to adopt a healthy lifestyle and create conditions that support this.

Section 40

Cooperation between employers and trade unions in the field of occupational health and safety

Employers and trade unions will cooperate, within the limits of their capabilities, to improve occupational health and safety conditions.

The scope of the cooperation can be agreed in the PKS.

Chapter VIII.

Section 41

Relations between the contracting parties

The ATOK and OS TOK commit to respecting the powers of both parties to the agreement arising from applicable legal regulations, to inform each other about planned measures and intentions that affect the interests of the other party, and to support collective bargaining with individual employers with the aim of concluding company collective agreements.

The contracting parties commit to exchange their opinions on the implementation of the HLCA by June 30 of the following calendar year and to use the knowledge gained in discussions on future HLCA. Negotiations on the HLCA for 2026 will be conducted with the aim of concluding the HLCA by December 31 of the preceding calendar year.

All threats to the fulfillment of collective agreements should be resolved through negotiation until all possibilities have been exhausted.

The contracting parties undertake to jointly request the Ministry of Labor and Social Affairs of the Czech Republic, immediately after the conclusion of the HLCA, to issue a legal regulation making the HLCA binding also for other employers who are not members of the Association.

Chapter IX.

Section 42

Final Provisions

This HLCA shall enter into force on the date of signature by the representatives of the parties to the agreement and shall remain in force from January 1, 2025 until the signing of a new HLCA, but no later than June 30, 2026.

The parties to the agreement undertake to resolve any disputes before applying the procedure under the Collective Negotiation Act and fulfilling the obligations of this HLCA through a commission consisting of:

For the ATOK:

Ing. Stanislav Sedláček
Mgr. Jiří Česal
Mgr. Monika Urrea
Alena Novotná
Ing. Ladislav Šulc
Ing. Petra Dufková
Ing. Karel Pokorný
Lenka Šafránková
Ing. Oldřich Báča
Ing. Tomáš Zikmund

For the OS TOK:

Bc. Ondřej Habart
Zuzana Doboszová
JUDr. Alena Plhová
Bc. Zdeněk Dobiáš
Ing. Daniela Voráčková
Miloslava Janská
Bc. Vlastimil Skořepa
Marianna Baselová
Pavčina Meluzinová
Martin Ptáček
Jana Přibyllová

If new circumstances arise in connection with the issuance of new legislation, the provisions of this HLCA may be amended by mutual agreement. Any party to the agreement may propose negotiations on amendments or additions to this HLCA in accordance with the Collective Negotiation Act. If the negotiations are not concluded within 30 days of the submission of the proposal and the contracting parties do not agree on a mediator, the contracting parties undertake to jointly request a mediator from the Ministry of Labor and Social Affairs of the Czech Republic.

Other rights and obligations of the parties to the agreement are governed in full by the Collective Negotiation Act and generally binding legal regulations.

This HLCA will be submitted to ATOK for submission to the Ministry of Labor and Social Affairs of the Czech Republic. The parties to the agreement will each receive one copy of the HLCA.

In Prague, on June 16, 2025

.....
signed by Bc. Ondřej Habart, Signed by hand
Chairman of the OS TOK

.....
signed by Mgr. Jiří Česal
Executive Director of the ATOK