

Agreement on Wage Deductions

University of South Bohemia in České Budějovice Rector's office

Branišovská 1645/31a, 370 05 České Budějovice, IČ: 60076658
represented by Rector Assoc. Prof. Tomáš Machula, PhD, ThD
(hereinafter just Employer)

a

and

xxxxxxxxxxxx

Date of birth: **11.11.1111**

Personal Identification Number: **1111111111**

Personal Employee Number: **111111.001**

Permanent residence: **xxxxxxxx; 370 07 České Budějovice**
(hereinafter just Employee)

conclude this

Agreement on Wage Deductions

in accordance with Section 2045 and following of the Act 89/2012 Coll., the Civil Code

1. INTRODUCTORY STATEMENT

1.1. The Employee is in an employment relationship with the Employer from **1st January 2018**.

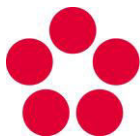
2. SUBJECT OF THE AGREEMENT

2.1 MEAL VOUCHERS

2.1.1 The Employer provides for meals for their Employees via meal vouchers (hereinafter referred to as vouchers) in accordance with the generally binding legislation and Employer's internal regulations. The Employer subsidises the voucher as defined by the internal regulation of the USB and the remaining part is paid by the Employee.

2.1.2 The Employee consents for the Employer to regularly deduct an amount from the Employee's wages or other remuneration linked to the employment (hereinafter referred to as "wages") in order to reimburse part of the provided meal vouchers. The deducted amount is determined as a multiple of the number of meal vouchers received in the given calendar month and the difference of the value of the voucher and the amount contributed by the Employer.

2.1.3 The deduction shall be taken from the wages of the month in which the meal vouchers are provided.



- 2.1.4 The Employee is entitled to a meal voucher for each day in which they work for the Employer in the place of work agreed in the Contract of Employment for at least 3 hours (Decree 430/2001 Coll. in current amendment) and are not on a business trip longer than 5 hours.
- 2.1.5 If a meal voucher is provided for a day in which the Employee is not entitled to it, the Employee agrees for the full value of the voucher to be deducted from their wages (including the amount of the Employer's contribution).

2.2 PAYMENTS FOR LIFE-LONG EDUCATION COURSES

- 2.2.1 The Employer organized life-long education courses for their Employees.
- 2.2.2 Employees participate in the cost of the courses according to the rate determined by the Employer as the Employee course fee (hereinafter referred to as "course fee"). By registering for a course (sending a binding application), the Employee confirms that they have become acquainted with the amount of the course fee and the Conditions of Employee Courses and accept them without reservation.
- 2.2.3 The Employee consents for the Employer to deduct the course fee for a course they have demonstrably registered from the Employee's wages at the nearest pay day.
The course fee is deemed as an irreversible Employee participation in reimbursement of the selected course unless there is a proven objective reason that could be recognized as a basis for returning the wage deduction or part thereof, in accordance with the Conditions of Employee Courses.

3. FINAL PROVISIONS

- 3.1 In any month, the deductions may not add up to more than they would have done in administration of a decision in civil court proceedings.
- 3.2 Both contracted parties declare that they have read this Agreement that agree with its content and that the Agreement has not been negotiated under obvious unfavourable conditions for either of the contracting parties. This is confirmed by the parties' signatures.
- 3.3 The Agreement is issued in two copies. Each party receives one copy.
- 3.4 This Agreement shall come into effect on the date of its signature by both the Employer and Employee.

In České Budějovice, on _____

.....
Employee's signature

.....
Employer's signature